



NATIONAL ACTION PLAN

UNITED NATIONS SECURITY COUNCIL

RESOLUTION 1325 (2000)

ON WOMEN, PEACE AND SECURITY (2024 -2028)



With support of:



United Nations Entity for Gender Equality
and the Empowerment of Women



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FOREWORD

Timor-Leste achieved independence on 20 May 2002. This has been a conflict-ridden process, the consequences of which have been felt most by the women and girls of Timor-Leste. In recognition of this violent history, IV Government of Timor-Leste through the Secretary of State Security have begun the process of developing the National Action Plan to comply with the Women, Peace and Security Agenda to emphasize the centrality of Timorese women in peace and state building. To this end, the IX Government through the Ministry of the Interior reaffirming its commitment to implement the second phase of the National Action Plan 1325 (NAP 1325 2024-2028) of the United Nations Security Council Resolution 1325 (UNSCR 1325).

The implementation of the first phase of the NAP 1325 ended in 2020. Thereafter, the Covid-19 pandemic, which started as a public health emergency but snowballed into a global social and economic crisis, impeded the development of Timor-Leste in several aspects including progress on the NAP 1325 on Women, Peace and Security ("WPS"). Consequently, the year of 2020 was the last year for the implementation of first phase of the NAP 1325 and with the support of UN Women, an assessment was conducted in conjunction with the 20th anniversary of the UNSCR 1325.

The findings of the evaluation of the NAP 1325 showed that Timor-Leste has made significant strides in women's representation in the National Parliament, of which 38% of the seats are held by women, which is above the regional average (19%) and the global average (26%) in 2020. Nevertheless, there is a lot left to be done. Women's participation in decision-making at the community level, and in security sector and other development processes requires targeted implementation through focused policy dialogue, formulation and implementation, structured engagement with civil society and convergence of key initiatives. The NAP 1325 (2024-2028) is aimed at operationalising these stated objectives.

Thus, there is continuing criticality of NAP 1325 in implementing a multi-stakeholder approach towards inclusive peace processes. The implementation of first-generation NAP 1325 (2016-2020) was concluded in 2021, and the Government of Timor-Leste conducted an evaluation of its implementation through the consultations to develop the second NAP 1325. In this evaluation, moreover, mapped progress across

stated objectives through line consultations with the implementing actors of NAP 1325 to verify each of the commitments to the implementation of the NAP 1325. This entailed deliberations with civil society to review relevant programmes and conduct consultations at the municipal level. In the preparation phase of the consultation, the underlying purpose was to involve more government institutions as well as civil society whose programmes align with the WPS Agenda.

This review was a consultative and inclusive process that ensures the participation of women's groups in Timor-Leste, with special emphasis to representatives of vulnerable groups, including rural women, women with disabilities, women survivors of past conflicts, persons with disabilities and the LGBTIQ + community.

With this intent, the Ministry of Interior is committed towards coordinating and facilitating regular meetings with the requisite stakeholders, in the interests of women, peace and security, as part of the commitment of the IX Government to its citizens as well as the United Nations.

On behalf of the IX Government of Timor-Leste, we would like to express our appreciation and gratitude to the entities involved in and contributing to the development of the NAP 1325 (2024-2028) - the Steering Committee, the Working Group composed of line ministries, Monitoring and Evaluation Group, development partners, and civil society organizations.

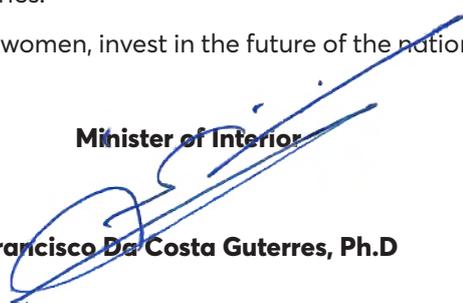
We are grateful for the technical and advisory support of UN Women Timor-Leste, in facilitating evaluation, consultation and development of the NAP 1325.

Through our mutual collaboration, we must herald a Copernican revolution for women and girls by shifting the hegemonic paradigm of peace and developmental processes, and making our women and girls the participants, as opposed to the beneficiaries.

"Invest in women, invest in the future of the nation".

Minister of Interior

Francisco Da Costa Guterres, Ph.D



ABBREVIATIONS

ACbit	Chega! Association
ADTL	Disabled Association of Timor-Leste
A.HAK	The Association of Human Rights and Justice
AJAR	Asia Justice and Rights
ALFeLa	Legal Aid for Women and Girls
ANAPMA	National Agency for Planning, Monitoring and Evaluation
APSCTL	Asia Pacific Support Collective Timor-Leste
AWPS	Women, Peace and Security Agenda
CAUCUS	Women's Political Caucus
CAVR	Commission for Reception, Truth and Reconciliation
CCLN	Council of the Combatants of National Liberation
CdM	Council of Ministers
CNC	National CHEGA! Centre
CSO	Civil Society Organisation
CVA	Truth and Friendship Commission
DNGRD	National Directorate for Disaster Risk Management
DNPCK	National Directorate for the Prevention of Community Conflict
FA	Alola Foundation
F-FDTL	Falintil - Timor-Leste Defense Force
GMPTL	Women Parliamentarian Caucus Timor-Leste
GoTL	Government of Timor-Leste
GPEA	Office of Strategic Planning and Advisory
GT	Working Group
HIV/SIDA	Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome
INCSIDA	National Institute for Combatting HIV-AIDS
JSMP	Judicial System Monitoring Program
KD	Steering Committee
KFP	Civil Service Commission
KRAM	Martial Arts Regulatory Commission
LM	Line Ministry
MACLN	Ministry for Veterans' Affairs
MAE	Ministry of State Administration
MD	Ministry of Defense
ME	Ministry of Education
MESC	Ministry of Higher Education, Science and Culture
MF	Ministry of Finance
MI	Ministry of Interior
MJ	Ministry of Justice

MNEC	Ministry of Foreign Affairs and Cooperation
MP	Public Ministry
MS	Ministry of Health
MSSI	Ministry of Social Solidarity and Inclusion
NAP	National Action Plan
ONG	Non-Government Organisation
OPS	Suco Police Officer
PAA	Annual Action Plan
PDHJ	Office of the Ombudsman for Human Rights and Justice
PNTL	National Police of Timor-Leste
RAEOA	Autonomous Administrative Region of the Oé-Cusse-Ambeno Enclave
SEACLN	Secretary of State for Veterans Affairs
SEI	Secretary of State for Equality
MJDAC	Ministry of Youth, Sports, Arts and Culture
SEPC	Secretary of State for Civil Protection
STD	Sexually Transmitted Diseases
TLPDP	Timor-Leste Police Development Program
TOT	Training of Trainers
UNDP	United National Development Program
UNSCR	United Nations Security Council Resolution
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
WPSA	Women, Peace and Security Agenda
ZEESM	Special Economic Zone for the Social Market of Oé-Cusse Timor-Leste



I. INTRODUCTION

1.1. UNSCR 1325 On Women, Peace and Security

The UNSCR 1325 with regard to the WPS was adopted by the UN Security Council ("UNSC") on 31st, October, 2000. This marks the first resolution of the United Nations that was primarily concerned with seminal issues under the umbrella term - Women, Peace and Security. UNSCR 1325 was concretized on the basis of international conventions including CEDAW and the Beijing Platform for Action. This resolution recognising the devastating impact of armed conflict on women and girls, particularly as vulnerable civilian refugees being targeted by soldiers/combatants during and post-conflict. In cognizance of the significance of this resolution, the UNSC has urged all UN members to adopt and implement UNSCR 1325.

The UN Secretary-General, Kofi Annan took the opportunity at that time (2000) to state:

"Women, who know the price of conflict so well, are also better equipped than men to prevent or resolve it. For generations, women have served as peace educators, both in their families and in their societies. They have proved instrumental in building bridges rather than walls".

The UNSCR 1325 emphasises the necessity of women's role in the prevention and resolution of conflict, in peace negotiations, peacebuilding, peace-keeping and humanitarian responses, and also the significance of women's equal participation in the processes of reconstruction, maintenance and promotion of peace and security in post-conflict situations for optimum, equitable and sustainable solutions. Crucially, UNSCR 1325 urges member states in conflict to take special measures to provide protection for women and girls from gender-based violence, particularly from rape and other forms of sexual violence during situations of war and armed conflict.

To implement UNSCR 1325, member states must comply with their obligations and implement their National Action Plans for WPS in accordance with the resolution. NAP is a crucial policy instrument for governments to articulate their priorities and to coordinate the implementation of UNSCR 1325 at the national and local levels. This must be in tandem with productive collaborations with civil society, to ensure accountability of governments to the people.



Photo UN Women Timor-Leste

1.2. Commitments of Government of Timor-Leste to the implementation of Women, Peace and Security

The GoTL, as early as in 2005, via the medium of the Commission for Reception, Truth and Reconciliation - CAVR (as recommended in the Chega! Report) stated that Timor-Leste has begun implementation of UNSCR 1325 to protect human rights of its citizens. This is with specific regard to the most vulnerable groups such as women and children in Timor-Leste.

The IX GoTL has remained steadfast in its commitment to the implementation of the WPS Agenda which commenced in 2016. On the 26th April, 2016, GoTL, through the Council of Ministers (VI Constitutional Government) adopted and implemented the first National Action Plan regarding WPS in accordance with UNSCR 1325, ending in the year 2020. With the implementation of the first phase NAP 1325, Timor-Leste had undertaken important steps towards implementing its obligations as a UN member State together with 98 other UN member States (51%) who have adopted and implemented NAPs to promote the global agenda for WPS.

Following the completion of the first five-year period of the NAP for 1325 (2016-2020), Timor-Leste sought to strengthen its commitment to improve, strengthen and expand the development and implementation of NAP 1325 for future generations to come. Therefore, on 11th November 2021, on the occasion of the celebration of the 21st anniversary of UNSCR 1325, the Vice Minister for Interior officially formalised and inaugurated the structure for implementation of the second phase of the NAP 1325. With the launch of this second phase, the GoTL has reiterated its dedication to implement the second phase of the NAP 1325

that forms the foundational inspiration of the political commitment of IV government led by the previous Secretary of State for Security through the adoption of the Delta Nova Declaration in March 2014 in Dili.

After passing through public health pandemic of Covid-19 and the political change in the governance, the government through the Ministry of the Interior has big commitment to start the process of revision to better implement the second NAP in the future.

The implementation of this second NAP 1325 has also presented an opportunity for Timor-Leste to fulfil its commitment to the development of not only the WPS agenda but also its contribution to the global agenda emanating from the landmark Sustainable Development Goals ("SDGs") adopted in 2015, with particular emphasis on SDG 5 concerning promotion of gender equality and the empowerment of women and girls. The development and implementation of the WPS agenda has been curated to strategically align with the SDGs agenda.

