

# **Country Gender Profile: Timor-Leste**

## **Final Report**

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## Summary

### Country Gender Profile in Timor-Leste (2011)

#### General Situation of Women in Timor-Leste

- The Democratic Republic of Timor-Leste has a population of 1,130,000, and it is a Catholic nation (99.1% Catholic) mostly made up of Tetums. It declared independence in 2002 after 25 years of Indonesian rule. In 2007, a former President and a Prime-Minister were inaugurated after political chaos that occurred in 2006. The United Nations Integrated Mission in Timor-Leste (UNMIT) is still stationed there and the living conditions of the citizens still have not recovered on the peace building process. Problems of violence against women, health care and livelihood still remain.
- The current percentage of female members of Congress is 29.2%. However, in local government, there is only one female governor in a sub-district and none in the districts, and only 3% are Suco chiefs. Currently, the government and international organizations are providing leadership training for female candidates to increase the participation of women to 1/3 at both the local and central level.
- There are strong remnants of the traditional patriarchal system. Due to the dowry system, husbands adopt the strong view that their wives are their subordinate “property”. This idea may be the cause of domestic violence. The concept of reproductive health is not recognized enough due to the influence of religion and the forced family planning under Indonesian rule, and fertility tends to cause greater poverty in rural areas.

#### Government Policy on Gender in Timor-Leste

- The “Law Against Domestic Violence” was passed by Parliament in April 2010, and was signed by the President in June. It was then officially enforced in July. Spurred by this movement and with the assistance of international organizations, anti-domestic violence campaigns by SEPI took place extensively. The national plan for implementing the law is expected to be formulated in 2011.
- Gender equality is stated in Article 17 of the Constitution. Currently, SEPI is drafting the “Gender Equality Law” which is expected to be enforced in 2011.
- Since 2008, gender focal points (GFPs) have been assigned to all ministries and each organization is engaged in gender mainstreaming. GFPs will be renamed the “gender working group” in 2011, and a chairperson who will be the equivalent of a director of a department is expected to be assigned to increase its authority.
- Organized by SEPI, training in gender-responsive budgeting and gender mainstreaming in each ministry is under way. As for gender-responsive budgeting, the “Gender Budget Resolution” was passed by Parliament in 2009. However, it is still difficult to obtain and analyse the details of the budgets of each ministry.

#### National Machinery

- The Office of the Advisor on the Promotion of Gender Equality (OPE) was established in 2002 as an advisor to the Prime Minister. However, SEPI was established as the national machinery for gender equality, a ministry-level organization, in 2008. Currently, it has 43 personnel and is mainly engaged in settlement and enforcement of policies and laws, gender mainstreaming in ministries and promotion of gender equality.
- The National Directorate for Policy Development and Gender has Departments of Gender Training, Analysis & Research, Liaison, and Planning, Monitoring & Evaluation. This year, it conducted training and organization of GFPs within ministries, research on teenage pregnancy, campaigns against domestic violence and such like. However, the annual budget of SEPI is approx. \$1M which is less than 1% of the total national budget.
- 2010 was a notable year in which the “Law Against Domestic Violence” was enacted and large-scale campaigns were conducted using the media and events. Though the concept of

gender equality and domestic violence is new to Timor-Leste, from the perspective of development of the nation and peace building, awareness-raising projects which targeted male leaders and residents in rural areas were promoted through TV, radio, internet and events.

### **Education**

- “Education for All” is stated in Article 57 of the Constitution, and equal educational opportunity is incorporated in the “National Education Law” which was enacted in 2008. Influenced by this, the Ministry of Education set up the gender unit and assigned three GFPs in 2008. Now pursuing mainstreaming of the ministry and its projects.
- Currently, prime efforts are dedicated to: 1) gender equality in the number of students in primary, pre-secondary and secondary education, 2) increase in the number of female teachers, and 3) employment of women in decision-making positions within the ministry. Some measures have been taken such as improvement of the school environment, prevention of violence and sexual assault by teachers, increase in the number of female teachers, securing of safety while commuting and prevention of teenage pregnancy to combat the high drop-out rate of senior grade girls in primary school (10-15%). Especially for teenage pregnancy, together with the Ministry of Health, the Ministry is now engaged in sex education for all students both male and female, and enlightenment of parents within the community based on research conducted in three districts with the highest drop-out rates.
- The literacy rate in Timor-Leste is 79% for males and 68% for females (2009). Education coordinators are assigned to Sucos to provide non-formal education in rural areas. However, as the activities differ in different areas, review of the non-formal educational system for re-education and lifelong education is the prime objective in order to achieve “Education for All”.
- The enrolment of girls in engineering fields in tertiary education is limited. There are three national vocational training centres run by SEFOPE which offer classes mainly in engineering subjects such as electrical engineering, architecture and IT. However, there are also other courses available in women's fields such as sewing, tourism business and cooking. The ratio of male to female students is about 7:3.

### **Health**

- Currently, the Ministry of Health is drafting a gender policy based on the “National Strategic Plan” which is expected to be formulated in 2011. The policy states gender equality in the accessibility, quality and management of health care services.
- The life expectancy for females in Timor-Leste is 62.03 years and males 60.26 years (2008). The maternal mortality rate still shows a high figure of 557 (per 100,000 births). However, it is on the decline as a result of campaigns and support. Although campaigns which encourage taking tests and giving birth in hospital are promoted by the Ministry of Health, less than 30% of women give birth in medical facilities as the concept of animism and traditional treatments are still strong in rural areas, and the quality of medical facilities has not yet been ensured.
- Due to physical disabilities caused by forced family planning during Indonesian rule, citizens are still repelled by family planning. The birth rate has risen to 5.7 (2009) as a result of campaigns such as Attitude Change Training conducted by the Ministry of Health with the involvement of men.
- The issue of malnutrition is severe and it is said that the weight of both mothers and children is not up to international standards. 45% of children under the age of 5 are low-birthweight infants, 58% have short stature and 21% of mothers have anaemia. The issue of the plain and unbalanced diet has been pointed out by international organizations.
- There are only six hospitals in the country where AIDS tests are available and women in rural areas do not have any opportunity to take them. Therefore, the data cannot be said to

be reliable. On the other hand, the issues of AIDS infection caused by sexual assault, AIDS infection of youths and vertical transmission of AIDS through mother to infant infection have gradually emerged.

- Since 2008, led by the Ministry of Health, Integrated Community Health Services system have been set up at Suco level, and one medical volunteer has been assigned to each Suco.

### **Agriculture and Rural Development**

- Currently drafting gender strategies in rural and agricultural development based on national policy, the "Strategic Programme for Promoting Agricultural Growth and Sustainable Food Security", expected to be completed by next year.
- There are gender units within the ministry and three personnel are engaged in gender mainstreaming in each department, gender training for residents in rural areas and the improvement of women's agricultural skills. 12 directors and 12 chiefs of districts from the ministry were assigned as GFPs and formed a gender working group to exchange opinions on gender activities.
- The Home Garden Project which incorporates breeding improvements of vegetables in farms and gardens, nutritional education and cooking instructions is promoted in order to solve the problems of women in rural areas. 70% of its beneficiaries are women. Currently, the Ministry of Agriculture and Fisheries, with the assistance of FAO, is drafting the "National Strategies on Post-harvest Practices" which will promote the cultivation of crops in the dry season from the viewpoint of sustainable food security.
- There are eight extension centres in the country. Approx. 442 extension workers are posted to Sucos, of which about 6% are female.
- Although Timor-Leste is surrounded by ocean, the annual consumption of marine products is relatively small at 4kg per person. This is said to be due to the lack of skills in processing and preserving fish as well as means of transportation which make it difficult to bring fish to residents in the mountains (approx. 70% of the country).
- The Law on Land has not yet been approved by Parliament; this is another task for the future as well as the reform of farmland.

### **Economic Activities**

- The informal sector in Timor-Leste has not been developed and most businesses are dominated by foreigners such as Indonesians. Therefore, the opportunities for both men and women to be employed in the informal sector are very few. They also lack the skills to earn profits and the accessibility to training is limited as well. The basic infrastructures such as roads, markets and transportation are not in place.
- Currently, in response to these issues, SEFOPE is providing support for women to establish businesses, as well as providing short-term OJT. At the same time, the "Three Dollar Program" is being conducted to involve poor families in the development of rural infrastructures such as roads, bridges and waterways by paying \$3 per day for several months in order to help create jobs in rural areas.
- The Ministry of Planning and Finance is pursuing mainstreaming in microfinance, small businesses, and establishment of businesses and cooperatives. Together with SEFOPE and SEPI, it has been conducting the "Project for Home Economics in Rural Areas" since 2008.
- Women often receive microfinance of \$50-\$100 by forming self-help groups of 5-10 people.
- There are regulations on equal employment opportunities under the Labour Law in Timor-Leste. Also, three months (five days for men) of paid maternity leave is available, and a total of two hrs per day for nursing for three months after returning to the workplace.
- The issue of migration is still new to Timor-Leste, and not enough research has yet been conducted. Although many men and women are said to migrate overseas to countries such as Australia, Indonesia, Malaysia, Portugal, Ireland and the UK, mostly in the fields of construction and domestic work, laws and protective measures are not yet established.

### **Peace Building**

- The Ministry of Social Solidarity is entrusted with restoration of the country and peace building, and conducts enforcement of policies for social security, ex-combatants, social services, social integration and disaster management. The return of IDPs has almost finished and both men and women have returned to their local areas or nearby Sucos. Reintegration into their communities is the current task.
- The female Minister has published a Gender Report, and is enthusiastically promoting gender mainstreaming in the ministry. In 2007, the “Department for Protection of Women Victims and Integration of Vulnerable Families”(14 personnel) was established within the ministry and it is engaged especially in projects which support women.
- The number of widows, orphans and disabled caused by the conflict is not certain since the data is still being analyzed. Female-headed households are being mapped nationwide with the assistance of UNDP, and the result is expected to be announced in 2011. As for widowed families, the “Wallet For Mothers” support program is being conducted.
- The victims of domestic and sexual violence due to the conflict have reinforced their network and formed self-help groups, and they are now advocating their views to the government. The government is managing four shelters in the country and providing short-term protection for victims in accordance with Article 16 of the Law Against Domestic Violence.
- As for decentralization, the ”Regional Division Law” was enacted in 2009. The plan is to divide the current 15 provinces into five parts by the enactment of the “Local Governance Law” after the presidential elections in 2012. Also, the current provinces will be upgraded to municipalities and the first gubernatorial elections are expected to take place in 2014.

### **Violence Against Women**

- Following the enactment of the ”Law Against Domestic Violence” in July 2010, anti-domestic violence campaigns are being conducted nationwide, and the issue of violence against women has gradually started to be recognized not as a domestic matter but as a crime.
- The most recent census conducted by the Ministry of Finance has shown that 38% of women have been abused in some way.
- The issue of incest is conspicuous especially in rural areas and cases of rape and sexual assault of young girls by their fathers and relatives are being revealed. Many girls cannot have an abortion even in the case of unwanted pregnancy and are forced to terminate their education.
- Sexual and domestic violence in rural areas is mediated by the elders as the administrators of the traditional code. It is rare for such cases to be brought to the courts. SEPI and the Ministry of Social Solidarity have started to engage in improvement of the referral system network such as the police, hospitals, prosecutors, lawyers, social workers, teachers and NGOs.
- Although the victims of sexual violence against women during Indonesian rule are still traumatized, other issues such as sexual assault by UN soldiers and domestic violence by ex-combatant husbands are being highlighted as well.

## List of Abbreviations (Timor-Leste)

ADB	Asian Development Bank
AECID	Agencia Espanola de Cooperacion Internacional para el Desarrollo
AusAID	Australian Government's Overseas Aid Program
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CIDA	Canadian International Development Agency
EC	European Commission
EFA	Education for All
FAO	Food and Agricultural Organization, UN
GFP	Gender Focal Point
HIV/AIDS	Human-Immunodeficiency Virus/ Acquired Immuno-Deficiency Syndrome
IDP	Internally Displaced Persons
ILO	International Labour Organization
IOM	International Organization for Migration
IUD	Intra-Uterine Contraceptive Devices
MDGs	Millennium Development Goals
NORAD	Norwegian Agency for International Development
NGO	Non Governmental Organization
OPE	Office of the Advisor on the Promotion of Gender Equality
SEFOPE	Secretary of Vocational Training and employment
SEPI	Secretary of State for the Promotion of Equality
SISCA	Integrated Community Health Services
UNDP	United Nations Development Programs
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
UNMIT	United Nations Integrated Mission in Timor-Leste
USAID	United States Agency for International Development

# 1. Basic Profiles

## 1-1 Socio-Economic Profile

<u>International Development Indicators</u>	Human development index	Gender-related development index	Gender empowerment measurement (Value)	Gender Inequality Index		Reference	
	0.502 /rank.120 (2010)	NA	NA	NA		1)	
	0.497 /rank.162 (2009)	NA	NA	NA			
<u>Demographic indicators</u>	Population <sup>2)</sup>		Urban population <sup>2)</sup>		Population <sup>2)</sup> growth rate (%)	Total Fertility rate <sup>3)</sup>	2) 3)
	total	% of female population	% of urban population	% of female population			
	1,066,582 (2010)	49.26% (2010)	29.55% (2010)	47.71% (2010)	2.41% (2010)	5.7 (2009-2010)	
	923,198 (2004)	49.16% (2004)	NA	NA	3.20% (2004)	7.8 (2003)	
	Life expectancy <sup>4)</sup>		Households number <sup>5)</sup> by head of households (HH)				4) 5)
	Male	Female	Total	Male-headed	Female-headed		
	60.26 (2008)	62.03 (2008)	11,463 (2009-10)	10,053 (2009-10)	1,410 (2009-10)		
59.82 (2007)	61.54 (2007)	NA	NA	NA			
<u>Economic Indicators</u>	GNI/Capita <sup>4)</sup>	Growth rate of Real GDP <sup>6)</sup>	GDP implicit deflator <sup>4)</sup>	Gini index <sup>4)</sup>	Aid/GNI <sup>4)</sup>		4) 6)
	US\$2,460 (2008)	11.6% (2009)	9.98 (2009)	31.92 (2007)	9.52%(2008)		
	US\$1,520 (2007)	11.0% (2008)	10.67 (2008)	NA	16.10% (2007)		
<u>Public sector expenditure on sectors</u>	Health	Education	Social Protection	Defense (military)	Gender	others	7)
	4.8% (2009)	10.2% (2009)	18.5% (2009)	6.4% (2009)	NA	NA	
	NA	NA	NA	NA	NA	NA	
	/GDP	/GDP	/GDP	/GDP	/GDP	/GDP	1)
	11.5% (2000-2007)	7.1% (2000-2007)	NA	4.7% (2000-2007)	NA	NA	
NA	NA	NA	NA	NA	NA		
<u>Industry/GDP</u>	Agriculture	Industry	Service	Others			8)
	32.2% (2005)	12.8% (2005)	55% (2005)	NA			
	NA	NA	NA	NA			
<u>Labour indicators</u>	population		Unemployment		Minimum wage		8) 9)
	Total No. <sup>9)</sup>	% of female population <sup>9)</sup>	Unemployment rate <sup>8)</sup>	% of female population	Male	Female	
	262,000 (2009-10)	32.06% (2009-10)	20% (2006)	NA	NA	NA	
	NA	NA	NA	NA	NA	NA	
<u>Employment rate (year)</u>		Agriculture	Industry	Service	Others		8)
	Population	90% (2006)	NA	NA	NA		
	% of female population	NA	NA	NA	NA		
	Population	NA	NA	NA	NA		
	% of female population	NA	NA	NA	NA		



Approaches to gender issues

Ratification and signature of international laws

2003	Convention of the Elimination of All Forms of Discrimination against Women (CEDAW)	
2005	Millennium Development Goals	

Women in decision-making (% of female population)

	Government			Private sector		4) 10)
	In parliament <sup>4)</sup>	Ministers <sup>10)</sup>	Deputy ministers	Managers	Technicians	
	29.2% (2009)	25% (2010)	NA	NA	NA	

Policy of gender

year	Article 17 of Constitution	

Laws of gender

2010	Law Against Domestic Violence	
2008	Security Council Resolution No.1325 on Women, Peace and Security	
2008	Decree No 16, Organic Law on SEPI	

Public organization of gender

Name of the national machinery	Secretary of State for the Promotion of Equality (SEPI)	

## 1-2 Health Profile

<u>Prevalence of health service</u>	No. of hospital beds per 1,000 persons		No. of physicians per 1,000 persons		Reference 4)		
	NA		0.1 (2004)				
	NA		NA				
<u>Infant mortality rate</u>	Total (per 1,000 live birth)		Female		5)		
	45 (2009-10)		53 (2009-10)				
	60 (2003)		NA				
<u>Under-five mortality rate</u>	Total (per 1,000)		Female		5)		
	64 (2009-10)		76 (2009-10)				
	83 (2003)		NA				
<u>Prevalence and death rates associated with tuberculosis</u>	Total (per 100,000)		Female		11)		
	47 (2007)		NA				
	NA		NA				
<u>Prevalence and death rates associated with infectious diseases</u>	Total		Female				
	NA		NA				
	NA		NA				
<u>% of vaccinated (1 year old)</u>	BCG	DPT1	Polio1	Measles	12)		
	70.5% (2009)	75.7% (2009)	76.6% (2009)	69.7% (2009)			
<u>Reproductive health</u>	Contraceptive prevalence rate (% of married women ages 15-49)		Rate of births attended by trained personnel		Anemia prevalence among pregnant women		4)
	22% (2009)		18.4% (2003)		NA		
	10% (2003)		23.6% (2002)		NA		
	Maternal mortality ratio <sup>5)</sup> (per 100,000 live births)		Total fertility rate <sup>2)</sup>		Average age of first marriage <sup>4)</sup>		3) 5)
	557 (2009-10)		5.7 (2009-10)		Men	Women	
	NA		7.8 (2003)		25.3 (2009-10)	20.9 (2009-10)	
<u>Nutrition</u>	Children under weight for age (and aged under 5)		Oral re-hydration therapy use rate		Iodine deficiency		12)
	45.66% (2009)		NA		NA		
	NA		NA		NA		
<u>Community health service</u>	Access to safe water			Access to adequate sanitation			4)
	Total	Urban	Rural	Total	Urban	Rural	
	69% (2008)	86% (2008)	63% (2008)	50% (2008)	76% (2008)	40% (2008)	
	63% (2005)	80% (2005)	57% (2005)	44% (2005)	68% (2005)	35% (2005)	
<u>HIV/AIDS</u>	HIV prevalence, aged years old - years old				% of population aged with comprehensive knowledge of HIV/AIDS		13) 5)
	Total <sup>13)</sup>	Male	Female		Male <sup>5)</sup>	Female <sup>5)</sup>	
			Total	Pregnant women			
	under 0.1% (2008)	NA	NA	NA	20.0% (2009-10)	10.6% (2009-10)	
	NA	NA	NA	NA	NA	NA	

### 1-3 Education profile

<u>Education system</u>	Primary	Pre-secondary	Secondary	Reference			
	6 years	3 years	3 years				
<u>Adult literacy rate</u> (% of ages 15 and older)	Total	Male	Female	5)			
	NA	78.6% (2009-10)	68.0% (2009-10)				
	NA	NA	NA				
<u>Primary education</u>	Enrolment rate			4)			
	Total (net)	Male (net)	Female (net)				
	75.94% (2008)	77.47% (2008)	74.35% (2008)				
	64.56% (2007)	65.7% (2007)	63.37% (2007)				
	Progression rate			4)			
	Total	Male	Female				
	NA	NA	NA				
	NA	NA	NA	7)			
	Drop-out rate						
	Total	Male	Female				
	4.0% (2006-07)	4.3% (2006-07)	3.8% (2006-07)				
	10.0% (2007-08)	10.6% (2007-08)	9.4% (2007-08)				
<u>Pre-secondary education</u>	Enrolment rate			4)			
	Total (net)	Male (net)	Female (net)				
	31.36% (2007)	29.92% (2007)	32.86% (2007)				
	NA	NA	NA				
	Progression rate			4)			
	Total	Male	Female				
	NA	NA	NA				
	NA	NA	NA	7)			
	Drop-out rate						
	Total	Male	Female				
	3.8% (2007-08)	3.9% (2007-08)	3.7% (2007-08)				
	NA	NA	NA				
<u>Secondary education</u>	Enrolment rate			4)			
	Total (net)	Male (net)	Female (net)				
	15.2% (2009)	12.54% (2009)	17.69% (2009)				
	9.81% (2002)	11.06% (2002)	8.7% (2002)				
	Progression rate			4)			
	Total	Male	Female				
	NA	NA	NA				
	NA	NA	NA	7)			
	Drop-out rate						
	Total	Male	Female				
	5.0%	5.1%	4.9%				
	NA	NA	NA				
<u>Tertiary level enrolment</u> <u>by field of study by</u> <u>gender</u>	Education		Arts		Social science		
	Male	Female	Male	Female	Male	Female	
	NA	NA	NA	NA	NA	NA	
	NA	NA	NA	NA	NA	NA	
	Engineering and Technology		Medicine		Others		
	Male	Female	Male	Female	Male	Female	
	NA	NA	NA	NA	NA	NA	
	NA	NA	NA	NA	NA	NA	

## 1-4 Millennium Development Goals (MDGs) Indicators

### Gender parity index

Primary level enrolment		Secondary level enrolment		Tertiary level enrolment		Reference
2008	94%	2005	100%	2002	127%	14)
2007	94%	2004	99%	NA	NA	

### Share of women in wage employment in the non-agriculture sector

2001	35.0%	14)
NA	NA	

### Proportion of seats held by women in national parliament

Seats held by women (%)	Total number of seats	Seats held by men	Seats held by women	14)			
2010	29.20%	2010	65		2010	46	2010
2007	25.30%	2007	87	2007	65	2007	22

### Maternal mortality ratio (per 100,000 live birth)

2009	450
2001	660

### Birth attended by skilled health personnel (%)

2009	29.6%
2007	19.0%

15)

### Contraceptive prevalence rate (Current contraceptive use among married women 15-49 years old)

Any method (%)	Modern methods(%)	Condom(%)	14)		
2003	10.0%	2003		7.0%	2003
1997	26.7%	1997	25.1%	1997	0.0%

### Adolescent birth rate (per 1,000 women)

2004	59.2	14)
2002	78.3	

### Antenatal care coverage

at least on visit (%)		at least four visits(%)		14)
2003	60.5%	2003	29.6%	
2002	42.5%	NA	NA	

### Unmet need for family planning

Total(%)	Spacing(%)	Limiting(%)	14)		
2003	3.8%	2003		3.7%	2003
1997	17.4%	1997	11.4%	1997	5.9%

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## 2. General Situation of Women and Government Policy on Gender

### 2-1 General Situation of Women in Timor-Leste

#### General Situation of Women in Timor-Leste

- 1) The Democratic Republic of Timor-Leste has a population of 1,130,000, and it is a Catholic nation (99.1% Catholic) mostly made up of Tetums. It declared independence in 2002 after 25 years of Indonesian rule. In 2007, a former President and a Prime-Minister were inaugurated after political chaos that occurred in 2006. The United Nations Integrated Mission in Timor-Leste (UNMIT) is still stationed there and the living conditions of the citizens still have not recovered on the peace building process. Problems of violence against women, health care and livelihood still remain.
- 2) The current percentage of female members of Congress is 29.2%. However, in local government, there is only one female governor in a sub-district and none in the districts, and only 3% are Suco chiefs. Currently, the government and international organizations are providing leadership training for female candidates to increase the participation of women to 1/3 at both the local and central level.
- 3) There are strong remnants of the traditional patriarchal system. Due to the dowry system, husbands adopt the strong view that their wives are their subordinate “property”. This idea may be the cause of domestic violence. The concept of reproductive health is not recognized enough due to the influence of religion and the forced family planning under Indonesian rule, and fertility tends to cause greater poverty in rural areas.

#### [General Situation]

The Democratic Republic of Timor-Leste has a population of 1,130,000, and it is a Catholic nation mostly made up of Tetums. It was colonized by the Portuguese from the 16<sup>th</sup> century until 1974<sup>1</sup>. In 2002, it declared its independency from 25 years of Indonesian rule. In 2007, a former President and a Prime Minister were inaugurated after political chaos in 2006. UNMIT is still stationed there and the living conditions of the citizens still have not recovered on the peace building process. The government as well as the public sector that were administrated by Indonesia are currently being re-assembled by the new government. According to the Asian Development Bank (ADB), since the government is fairly new, it seems to be taking a lot of time to increase its capabilities. The percentage accounted for by the agricultural sector is 80%<sup>2</sup>. Most farmers rely on self-supported produce and they are in no way earning enough income. Also, the informal sector is barely developed; living necessities and food supplies are completely dependent on imports<sup>3</sup>. GDP is US\$556 (in 2009) which is US\$112 higher than last year. But even with changes like this, the problems surrounding women, especially poverty in rural areas, violence and lack of health care services are still widespread. The Human Development Index (HDI) ranks Timor-Leste 120 out of 179 countries (in 2010). Due to lack of infrastructure, health care facilities and knowledge, the maternal mortality rate is especially high and 557 deaths per 100,000 births have been reported in recent research<sup>4</sup>. At the same time, the birth rate is high at 5.7 (in 2009). These problems are considered urgent by the government and national strategies are being planned.

<sup>1</sup> It was under Japanese rule at one point during WW2.

<sup>2</sup> 1/4 of GDP comes from agriculture. Coffee, rice and maize are the main products.

<sup>3</sup> According to data provided by the Ministry of Foreign Affairs in 2009, imports come from (1) Indonesia (2) Singapore (3) Australia (4) Vietnam (5) China

<sup>4</sup> Ministry of Finance, 2009-2010 Timor-Leste Demographic and Health Survey

Founded as a new nation after recent independency, from the perspective of protection of human rights, strategies towards gender equality seem to be being actively promoted by the government. Gender mainstreaming has been promoted quite rapidly at central government level organizations since 2007. Especially in the Ministry of Social Solidarity, the Ministry of Agriculture & Fisheries and the Ministry of Education, the tendency seems quite conspicuous. It is expected that gender mainstreaming will be emphasized in the development of the public sector in future<sup>5</sup>.

### **[Issues Originating in Religion and Traditional Customs]**

99.1% of the population is Catholic. This is due to the influence of Portuguese rule. However, the traditional concept of animism is still strong in rural areas and the Suco chiefs, elders and religious leaders (priests, shaman or such like) have set rules for each Suco<sup>6</sup>. The majority of the population are Melanesian, and they live scattered in the mountains which account for 70% of the country and where it is hard to gain access. Each area differs in customs and gender differences can be seen. However, basically they observe a patriarchal system and a male acts as the head of the family. Suco chiefs and hamlet chiefs are mostly men, and the husband holds all authority within the family. As the husband's family pays a dowry<sup>7</sup> to his wife's family upon marriage, the husband tends to view his wife as purchased property. International organizations, NGOs and researchers<sup>8</sup> have analyzed that this tradition, influenced by the violence experienced during Portuguese and Indonesian rule, is the prime cause of domestic violence. In addition, women in rural areas get married at a fairly early age<sup>9</sup>, and they have only limited education and are engaged in farm work. However, they have no choice but to depend on their husbands for cash income. For that reason, they cannot extricate themselves from their violent environment. To top it all, the idea of reproductive health is not recognized enough due to the influence of the Catholic Church and the forced family planning during Indonesian rule, so they give birth at an early age without adequate knowledge<sup>10</sup>. Such fertility seems to cause greater poverty in rural areas.

The ideas of gender equality and domestic violence are a new concept in Timor- Leste. In rural areas, the status of women is still seen as the subordinate property of men, and cases of gender problems such as sexual assault are mediated according to the traditional code of Suco as a family matter and hardly ever questioned from the perspective of human rights, reproductive

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<sup>5</sup> With the assistance of ILO and Irish Aid, gender advisors will be assigned to the Ministry of Economic Development on 4-year contracts from 2011. Advisors have recently been assigned to the Ministry of State Administration and Territorial Planning as well. So far, over a few years, gender advisors have been assigned to the Ministry of Agriculture & Fisheries, Ministry of Education, Ministry of Health and Secretary of State for Promotion of Equality.

<sup>6</sup> Villages are called "Suco" (of which there are 442 in the country) and smaller hamlets are called "Aldeias" (of which there are 2228 in the country). Sucos are made up of 5 to 7 Aldeias and a chief is appointed for each Suco and Aldeias.

<sup>7</sup> Traditionally buffalo, cattle and jewellery. Sometimes cash in recent cases. The current price is said to be about 2 head of cattle or cash (approx. \$1000 or \$1500). However, the price may vary depending on the region, age, pedigree and appearance of the bride. Commonly, the expenses spent on ceremonies by families for weddings or funerals are considerably high.

<sup>8</sup> Organizations such as UNIFEM, UNFPA, Irish Aid, and USAID are conducting research on gender violence.

<sup>9</sup> The price gets higher for young girls, and parents tend to encourage early marriage for that reason. Many girls drop out of school in late primary school to get ready for marriage.

<sup>10</sup> The officers at UNFPA, UNICEF and UNIFEM mentioned during the interview. The NGO staffs working in Dili also mentioned.

rights or gender discrimination<sup>11</sup>. Since 2007, women's empowerment as well as gender consciousness-raising for men and families have been encouraged through many promotional campaigns by the government. In some areas, the awareness and attitudes of traditional religious leaders and Suco chiefs have started to change, and the number of female Suco chiefs is gradually rising.<sup>12</sup>

### **[Participation in Key Decision-making Positions in the Government]**

As for participation in politics, according to the data for 2009, the percentage of female Congress members is 29.2%<sup>13</sup>. In 2008, with the assistance of UNFEM and UNDP, the Gender Resource Centre was established inside Parliament and it provides skill assessment for female politicians, regular training, exchanges, and overseas study tours (participation in political training for female politicians in advanced countries such as Malaysia and the Philippines) to intensify the capabilities of female Congress members. In same year, the "Women's Caucus in Politics" was formed. Also, gender training is conducted for male politicians by handing out fact sheets on important gender-related laws (such as the Law Against Domestic Violence) with the aim of promoting gender awareness and knowledge among all politicians. In recent years, through an active campaign towards gender equality by the government, with the assistance of international organizations, participation in politics by women has improved dramatically at central government level.

However, at regional level, there are no female governors in any of the provinces and only one in the districts<sup>14</sup>. Traditionally, women are often thought to have no leadership skills. At Suco chief level, the number of females is only 3.3%. Even in such conditions, thanks to the government's Campaign for Women's Advancement in Politics after independence, the number of female Suco chiefs has increased from four to 16 out of 442 Suco chiefs nationwide. The government aims to increase the participation of women to 1/3 and is providing support for leadership by women as well as training to strengthen their skills. However, these trainings are limited and only last for a short period of time before elections. It is pointed out that longer term training and follow-up are needed for women who have experience in organizing and taking the leadership in women's networks but have no knowledge of politics or law<sup>15</sup>. Also, there are many plans under way such as plans to educate female leaders in order to increase the number of female candidates in the first provincial governor elections which are planned to take place in 2013-2014.

In the central ministries, the Ministers of Social Solidarity, Finance and Justice and the Vice Minister of Health are female. Together, with the female official of Secretary of State for the Promotion of Equality (SEPI), they have the role of promoting gender equality within each ministry. The fact that many females are assigned as Ministers could be the result of active gender equality campaigns when the country was founded. In particular, the female Ministers of Social Solidarity and Finance are well respected heroic figures from the revolution. They are putting a lot of effort into promoting women's rights as human rights.

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<sup>11</sup> An advisor at Ministry of Justice and a staff of JMISC mentioned.

<sup>12</sup> Women's organizations are being strengthened by the union of IDP Network, Widows Network and Women Peace-Builders which took place after the conflict.

<sup>13</sup> According to data provided by the Gender Resource Centre in Parliament, there are currently 21 females out of 65 Congress members as of Dec. 2010. This is 32% of all the members, which is close to the figure targeted by the government.

<sup>14</sup> The governors of provinces and districts are not elected by the citizens but assigned by the government. Timor-Leste is made up of 13 provinces, 65 districts and 442 sucos.

<sup>15</sup> Comment made by the manager of the Gender Resource Centre

## **[Violence against Women and Sexual Harassment]**

In July 2010, the Law against Domestic Violence was enacted and many anti-domestic violence campaigns took place extensively this year through the media and events. This is now the most debated issue in Timor-Leste. Society, together with international organizations, the government and NGOs, is engaging in many activities, which will be described in detail under heading 2-6.