Therefore, in order to accelerate the progress so that it is in congruence with the National Strategic Development Plan and the SDG Agenda 2030, the GoTL has established a roadmap that recognises gender equality and the empowerment of women as key priorities for its development agenda. The implementation of the first WPS agenda has demonstrated a broad array of outcomes including but not limited to the Timorese government prioritising improvements to women's participation in political life and expanding opportunities for meaningful participation of women in the security forces. For instance, at present women constitute 15% of the police force and 9% of the armed forces.



Photo UN Women Timor-Leste

II. THE GOVERNMENT OF TIMOR-LESTE'S COMMITMENT IN THE SECOND PHASE OF THE NAP 1325

The NAP 1325 (2024-2028) is a true reflection of the experiences of the people of Timor-Leste who still bear deep-seated trauma from years of conflict. This has led to the development of enabling norms and an environment that encourages conflict and violence at both community and familial levels. For instance, the number of domestic violence cases in Timor-Leste remains alarmingly high. The GoTL has recognised the menace of domestic violence and continues to tackle this actively by producing a new law that makes domestic violence a public crime. Once this law was implemented, the government received a large number of complaints. For gender-responsive policing, the government took the initiative to provide special training to sensitize police on how to respond to cases of domestic violence. The government also established shelter facilities throughout the country, actively collaborating with civil society and non-governmental organisations.

NAP 1325 (2024-2028) aims to imbibe and improve from the experiences of the first phase: the first phase implementation proved efficacious in empowering women with the relevant tools for promotion of non-violent resolution mechanisms. Recognizing the important contribution of past women fighters and veterans of the struggle for independence, NAP 1325 (2024-2028) seeks to enable all women to enjoy equal right to justice, recognition and freedom from discrimination.

Therefore, the NAP 1325 continues to expand the contours of women's roles in decision making in the security and justice sectors in all levels of governance, given that these are factors seminal for a more effective and sustainable recovery phase in the process of peacebuilding.

Therefore, GoTL continues to strengthen its commitment to develop this second phase of the NAP 1325 with a representative and inclusive implementation structure. This second phase (2024–2028) will be expanded to include within its ambit, government institutions and civil society organisations that had not participated in the first NAP or most likely did not exist at that time.

The development of the second phase of NAP 1325 was a participatory and inclusive process, conducted through a number of activities aiming at *improving, strengthening* and *expanding* the objectives of the first NAP. In this second phase, internal and external consultation processes have been carried out in order to collect information to further improve, strengthen and expand the NAP 1325 agenda in this second phase. The consultation process has identified several lessons learned and challenges that needed to be addressed to mobilise support and participation from relevant institutions both from government and civil society, including women's organisations and vulnerable and marginalised groups.

Six important activities were identified as a prerequisite for the evaluation of the first phase of the NAP. These activities have been carried out since September 2021 to 2023. It is pertinent to highlight that the consultation process was limited in its entirety by the Covid-19 pandemic due to which adjustments had to be made in response to ground realities. The First Draft of the second NAP 1325 has been written based on the inputs captured through these consultations.

This process has been led by the Ministry of Interior with financial assistance from Timor-Leste's development partners, and the continuous technical assistance from UN Women, a partner that has aided GoTL since the inception of the first phase of NAP until now. The process of developing the second NAP 1325 is captured in figure 01 below:



Photo UN Women Timor-Leste

September 2021:

Consultation with the Line Ministries to assess the progress and review the NAP 1325 (2016 – 2020)



Photo UN Women Timor-Leste

October - November 2021:

Internal consultation and evaluation of the outcomes of work and reviewing the development plan for the Second Phase of NAP 132

November 2021:

Official Launching of the Structure for the Development of the Second Phase of NAP 1325 (2024 – 2028).

The Process of Writing the Draft NAP 1325 started



Photo Ministry of Interior

November - December 2021

Consultation in the Municipalities & RAEOA to evaluate the progress and review the NAP 1325 (2016 – 2020)



Photo Ministry of Interior

January - March 2022:

Validation of the Draft of the Second NAP 1325



Photo DNPCC

April 2023:

Submission of the Draft to the Council of Ministers

June - September 2023:

Revision of NAP 1325 II

October 2023 - January 2024:

Final submission to the Council of Ministers and approval

Consultation with line ministries in Dili

To maximise contribution to NAP 1325, the working group conducted consultations with the implementing entities from GoTL, which worked on the first phase of NAP 1325. Consultation with these line ministries started on September 6, 2021 and continued until September 27, 2021. The consultation was conducted with relevant institutions in 15 Ministries namely: ME, MJ, SEACLN, MSSI, MNEC, MJDAC, F-FDTL, MAE, CNC, MD, MS, PDHJ, SEI, PNTL and the Ministry of Interior. From the list, several new implementing institutions for the second phase of NAP 1325 were identified, including MAE, CNC, MACLN, PDHJ, DNGRD-SEPC-MI.

The working group for this consultation represents a structure for developing the second NAP 1325 including civil society. The team that participated in the consultation activities with the line ministries included: PDHJ, CNC, MJDAC, ACbit, Rede Feto Secretariate, HAK Association, Fundasaun Alola, NGO Belun and ALFeLa.

Consultation in the Municipalities

The consultation process in the municipalities was carried out through meetings with target groups in each municipality, and it was held between 21 November to 10 December 2021. This consultation covered the municipalities of Ainaro, Covalima, Aileu, Manufahi, Ermera, Viqueque, Manatuto, Lautem, Baucau, Maliana and Liquiça. For RAEOA, face-to-face consultation could not be conducted due to the limited air transport, compounded by the weather alert in the area. Therefore, the consultation with RAEOA was conducted virtually through a Zoom meeting with the participation of 15 representatives (with six female and nine male representatives) from national institutions such as MACLN, DNGRD, DNPCC, Bombeiros, and the civil society organisations including JSMP, Uma Pas Oekusse and Centro Juventude Oekusse.

For the purpose of ensuring that this consultation process is authorised, the Consultation Team conducted the consultation based on the following measures:

1. Prior to conducting consultations in the Municipality, the team first submitted a request for authorisation to the relevant line

ministries and institutions involved in the NAP 1325 working group and whose members were also involved in the municipality consultation team;

2. In joint consultation with UN Women, the team coordinated with DNPCK representatives in 11 municipalities and RAEOA;
3. The team divided tasks among working group members from government institutions involved in the consultation team, namely SEPC-MI, MNEC, MACLN, ME, MD, F-FDTL, CNC, PNTL, MJDAC. From civil society, among others: A. HAK, Fokupers, Belun, ALFeLa, APSCTL;
4. Prior to each departure, the team from the NAP 1325 Secretariat (NAPSEC) briefed the departing team and apprised every person of their duties and tasks during the consultation process, including: presenting NAP 1325, the second phase development process, writing reports and documentations. The team executed the Consultation Agenda in the following sequence.
 - Welcoming remarks and messages from the MI/SEPC/DNPCK/municipal administrators or their representatives.
 - The national team of facilitators made a presentation on UNSCR1325 and NAP 1325
 - The development process for phase two of NAP 1325
 - Group Discussions to revise activities and presentations for each pillar.
 - Participants submitted written recommendations about their concerns (if they were not able to present them in group discussions).
 - Closing the consultation, acknowledgements and messages from the local Authority.
5. Upon successful completion of the abovementioned steps, the Team proceeded to prepare a report on the findings of the consultation and submitted it to the NAP 1325 Secretariat.

III. LEARNING FROM THE IMPLEMENTATION OF THE FIRST PHASE OF THE NAP 1325

CHALLENGES AND OPPORTUNITIES

Through the consultation process, the working group was able to discern that all line ministries remain committed to the Women, Peace and Security agenda and to implement the second phase of NAP 1325 in accordance with their respective roles/competencies. Participants in the consultation acknowledged that this process was a good opportunity to discuss in depth about the activities within NAP 1325 which are aligned with institutional roles. Furthermore, participants also provided inputs on the need to make necessary adjustments to the activities that are not relevant to the roles of the relevant institutions and consequently must be revised in the second phase of NAP 1325.

On the other hand, this consultation enabled the team to understand the systemic changes and challenges faced during the implementation of the first NAP 1325. This has led to programmatic changes within institutions that may lead to better coordination in the second phase of NAP 1325. For instance, prior to 2018, activities related to combatants were assigned to MSSSI and now a Ministry established to focus on issues of combatants, called the Ministry of Combatants and National Liberation. To the present, the National Directorate for Disaster Risk Management, which was previously under MSSSI, has been moved under the auspice of the SEPC/Ministry of Interior. During the VIII Government, MSSSI has made significant changes to its organic structure by removing the Department for Peace Building to avoid duality in functioning. Further, institutions that were recently established have been included as implementing agencies for NAP 1325 (2024-2028), including CNC, SEACLN and MACLN.

A positive aspect of the first phase of NAP 1325 implementation is that involved Line Ministries have increased knowledge on integrating NAP 1325 into the Annual Action Plan (AAP) with respect to budgetary allocation, implementing and monitoring of its results. Further, it was inferred that the lack of human resources, such as technical support, affects work efficacy. Structural changes in the Government also affect

the work environment. Moreover, these changes contribute to limited availability of human resources previously assuming the role with no comparable substitutes. For example, the role of ME in the previous NAP 1325 matrix was to develop the curriculum. However, with this change, the contract for the curriculum team was terminated and the work did not continue. Importantly, structural changes within the institutions have resulted in loss of information since the previous focal point did not handover information to their new counterparts.

In general, all parties that were consulted were in congruence over the fact that the internal political situation (Duodecimal Budget and Fiscal Envelope [Orçamento Duodécimo e Envelope fiscal]) and the Covid-19 pandemic have had a major detrimental impact on the implementation of NAP 1325. The global covid-19 pandemic has forced the Government to shift its focus and prioritise responses to cater to the public health emergency.

In summary, during the consultation process, the participants put forth the following recommendations that have been incorporated into the second phase of NAP 1325:

- The need for continuous and consistent advocacy across all tiers of-the government on the importance of the NAP 1325 implementation. Gender mainstreaming in all areas is a strategy that consists of incorporating gender debates in several institutions so that issues related to inequality are internalized by all echelons of governance. In context of Timo-Leste, gender mainstreaming among the ministries and interaction between partners will be strengthened by avoiding the gaps in the execution of the Action plans. Following are a few suggestions for gender mainstreaming that will plug the loopholes from NAP 1325 (Phase 1):
 - A. Advocates for social assistance funds to include support for women and girls as well as women's organisations in their social and economic initiatives aimed at their integration into the community.