In Timor-Leste, laws such as the Equal Employment Opportunity Law are well in place, and female employment is encouraged. However, although gender training is conducted for enterprises, the public sector has barely developed and there are only a few female employees in reality. Sexual harassment in the workplace has not even reached the state of being debated. On the other hand, it has been revealed by research conducted by the Ministry of Education<sup>16</sup> that some teachers are abusing students by sexual harassment, rape and assault in school. This is said to be a cause of young girls dropping out of primary and secondary school. Plans to improve the educational environment by increasing the number of female teachers, ensuring safety while commuting, and installing and maintaining female toilets are in place. According to Ministry of Education, it may take time for the concept of sexual harassment to spread to some rural areas.

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<sup>16</sup> The research was conducted in three provinces under the instruction of a gender advisor. In 2011, qualitative research on the issue will be planned.



## 2-2 Government Policy on Gender

### Government Policy on Gender in Timor-Leste

- 1) The "Law Against Domestic Violence" was passed by Parliament in April 2010, and was signed by the President in June. It was then officially enforced in July. Spurred by this movement and with the assistance of international organizations, anti-domestic violence campaigns by SEPI took place extensively. The national plan for implementing the law is expected to be formulated in 2011.
- 2) Gender equality is stated in Article 17 of the Constitution. Currently, SEPI is drafting the "Gender Equality Law" which is expected to be enforced in 2011.
- 3) Since 2008, gender focal points (GFPs) have been assigned to all ministries and each organization is engaged in gender mainstreaming. GFPs will be renamed the "gender working group" in 2011, and a chairperson who will be the equivalent of a director of a department is expected to be assigned to increase its authority.
- 4) Organized by SEPI, training in gender-responsive budgeting and gender mainstreaming in each ministry is under way. As for gender-responsive budgeting, the "Gender Budget Resolution" was passed by Parliament in 2009. However, it is still difficult to obtain and analyse the details of the budgets of each ministry.

#### [Government Policies on Gender]

Gender equality is stated in Article 17 of the Constitution, and gender equality policies are being enforced based on this article. The "Secretary of State for Promotion of Equality (SEPI)" will take part in the formulation and enforcement of policies, laws and programs as the national machinery for gender equality (described in 2-3).

Currently, SEPI is drafting the "Gender Equality Law" which is expected to be enforced in 2011. As the gender development plan, the "SEPI Strategic Plan 2010-2015" was formulated and actual activities based on action plans for each year have been conducted since 2009. Currently, with the assistance of UNIFEM and Irish Aid, gender advisors are being deployed mainly to support the policies. A legal advisor will be assigned from this year as well.

To promote gender policies and gender development plans in each ministry, gender focal points (GFPs) were assigned to all ministries from 2008, and they are engaged in gender mainstreaming in each organization. Regular meetings are held once a month at central level and once every quarter at provincial level to exchange ideas on gender mainstreaming. SEPI will rename the GFPs the gender working group (GWG) in 2011, and a person in charge is expected to be appointed as the equivalent of a director of a department in order to upgrade the gender promotion unit to a position with more authority. The four ministries, and especially SEPI, that have set their focus on gender mainstreaming are the Ministry of Education, the Ministry of Health, the Ministry of Justice and the Ministry of Agriculture and Fisheries. Currently, gender units have been established within the Ministry of Agriculture and the Ministry of Education, and full-time staff have been assigned. Also, the Ministry of Health and the Ministry of Agriculture and Fisheries are drafting gender policies that are expected to be formulated in 2011. Also, the Ministry of Social Solidarity is placing emphasis on gender mainstreaming by assigning one GFP to each department, with nine in total in the ministry. GFPs are assigned to all ministries such as the Secretary of State for Vocational Training and Employment (SEFOPE), the Ministry of Finance, the Ministry of Tourism, the Ministry of Transport & Communication, the Ministry of Internal Administration, the Ministry of Foreign Affairs and the National Police in order to take charge of gender mainstreaming.

Currently, with the assistance of UNIFEM, gender-responsive budget planning and gender statistics collection for each ministry are under way, organized by SEPI. As for gender-responsive budgeting, the “Gender Budget Resolution” was passed by Parliament in 2009. However, it is difficult to obtain the details of the budgets and analyze them for each ministry, and further development of GFP capabilities is needed for that reason<sup>17</sup>.

### **[Gender-Related Laws and Regulations]**

In April 2010, the “Law against Domestic Violence” was passed by Parliament and was signed by the President in June. It was then officially enforced in July. Spurred by this movement and with the assistance of international organizations, anti-domestic violence campaigns by SEPI took place extensively. The national plan for implementing the law is expected to be formulated in 2011. This action plan incorporates providing shelters, training for personnel in police and legal organizations to improve their gender awareness, and improvement of the referral system network to support the victims.

As for laws on land, the Ministry of Justice is now drafting the “Law on Land and Property Rights”. At the same time, articles on inheritance of land and property are also being drafted. For that reason, an open debate was held by the government and Parliament. SEPI promoted consultations with civil society during this process, and is now summarizing the results of the consultations as a recommendation. In particular, SEPI emphasized securing of the rights of women on accessibility to land and property.

Name of Law	Year	Outline
Domestic Violence Law	2010	To eradicate domestic violence
Security Council Resolution No.1325 on Women, Peace and Security	2008	To promote gender equality and the rights of women upon peace building
Decree No 16, Organic Law of SEPI	2008	Role of SEPI as national machinery for gender equality
Law on Land and Property Rights	Drafting	Rights to land and property

Reference: SEPI/Annual Report 2009, confirmed by SEPI for this research.

<sup>17</sup> Mainly UNIFEM and ADB are providing assistance to each ministry for analysis and training in gender-responsive budgeting (GRB).

## 2-3 National Machinery

### Secretary of State for the Promotion of Equality (SEPI)

- 1) The Office of the Advisor on the Promotion of Gender Equality (OPE) was established in 2002 as an advisor to the Prime Minister. However, SEPI was established as the national machinery for gender equality, a ministry-level organization, in 2008. Currently, it has 43 personnel and is mainly engaged in settlement and enforcement of policies and laws, gender mainstreaming in ministries and promotion of gender equality.
- 2) The National Directorate for Policy Development and Gender has Departments of Gender Training, Analysis & Research, Liaison, and Planning, Monitoring & Evaluation. This year, it conducted training and organization of GFPs within ministries, research on teenage pregnancy, campaigns against domestic violence and such like. However, the annual budget of SEPI is approx. \$1M which is less than 1% of the total national budget.
- 3) 2010 was a notable year in which the “Law Against Domestic Violence“ was enacted and large-scale campaigns were conducted using the media and events. Though the concept of gender equality and domestic violence is new to Timor-Leste, from the perspective of development of the nation and peace building, awareness-raising projects which targeted male leaders and residents in rural areas were promoted through TV, radio, internet and events.

#### [Background]

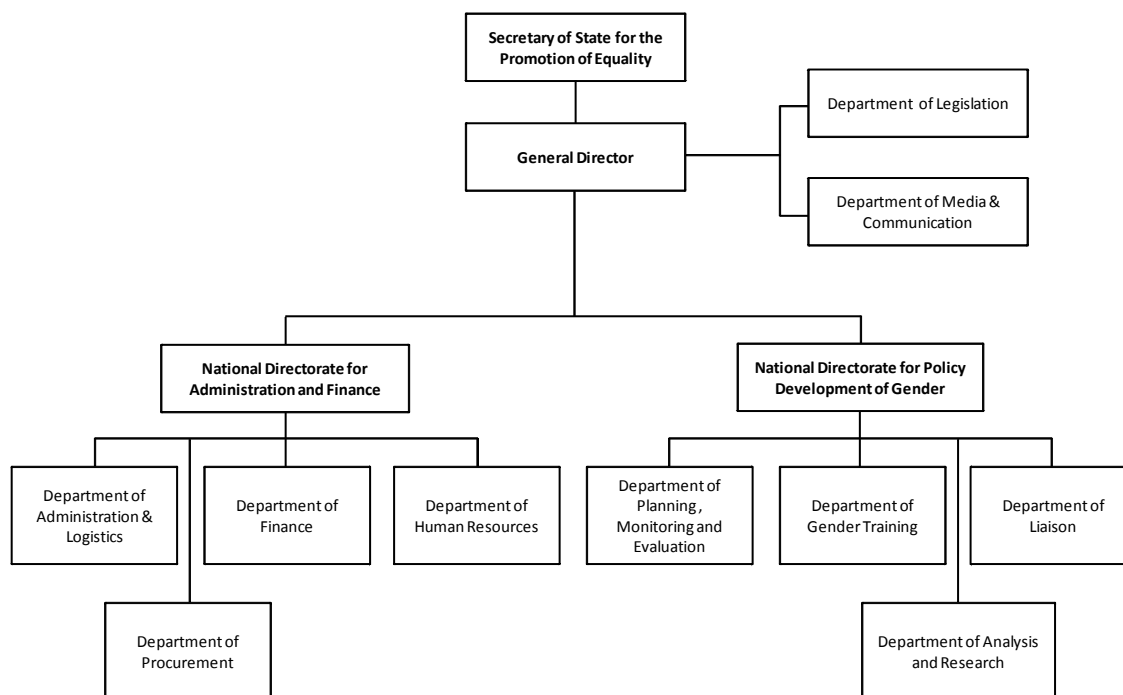
The Office of the Advisor on the Promotion of Gender Equality (OPE) was established in 2002. However, as it was not a national machinery with decision-making authority, it could only give advice on policies for gender equality and could not engage sufficiently in gender mainstreaming. In September 2007, by Decree-Law No.7, the “Secretary of State for the Promotion of Equality (SEPI)” was established within Parliament as the national machinery for gender equality. In June 2008, SEPI's Fundamental Law was approved by Decree-Law No.16 and SEPI was entrusted to be the Government's main body responsible for the design, execution, coordination and assessment of policies defined by the Council of Ministers. Now SEPI is engaged in the design of laws, policies and programs to promote gender equality and women's rights as well as the promotion of gender mainstreaming which will contribute to peace-building and socio-economic development in Timor-Leste in order to pursue the principles of gender equality stated in the Law.

#### [Organization]

The organization chart of SEPI is shown below. 43 personnel are assigned under the Secretariat of SEPI, Ms. Idelta Maria Rodrigues. The influence of the organization is expected to be strengthened since the post of General Director, which was vacant, will be filled next year. The National Directorate for Policy Development and Gender, the National Directorate for Administration and Finance, the Department of Media & Communication and the Department of Legislation will be assigned under the General Director to whom the supervision of all these departments will be entrusted. The National Directorate for Policy Development and Gender is made up of the Department of Gender Training, the Department of Analysis & Research, the Department of Liaison and the Department of Planning, Monitoring & Evaluation under the director. There are three to four staff members in each department. The role of the Directorate is to conduct research and analysis on gender, planning, monitoring and evaluation of policies, laws and programs, planning and organizing of gender training for the staff of SEPI and other ministries, promotion of gender-responsive budgeting in each ministry, coordinating of GFPs, planning and organizing of gender awareness campaigns, and events and training for all citizens. However, SEPI is still quite a new organization, and the limitations of the staff in number,

capacity and budget for pursuing such a vast range of missions are evident. The annual budget of SEPI is \$1M which is less than 1% of the national budget.

Name	Secretary of State for the Promotion of Equality (SEPI)
No. of Personnel	43 (male: 17, female: 26) Three directors out of nine departments are female.
Budget	Annual budget: approx. \$1M (2009)
Objectives	To create a gender-free society. To promote the concept of gender equality, gender mainstreaming of laws and policies, and awareness raising of civil society.
Roles	To conduct research and analysis on gender. Planning, monitoring and evaluation of laws, policies and programs. Planning and implementation of gender training for the staff of SEPI and other ministries. To promote gender-responsive budgeting in each ministry. Coordination of GFPs. To promote gender awareness campaigns, events and trainings for all citizens.
Prime Donors	UNFPA, UNIFEM, Irish Aid, NORAD



[Organizational Chart]

### [Main Activities of SEPI]

SEPI formulated its first "Strategic Plan 2010-2015" last year on the instructions of the gender advisors with the assistance of UNIFEM, Irish Aid and NORAD. The four objectives of this plan are:

1. To reinforce SEPI
2. To advocate gender-responsive policies and laws within the government
3. To reinforce the gender mainstreaming structure of the government
4. To improve the gender awareness of stakeholders such as national and local civil

servants

Specific recent activities were enforced based on “SEPI Action Plan 2009”.

- Conduct gender training for GFPs in ministries and reinforce coordination, as well as promote gender-responsive budgeting
- Conduct gender training and skill improvement training for SEPI personnel
- Conduct research and campaigns on domestic violence
- Conduct analysis of agriculture and gender
- Conduct research on teenage pregnancy

2010 was a particularly notable year in which the “Law Against Domestic Violence“ was enacted and large-scale campaigns were conducted throughout the provinces, districts and Sucos using the media and publications (posters, stickers and leaflets). TOT in anti-domestic violence was conducted for the leaders of provinces and districts. Since the concept of gender equality and domestic violence is new to Timor-Leste, from the perspective of development of the nation and peace building, awareness-raising projects which targeted male leaders and residents in rural areas were promoted through the TV, community radio, internet and over 20 events. Promotional activities directed at society are expected to expand even more with the enforcement of the Law against Domestic Violence in 2011.

Timor-Leste gave the first CEDAW presentation by representatives from SEPI, the Ministry of Education, the Ministry of Health, the Ministry of Agriculture & Fisheries and the Ministry of Justice at the CEDAW session which was held in NY in June 2009. The presentation focused especially on proposals for promoting gender equality in the educational and health fields<sup>18</sup>.

The “Delhi Declaration” which was signed by the government, Parliament, religious groups and citizens on International Women's Day in 2008 proclaimed gender equality in education and health care services and the eradication of violence against women. In March 2009, an evaluation took place to monitor its progress and improvement was confirmed in some fields such as promotion of gender-responsive budgeting, enforcement of the Law against Domestic Violence and establishment of a referral network for the victims of violence against women.

#### **[Gender-Related Activities by Other Ministries]**

The list below is a summary of the activities in each sector which will be described in 3.

Name of Ministry	Main Roles
Ministry of Education	Setting up of gender units. Promotion of gender equality in accessibility to nine years of basic education. Introduction of gender perspective in new curriculum (making textbooks to teach sex education, gender-based violence and reproductive health).
Ministry of Health	One GFP is assigned. Currently conducting gender assessment of health sector and drafting gender policies. Introduction of Integrated Community Health Services (SISCA) system to improve maternal and child health at Suco level. Promotion of births at medical facilities and family planning.

<sup>18</sup> In the educational field, proposals were made on the necessity of measures for girls dropping out of school due to sexual assault at school or while commuting, teenage pregnancy, and early marriage. And in the medical field, proposals were made on maternal mortality, teenage pregnancy, family planning, prevention of AIDS & STD and the promotion of births at medical facilities.

Ministry of Agriculture and Fisheries	Currently drafting gender policies. Setting up of gender units and gender working groups. Rights of women from the perspective of food security as well as accessibility to land and resources. Conduct of research on gender and agriculture in three districts.
Ministry of Justice	One GFP is assigned. Introduction of gender perspective in penal code for gender-based violence (domestic violence, sexual assault and human trafficking). Promotion of gender equality in accessibility to land and property in Law on Land and Property Rights and civil law.
Secretary of State for Vocational Training and Employment (SEFOPE)	One GFP is assigned. Provision of support for entrepreneurship by women and microfinance for women's groups. Vocational training for women. Creation of employment through participation in rural infrastructure projects.
Ministry of Economic Development	Nine GFPs are assigned. International gender advisor is planned to be assigned. Income generation for female groups. Job creation is implemented through the rural infrastructure construction project.
Ministry of Social Solidarity	Reports on gender analysis by female Minister. Nine GFPs are assigned. Provision of support for widows and victims of violence against women in conflict, provision of shelters and improvement of referral network system by "Department for Protection of Women Victims and Integration of Vulnerable Families".

### 3. Current Situation of Gender by Sector

#### 3-1 Education

##### Education

- 1) "Education for All" is stated in Article 57 of the Constitution, and equal educational opportunity is incorporated in the "National Education Law" which was enacted in 2008. Influenced by this, the Ministry of Education set up the gender unit and assigned three GFPs in 2008. Now pursuing mainstreaming of the ministry and its projects.
- 2) Currently, prime efforts are dedicated to: 1) gender equality in the number of students in primary, pre-secondary and secondary education, 2) increase in the number of female teachers, and 3) employment of women in decision-making positions within the ministry. Some measures have been taken such as improvement of the school environment, prevention of violence and sexual assault by teachers, increase in the number of female teachers, securing of safety while commuting and prevention of teenage pregnancy to combat the high drop-out rate of senior grade girls in primary school (10-15%). Especially for teenage pregnancy, together with the Ministry of Health, the Ministry is now engaged in sex education for all students both male and female, and enlightenment of parents within the community based on research conducted in three districts with the highest drop-out rates.
- 3) The literacy rate in Timor-Leste is 79% for males and 68% for females (2009). Education coordinators are assigned to Sucos to provide non-formal education in rural areas. However, as the activities differ in different areas, review of the non-formal educational system for re-education and lifelong education is the prime objective in order to achieve "Education for All".
- 4) The enrolment of girls in engineering fields in tertiary education is limited. There are three national vocational training centres run by SEFOPE which offer classes mainly in engineering subjects such as electrical engineering, architecture and IT. However, there are also other courses available in women's fields such as sewing, tourism business and cooking. The ratio of male to female students is about 7:3.

#### [Government Policies on Gender]

"Education for All" (EFA) is stated in Article 57 of the Constitution of Timor-Leste, and the "National Education Law" which was enacted in 2008 also states equal educational opportunities by gender. Since 2008, one GFP and three expert staff have been assigned to the Department of Planning in order to pursue the promotion of gender equality, and they are pursuing gender mainstreaming within the ministry and its projects under the guidance of the gender advisor<sup>19</sup>. Currently, the directors of two departments (Educational Training and Culture) out of nine are female. Although gender policy and gender-considerate educational development plans are not particularly formulated, the perspective of gender equality is incorporated in all projects.

#### [Primary and Pre-secondary Education]

Timor-Leste has defined a total of six years in primary education and three years in pre-secondary education as "Basic Education", and aims to realize free tuition as well as 100% attendance. The attendance rate in primary education is 77.4% for boys and 74.35% for girls (2007). However, it is pointed out that although no major gap can be seen, the drop-out rate of

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<sup>19</sup> An International Advisor, supported by UNIFEM and Irish Aid, was a gender expert in Indonesia.

girls in senior grade (11-12 years old) stands at the significantly high figure around 10-15%, although the drop-out rate of female at primary level is around 9.4%<sup>20</sup>. According to the most recent MDG report, the attendance rate in pre-secondary education has increased to 82.7% and the effects of activities by the government can be seen. However, for pre-secondary education, the attendance rate is around 30% for both boys and girls, showing that the achievement of EFA is still far from being realized.

For this reason, the Ministry of Education is putting every effort into 1) gender equality in the number of students in primary and pre-secondary education, 2) increase in the number of female teachers, and 3) employment of women in decision-making positions within the ministry. As for the tendency towards a high drop-out rate for girls in the senior grade of primary school, improvement of the school environment (e.g. maintenance of female toilets), prevention of violence and sexual assault, increase in the number of female teachers, securing of safety while commuting and prevention of teenage pregnancy are being conducted.

Also, as teenage pregnancy is a main cause of the increase in the drop-out rate, with the cooperation of the Ministry of Health, textbooks on sex education, gender-based violence, and reproductive health targeted at both male and female students were created based on research conducted in three districts which have the highest drop-out rates, and incorporated into the educational curriculum. As for teenage pregnancy, since parents tend to encourage early marriage in rural areas as the dowry is higher for girls, awareness-raising for parents is being conducted through the communities and schools. This is an attempt to educate them in the dangers of STD, AIDS and teenage pregnancy, and to promote the concept of gender equality among both male and female students, parents and communities at the same time. Also, there is a debate on the need to support the re-enrolment of girls after birth<sup>21</sup>. The research was mainly for quantitative data. However, research for qualitative data on this issue is expected to be conducted in 2011 to seek the background and causes in order to propose concrete measures and policies to the Minister.

### **[Secondary Education]**

The number of students going on to secondary education is low for both males and females, and according to the census, the number of students who went on to secondary education at the age of 15-49 is 6% for males and 3% for females<sup>22</sup>. However, the current attendance rate is 17.69% for females and 12.54% for males (2009) and the figure is higher for females. Since secondary schools are divided into general and engineering courses, the enrolment of females into engineering schools is almost none.

In 2010, with the assistance of UNICEF, the Ministry of Education and SEPI hosted the first “Youth Diet” in Timor-Leste as a place for young people to speak out and express themselves, in the presence of the President and Congress members, in an attempt to foster leadership in the future. 130 youths (age 12-17, with an almost equal male to female ratio) from Sucos across the nation gathered in Dili and debated politics, education and human rights.

### **[Vocational and Technical Education]**

There are three national vocational training centres under SEFOPE, with engineering courses such as electrical engineering, architecture and IT as the main subjects. However, there are also

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<sup>20</sup> GSO, Timor-Leste in Figures 2009

<sup>21</sup> Such as the establishment of nurseries and maternal education, according to the Ministry of Health.

<sup>22</sup> Ministry of Finance, 2009-2010 Timor-Leste Demographic and Health Survey



some other courses such as sewing, tourism business and cooking which relatively contain of many female trainees. The student ratio of males to females is about 7:3<sup>23</sup>.

### **[Non-Formal Education]**

The literacy rate in Timor-Leste is 79% for males and 68% for females according to the most recent census<sup>24</sup>. The lowest figure is 62% for women in rural areas. As for the educational level for ages 15-49, it stands at 29% for females and 19% for males with no education<sup>25</sup>. The primary school enrolment level is 23% for females and 26% for males. The pre-secondary school enrolment level is 49% for males and 44% for females which were the highest figures. There is an education coordinator in every Suco who takes part in conducting non-formal education in rural areas. However, as the activities differ in different areas, review of the non-formal educational system for re-education and lifelong education is the prime objective in order to achieve the goal of Education for All and the MDGs.

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<sup>23</sup> A comment made by GFP in SEFOPE. The data is now being analyzed.

<sup>24</sup> GSO, Timor-Leste in Figures 2009

<sup>25</sup> Children spend 2-3 hrs commuting to school in rural areas. However, the dangers that can occur while commuting such as rape and assault are said to be the cause of the increase in the number of girls dropping out of school. There have been many cases of soldiers committing rape by hiding in the mountains during Indonesian rule. NGOs such as the AlolaFoundation consider that this is the cause of the high illiteracy rate among middle-aged women who could not attend school due to such an environment.

### 3-2 Health

#### Health

- 1) Currently, the Ministry of Health is drafting a gender policy based on the "National Strategic Plan" which is expected to be formulated in 2011. The policy states gender equality in the accessibility, quality and management of health care services.
- 2) The life expectancy for females in Timor-Leste is 62.03 years and males 60.26 years (2008). The maternal mortality rate still shows a high figure of 557 (per 100,000 births). However, it is on the decline as a result of campaigns and support. Although campaigns which encourage taking tests and giving birth in hospital are promoted by the Ministry of Health, less than 30% of women give birth in medical facilities as the concept of animism and traditional treatments are still strong in rural areas, and the quality of medical facilities has not yet been ensured.
- 3) Due to physical disabilities caused by forced family planning during Indonesian rule, citizens are still repelled by family planning. The birth rate has risen to 5.7 (2009) as a result of campaigns such as Attitude Change Training conducted by the Ministry of Health with the involvement of men.
- 4) The issue of malnutrition is severe and it is said that the weight of both mothers and children is not up to international standards. 45% of children under the age of 5 are low-birthweight infants, 58% have short stature and 21% of mothers have anaemia. The issue of the plain and unbalanced diet has been pointed out by international organizations.
- 5) There are only six hospitals in the country where AIDS tests are available and women in rural areas do not have any opportunity to take them. Therefore, the data cannot be said to be reliable. On the other hand, the issues of AIDS infection caused by sexual assault, AIDS infection of youths and vertical transmission of AIDS through mother to infant infection have gradually emerged.
- 6) Since 2008, led by the Ministry of Health, Integrated Community Health Services system have been set up at Suco level, and one medical volunteer has been assigned to each Suco.

#### [Government Policies on Gender]

Currently, the Ministry of Health is drafting a gender policy based on the "National Strategic Plan" which is expected to be formulated in 2011. The policy states gender equality in the accessibility, quality and management of health care services. There is a plan to increase the number of females in decision-making positions in order to meet the needs of women in health care service systems<sup>26</sup>. There is also a plan to analyse the gender statistics for all services. Since 2008, led by the Ministry of Health, Integrated Community Health Services (SISCA) have been set up at Suco level, and one medical volunteer has been assigned to each Suco where they have been active since. The role of the volunteers is 1) to distribute Maternal and Child Health Handbooks, 2) to measure the weight of the children, 3) to promote personal hygiene, 4) to perform first aid, 5) to provide education in medical health, and 6) to manage birth certificates. Currently, the male to female ratio of the volunteers is about equal since residents with literacy and leadership skills or chiefs of Albeisa are chosen. However, there are suggestions that the increase in the number of female volunteers who are close to the local community is more appropriate due to the nature of maternal and child health care<sup>27</sup>.

<sup>26</sup> Currently, one director out of nine departments is female. All chiefs of health departments in 13 provinces are men.

<sup>27</sup> Although a remuneration of about \$3/month is paid, some men are not staying in their village due to working afar. Also, it is more appropriate for women to give guidance to women on family planning. As for SISCA, there are opinions (by NGOs, the Ministry of Health, etc.) that it is effective since it can also

## [Medical Health]

The life expectancy of women is 62.03 years and that of men is 60.26 years in Timor-Leste (2008). Maternal mortality is especially high and the most recent health research confirmed 557 deaths per 10,000 births<sup>28</sup>. As part of the measures to deal with this issue, campaigns to encourage medical tests and giving birth in hospital are being promoted by the Ministry of Health, but the number of women giving birth in health posts (Sucos) and medical centres (districts) only reaches 22% since the concept of animism and traditional treatment are still strong in rural areas, and the quality of medical facilities has not yet been ensured. It is a fact that only 30%<sup>29</sup> of women receive delivery assistance by a doctor, nurse and/or midwife while 70% give birth at home without any assistance. NGOs have pointed out that the unhygienic environment of such births and traditional customs might harm maternal and child health care<sup>30</sup>. However, 86% of women undergo medical examinations in some form as a result of the campaigns by the government. And the government is planning to assign two nurses, two midwives, and one communal doctor to each Suco in future<sup>31</sup>. However, there are only three doctors<sup>32</sup> in the country who are able to perform surgery in the event of irregular delivery; the training of doctors is therefore also needed. In addition, as there is no means of transportation such as ambulances, due to the lack of infrastructure, it is almost impossible to take action in the event of an emergency.

## [Nutrition]

The issue of malnutrition is severe and it is said that the weight of both mothers and children is not up to international standards. 45% of children under the age of 5 are low- birthweight infants, 58% have short stature and 21% of mothers have anaemia<sup>33</sup>. Malnutrition worsens by the year, and it is said that the effects of global climate change and the unbalanced diet<sup>34</sup> of mothers and children are the cause of this problem. Also, the issue of poverty in mountainous terrain is an urgent matter especially in the dry season since there is no custom of processing and preserving food. Some international organizations are supplying vitamins and nutrients to women in pregnancy and during lactation. The death rate of infants up to the age of 5 is 64 per 1000<sup>35</sup>.

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care for other patients as well. However, there are also opinions (by UNFPA) that it is not effective for improvement of maternal and child health care since the capacity of personnel is very limited.

<sup>28</sup> Ministry of Finance, 2009-2010 Timor-Leste Demographic and Health Survey

<sup>29</sup> According to UNFPA, there are only 500 registered midwives in the country, and only one in each Suco. There are plans to expand midwifery education in the universities.

<sup>30</sup> There is a custom of lighting a fire during delivery to raise the body temperature of the mother, as well as to repel evil spirits. The harm that might be caused to the mother by this custom was pointed out by NGOs such as USAID, and SHARE, the JICA-NGO Partnership Project.

<sup>31</sup> Currently, 600 Timorese students are studying in medical universities in Cuba. After graduation, they will go through work experience in hospitals and then be assigned to each Suco. This is a national plan to increase community doctors mainly for prevention of diseases.

<sup>32</sup> These doctors all migrated from other countries such as Indonesia and Malaysia.

<sup>33</sup> There are some differences in each area, and it has been confirmed that 1/3 of women in Manatuto have anaemia.

<sup>34</sup> Malnutrition is chronic since only single food items such as bananas, cassavas and maize are eaten in each harvest season. Also, there is little use of spices and seasonings. It is the same even in pregnancy and during lactation.

<sup>35</sup> Ministry of Finance, 2009-2010 Timor-Leste Demographic and Health Survey

## [Family Planning]

The birth rate shows a high figure of 5.7 (2009). This figure varies depending on the area, and it is even higher in Ainaro (7.2) and in Lautem (6.7) which is the furthest point east<sup>36</sup>. Since the citizens are still repelled by the idea of family planning due to the damage caused by the forced family planning among women<sup>37</sup> during Indonesian rule, the Ministry of Health is conducting campaigns on natural contraception and family planning<sup>38</sup>. Also, the spacing is slowly being adapted by local people as a result of Attitude Change Training which involves men,<sup>39</sup> and compared to the figure of 7.3 in 2003, the average figure is on the decrease. The percentage of married women using contraceptives has increased to 22% (2009) compared to 10% in 2003.

## [HIV/AIDS]

There are only six hospitals in the country where AIDS tests are available; women in rural areas do not have any opportunities to take the test. Therefore, the data cannot be said to be reliable. On the other hand, the issues of AIDS infection caused by sexual assault, AIDS infection among youths and vertical transmission of AIDS through mother to infant infection have gradually emerged<sup>40</sup>. However, the health centres and posts cannot respond to this disease, and not enough education on this issue has been conducted<sup>41</sup>. Therefore, half the population may have heard of the disease, but the percentage of people with adequate knowledge is only 20% for males and 11% for females<sup>42</sup> (2009).

## [Teenage Pregnancy]

The issue of teenage pregnancy was selected for medical research conducted by the Ministry of Finance, and an announcement was made for the first time that the figure for pregnant girls aged 15-17 is 7%<sup>43</sup>. The high figure for teenage pregnancy in some areas, especially in the four districts of Oecussi, Ainaro, Ermera and Aoilew, was confirmed. As a result, the Ministry of Health and the Ministry of Education have started to take action on this issue as an urgent task. For example, a national conference on reproductive health and sex education was held on a large scale with the assistance of the UN in 2010 and attended by the President, the Ministry of Health and SEPI. Analysis of the problem will be a task for the two ministries in the future.

However, in general, the disordering of sexuality affected by traditional early marriage as well as the recent influences of internet use are being pointed out as the cause. The issue of gender-based violence is still a major issue, and there are many victims of sexual assaults on girls by relatives, acquaintances and teachers as well as incest by parents and family members. In these cases, pregnant girls are not allowed to have an abortion due to the influence of the Catholic Church; they are forced to give birth while still unmarried. The situation makes it difficult for

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<sup>36</sup> Ministry of Finance, 2009-2010 Timor-Leste Demographic and Health Survey

<sup>37</sup> The use of contraceptives such as injections, contraceptive implants, pills and IUD stood at the high figure of 27% during Indonesian rule.

<sup>38</sup> Campaigns to promote the method of calculating the safe days in a 28-day period by using beads, and planned childbirth over a 3-year period are conducted. The campaigns are promoted through community radio, plays and events in rural areas.

<sup>39</sup> However, men tend to avoid the use of contraceptives such as condoms; contraception is left to women.

<sup>40</sup> The officers of UNFPA and SHARE mentioned.

<sup>41</sup> The general view of AIDS in society is that it is a disease only caught by prostitutes and their customers.