- B. Promote rehabilitation, reparation, assistance and reintegration centres for survivors of sexual abuse and gender based violence from a gender perspective ;
- C. Promote access to education and health for women and girls affected by post-conflict trauma.
- D. Create a multi-sectorial working group for the implementation and monitoring of the commitments on women, peace and security.
- E. Build capacity of staff in key sectors on women, peace and security issues;
- NAP 1325 Secretariat along with the implementing structure of NAP 1325 must hold regular annual meetings with the officials from each LM to analyze the progress and challenges from the NAP 1325 implementation. There must be an endeavour to engage all stakeholders and influencers including members from media, religious communities, political sector, security sector, UN agencies, humanitarian aid organisations, international donors, civil society for a multilateral and multi-sectoral dialogue on methods to mainstream and maximise participation of women in public and political affairs.
- The need to update structural changes within the institutions in order to collectively look for solutions on an expedited basis. In a natural progression of lessons from NAP 1325 (Phase I), a strong partnership between the Government and CSOs has been identified as a best practice. In light of this, each of the following are milestones to be kept in mind for NAP 1325 (2024-2028):
 - A. Create an enabling environment for the inclusion of all relevant actors from both government and civil society.
 - B. Increase knowledge and awareness on UNSCR 1325 and of the NAP 1325 (Phase II) for enhanced accountability and transparency.
 - C. Recruitment of national and international experts.
 - D. Capacity building of the Drafting Committee on the knowledge and tools needed to develop NAP 1325 (2024-2028).
 - E. Increase stakeholder engagement across all regions of the country to both inform and validate the content of the NAP 1325 (2024-2028).
- F. Inclusive engagement and participation in drafting of NAP 1325 (2024-2028).
- It is necessary to have continued dissemination of information on WPS Agenda due to a low level of public awareness on the NAP 1325. It is suggested that the GoTL develops a communications strategy in line with the following objectives:
 - A. Improve the public's understanding of the importance of WPS;
 - B. Enhance visibility of activities and its progress related to WPS;
 - C. Improve attitudes towards the participation of women in the peace and security sectors in Timor-Leste, including active support to women who are seeking a career in these fields; and
 - D. Increase greater awareness on women as both beneficiaries and agents of change in the WPS agenda.
- The line ministries are expected to ensure adequate budgetary allocations for the implementation of NAP 1325.
- A proper handover mechanism with regard to the mandates of each participating organization should be established to ensure continuity and effectiveness of the NAP 1325 implementation.
- UN Women's support in the development of the first generation of the NAP 1325 and PNTL Gender Strategy remains crucial to the development of the second ones.
- Womens' organisations, at national and local levels, to accompany and/or follow-up with cases related to infanticide.
- GoTL should strive to strengthen women economically, by policies directed at enhancing women's income and GoTL should establish groups to this effect at the Aldeia, Suco and Municipal levels
- GoTL, alongside other relevant stakeholders, should aim to create job opportunities for women as a strategic measure to reduce domestic violence.
- The continued support of UN Women to WPS Group in Baucau Municipality through the first phase of the NAP 1325 program is appreciated and UN Women is requested to remain involved in the second phase. In

addition, UN women is requested to provide opportunities for facilitators at the municipal level to receive ToT training to participate in learning/knowing about NAP 1325 at the municipal level.

- GoTL is recommended to allocate funds for implementing activities, such as skill development for the youth that has been impeded by continuous conflicts and violence. If not expeditiously addressed, this critical gap may have long-lasting impacts on national economy, which may, in turn, be detrimental to optimum resource allocation for peace processes. These resources have to be managed and mobilised; they have to be monitored through elaborated M&E plan. This can only be made possible through a separate committee that manages this budget; with the requisite staff to provide administrative, logistical and operational support. Annual Report is required to track the progress of the use of budget for trainings, mediations seminars, peace-keeping workshops, gender sensitisation curriculums.
- The government must expedite the process for laws implemented by KRAM to establish as soon as possible, in order to prevent conflicts between them.
- GoTL may consider providing small grants for women's groups for activities contributing to peace and stability. GoTL may also consider providing small grants for youth groups to implement activities for peace and to develop the Tara Bandu law.
- The justice sector is an integral part of the national efforts to accelerate the pace of change and to build a space conducive to reporting gender-based violence (GBV). The evolution of societal norms to embrace and accept women in positions of socio-political

significance in the sector is critically needed. Gender discrimination at workplace is often the result of conscious and unconscious bias acquired through generations of conditioning. Gender sensitisation training aids the process of creating an inclusive workplace. Having in place a gender-sensitisation curriculum brings us closer to a gender responsive system that will fulfil a promise for de jure or substantive equality. Evolutionary change in law must necessarily be accompanied by measures to raise awareness of women's rights to autonomy and physical integrity- issues at the heart of a Gender Sensitisation Training ("GST"). To build on this, it is essential that we integrate a gender perspective into reform processes from inception and throughout. The recurrent question surrounding GSTs is confusion regarding the beneficiaries of said training. This may be attributable to the fact that there is no one identifiable beneficiary but an entire system that benefits from this, including but not limited to judges, prosecutors, legal professionals and police personnel.

- It is suggested the GoTL to develop a "National Action Plan" harmonising the principles of CEDAW with NAP 1325 (2024-2028). The document on Evaluation of UN Women's Contribution to the Implementation of Timor-Leste National Action Plan on UNSCR 1325 (2016-2020) underscores this mandate to conceptualize a consolidated document that highlights the lacunae in the implementation of CEDAW related obligations of Timor-Leste. While Timor-Leste is a signatory to CEDAW, commitments beyond the obligations thereunder were required to address gender inequality and the implementation of women's rights in a post-conflict environment.

IV. RE-AFFIRMING TIMOR-LESTE'S COMMITMENT TO IMPLEMENT THE SECOND PHASE OF WOMEN, PEACE AND SECURITY AGENDA IN TIMOR-LESTE

By considering the recommendations identified by all relevant parties during the consultation in the national and municipal level, the NAP 1325 (2024-2028) reaffirms the GoTL's commitment for the implementation of the second phase of WPS Agenda. The development of this second phase aims to review the first phase of NAP 1325 by *Improving, Strengthening and Expanding* progress made in the first phase. The implementation of the second phase of NAP 1325 is now focused on the Four Pillars and aims to achieve the following.

1. Participation Pillar

- To increase and promote women's full, equal and meaningful participation in national institutions across areas including security, defence and justice and humanitarian actions.
- To increase participation and representation of women in all their diversity in leadership and decision-making positions in the security, defence and justice sectors at both local and national levels, including civil society organisations.
- To improve and strengthen the Participation Pillar by promoting 30% quota of equal, meaningful and active participation of women in decision making roles across governance, peace and security and humanitarian actions sectors.
- To review and ensure gender perspectives are integrated into laws, policies, and programs on peace and security and humanitarian actions, and ensure its development and implementation with the maximum participation of all stakeholders, including women from diverse backgrounds, including women with disabilities and survivors of violence in conflicts.
- To strengthen community conflict resolution mechanisms and promote local leadership, and increase opportunities and support for women participating in community conflict prevention and resolution as mediators and local focal points of peace-building and security.
- To address structural barriers, discriminatory practices and capacity gaps which hinder



women's participation and leadership in humanitarian actions.

- To leverage voice, agency and leadership of women and women-led organisations, with attention to their capacities and resilience in humanitarian actions in context of disaster and conflict, and in reconstruction and recovery.

2. Prevention Pillar

- To integrate gender into the training curriculum for training centres of security and defence forces, civil protection and justice institutions.
- To improve and strengthen the Prevention Pillar by promoting a system for prevention of violent conflict with special attention to gender-based violence (GBV).
- To strengthen gender-responsive conflict prevention and conflict resolution mechanisms, which take into consideration girls' and women's needs and experience.
- To promote a culture of peace and conflict prevention and resolution in local community, recognising and promoting women's participation and leadership.
- To review and ensure that laws and policies on conflict are gender responsive.
- To improve and increase the capacity of media to become gender sensitive in performing their duties and with conflict prevention perspectives.
- To design and conduct media campaigns on meaningful participation of women in leadership and decision making roles.
- To conduct research and document women's experiences in leadership.
- To review, amend and abrogate all laws that undermine women's participation in decision making.

3. Protection Pillar

- To ensure protection of women from all forms of violence.
- To improve and strengthen the Protection Pillar by providing protection services and ensuring gender-responsive institutional responses to violent conflicts and gender-based violence in conflict setting.

- To ensure protection of women human rights defenders and civil society organisations advocating for women's rights in conflict and crisis contexts.
- To ensure health, psychological, and social support is accessible to survivors of violence in conflict related situation.
- To provide humanitarian emergency and social support to survivors of violence
- To provide an enabling environment for women to have access to justice (formal and community-based).
- To strengthen the formal justice system to be adequately gender responsive and to implement laws promoting gender equality with consistent interpretation and application.
- To strengthen community justice mechanisms and alternative dispute resolution.
- To ensure women are consulted and actively participate in the design, implementation, and evaluation of peace-building and relief and recovery programs.
- To expand the scope of access for citizens and security actors to HIV/AIDS and STI testing facilities in the municipalities.

4. Peace-building Pillar

- To ensure support for women in access to land, clean water and resources, which are critical to sustaining their living to ensure peace and security
- To improve and strengthen the Peace-building Pillar by reinforcing peace processes through justice sector responses and post-conflict planning.
- To develop women's capacity and promote women's participation in diverse roles in peace-building process and conflict resolution at the community level.
- To develop national policies and measures to implement recommendations and provisions of Comissão de Acolhimento, Verdade e Reconciliação (CAVR) and Comissão de Verdade e Amizade (CVA) Timor-Leste relating to the rights of women and girls.
- To review and discuss national policies to promote access to justice for survivors of violence in past conflicts and recognise female former combatants and veterans for their contributions to peace-building

V. STRENGTHENING THE PARTNERSHIP WITH CIVIL SOCIETY IN THE DEVELOPMENT PROCESS OF THE NAP 1325 (2024-2028)

The civil society organizations continue to play crucial roles in developing and implementing the Women, Peace and Security agenda in Timor-Leste, in both the first and second phases NAP 1325.

Acknowledging that Civil Society Organisations, especially women-led organisations and gender equality experts, have vital links with the community in the grassroots level, the working group conducted an in-depth consultation with such organisations on 9 December 2021, at Salao Marfim, Fokupers – Farol, Dili. In this meeting, six representatives from eleven NGOs namely Fokupers, ACbit, Rede Feto, Belun, APSCTL and the program from AJAR had participated. The inputs of the CSOs are presented in Annex 02.

GoTL is cognizant of the fact that with synergistic partnerships between CSOs and the government can contribute to the effective implementation of the second phase.