<sup>42</sup> Ministry of Finance, 2009-2010 Timor-Leste Demographic and Health Survey

<sup>43</sup> Ministry of Finance, 2009-2010 Timor-Leste Demographic and Health Survey

the girls to stay in their local area and a large number of these girls are taken into protection in shelters run by NGOs in the cities. The number of victims who receive educational and living support is increasing<sup>44</sup>. Many NGOs are providing support to victims<sup>45</sup> from the perspective of protection of human rights, as well as the perspective of reproductive health. The Ministry of Health is drafting supportive policies on these issues. Due to the delay in legislation development, gender-based violence in rural areas usually does not come out in public because of the traditional code, and the confirmed number of victims is thought to represent only a small number of the victims in total<sup>46</sup>.

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<sup>44</sup> In Dili, the capital, there are many local NGOs against gender based violence such as FOCPURS, AlolaFoundation, Association of Men against Violence and PRADET. And each of them provides support for the management of shelters, medical treatment, issuing of medical certificates, psychotherapy, treatment of trauma, legal consultations, court cases, scholarships, vocational training and establishment of businesses.

<sup>45</sup> Many bilateral organizations such as AusAid, Irish Aid, USAID and CIDA provide support on these issues.

<sup>46</sup> SEPI, the Ministry of Education and the Ministry of Social Solidarity have also started to take action on this issue.

### 3-3 Agriculture and Rural Development

#### Agriculture and Rural Development

- 1) Currently drafting gender strategies in rural and agricultural development based on national policy, the "Strategic Programme for Promoting Agricultural Growth and Sustainable Food Security", expected to be completed by next year.
- 2) There are gender units within the ministry and three personnel are engaged in gender mainstreaming in each department, gender training for residents in rural areas and the improvement of women's agricultural skills. 12 directors and 12 chiefs of districts from the ministry were assigned as GFPs and formed a gender working group to exchange opinions on gender activities.
- 3) The Home Garden Project which incorporates breeding improvements of vegetables in farms and gardens, nutritional education and cooking instructions is promoted in order to solve the problems of women in rural areas. 70% of its beneficiaries are women. Currently, the Ministry of Agriculture and Fisheries, with the assistance of FAO, is drafting the "National Strategies on Post-harvest Practices" which will promote the cultivation of crops in the dry season from the viewpoint of sustainable food security.
- 4) There are eight extension centres in the country. Approx. 442 extension workers are posted to Sucos, of which about 6% are female.
- 5) Although Timor-Leste is surrounded by ocean, the annual consumption of marine products is relatively small at 4kg per person. This is said to be due to the lack of skills in processing and preserving fish as well as means of transportation which make it difficult to bring fish to residents in the mountains (approx. 70% of the country).
- 6) The Law on Land has not yet been approved by Parliament; this is another task for the future as well as the reform of farmland.

#### [Government Policy on Gender]

The government is currently drafting gender strategies in rural and agricultural development based on national policy, the "Strategic Programme for Promoting Agricultural Growth and Sustainable Food Security", expected to be completed by next year. Gender units have been set up within the ministry and three personnel from the Department of Planning and Statistics are engaged in gender mainstreaming within the ministry, gender training for residents in rural areas as well as improvement of women's agricultural skills. Also, an analysis has been conducted of women in rural areas in 10 provinces<sup>47</sup> to identify gender issues in agriculture and to reflect them in the policies and make them more appropriate. 12 directors and 12 chiefs of districts have been assigned as GFPs within the ministry to form a gender working group and exchange opinions on gender activities.

#### [Women in Rural Areas]

Women in mountainous areas carry out most farm activities such as taking care of the animals and cultivation of grains and plants (such as maize, cassava, beans and fruits). However, most products are self-consumed, there being no appropriate means to increase income due to the lack of processing skills and marketing knowledge. Also, issues such as the double burden of housework and child-rearing, domestic violence, having many children and malnutrition have placed the women in cruel living conditions.

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<sup>47</sup> This research was assisted by UNIFEM, AECID, Irish Aid and GTZ. In the past, a gender expert from JICA was posted to advise the Ministry of Agriculture and Fisheries on policy.

In the past, since men had to leave the land on many occasions during the conflict, women carried out the farm activities. There are also cases where men do not take the main role in labour even in post-conflict times since some men have mental problems or they indulge into alcohol and gambling such as cock-fighting<sup>48</sup>. Men get profits from plants such as coffee and rice which can easily be turned into cash. However, women mostly grow less valuable crops and self-consumed crops for the family's livelihood. Although the cash income is managed at home, women are occupied with earning daily income, have no chance to save and have limited access to banks and microfinance. Lately, some women form small women's groups<sup>49</sup> and establish small businesses using credit. Although the economic empowerment of women can be seen through income generation and organization, there are still some tasks to be tackled<sup>50</sup>. For example, authority and decision-making are exclusive to men such as Suco and Aldeias chiefs<sup>51</sup>, and it is rare for women to speak out in meetings. Therefore, the needs of women have not been reflected in policies. To remedy this, the Ministry of Agriculture and Fisheries conducted large-scale research on gender in rural areas and aims to reflect the results in agricultural development plans in the future.

### **[Sustainable Agricultural Development and Women]**

The Home Garden Project which incorporates the improvement of crops in farms and gardens, nutritional education and cooking instructions in order to solve the problem of chronic malnutrition in rural areas is being promoted, and 70% of its beneficiaries are women. Also, with the assistance of the FAO, the Ministry of Agriculture and Fisheries is drafting the "National Strategies on Post-harvest Practices" which will promote the cultivation of crops in the dry season from the viewpoint of sustainable food security. It is targeted at women, who are the post-harvest labourers, and will give instruction in how to cultivate crops appropriately in an attempt to minimise the effects of poverty and malnutrition without relying on imported crops. Other plans include nutritional education in coordination with the Ministry of Health, and Gardening Programs in schools in coordination with the Ministry of Education. In these cases, the promotion of nutritional education for women and children will be the main objective. This is an attempt to improve the health of women and families from the viewpoint of sustainable food security and improved nutritional status. The "Project for Promotion of Consumption of Domestic Products and Cooking Schools", which is conducted under JICA's "Project for Promotion of Agribusiness in Timor-Leste", also supports the goal of income generation by improved cooking methods and the improved nutritional status of women and children at the same time.

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<sup>48</sup> The officer of ADB and Ministry of Agriculture and Fisheries mentioned.

<sup>49</sup> This is microfinance for agriculture where 5-10 people are loaned \$50-\$100, and a small amount is repaid weekly. The interest rate is low at about 1% per month. The micro financial institutions have a good impression of the female groups in that they are honest. Women in rural areas prefer this type of finance, but it is not popular among men.

<sup>50</sup> According to PARCIC, the JICA-NGO Partnership Project which engages in support for improved income for women's groups by broadbean processing in Ainaro, female groups have gained much knowledge such as accounting and literacy, and are now learning about packaging and quality control. Although trade in cities is now available since the supply of transportation, women are still not at the stage of leaving the Suco by themselves to trade and actively exchange information with other areas. Some women cannot get permission from their husbands to participate in training. However, women speaking out at home seems to be more common than before.

<sup>51</sup> Since 2008, the regulations of the Suco committee have specified that the members be the Aldeia chiefs, elders, two women and two youths under the Suco chief. The challenge for women is to express their opinions in such places.

The Ministry of Agriculture and Fisheries, from the perspective of sustainable food security, is planning to organize both male and female farmers to achieve mutual support. For example, there are plans to form a cooperative of coffee producers after political stabilization around 2007. The income of the producers is fixed and the rest is deposited in the cooperative as funds for purchasing food (such as imported rice and maize) in the dry season<sup>52</sup>. Small cooperatives of women have also established a system of using the small cooperative funds which were accumulated from their profits to finance members in need such as treatment for sick children, tuition fees and ceremonies.

### **[Extension Activities and Training for Women]**

There are eight extension centres nationwide, and approx. 450 extension workers have been assigned to Sucos, of whom about 6% are female. It is difficult to employ females in rural areas since the extension workers must be local residents and must have the educational level equivalent of an agricultural secondary school graduate. Although there is not enough research or data on extension work to women farmers, appropriate guidance such as promotion of the formation of cooperatives and extension of adapted agricultural knowledge is needed. However, as there are some Sucos without any extension workers, revision of the system is required.

### **[Ownership of Farmland]**

As for the Law on Lands, the Ministry of Justice is currently drafting the “Law on Land and Property Rights”. The rights of women to access land and property are being especially advocated since the articles on inheritance of land and property in civil law are being drafted at the same time. A paternal system is in place, and the ownership of land is inherited by men (grandfather to father and then to son) in most areas. Historically, small areas of land were cultivated, and the issue of the ownership of these small lands will be a challenge for the government in the future.

### **[Fisheries and Gender]**

Although Timor-Leste is surrounded by ocean, the annual consumption of marine products is relatively low at 4kg per person. This is said to be due to the lack of skills in processing and preserving fish as well as means of transportation which makes it difficult to bring fish to residents in the mountains (approx. 70% of the country). Also, the issue of most marine products being imported from Indonesia is being discussed. Currently, the Ministry of Agriculture and Fisheries is planning to conduct training in skills such as smoking and canning as well as in marketing sales strategies for both male and female fishermen<sup>53</sup>.

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<sup>52</sup> From such a point of view, the JICA-NGO Partnership Project PARCIC is conducting extension of the cooperative model to coffee producers.

<sup>53</sup> The staff of the ministry participated in national training in fisheries and gender provided by JICA.



### 3-4 Economic Activities

#### Economic Activities

- 1) The informal sector in Timor-Leste has not been developed and most businesses are dominated by foreigners such as Indonesians. Therefore, the opportunities for both men and women to be employed in the informal sector are very few. They also lack the skills to earn profits and the accessibility to training is limited as well. The basic infrastructures such as roads, markets and transportation are not in place.
- 2) Currently, in response to these issues, SEFOPE is providing support for women to establish businesses, as well as providing short-term OJT. At the same time, the “Three Dollar Program” is being conducted to involve poor families in the development of rural infrastructures such as roads, bridges and waterways by paying \$3 per day for several months in order to help create jobs in rural areas.
- 3) The Ministry of Planning and Finance is pursuing mainstreaming in microfinance, small businesses, and establishment of businesses and cooperatives. Together with SEFOPE and SEPI, it has been conducting the “Project for Home Economics in Rural Areas” since 2008.
- 4) Women often receive microfinance of \$50-\$100 by forming self-help groups of 5-10 people.
- 5) There are regulations on equal employment opportunities under the Labour Law in Timor-Leste. Also, three months (five days for men) of paid maternity leave is available, and a total of two hrs per day for nursing for three months after returning to the workplace.
- 6) The issue of migration is still new to Timor-Leste, and not enough research has yet been conducted. Although many men and women are said to migrate overseas to countries such as Australia, Indonesia, Malaysia, Portugal, Ireland and the UK, mostly in the fields of construction and domestic work, laws and protective measures are not yet established.

#### [Government Policy on Gender]

The Ministry of Economic Development and SEFOPE are engaged in mainstreaming within the ministry, and GFPs are conducting gender training and gender budget training and exchanging information on gender activities. As for the creation of jobs for women, vocational training, support for the establishment of businesses and microfinance are common tasks for each ministry, and meetings between three organizations including SEPI are held on a regular basis. In future, a gender policy advisor will be assigned to the Ministry of Economic Development for a longer term, and large-scale economic empowerment policies for women are expected to be drafted. The government is continuing the economic empowerment analysis with the assistance of the UN, and is conducting the value chain analysis which combines agriculture, livestock and eco-tourism from the viewpoint of livelihood. Also, in SEFOPE, research analysis of data on male and female labour in the country, gender training for employers and promotion of employment in rural areas are being planned by the GFP.

#### [Women Workers in the Public and Private Sector]

Equal employment opportunities are regulated by labour laws in Timor-Leste. Also, three months (five days for men) of paid maternal leave is available and a total of two hrs per day for nursing in the morning and afternoon for three months after returning to work. It is prohibited for pregnant women to engage in hazardous duties. SEFOPE administers five employment centres in the country which register applicants and introduce vocational training schools<sup>54</sup> as

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<sup>54</sup> There are three national vocational training centres nationwide. There are also many other private schools run by Christian organizations and other NGOs.

well as giving career guidance and recruitment. However, most beneficiaries are aged 15-29 with the educational level of pre-secondary school graduates, and the gender ratio is even.

However, as shown in the diagram below, employment in the public sector is barely developed and accounts for only 17% of the total labour market. Some 42% is unstable employment. Although women make up 1/3 of the market in some way, 80% of them have no choice but to engage in micro-businesses such as food stalls and kiosks. The country is rich in natural resources such as oil, but no major industries other than coffee production are apparent and 80% of citizens are engaged agriculture on a self-consuming basis. Most farmers grow single crops, and businesses such as processing of crops to give added value have not been started other than in limited areas where international assistance has been provided. In such conditions, female farmers have limited ways to earn profits such as selling surplus crops and retail necessities (such as soap and oil) in the neighbourhood and in local markets nearby<sup>55</sup>.

Sector	Employment				Total	%
	Male	%	Female	%		
Public Sector	56,000	78	16,000	22	72,000	17
Self-employment	66,000	64	37,000	36	103,000	24
Unpaid Domestic Work	47,000	64	26,000	36	73,000	18
Unstable Employment	114,000	65	63,000	35	176,000	41
Total	283,000	67	142,000	33	425,000	100

Reference: Timor-Leste Labour Force Survey 2010

### **[Informal Sector]**

The informal sector in Timor-Leste has still not been developed for its citizens; most of the employees in businesses are foreigners from Indonesia, China and Singapore. The employment of Timorese is significantly low. Currently, the Ministry of Economic Development, with the assistance of the ADB and others, is promoting the establishment and capacity development of existing micro credit institutions in an attempt to establish the first bank in Timor-Leste. Also, Timor Telecom is engaged in the expansion of mobile phones nationwide. However, the development of basic infrastructures such as electricity, water and roads<sup>56</sup> has not caught up. Under these conditions, citizens have limited access to methods and knowledge of self-employment.

### **[Support System for Women Workers]**

Currently, SEFOPE is providing support for women to establish businesses, as well as providing short-term OJT. At the same time, a “Three Dollar Program” is being conducted with the assistance of the EC, ILO<sup>57</sup> and others to involve poor families in the development of rural infrastructures such as roads, bridges and waterways by paying \$3 per day for several months, in order to help create jobs in rural areas. The criteria were established for the participants in this project to be composed of 30% women and 75% youths, and the actual participation of

<sup>55</sup> Markets are held once a week in rural areas, and women in Sucos spend 3-5 hrs each way to sell their surplus crops. Horses, which are the only means of transportation, are used by men to convey sales products and necessities.

<sup>56</sup> JICA is engaged in projects such as development and maintenance of roads and bridges, and repair of water supply systems in order to support the lives of residents by development of basic infrastructures.

<sup>57</sup> The Three Dollar Program is also funded by Ireland, Norway and Spain.

women was 27% which was close to the targeted figure. The criteria were designed to regulate the Suco committees in consideration of the fact that information is hard to provide to women due to the idea of infrastructures being for men's benefit, and heavy labour such as road repairs not being suitable for women. Some women received the permission of their husbands to participate in this project, and they invested in the establishment of businesses by obtaining the opportunity for increased income<sup>58</sup>. As for youths, only 60% of youth participation was achieved as there is a prominent trend for young people to leave the Sucos and go to the cities. In addition, this project has adopted ways of utilizing local resources, such as soil, stones, labourers and construction companies.

The Ministry of Economic Development is pursuing gender mainstreaming in small businesses, establishment of businesses and development of cooperatives. Together with SEFOPE and SEPI, it has been conducting the "Project for Home Economics in Rural Areas" since 2008. So far, training in leadership, establishment of businesses, accounting, bookkeeping, home economics, organization and marketing have been conducted for couples from 70 families in seven provinces. This training is also intended to promote equal responsibility and authority within the family. Creation of profits and knowledge of home economics are promoted<sup>59</sup>, and microfinance is provided at the same time. Meetings are held on a regular basis by inviting GFPs from each ministry<sup>60</sup> in order to exchange opinions and knowledge in each field.

Although loans of up to about \$2000 per person are available from private institutions<sup>61</sup> in microfinance, it is more common for women to receive microfinancing of \$50-\$100 by forming small groups of 5-10 people. Repayment is made weekly at the home of the group leader<sup>62</sup>, and simple business training such as accounting is given to the women by the staff on occasion. According to the ADB, this type of microfinance is said to be suitable for women, and its use has reached 60% in the country. After the political stabilization in 2008, SEFOPE, the Ministry of Economic Development and SEPI, with the assistance of ILO and others, provided support for vocational training and start-up kits as well as microfinance for women returnees to establish businesses. The follow-up support and tracking survey of beneficiaries are still being conducted.