Photo Ministry of Interior

VI. MECHANISM OF IMPLEMENTATION AND MONITORING FOR NAP 1325 (2024-2028)

To ensure effective implementation for achieving its objectives, NAP 1325 (2024-2028) has established a mechanism to monitor and track the progress of the NAP 1325 implementation. This mechanism comprises of institutions involved in the development structure of NAP 1325 (2024-2028) and the implementing actors from line ministries and civil societies. The NAP

1325 Structure includes the following: Ministry of Interior, Steering Committee, Working Group for 4 Pillars of the NAP 1325 and the Monitoring Team with the support from the NAP 1325 Secretariat. The corresponding roles and structure are outlined in Annex 03: MECHANISM FOR IMPLEMENTATION AND MONITORING OF NAP UNSCR 1325 ON WOMEN, PEACE AND SECURITY (2024-2028).



VII. MATRIX OF THE NATIONAL ACTION PLAN ON WOMEN, PEACE AND SECURITY (2024 – 2028)

The NAP 1325 Work Plan was drafted in alignment with the commitment of the GoTL to implement the WPS for the next five years (2024-2028). The matrix of the NAP on WPS (2024-2028) has incorporated a multi-dimensional perspective of all stakeholders from the government and civil society as well as other Partners.

It serves as an important guideline illustrating the goals, planned activities, timeframe, and the roles of the implementing actors. The Matrix of the NAP 1325 (2024-2028) can be found in the Annex 01.

ANNEX 01:

**NATIONAL ACTION PLAN
UNITED NATIONS SECURITY COUNCIL RESOLUTION 1325 (2000)
ON WOMEN, PEACE AND SECURITY (2024-2028)
TIMOR-LESTE WORK PLAN**



PILAR I - PARTICIPATON

Goal: Improving, Strengthening and Expanding equal and active participation of women in decision making process relating to governance, peace and security

Output	Specific Activities	Performance Indicators	Implementation Year				Lead Institution	
			2024	2025	2026	2027		2028
1.1. Increased representation of women elected or appointed to roles in decision-making positions in the security and justice sectors at local and national levels.	1.1.1. Leadership Training to strengthen capacity of women candidates running for national and local elections.	# and % of Women participating in the leadership Training in the national and the Suco levels.	x	x	x	x	x	SEI, MAE & ONGs
	1.1.2. Undertake advocacy and lobbying to develop criteria for the promotion of gender equality as a pre-requisite for the appointment of women to governance, senior positions and community leaderships.	# and % of Women elected for senior positions in the local and national governance increased: <ul style="list-style-type: none"> • Aldeia Chief • Suco Chief • Administrative Post • Municipality 	x	x	x	x		
	1.1.3. Develop standard and integrated training modules for promotion of women participation in elections for local and national governance.	# and % of women elected to parliament maintained or increased. # and % of Women in senior positions increased in the public institutions.	x	x	x	x	x	
1.2. Laws, Policies and Programs regarding peace and security are developed with maximum participation from various groups of women and men, and promote gender equality	1.2.1. Develop the capacity of the Government institutions to integrate WPS agenda in legislation, policies, and programs including members of parliament and male and female ministry officials.	# and % of ministries/institutions laws, policies and plans integrated gender perspective.	x	x	x	x	x	MJ

	<p>1.2.2. Analyzing and reviewing of laws, policies and programs in alignment with CEDAW, UNSCR regarding Women, Peace and Security and other international obligations such as human rights.</p>	<p># and % of members of parliament participating in consultations with civil society related to gender dimension of peace, security and justice issues.</p>	<p>x</p>																																																																																												
	<p>1.2.3. Conduct dialogues with women and minority/marginalized groups and the civil societies in contributing to the planning, writing and implementation of legislation, policies and programs particularly related to large-scale/mega projects (Tasi Mane, ZEESM, etc)</p>	<p># of dialogues with women and minority/marginalized groups and civil societies conducted. % of legislations, programme related to mega projects which integrate recommendation collected from women and civil society groups.</p>	<p>x</p>																																																																																												
<p>1.3. Increase the representation of women recruited and promoted within the national institutes for security, defense, civil protection and justice.</p>	<p>1.3.1. Review and revise regulations of the national security and defence institutions including F-FDTL, PNTL, Fire-brigade and Civil Protection, to eliminate gender-based discrimination in relation to human resources planning, recruitment and promotion.</p>	<p># of recommendations for improving the process/criteria/regulations were adopted in the institutions. Defense and security institutions, civil protection have integrated gender perspective analysis in reviewing human resources regulations.</p>	<p>x</p>																																																																																												
	<p>1.3.2. Disseminate information from PNTL and F-FDTL to secondary schools including to female and male students regarding recruitment and careers with defense and security institutions.</p>	<p># of socialization activities on recruitment conducted at schools in 12 municipalities and RAEOA. # and % of women recruited into the defense and security institutions.</p>	<p>x</p>																																																																																												

	and Civil Protection including efforts to obtain scholarships.	in capacity development activities every year.		
1.4. Increase opportunities for women to participate actively and meaningfully as mediators in community conflict resolution, and as actors in peace and security.	1.3.4. Adopt quotas to promote recruitment and representation of women in defense and security institutions and civil protection.	# and % of Women recruited into F-FDTL and PNTL and Civil Protection with a minimum quota of 15% for each recruitment.	x x x x x x	MI /PNTL MD/F-FDTL
	1.3.5. Conduct training to promote Women in leadership positions in the justice sector, including lawyers, prosecutors, public defender and judges with expertise in gender perspectives and international law.	# and % judges, lawyers (prosecutors and public defenders) participated in the training and demonstrate understanding of gender perspective and international laws.	x x x x x	MJ
	1.4.1. Develop public campaigns to promote opportunity and resources to encourage/ensure women's participation in all aspects of community life in relation to conflict resolution.	% of cases that reported to DNPKK annually resolved by (female) mediators	x x x x x	MSSI, MOI
	1.4.2. Set minimum quotas for women recruited as Coordinators, Mediators and Focal Points for conflict prevention and resolution in municipal levels.	# and % of women mediators, coordinators and focal points recruited by Ministry Interior/ DNPKK according to defined minimum quotas.	x x x x x	MOI (DNPKK)

PILAR II - PREVENTION							
Main Goal : Improving, Strengthening and Expanding Prevention of violent conflict including gender based violence							
Output	Specific Activities	Performance Indicators	Implementation Year				Lead Institution
			2024	2025	2026	2027	
2.1. Defense, Security, Civil Protection and justice training institutions included modules on gender in their training manuals.	2.1.1. Develop and integrate training materials related to gender, human rights and WPS and the relevant international normative frameworks in the curriculum of security, defence and judicial training centers.	# of security, defense and judicial training centers included gender equality and human rights in their training manuals, such as: CEDAW, SCR on Women, Peace and Security, humanitarian law, HIV/AIDS awareness, etc.	x	x	x	x	MOI, MD, MJ
	2.1.2. Develop specialized courses for defense, security and justice personnel regarding gender equality, human rights, HIV/AIDS awareness, including information about reproductive health in defence and security training centers.	# and % of defense and security personnel (by sex) had the knowledge on gender equality, human rights and HIV/AIDS.	x	x	x	x	MOI, MD, SEI
	2.1.3. Provide specialized courses for judicial actors regarding gender equality, GBV, LADV and human rights at judicial training center.	# and % of judicial personnel (by sex) had the knowledge on gender equality, GBV, LADV and human rights.	x	x	x	x	MJ, SEI
	2.1.4. Training about protection of civilians, including the rights and needs of women, in peace-keeping operations and peacebuilding and also awareness raising about HIV/AIDS for peace-keeping forces prior to deployment.	# of modules and courses updated. # and % of female security and defense personnel participating in peace keeping and peacebuilding operations (by sex) demonstrating awareness of gender-responsive civilian protection.	x	x	x	x	PNTL Training Center and F-FDTL Training Center

<p>2.2. Conflict prevention mechanism included a gender perspective</p>	<p>2.2.1. Develop indicators with gender perspective to be included in the debates/discussions of existing laws, policies, plans and strategies relating to conflict prevention.</p>	<p>Indicators integrated with gender perspective in the existing laws, policies, plans and strategies relating to conflict prevention</p> <p>Conducted awareness raising on the importance of gender perspective in community conflict prevention and public institutions from the national level to the rural areas.</p>	<p>x x x x x x</p>	<p>MOI, Belun</p>
<p>2.2.2. Evaluate and revise the conflict early warning system and to include/incorporate further gender sensitive indicators and monitoring mechanisms</p>	<p># of recommendations submitted in the evaluation of relevant systems.</p> <p>% of reports on conflict early warning system and reduction of risk of natural disasters and violence included gender perspective (i.e. disaggregated data by sex and specific recommendations by gender)</p>	<p>x x x x x x</p>	<p>MOI, Belun</p>	
<p>2.2.3. Dissemination of early warning systems to local authorities, community leaders, including Suco Council members and other community members particularly women, youth and minority groups</p>	<p>Conducted dissemination activities with the participation of % of the adult population (by sex, age and disability) having understanding of the early warning.</p>	<p>x x x x x x</p>	<p>MOI, Belun</p>	
<p>2.2.4. Training for mediators (men and women) to have knowledge of conflict resolution with a gender perspective (including MSSI mediators)</p>	<p>Conducted # of trainings to mediators (by sex) in the national level regarding conflict prevention and resolution with gender perspectives;</p> <p>% of mediators (by sex) demonstrate understanding of gender perspective conflict resolutions practices.</p>	<p>x x x x x x</p>	<p>MOI, Belun</p>	

<p>2.3. Promote a culture of peaceful conflict resolution in the community</p>	<p>2.3.1. Conduct awareness raising for young women and men regarding non-violent conflict resolutions.</p>	<p># of violent criminal incidents committed by youth (by sex) in Suco</p> <p># of activities for youth in suco level, whom develops increased awareness of non-violent conflict resolutions.</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>MOI</p>
<p>2.3.2. Civic education including gender sensitive non-violent conflict resolution integrated into primary and secondary school curricula</p>	<p># of basic and secondary classes (out of 12) which have lesson plans on gender sensitive non-violent conflict resolution.</p> <p># and % of teachers participated in training on gender sensitive non-violent conflict resolutions and WPS.</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>ME, MI</p>	
<p>2.3.3. Dissemination of civic education in the community</p>	<p>Communities at suco level participate in basic civic education, and have increased understanding on civic education and contribute to the community development.</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>Mol</p>	
<p>2.4. Laws and policies related to conflict resolution are gender-sensitive.</p>	<p>2.4.1. Conduct consultations with the Parliament and the civil society, including women's organizations to be able to ensure that law and policies relating to traditional conflict prevention/traditional (barlake) customs are gender sensitive.</p>	<p>Conducted # of consultation activities with civil societies and the Parliament including women's organizations.</p> <p>% of laws and policies related to traditional conflict prevention/ traditional (barlake) integrated gender recommendations;</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>SEI</p>
	<p>2.4.2. Conduct dialogues with women at the community level to identify the causes and consequences of traditional practices including reducing # of barlake.</p>	<p>Conducted # of dialogue activities with women in the community level on gender sensitive traditional conflict prevention/traditional practices (barlake);</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>MJ</p>

		<p># and % of Sucos giving recommendations for reviewing gender sensitive customary practices;</p>		
<p>2.4.3. Socialization of the land and property laws approved by the NP.</p>	<p># of socialization activities conducted with the community regarding land and property law approved by the NP.</p> <p>% of Suco receiving information on the rights of women to own and access land and property as provided for in the law.</p> <p>% of community receiving information on legal rights including compensation policies for the community, particularly on the rights of women to own and access land and property in the event the government is implementing mega projects, i.e. ZEESM (Zona Especial de Ekonomia Sosial de Merkadu Timor- Leste-Oekusse), South Coast and Covalima.</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>MJ- SE. Terras e Propriedades</p>
<p>2.4.4. Conduct dialogue and analysis to understand security threats in cyber space, and occurrence of conflicts and gender-based crimes facilitated through online platforms, including human trafficking, and recruitment of girls and women by trafficking networks; and to promote gender-transformative approaches to prevent cyber-related security threats and violence, and counter spread of misinformation, and promote inclusion of gender considerations in cyber security related laws and policies</p>	<p># of dialogues conducted at national and sub-national levels</p> <p># of laws and policy frameworks integrating gender considerations in preventing violence, conflicts and gender-based crimes in cyber space.</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>MOI</p>

<p>2.5. Strengthen capacity of media to become gender sensitive in performing their duties and with conflict prevention perspectives</p>	<p>2.5.1. Engage media and develop their capacity to disseminate information in a gender and conflict sensitive approach, promoting peace and security, particularly in the rural area.</p>	<p># of training/capacity building activities conducted for the national media on the role of media in promoting gender-sensitive conflict prevention. # and % of Sucos covered by media relating to gender equality (broadcast or transmit through newspaper, radio or TV).</p>	<p>x x x x x x</p>	<p>SEI/SEKOM</p>
<p>2.6. Strengthen law enforcement and awareness of prevention and response to human trafficking and cybernetic</p>	<p>2.6.1. The local community, law enforcement bodies and service providers have increased awareness and knowledge to identify signs of human trafficking (including in cyber spaces), and to prevent and respond to human trafficking.</p>	<p># of Local community, Law enforcement bodies and service providers have increased knowledge on prevention and response to human trafficking including in the cyber space.</p>	<p>x x x x x</p>	<p>KLATU, Ministry of Public, General Prosecutors, MJ, PCIC, PNTL, MoI, ALFELA, JSMP</p>
<p>2.6.2. Establish community-based networks (particularly border communities, and include women leaders and local essential service providers) and provide training to increase their awareness and knowledge on gender equality, identifying signs of human trafficking, and GBV prevention and response, and to promote collective actions for a positive and community-driven change in social norms and attitudes, including elimination of stigmatization of survivors.</p>	<p># of trained community members and leaders, and local essential service providers with increased knowledge on gender equality, prevention and response to human trafficking.</p>	<p># of trained community members and leaders, and local essential service providers with increased knowledge on gender equality, prevention and response to human trafficking.</p>	<p>x x x x x</p>	<p>KLATU, Ministry of Public, General Prosecutors, MJ, PCIC, PNTL, MoI, ALFELA, JSMP</p>
<p>2.6.3. Increase capacity of key actors in judiciary and law enforcement, immigration in understanding the national legal and policy framework to combat human trafficking, including</p>	<p># of trained personnel in judiciary, law enforcement and immigration with increased knowledge on the national legal and policy framework to combat human trafficking,</p>	<p># of trained personnel in judiciary, law enforcement and immigration with increased knowledge on the national legal and policy framework to combat human trafficking,</p>	<p>x x x x x</p>	<p>KLATU, Ministry of Public, General Prosecutors, MJ, PCIC,</p>

	trafficking of women and girls, and increase their awareness of gender-sensitive procedures for the early identification and referral of survivors to relevant services.	including trafficking of women and girls, and increase their awareness of gender-sensitive procedures for the early identification and services referral.								PNTL, MI, ALFELA, JSMP
PILAR III - PROTECTION										
Goal: Improve, Strengthen and Expand protection and adequate response to violent conflict and gender based violence										
Output	Specific Activities	Performance Indicators	Implementation Year					Lead Institution		
			2024	2025	2026	2027	2028			
3.1. Community and security actors have access to gender sensitive testing for HIV/AIDS and STI's, other diseases and pandemics (Covid-19) in municipalities.	3.1.1. Disseminate information to the community, security and defence actors deployed in the border area to increase their awareness and access to testing for the HIV/AIDS, STI, COVID-19.	Conducted dissemination activities to the students as well as the community in general, including community in the border area and the immigration personnel providing the services in the border area, ports and airports to promote knowledge on the access to testing for the HIV/AIDS, STI, COVID-19. % of PNTL and F-FDTL post received information on voluntary counseling and testing and treatment for HIV/AIDS and sexually transmitted infection.	x	x	x	x	x	INCSIDA / MS, JSMP, KLATU		
	3.1.2. Provide information to the public/community, particularly women to testing for HIV/AIDS, STI as well as other communicable diseases in order to do early preventions.	% of health posts equipped to provide counseling and testing services. % of community, particularly women have access and received treatment for voluntary testing of HIV/AIDS, sexually transmitted infections and other communicable diseases.	x	x	x	x	x	MS		

<p>3.2. The formal justice system is gender sensitive and are implementing the laws to promote gender equality in consistent application and interpretation.</p>	<p>3.2.1. Capacity development for judges and public defenders in judicial training center on gender equality, women's rights and non-discrimination, as well as laws and policies promoting gender equality, and cultural norms that might have negative impact on women.</p>	<p># and % of judges and lawyers /public defenders by sex participated in capacity building activities annually.</p>	<p>x x x x x x</p>	<p>MJ</p>
<p>3.3. Women and girls survivors of trafficking have adequate protection.</p>	<p>3.2.2. Facilitate or provide legal assistance to survivors for making accusations against perpetrators of crimes committed during the war within a determined timeframe.</p> <p>3.3.1. Strengthen capacity of government institutions, local service providers, and local community leaders to provide support and protection to ensure women and girls survivors of trafficking with adequate access to support services, including medical, shelters and counselling services, and to ensure safe reintegration.</p>	<p>% of serious crime cases processed through formal justice mechanisms annually.</p> <p># of trained officers, local essential service providers, and local community leaders to ensure protection and provide support on services referral and reintegration.</p>	<p>x x x x x x</p>	<p>MJ</p> <p>KLATU, PNTL, MoI, ALFELA, JSMP.</p>

PILAR IV - PEACEBUILDING								
Goal: Improving and Expanding Peacebuilding through strengthening justice and post-conflict planning								
Output	Specific Activities	Performance Indicators	Implementation Year				Lead Institution	
			2024	2025	2026	2027		2028
4.1. Women have access to natural resources including land, clean water and other basic needs to allow them to build sustainable livelihoods and contribute to a stable and peaceful society.	4.1.1. Conduct monitoring of basic infrastructure development to provide benefits to communities particularly women.	% of female population reporting access to basic infrastructure facilities including health, sanitation and water.	x	x	x	x	x	MSSI
	4.1.2. Socialize and disseminate gender-responsive mechanisms for disaster response so that communities understand how to provide immediate response if natural disasters occur	There is a guideline created to promote gender-responsive disaster preparedness and response % of village disaster response networks demonstrating awareness of gender responsive DRR	x	x	x	x	x	SOSCP/MI
4.2. Promote women's role in peacebuilding and conflict resolution at local, national, regional and global level.	4.2.1. Training for local authorities, community leaders, community members and media about the elements of peacebuilding and conflict resolution as well as human rights including women's rights	% of village stakeholders trained (by sex and affiliation) with gender equitable attitudes	x	x	x	x	x	SOSCP/MI
	4.2.2. Create cultural and sporting activities to promote peace (specifically for youth)	% of youth (by sex) reached through sport and cultural activities reporting changes in their attitude about peace	x	x	x	x	x	MJDAC, SEI
	4.2.3. Facilitate former Timorese refugees living in Indonesia to return to gather with their families that have been separated by conflict and ensure their safety and security	% of refugees/missing family members reunited / reintegrated peacefully annually.	x	x	x	x	x	MNEC

	<p>4.2.4. Continue with reconciliation activities in the community level.</p>	<p>There are policies and/or concepts on reconciliation in the community level which is integrated and respecting the principles of transitional justice and gender equality.</p> <p># of conflicts in the society including the political conflicts in the past is reduced annually.</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>MNEC & CNC</p>
<p>4.3. Women in Leadership and Diplomacy</p>	<p>4.3.1. Organize dialogue forum to recognize the indispensable roles of women in politics, public affairs and diplomacy, and their critical contributions to shaping the multilateral engagements.</p>	<p># of dialogue forum organized to recognize the indispensable roles of women in politics, public affairs and diplomacy, and their critical contributions to shaping the multilateral engagements.</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>MNEC, SEI, CAUCUS</p>
	<p>4.3.2. Promote and facilitate dialogues to challenge structural barriers and gender-based discrimination and bias, and to promote transformative change towards gender equality and advance equal representation in politics, public affairs, diplomacy and across the spectrum of decision making roles.</p>	<p># of women reached in dialogues to promote equal representation in politics, public affairs, diplomacy and across the spectrum of decision making roles through dialogues.</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>MNEC, SEI, CAUCUS</p>
	<p>4.3.3 Revitalize platforms for mutual support and strengthen the network of women leaders, as well as empower women leader/role models for knowledge and experience sharing, and to inspire the next generation of women of influence in Timor-Leste.</p>	<p># of women reached in activities for strengthening networks, inspiring women leaders and the next generation of women of influence, and promoting knowledge and experience sharing.</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>MNEC, SEI, CAUCUS</p>