## **[Migration]**

The issue of migration is still new to Timor-Leste, and research on it is still inadequate. Although many men and women are said to migrate overseas to countries such as Australia, Indonesia, Malaysia, Portugal, Ireland and the UK mostly in the fields of construction and domestic work, laws and protective measures have not yet been established. As for official migration, the Migration Service Centre in SEFOPE provides support for overseas employment in Korea. In 2010, approx. 200 people (of whom 27 were women) migrated to Korea on two-year contracts in the fields of construction, manufacturing and agriculture. As for the

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<sup>58</sup> It was found that women are good at mowing, clearing of branches and compaction of bases.

<sup>59</sup> There is a custom in the Sucos to spending a lot of money for ceremonies such as weddings and funerals by inviting huge number of relatives and neighbours. And a relatively large amount of time and money is said to be spent on these ceremonies and festivals. ADB suggests that a change in attitude and mentality toward spending on education and children's health instead of such ceremonies is also required.

<sup>60</sup> These are the Department of Planning, Department of Environment, Department of Microfinance, Department of Rural Development, Department of Finance, Department of Business, Department of Investment, Department of Cooperatives and Department of International Environment. Nine departments in total, and one GFP is assigned to each.

<sup>61</sup> Such as Micro Finance Institute and others.

<sup>62</sup> Although the ADB provides support for microfinance development to the Ministry of Economic Development, in future it plans to establish a mobile bank to regularly travel to rural areas. By this plan, fund management and loans for group activities are expected to be more efficient.

employment and living conditions of the women who migrated overseas, detailed research will be launched in 2011 of Timorese migrants both internally and internationally as a part of the ACP Migration Observation network<sup>63</sup>.

As for policies and legal development, the Government signed the Palermo Agreement and Protocol in 2009. Regulations on human trafficking are stated in the new penal code, and the first article of the Law against Human Trafficking is being drafted. Also, a human trafficking working group was formed among the ministries, with quarterly conferences headed by the director of the Ministry of Foreign Affairs<sup>64</sup>. The Anti-Human Trafficking Project drafted by the committee will be presented to the Prime Minister. The Ministry of Social Solidarity, Police Department and Department of Migration have also started acting on improvement of the referral system for supporting victims.

Although not enough research has yet been conducted on the issue of human trafficking, the media, IOM and NGOs have reported facts such as the existence of prostitutes and farmers who migrated from China, Cambodia and Myanmar<sup>65</sup>, and Timorese migrating overseas to Indonesia and Malaysia to work as domestic or factory workers.

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<sup>63</sup> Switzerland and the EU are providing financial support.

<sup>64</sup> The Ministry of Foreign Affairs also organised the USAID MTV-EXIT Campaign which visited Timor-Leste.

<sup>65</sup> According to the IOM, Timor-Leste is now a popular country where dollars can be earned.

### 3-5 Peace Building

#### Peace Building

- 1) The Ministry of Social Solidarity is entrusted with restoration of the country and peace building, and conducts enforcement of policies for social security, ex-combatants, social services, social integration and disaster management. The return of IDPs has almost finished and both men and women have returned to their local areas or nearby Sucos. Reintegration into their communities is the current task.
- 2) The female Minister has published a Gender Report, and is enthusiastically promoting gender mainstreaming in the ministry. In 2007, the “Department for Protection of Women Victims and Integration of Vulnerable Families”(14 personnel) was established within the ministry and it is engaged especially in projects which support women.
- 3) The number of widows, orphans and disabled caused by the conflict is not certain since the data is still being analyzed. Female-headed households are being mapped nationwide with the assistance of UNDP, and the result is expected to be announced in 2011. As for widowed families, the “Wallet For Mothers” support program is being conducted.
- 4) The victims of domestic and sexual violence due to the conflict have reinforced their network and formed self-help groups, and they are now advocating their views to the government. The government is managing four shelters in the country and providing short-term protection for victims in accordance with Article 16 of the Law Against Domestic Violence.
- 5) As for decentralization, the ”Regional Division Law” was enacted in 2009. The plan is to divide the current 15 provinces into five parts by the enactment of the “Local Governance Law” after the presidential elections in 2012. Also, the current provinces will be upgraded to municipalities and the first gubernatorial elections are expected to take place in 2014.

#### [Government Policies]

In 2009, all IDP camps were closed in Timor-Leste, and the return of IDPs has almost finished. Reintegration of the returnees into the community is the current task. The Ministry of Social Solidarity, which is entrusted with restoration of the country, peace building and welfare, has departments for social security, ex-combatants, social services, social reintegration, humanitarian support and natural disaster management. Gender mainstreaming within the ministry is being conducted under the direction of the female Minister. The Minister has published a gender report herself, and is especially enthusiastic about gender mainstreaming policies and programs. In 2007, the “Department for Protection of Women Victims and Integration of Vulnerable Families” (14 personnel of whom two are GFPs) was established within the ministry and is engaged in the projects below. Its annual budget is approx. \$41,000. Social animators are deployed at district level to coordinate with Suco chiefs and Suco committees and provide support for vulnerable families.

- Financial restoration support for homes destroyed by the conflict which are owned by women (almost finished)
- Livelihood support for widows
- Financial support for medical treatment for poor families
- Support for female victims of violence
- Support for female convicts to reintegrate into society

### **[Widow's Support]**

The number of widows, orphans and disabled caused by the conflict is not certain since the data is still being analyzed. Female-headed households are being mapped nationwide with the assistance of UNDP, and the result is expected to be announced in 2011. As for widowed families, the "Wallet For Mothers" support program is being conducted and \$45 is provided annually per female-headed family<sup>66</sup>. Also, legal support<sup>67</sup> for restoration of homes and rights to land is being provided. When women in IDP camps return to their local area, first securing of housing and land for cultivation is required. However, in many cases the widows cannot receive enough support from their relatives due to the patriarchal culture, or their husband's land being taken. Widows face many concerns regarding economic development on top of issues faced by women in rural areas such as illiteracy, lack of education and insufficient income<sup>68</sup>. There is much support in rural areas for reinforcing the Peace Building Network for women by utilizing women's mutual support systems which were originally established in the area, or women's groups which were formed among IDPs in order to strengthen women's leadership and organizations.

### **[Network on Victims of Violence against Women]**

The "Department for Protection of Women Victims and Integration of Vulnerable Families" is providing support for the formation of self-help groups among the victims of domestic and sexual violence due to the conflict. Many of these groups often discuss their experiences to gain strength and advocate their views and needs to the government. Issues such as sexual assault during Indonesian rule, rape and sexual crimes committed by UN Forces or in IDP camps, domestic violence by husbands who have been mentally traumatized by the conflict, and sexual assault of young girls have been revealed by these activities. Recently, the awareness of gender-based violence among both men and women has been raised in rural areas by promotions and campaigns against violence against women through the media and events. Many NGOs attempt to reinforce projects which protect the victims of violence against women (described in 3-6).

The Ministry of Social Solidarity is managing four shelters around the country and providing short-term protection for victims in accordance with Article 16 of the Law Against Domestic Violence. However, the accommodation system does not meet the needs of the victims and many NGOs are providing assistance through shelters, mental therapy, treatment and legal protection.

### **[Decentralization and Gender]**

As for decentralization of power, the "Regional Division Law" was enacted in 2009. The plan is to divide the current 15 provinces into five parts by the enactment of the "Local Governance Law" after the presidential elections in 2012. Also, the current provinces will be upgraded to municipalities and the first gubernatorial elections are expected to take place in 2014. In order to increase the political participation of women at municipality level, advocacy to the government and training for candidates by international organizations and women politicians have started.

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<sup>66</sup> According to UNDP, the method of remittance has improved by addressing it to the female head of the family instead of addressing it to the Suco chief.

<sup>67</sup> According to IOM, there are many cases of women losing their rights to land, wasting the supplied funds or having it stolen due to the lack of awareness and knowledge which comes from the low educational level of women.

<sup>68</sup> An officer of Department for Protection of Women Victims and Integration of Vulnerable Families mentioned.

Although the number of female Suco chiefs out of 442 Sucos nationwide has increased to 16 through the gender policy, it is still only 6% as leadership by women is disapproved of under the influence of the patriarchal system. The Ministry of National Administration and Territorial Planning is advocating authorities in rural areas to greatly increase the number of female Suco chiefs in an attempt to promote gender mainstreaming in the decentralization of power<sup>69</sup>. In December 2010, the current issues facing rural communities were shared at the annual conference which was attended by the Prime Minister and involved all the Sucos in the country. Policy on gender mainstreaming was confirmed at this conference as well.

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<sup>69</sup> UNDP is now drafting the "Gender Strategies in Decentralization of Power" as a part of the "Local Governance Support Program".

### 3-6 Violence against Women

#### Violence Against Women

- 1) Following the enactment of the "Law Against Domestic Violence" in July 2010, anti-domestic violence campaigns are being conducted nationwide, and the issue of violence against women has gradually started to be recognized not as a domestic matter but as a crime.
- 2) The most recent census conducted by the Ministry of Finance has shown that 38% of women have been abused in some way.
- 3) The issue of incest is conspicuous especially in rural areas and cases of rape and sexual assault of young girls by their fathers and relatives are being revealed. Many girls cannot have an abortion even in the case of unwanted pregnancy and are forced to terminate their education.
- 4) Sexual and domestic violence in rural areas is mediated by the elders as the administrators of the traditional code. It is rare for such cases to be brought to the courts. SEPI and the Ministry of Social Solidarity have started to engage in improvement of the referral system network such as the police, hospitals, prosecutors, lawyers, social workers, teachers and NGOs.
- 5) Although the victims of sexual violence against women during Indonesian rule are still traumatized, other issues such as sexual assault by UN soldiers and domestic violence by ex-combatant husbands are being highlighted as well.

#### [Government Policy on Violence against Women]

In April 2010, the "Law against Domestic Violence" was passed by Parliament, and was then signed by the President in June and officially enforced in July. Currently, the Government is conducting anti-domestic violence campaigns nationwide, and the issue of violence against women has gradually started to be recognized not as a domestic matter but as a crime. Also, national action plans for enforcement of the law are expected to be drafted in 2011. Since these action plans include projects such as the development of shelters, gender training for the police and legal personnel and reinforcement of the referral system network for victim support, cooperation between the government, international organizations and civil society is required. Currently, guidelines are being drafted for projects such as shelter management and referral system development.

#### [Domestic Violence]

Domestic violence is said to have begun under Portuguese and Japanese rule as well as under the malevolent rule of the Indonesian Occupation. It has been said that it is difficult for men to find other ways to solve problems than by violence since they have grown up in a violent environment from their childhood<sup>70</sup>. Also, influenced by the traditional dowry system, there is a strong view that it is right for men to rule over uneducated wives and daughters as they please. It is pointed out that it is difficult for women to escape from violent husbands since their dependency on their husbands for living expenses has increased due to economic changes in which the status of women without any means of income has worsened<sup>71</sup>. These issues are

<sup>70</sup> CEDAW report. Most NGOs officers working against violence mentioned.

<sup>71</sup> According to the NGO "Association of Men Against Violence" which conducts promotional training for male communal and religious leaders in Sucos throughout eight provinces, the awareness of men has started to change, and there is an increase in the number of men who treat women not as property but as human beings. Currently, it has over 600 members. In future, it plans to provide support for financial



severe. In the demographic and health survey, 38% of women aged 15-49 responded that they had been abused in some way and 74% of married women responded that they had suffered domestic violence from their husbands<sup>72</sup>. The issue of domestic violence under the influence of alcohol is particularly highlighted. The districts where domestic violence is common are Manufahi (78%) followed by Lautem (56%).

As anti-domestic violence campaign is the major priority of the government, many international organizations and NGOs are working against the violence. According to the most officers in charge of anti-domestic violence, it is rare for the cases to be brought to the local court<sup>73</sup>, since domestic violence and sexual assault are mediated by the Suco elders as the administrators of the traditional code<sup>74</sup>. The development of law has still not progressed, and victims have no choice but to rely on the patriarchal Suco judgement. The protection of women's rights and reproductive health is hardly considered<sup>75</sup>. The punishment of convicted men is very light, while women are often scarred both mentally and physically, and then persecuted by the community. Shelters for the victims of domestic violence are provided by the government, Christian organizations, NGOs and others. For example long-term shelters and the transit centres, which are supported by the local NGO FOKPERUS, have provided shelter to a total of 1,202 women and supported their return to society since 2000. Also, SEPI and the Ministry of Social Solidarity, with the assistance of international organizations, have started to engage in improvement of the referral system network such as the police<sup>76</sup>, hospitals, prosecutors, lawyers, social workers, teachers and NGOs<sup>77</sup>. A manual is being distributed throughout the nation with the contact details of emergency agencies. In future, improvements in gender mainstreaming and coordination among organizations<sup>78</sup>, and expansion of the scale of promotional campaigns in rural areas are expected to be planned<sup>79</sup>.

### **[Sexual Assault]**

According to recent statistics, 3% of women have been sexually assaulted in some way, in 71% of such cases by their husbands<sup>80</sup>. Recently, sexual assault of young girls in primary and pre-secondary education is being debated as the cause of drop-out.

The issue of incest is conspicuous especially in rural areas and cases of rape and sexual assault of young girls by their fathers and relatives are coming to light. There are many girls who cannot have an abortion even in the case of unwanted pregnancy and are forced to terminate their education. The Ministry of Health and the Ministry of Education have taken this matter

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empowerment of families in order to eradicate poverty which is the cause of violence.

<sup>72</sup> Ministry of Finance, 2009-2010 Timor-Leste Demographic and Health Survey

<sup>73</sup> There are four local courts in Timor-Leste. Local women have limited access to those courts because of lack of transportation, telephone and knowledge.

<sup>74</sup> The officer at UNFPA pointed out that serious problem of Timor-Leste in terms of judicial enforcement is the existence of the traditional customary law, which sometimes deteriorates women's human rights.

<sup>75</sup> The officers at UNFPA and UNDP mentioned.

<sup>76</sup> The Vulnerable Persons Unit (VPU) in the Police Department is assigned to this issue.

<sup>77</sup> There are many NGOs that are active in the city of Dili such as JMS which provides legal support, FOKPERUS which operates shelters, PRADET which operates shelters and provides support in court, Alola Foundation which conducts promotions and develops a referral system, and others.

<sup>78</sup> Irish Aid has started a project to combine good practices between Northern Ireland, Liberia and Timor-Leste and continuously exchange and share information in order to reinforce the referral system.

<sup>79</sup> SEPI is focusing on grassroots change in attitude and mentality, and it invited Suco chiefs and leading persons to a 16-day workshop training in 2010.

<sup>80</sup> Ministry of Finance, 2009-2010 Timor-Leste Demographic and Health Survey

seriously, and they plan to conduct research and analysis of incest as well as the issue of teenage pregnancy.

Although the victims of sexual violence against women during Indonesian rule are still traumatised, other issues such as sexual assault by UN soldiers<sup>81</sup> and domestic violence by ex-combatant husbands are being highlighted as well. Support is given to those victims mainly by local NGOs in Dili city.

It is the same in the issue of sexual crimes against women working in karaoke bars and massage salons, with local NGOs in Dili city providing medical support<sup>82</sup>. These women are said to be Chinese, Vietnamese and Myanmarese rather than Timorese. They are also at high risk of being infected by AIDS as prostitutes. Some cases of human trafficking have been observed as well.

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<sup>81</sup> Penalties such as deportation of Bangladeshi and Pakistan soldiers are weak even when sexual crimes are discovered. Many of these cases are said to have taken place in the Sucos where the soldiers were stationed.

<sup>82</sup> According to research conducted in 2004 by the Alola Foundation, there are 250 prostitutes in Dili, half of whom are Timorese and the rest are from other countries in Asia. Half of this number could be said to be the victims of human trafficking.