<p>4. 4. The government implements the recommendation and provisions of the Timor-Leste Truth and Reconciliation Commission (CAVR) and the Truth and Friendship Commission (CVA) regarding women's rights</p>	<p>4.4.1. Develop a policy for reparations for survivors of the past conflict (1974-1999)</p>	<p>% of programmes and a national plan has been established regarding reparations for survivors of past conflict (1974-1999).</p>	<p>x x x x x x</p>	<p>CNC, MSSI, MAE & ME</p>
<p>4.4.2. Implementation of CAVR and CVA recommendations including monitoring regarding women's rights including women survivors of sexual violence, people with disabilities, particularly survivors of past conflicts.</p>	<p>% of women survivors who have received health, housing, and education support (including scholarships for the children of survivors). # of recommendations of the CAVR and CVA related to rights of women, including survivors of sexual violence and people with disabilities, are incorporated into policies and programs at national and international levels.</p>	<p>x x x x x</p>	<p>x x x x x</p>	<p>CNC & AJAR, ACbit, ADTL</p>
<p>4.4.3. Conduct monitoring of implementation of the conflict history curriculum from the CAVR report in all schools in Timor-Leste</p>	<p># of schools from primary to higher education levels using history materials that model the CAVR report and are gender sensitive.</p>	<p>x x x x x</p>	<p>x x x x x</p>	<p>ME, CNC & AJAR</p>
<p>4.5. Former women combatants have access to justice and are recognized for their contribution to peace</p>	<p>4.5.1. Strengthen capacity development of the national survivors associations/networks through training and follow-up regarding their needs for recovery from past conflict</p>	<p>% of women combatants who have access to the veterans' pension in accordance with the Former Combatants Law. % of women combatants who have received services and counseling and access to health treatment, for those in a situation of separation and war trauma;</p>	<p>x x x x x</p>	<p>MSSI, CNC & AJAR, ACbit</p>

	<p>4.5.2. Conduct monitoring for programs/projects that are provided for veterans and survivors to ensure that they receive the welfare</p>	<p># of former women combatants including survivors who have received assistance to have access to financial resources, low interest credit and agricultural facilities for managing self-sufficient livelihoods.</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>CNC, MACLN</p>
	<p>4.5.3. Establish an independent commission for monitoring the verification of data/application/ documents of veterans</p>	<p>Commission conduct monitoring and verification for data/application/veterans documents</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>MACLN, CNC</p>
	<p>4.5.4. Advocate for ensuring recognitions for the contributions of women to the independence and peace by constructing monuments and organizing memorialization activities, etc.- Conserve the historic place for tourism</p>	<p># and % veterans that have registered and receive support credit</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>CNC, SEI, MCALN</p>
	<p>4.5.5. Advocate and lobby the state to provide the pension to women veterans in accordance with the law.</p>	<p>% of veterans who have access to their pension annually</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>CNC, SEI, MCALN</p>
	<p>4.5.6. Advocate and lobby the state and the government to give recognitions and reparation to former political prisoners including healthcare</p>	<p>% of members former political prisoners received recognition from Government, received physical and mental health care services from Government, access to finance, credit and have the capacity to manage sustainable income.</p>	<p>x</p> <p>x</p> <p>x</p> <p>x</p>	<p>CNC, SEI, MCALN</p>

ANNEX 02:

**OUTCOME OF THE CONSULTATION MEETING
ON NAP 1325 WITH THE CIVIL SOCIETY**



ANNEX 2: OUTCOME OF THE CONSULTATION MEETING ON NAP 1325 WITH THE CIVIL SOCIETY

No.	Pillar/Activities	Organization	Comments
I.	Participation Pillar/Activity		
	Advocacy for adopting the quota to promote participation of women in the decision-making positions within the State institutions	Rede Feto	
	Advocacy for the policy for integration of gender equality		
	Lead the National Congress for Women of Timor-Leste		
	Socialization of NAP 1325 with theme: Women are the agents for transformation in the Municipality of Dili	APSCTL	
	Training for community leaders and students on resolution 1325		
	Women participation the decision making level.		
II.	Prevention Pillar/ activities		
	Campaign on Law on Domestic Violence at schools	APSCTL	
	Training for mothers on economic empowerment		
	Collecting incidents data	Belun	Partnering with DNPKK
	Mediating conflicts in the community (ex: on land), tara bandu, Nahe biti bo'ot..	Belun	Partnering with DNPKK
	Socialization and training on GBV to the contractors of the Ministry of Public Works awarded with Infrastructure projects	Fokupers	
	Awareness raising on HIV/AIDS and reproductive health to defense, security, community, youth		
	Advocacy for the integration of subject matters on gender, HR, CEDAW, SCR into the school curriculum and training centers.		
	Capacity building for youth how to deal with GBV and others	Belun	
	Awareness raising on issues of GBV (prevention of sexual harassment, sexual violence – the life cycle of women and men) to students, parents and teachers, create " case box" in the pilot school in the Municipalities of Ermera, Viqueque and Maliana, establish /create referral mechanism for school, GBV at the pilot schools: Ermera, Viqueque and Maliana	Fokupers	
	Conduct activities on the prevention of GBV at the evacuation centers		
	Socialization of LADV.		

	Facilitate mediation for couples in necessary civil cases: cases of abandonment with the public defender. (Prevention)		
III.	Protection Pillar/ Activity		
	Assistance to victims of infrastructure projects including counselling.	Fokupers	
	Monitoring of prisons (Suai, Dili, and Gleno) looking at the rights of inmates (female) to have access to formal justice.	A. HAK	
	Dissemination of information to students and community in general, and the community in the border area in particular on knowing the early signs of violence, human trafficking, drugs, HIV/AIDS and STI.	Rede Feto	
	Monitoring of conflict and referral of cases of domestic violence.	Belun	referral partners are: VPU, PNTL, ALFELA, FOKUPERS, PRADET,
	Give assistance to victims of GBV: Providing <ul style="list-style-type: none"> • Uma Mahon for adults • Uma Mahon for children, • Uma mahon Maria Tapó - Maliana, • Uma Tránzitu - Covalima 	FOKUPERS	
	Provide counselling and psycho-social assistance to victims; accompanying the victims in terms of health, legal proceedings; provide small incentives to victims of GBV during their re-insertion to the family; provide scholarships to children of the victims.		
	Provide free of charge nursery services for learning (child-minding center) for children of victims of GBV.		
IV.	Peacebuilding/Recovery		
	Training on peacebuilding for the community, local authorities, potential women leaders, survivors and female and male youth. Module, Women for Peace.	ACbit	
	In 2020, CNC facilitated Chega! Mobile programme for students in: <ul style="list-style-type: none"> • Baucau: 75 students • Zumalai in Covalima: 84 students • Ermera: 145 students • Triloka in Baucau: 120 students In 2021, Chega expo for women survivors and youth in total 65.		
	Facilitate efforts for reconciliation or nahe biti for the women survivors and authors in Covalima, discuss with the local authority, DNPCK, CNC, GMPTL.		

Hold expo activities for students and communities on the history of resurgence (levantamento) of Marabia in March 2020 – taken place at UNPAZ		
ACBIT is active in the working group to advocate for recognition and reparation from the State, lead by CNC, the working group was established in 2020		
Facilitate research on participatory actions (PAP) for 85 survivors (Baucau 18, Ainaro 18, Dare/ Dili 15, Covalima 18, Same Rotutu 16 in 2020). Facilitate PAP for 74 women survivors (Viqueque 25, Covalima 18, Dili 13, Ainaro Mauchiga 18). The aim of the PAP research is to find out the story of the survivors of the past conflicts, find out their current conditions of living, what are the issues they faced and come up with alternatives for them in finding solutions to the problems of life and the fulfillment of their rights.		
In 2021 : Acbit facilitated trauma healing for 74 survivors (Viqueque 25, Covalima 18, Dili 13, Ainaro 18)		
Support access to credits for: Oecusse Group (Kliso Padiai) 14 women, (2020) Grupo Maliana for 23 members of the group– (In 2020) Grupo Maquelap Oeccuse with a total of 10 members (in 2020)		
Support 2 female veterans in processing their documents for obtaining their rights as veterans (Same and Dili).		
Acbit involved in the working group for research region to do advocacy for ensuring the history of the past conflicts including in the curriculum.		
In 2020- support the basic needs for 149 survivors in response to the pandemic (including children of the victims of cases of sexual violence) for 8 municipalities		
In 2021, facilitate support of basic needs for 82 survivors of victims of flood including their families.		
Facilitate support for healthcare for 9 survivors in 2020 and for 13 survivors in 2021.		
Facilitate working group with other NGOs in identifying children in TL who lost their family.	AJAR	
Make efforts for advocacy for the ratification of convention on missing persons.		
Monitoring the rights for access to clean water, in relation to vulnerable people including the rights for women to access to clean water in 6 municipalities, specifically in the Municipality of Liquiça and Manufahi.	Yayasan Hak	
Capacity building for youth on how to become a good mediator.	Belun	

Facilitate discussions between married couples to avoid GBV, facilitate life skills training for surviving victims	Fokupers	
Facilitate market fair to promote the products made by the survivors		
Facilitate mediation for couples in necessary civil cases: cases of abandonment with the public defender. (Prevention)		
Monitor the development of basic infrastructures that benefit women.	Rede Feto	
Advocacy for women's access to credits		
Monitoring and advocacy for gender sensitive budgeting to ensure the State's commitment towards gender and inclusion.	FOKUPERS	
Collaborate with the Ministry of Justice's National Directorate for Registry and Notary to issue birth certificates to babies born at the Uma-Mahon.		

OTHER ROLES OF THE REDE FETO ARE TO ORGANISE AND OVERSEE:

1. The preparation/drafting of CEDAW Report
2. Entry into force of the LADV, LAHT
3. Result of the Framework of Action of Women in TL
4. Maubise Declaration
5. Submission of the GSB
6. Monitoring the integration of POA in the line ministries.

RECOMMENDATIONS:

- Need to conduct an in-depth discussion on the status of women victims and survivors of past conflicts, civilians who voluntarily involved in the process of Struggle for the Self-Determination.

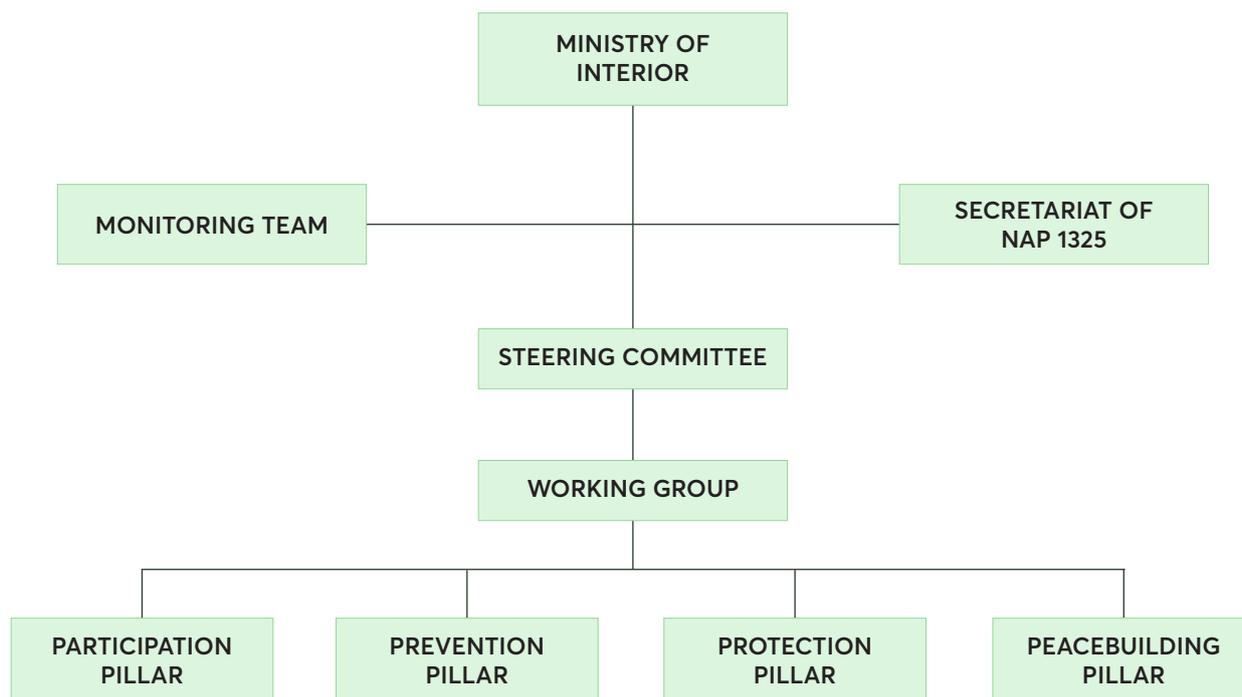
ANNEX 03:

**MECHANISM FOR IMPLEMENTATION AND MONITORING
OF NAP UNSCR 1325
ON WOMEN, PEACE AND SECURITY (2024-2028)**



Photo UN Women Timor-Leste

ANNEX 03: MECHANISM FOR IMPLEMENTATION AND MONITORING UNSCR 1325 ON WOMEN, PEACE AND SECURITY (2024-2028)



1. MINISTRY OF INTERIOR

The Ministry of Interior is the government institution leading the overall coordination and implementation of the NAP 1325, the role of the Minister of Interior is to perform the overall supervision of the NAP 1325 implementation and reporting the progress to the sovereign bodies of the state whenever necessary including the annual report or the contributions of the State of Timor-Leste to the UN Secretary-General's report.

The Minister of Interior is acting as the bridge between the NAP 1325 implementing structure composed of representatives from the government institutions and the society to forward information including decisions and actions taken to the sovereign bodies, including the council of ministers, national parliament, and the President of the Republic.

Look for support, undertake advocacy and inform the relevant government institutions through the Council of Ministers to include/integrate NAP 1325 in the Annual Action Plans (AAPs) of the Line Ministries. In addition, lobbying the National Parliament for approving the budget plan for the NAP 1325 implementation and the Development Partners to mobilise resources, including funds

2. STEERING COMMITTEE (SC)

Role

The Steering Committee (SC) will perform its role as the final decision-making body. This body has the responsibility to make final approval for the plans, Terms of Reference (ToRs), reports and proposals and for the annual monitoring and evaluation of the implementation of the NAP 1325. The members of the SC also play an important function (role) as ambassadors to the NAP 1325, through the network of work (activities), in external relations and fundraising activities.

The SC is chaired by a coordinator who is highly experienced and strong in characters or automatically from the institution leading the NAP 1325 implementation. The SC Coordinator is from within the Ministry of Interior (MoI) as the general leader to the NAP 1325 implementation. The general coordinator should have a wide network of work and good relationships with the government and international donors.

Coordinator and Members

The SC is composed of each representatives from their respective implementing entities – 4 Thematic Working Groups, Monitoring

Team to ensure that SC is receiving advise and contributions from each and every thematic experts (within the pillars, M&E, or other), and to ensure coordination and proper channeling of information among all the entities.

Chaired by a representative from the ministry leading the overall implementation of NAP 1325, thus, the Director General from the Ministry of Interior is acting as the Chairman and the deputies (one Government representative and non-governmental) for each of the 4 Thematic Groups namely Participation, Prevention, Protection and Peace-building.

The Steering Committee is composed of officials from the Director General levels or at least national directors from relevant ministries, executive directors from civil society organizations and technical staff from the development partners, as follow:

Government: Ministry of Interior (including PNTL) MoD (including F-FDTL), MSSI, MJ, MNEC, MF, MS, ME, Gab PM, SEI, MJDAC.

Civil Society: ACBit, Rede Feto, Ba Futuru and Belun

Development Partners: UN Women

Members of the SC who were also acting as coordinators and deputy coordinators for each of the four thematic Working Groups held additional responsibility to present the quarterly monitoring report on the progresses made within the scope of the respective pillars.

Members of the SC collectively bear a great deal of responsibility before the Minister of Interior and the external donors that will finance the programs relating to NAP 1325 implementation. Members of the SC bear a great deal of responsibility before women, men, boys and girls who were direct beneficiaries of NAP 1325, for example, female PNTL officers, female national mediators, female parliamentarians, female Suco or Aldeia chiefs, female war veterans, etc.

Responsibility:

1. Approve policies, strategies, programs, terms of reference, reports, work-related structures or mechanisms, or initiatives and efforts relating to Women, Peace and Security agenda, including the implementation of NAP UNSCR 1325;
2. Identify and appoint members of the structure to take part in any regional or international events relating to NAP 1325.



3. Approve budget proposal to the development partners and the CoMs to support the implementation of NAP UNSCR 1325 activities; (April every year);
4. Revise the proposal prepared for the development partners requesting financial support for the implementation of activities related to NAP UNSCR 1325;
5. With the support of the Monitoring Team and Secretariat, supervise the implementation of work by the Working Group;
6. Convene biannual meetings (January and July) with the WG, Secretariat and Monitoring Team,
7. Identify potential challenges and finding solutions, etc.
8. Inform the Working Group on the approved plan and budget for the coming year



Photo Ministry of Interior

9. With the support from the Secretariat and data/information from the department of monitoring, prepare monthly, quarterly and annual reports to the Minister of Interior; approve the detailed plan and budget proposal for NAP 1325; Coordinate with the Minister of Interior, advocate with the Line Ministries for budget approval and to include proposed activities and budget for the NAP from the respective line ministries.

Meetings

The Steering Committee will, as a general rule, convene meetings four times per year. May conduct additional meetings, if necessary, to ensure timely monitoring, conduct baseline studies or organising the annual celebration of NAP 1325. Meetings can be held with the presence of half of the participating members. In the absence of the chairman of the SC, the

authority needs to be delegated to one of the members to chair the meeting.

As a general rule, the Steering Committee will convene meetings 2 weeks after each biannual meeting of the 4 thematic Working Groups. This allows them to review and discuss the progress and monitoring and evaluation of the quarterly outcomes, as collected and reported by the Working Groups, and responding the requests or proposals from the Working Groups.

The Secretariat/Coordinator of NAP 1325 will provide assistance and support to the SC through planning and organising meetings, and by taking and disseminating minutes of the meetings.

3. NAP 1325 THEMATIC WORKING GROUP (WG)

Function

Each of the four thematic Working Groups (WGs) design and implement each programatic activities specifically within the scope of its Pillars of Participation, Prevention, Protection and Peace-building. These Working Groups consisting of governmental and non-governmental representatives, with an actual role in implementing the activities within their respective Pillars (Participation, Prevention, Protection and Peace-building). They bring along their technical expertise for the specific Pillars, and within their respective area of work and environment (i.e. community, military, parliament, ministry, etc).

Coordinator and Members

- The WG has its General Coordinator and Deputy Coordinator appointed from among the members
- The thematic WGs for each pillar has its own thematic coordinator and deputy coordinator appointed from among the governmental and non-governmental representatives with the role of implementing the activities and projects within each pillar as stipulated in the NAP 1325 matrix.

Members of the Working Group are the representatives from government institutions and civil society that comprised of the Ministry of Interior, Ministry of Social Solidarity and Inclusion, Ministry of Justice, Ministry of Defense, Ministry of Health, Ministry of Foreign Affairs and Cooperation, Ministry of Education, Office of PM, SEI, MJDAC, PNTL, F-FDTL, JSMP, Fundasaun Alola, Caucus, APSCTL, Belun, Ba Futuru, ACbit, Patria, ALFeLa, Fokupers)

Composition of Members by Pillar

General Coordinator: Mol

Deputy General Coordinator: MSSl

- **Participation Pillar:** MI, SEI, MJ, PNTL, F-FDTL, MD with 4 NGOs (Ba Futuru, APSCTL, Caucus, Patria) and lead by SEI and APSCTL;
- **Prevention Pillar:** MI, MJ, MS, SEM, ME, MD, F-FDTL, PNTL and 4 NGOs (APSCTL, Ba Futuru, Belun, Fokupers) and lead by MI and Belun;
- **Protection Pillar:** MS, MJ, PNTL and 4 NGOs; (Fokupers, HAK, Pradet, JSMP) and lead by MJ and A. HAK;
- **Peacebuilding Pillar:** MSSl, MI, MJDAC, MNEC, ME, Office of PM and 4 NGOs (ACBIT, Ajar, CEPAD, HAK) lead by MSSl and ACbit;

Members of the WGs, collectively, bear a great deal of responsibility before the government entities or ONGs they represent, and downwards, to the beneficiary of activities that have been carried out within the scope of their specific pillar.

Responsibility

1. Identifying and defining the activities; prepare detailed plan and prepare budget proposal for 2024-2028 and submit to the Steering Committee for approval (see attachment for details)
2. Before February every year, prepare an annual activity plan and budget proposal for the following year and sharing it with the Steering Committee and Monitoring Team;
3. Implement the NAP 1325 activities according to the roles and responsibilities of the core implementing institutions as in the NAP 1325 matrix;
4. With the support from the Secretariat, Hold monthly/quarterly and biannual meetings with the WG and the Monitoring Team to coordinate the implementation and provide relevant data/information on implementation to the Monitoring Team;
5. By each quarter, with the information from the line ministries' quarterly reports, writing a report on the progress of the implementation of the UNSCR 1325 NAP activities at each institution and submit it to Steering Committee.
6. Share copies of the quarterly reports from the line ministries with the SC and the Monitoring Team

7. Collect data/information during the implementation of activities, and compiling data/information from each directorate/department/unit/section from each line ministries/organisations/agencies

Meetings

As a general rule, the structure of the implementation Working Group will also convene meetings four times per year. May conduct additional meetings, if necessary, to ensure timely monitoring, conduct baseline studies or organising the annual celebration of NAP 1325. Meetings can be held with the presence of half of the participating members. In the absence of the coordinator, the deputy coordinator will automatically preside the meeting.