## **4. Gender Issues to be Particularly Taken into Consideration in Future JICA and Other Donor/NGO Intervention in Timor-Leste**

### **(1) Recognition of Gender Relation, and Situation of Men and Women**

In Timor-Leste, it seems that policies on gender equality have been prevailing thanks to international assistance provided to the post-conflict peace building process and that gender mainstreaming in terms of policies and systems have advanced significantly also thanks to its people's strong awareness of human rights with which the country succeeded to achieve independence. In fact, however, women of Timor-Leste live a life highly affected by the tradition and culture of a patriarchal society and it cannot be said that they have an equal footing to men. In addition, women in Timor-Leste are placed in a violent environment, which is a result of the country's traditional culture and the recent conflict, and, as already mentioned, they are exposed to diverse violence issues in both sexual and physical terms.

Prior to making plans for development assistance projects, it is particularly important to fully understand how the patriarchal society evolved in villages in Timor-Leste and how women's life is affected by such society as well as to comprehend the issue of violence against women occurring on a daily basis. For example, when making consideration to gender in development assistance projects in such sectors as infrastructure, agriculture, human development and healthcare, it is desirable, at the planning phase, not only to understand local gender issues based on social surveys conducted in communities and to interview men and women alike in hearing surveys but also to develop projects which will benefit both men and women. Also in the implementation phase, it is desirable to encourage both men and women to participate, while conducting monitoring to promote reduction of gender disparities. As a tool for planning, implementation and evaluation, it will be necessary to utilize gender data. In carrying out a development assistance project of any kind in the country, it is necessary to recognize that the harsh situation women in rural areas are put in can be a great risk factor in accomplishing the project's planned goal and outcome.

In Timor-Leste, in projects related to gender equality or empowerment to women, activities to respond to the urgent issue of domestic violence will be indispensable. Specifically, for constructing networks to support victims of domestic or sexual violence and building capacities, JICA will be able to review a possibility to offer assistance exploiting experience and knowledge it accumulated in projects in other countries.

### **(2) Sustainable Food Security and Agricultural Support**

The government of Timor-Leste is planning gender strategies in rural development based on the "Strategic Programme for Promoting Agricultural Growth and Sustainable Food Security", which aims to secure food resources by farmers without depending on imports. Many attempts to promote variation of products and processing and storing methods are required in order to implement such projects.

As this field is an urgent task for JICA's country strategy for Timor-Leste, JICA has already conducted the "Project for Promotion of Agribusiness in Timor-Leste". For women, the "Project for Promotion of Consumption of Domestic Products and Cooking Instructions" and "Support Project for Women in the Poultry Business" have been launched as pilot projects. The attempt to improve the nutrition and profits of women and their families by providing technical support in

agriculture is an appropriate way to meet the needs of rural communities. By cooperating with the Home Garden Project and Post-Harvest Strategy promoted by the FAO, support including improvement of crops, farms and gardens as well as nutritional education and cooking instructions is required in order to reduce poverty and chronic malnutrition. Also, in the Ministry of Agriculture and Fisheries, from the viewpoint of sustainable food security, the forming of organizations among both male and female farmers is being promoted in order to strengthen mutual support. Extension of the coffee producers' cooperative model is being conducted under the JICA-Partnership Project, PARCIC. A fixed rate of these families' income is deposited in the cooperative as funds for purchasing food such as imported rice and maize in the dry season. The extension of such a cooperative model would greatly contribute to improvement of the lives of people in mountainous areas.

### **(3) Support for Economic Empowerment of Women–Infrastructure Improvement Projects and Human resources Development**

Implementation of the agricultural support stated above, including support for income generation in an attempt to empower women farmers will be effective in improving the status and lives of women in rural areas. Due to the patriarchal system described above, women are forced to take a subordinate position in Timor-Leste, and they have little authority to speak out even in Suco meetings and committees. Also, their education only extends to primary and pre-secondary level and they tend to be treated as husbands' property by tradition. Also, it seems they do not have the confidence to express opinion on household economy. In order to change such conditions, it would be useful for women to have some means of making profits, to gain the authority to control part of household management and to be able to express themselves within the family.

As one case of JICA-NGO Partnership Project, PARCIC which supports food processing businesses by female groups has observed that empowered women socialize with other groups such as soybean and honey producers, and negotiate with their husbands to participate in trainings. This attempt is only being conducted for a few female groups in a specific Suco, but the lesson learnt can be utilized for future development assistance planning. If training on accounting, literacy, packaging, quality management and marketing is offered to women groups, they would be motivated to selling value added products they manufacture and increasing their income. In addition, it will be possible to dispatch members of the Japan Overseas Cooperation Volunteers so that the development of products based on village's unique resources will be promoted and manufacturing guidance be provided effectively.

In addition, the most vital part of support for the economic empowerment of women is the development of infrastructures such as roads and bridges, which is also a major task for JICA Timor-Leste. The women friendly development of transportation and markets is critical in order to sell the processed products for women. At the same time, the empowerment of women to the point where they can perform sales and management on their own is also required. Meanwhile, in projects to offer assistance to the development of rural area infrastructure in which residents participation will be encouraged in the future, it is necessary to ensure sustainability in such efforts by making consideration to the gender ratio of the participants in construction and restoration to allow women to be benefited from the participation and the sense of ownership be nurtured among them. And for successful economic empowerment of women, it is important to develop human resources who excel in financial affairs, which is one of priority issues of JICA. Although women in rural areas have been receiving assistance from existing micro-financing projects to improve their techniques on accounting, organizational operation and sales, the

absolute number of micro-credits is small. It will be necessary to make plans, implement and evaluate human resource development projects with improvement of people's living in rural villages in mind by understanding the fact that the country's industry is dominated by the agriculture sector and women play the central role in agricultural labour.

#### **(4) Issue of Reproductive Health**

The maternal mortality rate is 557 per 100,000 births which is significantly high and the country ranks among the worst three in the world. The causes of this are lack of development of medical facilities, equipment, doctors, nurses, midwives, roads, and transportation, and traditional delivery at home. It is all due to the lack of basic facilities and human resources. Grant aid support to improve access to the medical facilities would play a major role in improvement of the mortality rate and damage to health caused by delivery among women in rural areas.

In order to improve people's awareness and access to education in a grass-roots level, SISCA is currently developed under a JICA-NGO partnership in several villages and, therefore, it might be also desirable to exploit knowledge accumulated through such successful cases in future development planning. It is expected that dispatching of midwives and hygienists who are members of the Japan Overseas Cooperation Volunteers' will also have a positive impact on the development of healthcare volunteers and enhancement of relevant systems at village level. For the issue of teenage pregnancy which is an urgent task of the government, efforts will possibly be made in areas including sex education for children, improvement of their awareness, support related to education and support for teenage girls who are raising child.

#### **(5) Coordination with Other Donors**

For gender mainstreaming in SEPI and government ministries, gender policy advisors have been deployed with the assistance of the UN, Irish Aid and others, and gender mainstreaming in central policies is relatively advanced. In fact, the awareness and commitment of the staff in the ministries have grown significantly. The future task is to increase the number of personnel and expand the funding by securing the budget. Other areas in which donors have dedicated efforts are: political participation of women (UNIFEM, AECID, Irish Aid, AusAid, Norway and others), violence against women (UNFPA, AusAid, Irish Aid, USAID and others) and maternal and child health care (UNFPA, USAID, EC and others). Each of these is a high-priority gender issue for the government and immediate action is required. On the same note, in order to enforce the Law Against Domestic Violence, the human resource development and capacity building of many stakeholders (such as legal institutes, police, hospitals, lawyers, prosecutors, doctors, nurses, counselors, social workers, shelter administrators, vocational trainers and NGOs) require much support in the future. The training of social workers has still barely begun. As described in (1), it is effective to cooperate with other donors in order to support these emergent areas based on the demand.

By considering the priority tasks of Timor-Leste as agricultural and infrastructure development and human resource development, proposing a path to gender equality in rural areas through the economical empowerment of women would be an effective strategy with a bottom-up approach that utilizes Japan's uniqueness in the field of gender and agriculture where the support from other donors is relatively less.

## 5. On-going Gender Projects

Project / Program	Implementing Organization	Donor Organization	Duration	Budget (US\$)	Area
<b>Gender</b>					
Enhancing the justice system	UNDP	Australia	2009-2013	AUD 1,000,001	Construction of a legal system for gender issues
Gender Advisor	ILO/Ministry of Economic and Development	Irish Aid	2010-2013	Euro 271,192	Dispatch of gender advisors to related ministries
Gender Mainstreaming in Line Ministries	UNIFEM	Irish Aid	ongoing	68,134	Gender mainstreaming in related ministries
Integrated Programme for Women in Politics and Decision Making (Gender Resource Center in the National Parliament)	UNIFEM	AusAid	2008-2010	324,272	Capacity building of female lawmakers and operation of the gender resource centre
Integrated program for women in Politics and Decision making	UNIFEM	Irish Aid	ongoing	262,126	Women's participation in decision-making and politics
Legal protection - rights, policy, legislation; Social & economic rights, gender-sensitive budgeting, social protection	MSS, MoH, MoJ, PNTL/UNPOL, Rede Feto, Alola Foundation, JSMP	AECID	2008-2011	N/A (MDG fund)	Development and operation of laws related to gender equality and domestic violence
Promotion of the political participation with perspective of Gender equality	Paz y Desarrollo	AECID	2010-2014	650,000	Women's participation in politics and gender equality
Raising women's voices: advocating for women's rights in East Timor	Progressio./ Rede-Feto	EC	2010-2013	139,160	Education for organization of women, economic empowerment, domestic violence prevention
Strengthening Women's Organizations	Rede Feto	Development and Peace	2008-2013	156,800	Enhancement of organization of women's groups
<b>Health</b>					
Extending the outreach of comprehensive sexual and reproductive health care to	Marie Stopes International	EC	2009-2012	1,190,000	Reproductive health, maternal and child health, family planning and economic empowerment

vulnerable communities in rural Timor-Leste	Médicos do Mundo	EC	2009-2013	1,600,000	Reproductive health and maternal and child health
Agriculture, Forestry, Fishery					
Food Security Project	Timor Aid	AECID	2010-2011	338,000	Support for the agricultural industry for improvement of living conditions
Investment Budget Execution Support for Rural Infrastructure Development and Employment Generation (TIM Works)	ILO	EC	2008-2010	2,050,000	Development of village infrastructure and job creation
Mainstreaming gender in all aspects of community development work	JEF	OXFAM	ongoing	N/A	Gender mainstreaming for support for community development
Skills Training for Rural women	SPC	Development and Peace	2010-2011	29,400	Technical training for women in rural areas
Support to women groups	Paz y Desarrollo	AECID	ongoing	400,000	Support for entrepreneurship of women in the fisheries industry
Economic Activities					
Economic Activities and Young women Assembly	FKSH	Development and Peace	2009-2011	68,500	Economic empowerment of young women
Economic Empowerment of Single mother	Fokupers	Norway	-2011	Nok3,000,000	Support for economic empowerment and construction of houses for widows
Encouraging Economic and social empowerment with Gender perspective (micro-credits).	F-TOHA, CAILALO	AECID	2010-2014	2,340,000	Support for micro-credit financing for women
Peace Building					
Communities to Global Security Institutions: Engaging Women in Building Peace and Security	AMKV, APSC, TL, Fokupers, SoSS	UNIFEM/DFID	2010-2012	943,740	Promotion of women's participation in peace building programs
Violence against Women					
Advocacy and Assistance for women and children as victim of GBV	Fokupers	Irish Aid	2011	79,043	Establishment of a referral system for female and child victims of violence
Child Protection programme	UNICEF	Norway	-2011	11,700,000	Provision of shelters for female and child victims of violence
Community organizing and training for men against violence	Asosiasaun Mane Kontra Violensia	Caritas Australia	2010-2011	102,642	Education targeted at men for prevention of violence against women
GBV awareness training to	Hametin Lia Tatoli	Australia	2010	18,049	Training to improve people's awareness

communities in four villages in Fohorem sub district of Covalima	(HLT)				of gender based violence
MDG Achievement Fund for Gender – Joint Programme; supported by Spanish Cooperation	SEPI; Pradet; Fokupers; JSMP/VSS; MoH; MSS; MoJ; SoSS	UNFPA	2009-2011	858,360	Enforcement of the Law on Domestic Violence Prevention and Control,
Provide public information and education on domestic violence prevention and the judicial process in 30 villages in sub district of Covalima	Centro Juventude Covalima (CJC)	Australia	2010-2011	35,077	Provision of information on domestic violence and prevention awareness raising
Shelter for victims of sexual assault, trafficking, domestic violence and child abuse	Salele Safe House for victims of violence	Australia	2010-2012	150,375	Support for victims of sexual violence, human trafficking and domestic violence



## 6. Gender Information Sources

### 6-1 List of Organizations related to Gender

Name of Organization	Area of Specialization	Activity	Contact
<b>Government Organization</b>			
Secretary of State for the Promotion of Equality (SEPI)	Gender policies and system	Development of gender policies and programs and promotion of gender mainstreaming	Mr.Armando da Costa, National Director of Policy and Gender Development Mr. Nugroho Kacasungkana, Advisor, Department of Media and Communication Av. Presidente Nicolau Lobato Dili Tel: (670) 3339807 / 3331099 Tel: (670) 3339807
Ministry of Education	Education and gender	Development of policies and strategies related to education	Mr. Afonso Soares,GFP Director of Policy, Planning and Development Rua de Vila Verde, Dili Tel: (670) 3339667
Ministry of Health	Healthcare and gender	Development of policies and strategies related to healthcare	Ms. Natalia de Araujo, GFP Head of Quality Control Department Rua de Caicoli, Dili, Timor Leste Tel : (670) 3331035
Ministry of Agriculture and Fisheries	Agriculture and fisheries and gender	Development of policies and strategies related to agriculture and fisheries	Mr. Helder Neves, Head of International Cooperation and Food Security Ms. Maria Franciasca, GFP Head of Department of Agricultural and land use, geographical information system Ms. Dina Maria Mota, GFP, Gender Unit Department of Planning and Statistics Rua Presidente Nicolau Lobato, N5, Comoro, Dili
Ministry of Economy and Development	Economic activities and gender	Development of policies and strategies related to economy and entrepreneurial efforts	Ms. Maria Carcers, GFP, Department of Planning, Minister of Economy and Development. Rua D. Aleixo Corte Real, Mandarim Dili Tel: (670) 3339039
Secretary of Vocational Training and employment	Labour and gender	Development of policies and strategies related to women's entrepreneurial efforts and employment	Ms. Bernaderdo Gomes, GFP Tel: (670) 7283171 Mr. Aniseto Leto Sorom, Director of Labor Inspection Tel: (670) 7304071 Mr. Jose Maria de Emprego, Director of National Employment Ex Edeficio CNRT, Rua Estrada de Balide, Dili

<b>Name of Organization</b>	<b>Area of Specialization</b>	<b>Activity</b>	<b>Contact</b>
			Tel: (670) 7304070/7447777
Ministry of Social Solidarity	Peace building and support for the socially vulnerable	Development of policies and strategies related to peace building, human rights and welfare	Ms. Joanna de Cunha Gomes, GFP Department of women's victim protection and vulnerable family reintegration Rua de Caicoli, Dili-Occidental
Ministry of State Administration and Territorial Planning	Decentralization and gender	Development of policies and strategies related to decentralization	Mr. Abilio Jose Caetano, Director of Department of Local Administration Ms. Aulora Ximenes, GFP Department of Local Administration Rua Jacinto Cândido, Dili, Tel: (670) 3339560 Fax: (670) 3310118
Ministry of Justice	Law on Domestic Violence Prevention and Control	Enactment of the Law on Domestic Violence Prevention and Control	Mr. Miguel le Lemos, Legal Advisor Avenida Jacinto Cândido, Caicoli, Dili Tel: (670) 3331161
Ministry of Finance	Development programs, gender budgets and gender statistics	Development and implementation of development programs. Development of statistics	Ms. Juselina Corte-Real Palácio do Governo, Edifício 5-1 andar, Avenida Presidente Nicolau Lobato, Dili Tel: (670) 333951
<b>International Organization</b>			
UNDP	Human development and the Millennium Development Goals	Poverty reduction and promotion of realization of the Millennium Development Goals	Ms. Annie Serrano, Senior Gender Advisor UN House, Caicoli Street, Dili
UNIFEM	Gender mainstreaming and domestic violence	Support for development of strategies by the national machinery and support for development of laws	Ms. Elaine Tan, Country Program Manager UN House, Caicoli St., Dili Tel: (670) 3313294
UNFPA	Reproductive health and domestic violence	Maternal and child health and support for HIV/AIDS-related measures. Eradication of domestic violence.	Ms. Caroline Meenagh SEPI/UNFPA Program Manager UN Agency House, Estrada Caicoli, Caicoli, Dili Tel: (670) 3312618
ILO	Labour and gender	Support for Women's entrepreneurial efforts and employment	Mr. Roberto Pes, Assitant Technical Advisor UN Agency House, Estrada Caicoli, Caicoli, Dili Tel: (670) 7230224
UNICEF	Education and the issue of human rights of women and children	Children's education, health and support for the issue of HIV/AIDS	Mr. Jun Kukita Representative UN Agency House, Estrada Caicoli, Caicoli, Dili Tel: (670) 3313535 Fax (670) 3313532
FAO	Agriculture and gender	Support for agricultural policies, income improvement for female farmers and home gardens to support improvement in nutrition	Mr. Chana Opaskorkul Emergency Programme Officer UN Agency House, Estrada Caicoli, Caicoli, Dili
ADB	Infrastructure development	Consideration for	Mr. Brigido de Sausa, Project