The Working Groups will convene meetings two weeks before the each biannual meetings of the Steering Committee and Monitoring Team because the work of the WG will be presented or submitted to the monitoring team for analysis and the secretariat will compile it for presentation to the SC.

The Secretariat/Coordinator of NAP 1325 will provide assistance and support to the WG through planning and organising meetings, and by taking and disseminating minutes of the meetings.

Meetings can be held with the presence of half of the participating members.

4. MONITORING TEAM

Function

The Monitoring Team (EM) is functioning as the official observer for NAP 1325. It monitors the progress of the implementation of NAP 1325 activities that have been carried out, identifies and calls on public attention to challenges (constraints), conducts advocacy (defend) aiming for effective implementation by negotiating / lobbying with stakeholders from leading government institutions. Members come from various organisations consisting of representatives from civil society, government and development partners.

Coordinator and Members

The Monitoring Team has a general coordinator appointed by the members. The Monitoring Team is comprised of the Ministry of Interior (Research and Audit Office, Advisory Office, DNPCK), SEI (Secretary of State for Equality and Inclusion), UPMA, PDHJ, UN Women and Rede Feto -Rep. Civil Society)

Responsibility:

1. With support from the WGs, coordinate monitoring for the implementation of NAP UNSCR 1325;
2. Convene meetings with the SC and WG four times a year (Quarterly) as well as additional meetings, when deemed necessary, to ensure the annual reporting;
3. Based on the quarterly and annual reports from the WG/line ministries, prepare the annual monitoring and evaluation report on the progress of NAP 1325 implementation (March to July)
4. Support the Working Groups in developing monitoring plans and ensuring that the NAP 1325 indicators are included in the Annual Plans of the key implementing institutions
5. Support the WG in developing monitoring tools
6. Provide technical support and conduct monitoring training to members of the working groups
7. Compile and analyze reports from the LM and NGOs

Meetings

As a general rule, the Monitoring Team will convene meetings 1 week after the Steering Committee's quarterly or biannual meetings. This allows for the SC observers to report on the outcomes and decisions from the Steering Committee meeting. Additional meetings can be convened, when deemed necessary, to ensure the annual monitoring report.

The Secretariat, through The Coordinator of NAP 1325 project will provide assistance and support to the Monitoring Team in planning and organising meetings, taking and disseminating minutes of the meeting and in compilation of project reports, organising meetings and field visits for their annual monitoring report.

5. NAP 1325 SECRETARIAT

Function

The Secretariat/Coordinator of NAP 1325 will provide assistance and support to facilitate

meetings and activities of all the implementing entities and reinforce/elevate compliance with their respective functions and responsibilities.

Responsibility:

1. Provide assistance and support for the functioning of the structure and mechanism for implementation of NAP 1325, Steering Committee, Working Group and Monitoring Team including preparing drafts, review, compile or finalising reports.
2. Support in organising meetings between the working group and Monitoring Team
3. Compiling detailed plans and budget from the working groups and make detailed plans and general budgets (before March 30th every year)
4. Share the proposed plan and budget with the Monitoring Team and Steering Committee
5. Organize and facilitate meetings of the Steering Committee, Working Group, Monitoring and Evaluation Team;
6. Taking minutes of meetings organized by the SC, WG and Monitoring and Evaluation Team;
7. Disseminate/update relevant information or progresses relating to NAP 1325 implementation to the SC and WG.
8. Provide basic work-related support to ensure proper implementation and for the purpose of M&E activities, such as:
 - a. submission and compilation of Monitoring and Evaluation quarterly reports,
 - b. Support and assist the Monitoring Team in organising interviews, field visit to collect information for their annual report.
9. Perform other tasks or roles delegated by the Ministry of Interior and the Steering Committee, relating to Women, Peace and Security agenda

The Ministry of Interior's National Directorate for Prevention of Community Conflict will be responsible for the overall functioning and management of the secretariat and will be supported by the focal points from the relevant key directorate or ministry and UN Women.

ANNEX 04:

SPECIFIC RECOMMENDATIONS FOR THE 4 PILLARS OF NAP 1325



Photo UN Women Timor-Leste

ANNEX 04: SPECIFIC RECOMMENDATIONS FOR THE 4 PILLARS OF NAP 1325: NATIONAL AND MUNICIPALITIES CONSULTATION

PARTICIPATION PILLAR

- There has to be a renewed and focused push by all the relevant stakeholders to ensure adequate opportunities for the participation of women in decision making.
- There is a need to increase women's participation as mediators as well as in the decision-making process relating to peace and security particularly in the security, defense force and judiciary institutions.
- The process of appointing women to senior positions should be merit-based and free from all forms of political interventions.
- There is a need to increase the number of female PNTLs in every recruitment process.
- Relevant organisations should set up a space or room for mothers PNTL to breastfeed their babies.
- Female F-FDTL need to be promoted to higher ranks at the same rate, and similar proportion as fellow male F-FDTL.
- GoTL should place potential women as Mediators for Peace, and involve all pillars of civil society in the Municipalities to take part in the implementation of the second NAP 1325 (2024-2028) on WPS.
- Focused efforts ought to be made to increase awareness among men in order to promote greater opportunities for women to participate in all spheres of the policy.
- GoTL may appoint government and CSO focal persons who are able to aid the process of training/workshop sessions with the beneficiaries (women and girls). In identifying duty bearers and rights holders, CSOs, government and end-line beneficiaries (i.e. those who participated in training sessions), the evaluation team is cognizant that some stakeholders (such as CSOs and implementing partners) are identified as both duty bearers (providing a service or responsible for action) as well as rights holders in terms of end beneficiaries (women and men).
- Having more women in the security sector may empower Timorese girls and women to come forward with reports of sexual assault and other sensitive crimes, as survivors may not feel comfortable reporting such cases to men. In addition, while it is not culturally acceptable for men to conduct personal searches of women, female security officers can conduct such searches, improving the safety of all Timorese residents. In light of this, it is suggested the Government of Timor

Leste develop a zonal version of NAP 1325 that pivots on the following pillars:

- a. Localisation of NAP (Phase-II) for smaller regions of country.
- B. Accountability
- C. Gender-Responsive budgeting
- D. Human security

PREVENTION PILLAR

- There is a need to establish Mediation Network and the network for WPS in the Municipality in order to ensure implementation.
- Guidelines for gender sensitive mediation should be established, which may be used uniformly by all competent parties.
- GoTL establishes a functional Conflict, Early Warning and Early Response Unit under the requisite Line Ministry. A gender sensitive early warning data collection tool that is aligned to the Intergovernmental Authority on Development (IGAD) conflict early warning and early response mechanism must be developed. This can be used to train and engage peace mediators, monitors and analysts and thus, ensure prompt reporting on based on common conflict indicators, seeking action and tracking progress - particularly against gender-specific indicators. All peace mediators, especially women, must be adequately trained on the conflict early warning and response mechanism.
- GoTL should undertake efforts to increase awareness on the NAP 1325 at grassroots level because the consultations have brought to lights that LM, CSO, CS, OPS and the larger community still do not have a better understanding on the NAP 1325.
- The Prevention Network in Suco must be strengthened.
- GoTL must carry out a preventive actions towards child, early and forced marriage and early pregnancy in the border areas of the community including the PNTL and F-FDTL
- ME should include subjects such as Basic Human Rights, in the learning process at schools.
- Efforts should be made toward capacity building for law enforcement officials in relation to conflict prevention (Police and F-FDTL).
- GoTL must carry out capacity building for women and female youth on NAP 1325- to prepare them to take actions against different

types of violence. This may be complemented by raising advocacy and awareness by placing advertisements at all public places with relevant messages.

- Dissemination on NAP 1325 to the line ministries down to the grassroots level

PROTECTION PILLAR

- It is recommended that the Ministry of Interior and Defence create policies for regulating members of F-FDTL and PNTL, who abandoned women and children in their place of assignment while executing the work order.
- There is a need to conduct an assessment at the border areas to identify women and children victims of abandonment by members the security and defence force deployed in the border;
- Ensuring justice for past perpetrators who have not yet submitted to the judicial process;
- A mechanism must be put in place to guarantee the safety of female PNTL when they are carrying out night duties.
- GoTL must ensure that children with disabilities are accorded equal opportunities, through a supportive and enabling environment, that empower them to be participate meaningfully in the development of Timor Leste.

PEACE-BUILDING/RECOVERY

- a. There is a need to ensure breaking inter-generational patterns by creating economic empowerment programs for the generations of victims of past crimes;
- b. GoTL should provide financial support to women veterans of the 1975 war who have not been awarded with their rights as provided for by law;
- c. GoTL should promote recognition of women's contribution to and their struggle in achieving dependence, and identify victims of the struggle for independence and victims of sexual violence and tortures during the struggle so they may access recognition, support and assistance from the Government;
- d. A mechanism needs to be created for obtaining birth certificate for children from sexual violence. Such a mechanism should not identify these children in a discriminatory manner.
- e. GoTL should facilitate the children of female veterans who are also experiencing difficulties in obtaining their rights, by simplifying the process for them being able to establish their identity by obtaining RDTL certificate.

- f. GoTL should make efforts at reconciliation between Martial Arts and Ritual Arts groups.
- g. With the pivotal idea herein being victims and witnesses of sexual assault cases give their evidence in a special courtroom without confronting the accused, the following measure must be provided for:
 - The Courtroom should have an entry that will be inaccessible to the accused. Here, a victim or witness can testify on a video link from a room adjacent to the courtroom where the judge, prosecutor, accused and their counsel will remain present.
 - In case the victim or witness wishes to testify before the judge, the accused will be moved to an adjacent room with a one-way viewing glass so that they can see and hear the proceedings. An audio link would be provided so that can give instructions to their lawyer.
 - The practices include a screen or some arrangement by which the victim does not see the body or face of the accused; reducing cross-examination questions to writing and handing them over to the judge to be put to the victim in a language that is clear and not embarrassing; and sufficient breaks for victims of child abuse or rape while testifying.
 - Every district should have a special centre, which would provide vulnerable witnesses a friendly atmosphere to testify.
- j. Advocate for social assistance funds to include support for women and girls as well as women's organisations in their social and economic initiatives aimed at their integration into the community;
- k. GoTL to promote rehabilitation, reparation, assistance and reintegration centres for victims of sexual abuse and gender based violence from a gender perspective;
- l. GoTL to promote access to education and health for women and girls affected by post-conflict trauma.
- m. GoTL to create a multi-sectorial working group for the implementation and monitoring of the commitments on WPS; and
- N. GoTL to onboard and retain a specialist with requisite expertise to build synergy between these two sets of standards that can be used greatly to enhance their implementation and impact.
- O. The aforementioned are based on the lessons and recommendations from the consultation then analysed and incorporated into the NAP on WPS as stated in the NAP 1325 Matrix for 2024 – 2028.