<b>Name of Organization</b>	<b>Area of Specialization</b>	<b>Activity</b>	<b>Contact</b>
	and gender	gender in development of infrastructure, water supply and micro-finance	Implementation Officer Avenida Dos Direitos Humanos, Dili Tel: (670) 3324801 Fax: (670) 3324132
IOM	Labour movement and gender	Support for itinerant labourers, and human trafficking	Ms, Martina C de Kaenel, GFP Project Officer, Assistance to Irregular Migrant, Enhanced Migration Management Pallapaso, PO Box 15, Dili Tel: (670) 3313038 Fax: (670) 3312985
<b>Bi-lateral Agencies</b>			
Irish Aid/ Ireland Embassy	Gender equality	Capacity building of the national machinery and support for GFP	Ms. Ubalda Alves, Gender Officer Po Box 383,12 Rua Alferes Duarte Arbiro –Dili Tel: (670) 3324880 Fax: (670) 3324881
AusAID	Health, education and domestic violence	Support for victims of domestic violence	Mr. Luis de Sousa Sequeira, Program Officer Avenida dos Martires da Patria,Fatuhada-comoro,Dili Tel: (670) 3322111 Fax: (670) 3323261
USAID	Health, education and poverty reduction	Support for health and education	Ms Amy Hunt, Program Development Officer Vieira de Meilo Road, Lighthouse Area, Farol, Dili Tel: (670) 3322211 Fax: (670) 3322216
<b>NGO</b>			
Rede Feto Timor-Leste	Women and human rights	Networking of 21 women's groups beyond boundaries of political parties and nationality	Ms. Yasinta Lujina, Executive Director Rua Bispo de Medeiros Mascarinhas, Dili Tel: (670) 3317405
Alola Foundation	Education, health, income improvement for women, and domestic violence	Improvement of living conditions for women, support for entrepreneurship. Education, maternal and child health, domestic violence and support for victims of human trafficking.	Ms. Teresa 'Alita' Verdial, CEO Mascarenhas, Mercado Lama, Dili Tel: (670) 3323855 (670) 7305178
Asosiasaun Mane Kontra Violencia	Violence toward women	Association of men against violence toward women. Implementation of training to improve awareness of men in rural areas.	Mr. Oribio de Costa, Executive Director Mr.Natalio de Silva, Administration Rua Gov. Celestino da Silva, Farol, Dili Tel: (670) 7264240
Judicial System Monitoring Programme (JSMP)	Violence toward women	Development of laws and provision of legal information	Mr. Luis de Oliveira Sampaio, Director Rua Setubal, Colmera, PO Box 275, Dili Tel: (670) 3323883
Forum Komunikasi Untuk Perempuan Timor Lorosae (FOKUPERS)	Violence toward women	Support for shelters for female victims of violence	Ms. Maria G Barrebo, Executive Director Rua Gov. Celestino da Silva 27, Farol, Dili

Name of Organization	Area of Specialization	Activity	Contact
			Tel: (670) 3321534
<b>Research Institute</b>			
Gender Resource Centre	Women's participation in politics	Gender caucus in Congress and support for networking of female lawmakers	Ms. Lumena Freitas Exposto, Manager National Parliament, Av. Presidente Nicolau Lobato, Dili
<b>JICA</b>			
Project for Promotion of Agribusiness	Consideration for gender in JICA and other projects	Support for poultry business conducted by women's groups and support for cooking classes targeted at women	Mr. Masami Okumura Representative, JICA Timor Leste Office Tel: (670) 3311024 Fax: (670) 3312509
SHARE (JICA-NGO Partnership Project)		Maternal and child health and capacity building of system to provide comprehensive local health services	Ms. Kana Taniguchi, Country Representative Ms. Yuu Yoshimori, Project Coordinator P.O Box 21, Dili, Tel&Fax: (670) 3311062
PARCIC (JICA-NGO Partnership Project)		Support for income improvement for women's groups and technical guidance in one-village one-product programs	Ms. Kurisu Natsumi P.O.Box 41, Bairro Fomento 1, Comoro, Dili Tel/Fax: (670) 3321577

(As of December 2010)

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<b>Education and Training</b>			
National - Net Enrolment Rate (EP) 2008-09	Ministry of Education	Ministry of Education	2010
National - Repetition/Drop Rates (EP) 2008-09	Ministry of Education	Ministry of Education	2010
<b>Health</b>			
2009-10 Timor-Leste Demographic and Health Survey Fact Sheet	Ministry of Finance	USAID	2010
Annual Health Statistics Report January-December 2008	Ministry of Health	Ministry of Health	2009
Annual Health Statistics Report January-December 2009	Ministry of Health	Ministry of Health	2010
Global Mandate & Projects 2010	UNFPA	UNFPA	2010
Maternal and Child Health Program Annual Report 2009	Alola Foundation	Alola Foundation	2010
Timor-Leste 2009-10 Demographic and Health Survey Key Findings	Ministry of Finance	USAID	2010
Timor-Leste Demographic and Health Survey 2009-10	Ministry of Finance	UNICEF	2010
<b>Agriculture, Forestry and Fisheries</b>			
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Progress Report on the Project for Promotion of Agribusiness in East Timor	JICA Timor Leste Office	JICA Timor Leste Office	2010
<b>Economic Activities</b>			
COCAMAU Cooperativa Multi-Sektorial Moris Foun Unidade Kafe Nain Maubisse	PARCIC	PARCIC	2010
Combating Human Trafficking in Timor-Leste	IOM	IOM	2010
Human Trafficking in Timor-Leste IOM Assisted Case Profiles	IOM	IOM	2010
Ministerio dos Negocios Estrangeiros Gabinete do Ministro	Minister of Foreign Affairs	UNDP	2008
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Observatory Group of Africa, Caribbean and Pacific Opening ceremony is held in Dili to officially Launching the ACP Observatory on Migration in Timor-Leste	Migration		
Timor Leste Labour Force Survey 2010	Secretariat of State for Vocational Training and Employment, National Statistics Directorate	ILO	2010
WISE-Women In Self Employment Project Final Report	UNDP ILO	ILO	2009
Women's Group "Hanoin ba Oin"	PARCIC	PARCIC	2010
<b>Social/Gender in General</b>			
Alola Annual Report 2009	Alola Foundation	Alola Foundation	2010
Analysis of Mapping Gender Equality Activities (specific project on GE)	Irish Aid	Irish Aid	2010
Annual report 2009	Secretary of State for the Promotion of Equality	Secretary of State for the Promotion of Equality	2010
Bulletin Fundasaun Alola	Alola Foundation	Alola Foundation	2010
Centro de Estudos de Genero (Gender Resource Center)	Gender Resource Center	Gender Resource Center	2009
Common Core Document	UNDP	UNDP	2010
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Initial Report Convention on the elimination of All Forms of Discrimination Against Women (CEDAW) (table of content & Introduction)	Office of the State Secretary for Promotion of Equality	UNIFEM	2007
Mapping of ongoing and planned activities on gender equality funded by development partners	Irish Aid	Irish Aid	2010
Planu Asaun 2008-2012	Rede Feto Timor Leste	Rede Feto Timor Leste	2008
Supporting Gender Equality and Women's Rights in Timor-Leste	IOM	IOM	2010
TA'ES No.24	Secretary of State for the Promotion of Equality	Secretary of State for the Promotion of Equality	2010
Timor-Leste MDG Booklet 2010	República Democrática de Timor-Leste (RDTL)	UNDP	2010
Treaty Specific Document (CEDAW)	UNIFEM	UNIFEM	2010
Unidade Na Diversidade	Rede Feto Timor Leste	Rede Feto Timor Leste	2010
<b>Peace Building</b>			
Solidariedade Proteksaun & Justisa Sosial	Ministry of Solidality	Ministry of Solidality	2009

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<b>Domestic Violence</b>			
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FAKTA Ha'u lakon ha'u-nia otas atu eskola no halimar	FOKUPERS	FOKUPERS	2010
FOKUPERS	FOKUPERS	FOKUPERS	2010
Stop Violence: Responding to Violence against Women in Melanesia and East Timor	Aus AID	Aus AID	2009
Trafiku Umanu No Violensia Domestika Se Mak Bele Ajuda!	UNFPA	UNFPA	2010
Violence against Women in Melanesia and East Timor	Aus AID	Aus AID	2009
<b>Others</b>			
At a glance : Timor-Leste (Children displaced by violence in Timor-Leste face malnutrition and harsh conditions)	UNICEF	<a href="http://www.unicef.org/infobycountry/Timorleste_35194.html">http://www.unicef.org/infobycountry/Timorleste_35194.html</a>	2010
At a glance : Timor-Leste (Emerging leaders :Timor- Leste inaugurates young parliamentarians)	UNICEF	<a href="http://www.unicef.org/infobycountry/Timorleste_55866.html">http://www.unicef.org/infobycountry/Timorleste_55866.html</a>	2010
At a glance : Timor-Leste (statistics)	UNICEF	<a href="http://www.unicef.org/infobycountry/Timorleste_statistics.html">http://www.unicef.org/infobycountry/Timorleste_statistics.html</a>	2010
Development Partners Indicative Budget from 2011-2014	JICA Timor Leste Office	JICA Timor Leste Office	2010
Development Partners Spending Programs from 2010 -2014	JICA Timor Leste Office	JICA Timor Leste Office	2010
Dili map	JICA Timor Leste Office	JICA Timor Leste Office	2010
Girl rights role model Marta launched to promote gender equality in Timor-Leste	UNICEF	<a href="http://www.unicef.org/infobycountry/media_36543.html">http://www.unicef.org/infobycountry/media_36543.html</a>	2010
Irish Aid Programme in Timor Leste 2010-2013	Irish Aid	Irish Aid	2010
JICA Timor-Leste information Sheet	JICA	JICA	2010
Progress Report for Children Affected by HIV/AIDS	UNICEF	<a href="http://www.unicef.org/about/execboard/files/Timor-Leste-FRS2009-">http://www.unicef.org/about/execboard/files/Timor-Leste-FRS2009-</a>	2010

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Revised country programme document	UNICEF	<a href="http://www.unicef.org/about/execboard/files/Timor-Leste-FRS2009-revised_feb2010.pdf">http://www.unicef.org/about/execboard/files/Timor-Leste-FRS2009-revised_feb2010.pdf</a>	2010
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Timor-Leste map 2	JICA Timor Leste Office	JICA Timor Leste Office	2010



## 7. Definitions

### <Technical Terms>

Term	Definition
Gender	Gender means social and cultural differences between men and women. Sexual differences in biological terms basically cannot be changed, but gender differences which mean social disparity in roles and relationships between men and women vary depending on time and place and they can change, since they are defined by people's way of thinking and sense of values. The word "gender" is used in phrases such as gender equality, gender role, gender analysis and gender balance, etc.
Gender mainstreaming	This is a strategy to involve women's participation in design, implementation, monitoring and evaluation of policies and programs on any political, economic and social occasion just as men's are involved, so that both men and women can gain equal benefit from the activities. The ultimate goal for gender mainstreaming is to achieve gender equality.
Gender focal point	This is an administrative official to promote gender equality, who is appointed in each department of government ministries. The official works for gender mainstreaming in government policies, systems and programs.
Gender responsive budget	It should be understood how national and local government budgets affect both men and women by conducting analysis of the budgets from the perspective of gender equality. The aim is not just to increase budgets for programs targeted at women but also to allocate budgets to achieve gender equality (for example, budgets for childcare services and allowances).
Reproductive health / rights	This means healthcare and rights that are related to gender and reproduction. The aim is to allow people to enjoy safe and satisfying sexual lives and the freedom to decide whether to have children or not and when and how many.
National machinery	This is a national-level administrative entity in charge of issues related to women to promote gender equality. It develops and implements women-related policies and promotes implementation of measures with gender equality in mind in government ministries.
Women's empowerment	Empowerment means paving the way for women who have been eliminated from decision-making and disempowered because of gender discrimination. Opportunities for them to participate in decision-making are provided so that they can achieve self-empowerment and be aware of gender issues and, hence, transfer such awareness into action. The word is also used in the phrase, "economic empowerment of women."
Affirmative action	This refers to preferential measures to correct existing disparities immediately when a discriminated group has a significant disadvantage compared to other groups because of accumulated discrimination.
Sexual harassment	This means putting any woman worker at a disadvantage in the workplace by sexual words or actions or deterioration of her work environment because of such words or actions. It includes words and deeds by which female students are obstructed from learning opportunities at school or women are robbed of the chance to participate in social activities.
Access / control	Access means availability of resources or services for performance of economic activities, such as land, labour and wages. Control means the right to make decisions on how to manage resources or services or the right to own them.
Reproductive activities	This means activities to bear and raise children, or in other words, activities to "reproduce the next generation." It includes activities of families to maintain their daily lives such as laundry and cooking and to reproduce labour power.
Informal sector	This refers to forms of economic activity performed by small family businesses. According to the definition of ILO, in this sector, such businesses use simple skills, have insufficient capital or specific location bases, employ no or only a few employees, receive no protection under the legal system and lack appropriate accounting capability.
Micro-financing	This is a small-scale financing system for low-income people and small businesses to increase the income of the poor through provision of opportunities to enjoy financial services such as petty loans, savings and insurance. It is often targeted at female farmers in rural areas as typified by the Grameen Bank in Bangladesh.
Non-formal education	This refers to educational activities developed to provide lifelong learning opportunities, literacy education and life-skills education in addition to formal school education. Normally, it targets people, whether adults or children, who

	have not received any school education or insufficient education (in quality). Typically, the content, scale, target and implementation methods vary significantly.
Millennium development goals	The MDGs are composed of 8 goals. These goals were established by incorporating the UN Millennium Declaration and international development goals adopted at major international meetings and summits held in 1990s into a larger common framework. The Millennium Declaration was adopted at the UN Millennium Summit held in September 2000 to present a clear vision of the role of the United Nations in the 21st century on the themes of peace and safety, development and poverty, the environment, human rights, good governance and special needs of African countries.

<<Indicators >

Indicator	Definition
Gini index	This is an aggregate numerical measurement to indicate inequality in income distribution. It is measured as a value between 0 and 1, with “0” implying complete equality and “1” complete inequality. If the value exceeds 0.4, it is generally determined that the level of inequality is high.
Total fertility rate	This is the total fertility rate of women in the reproductive age bracket (15-49 years old) in a certain year. It indicates the average number of children a woman delivers in her lifetime based on the fertility rate of her age bracket for that year.
Under-one mortality rate	Mortality of infants under one year old defined as the number of deaths per 1,000 live births. It is calculated as follows: Number of infant deaths under one year old during the year ÷ number of live births during the year × 1,000.
Under-five mortality rate	Mortality of infants under five years old defined as the number of deaths per 1,000 live births. It is calculated as follows: Number of infant deaths under five years old during the year ÷ number of live births during the year × 1,000.
Maternal mortality rate	1 Annual number of mothers who die among 100,000 cases of delivery due to pregnancy.
Rate of assisted childbirth	This is the rate of childbirth in which public healthcare workers including doctors, nurses and midwives or trained or traditional assistants offer assistance.
Oral Rehydration Therapy (ORT) use rate	The rate of using oral rehydrate salt or substitute solution for under-five infants having diarrhea.

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