

Gender is an important and frequently cited area of discourse and activity in contemporary Timor-Leste. Many organizations work in a range of ways to challenge the disparities that women experience in terms of access to rights, wellbeing, services and power. Gender is also regularly connected with major themes of nation-building and associated development processes, and many attempts are made to ensure that women actively participate in and benefit from nation-building processes. Some activists and advocates have drawn attention to the history of women's activism and organizing in Timor-Leste under the conditions of colonialism and war, and have endeavoured to articulate a unique role for women in shaping the national history of Timor-Leste. In doing so, there is an attempt to recognize women's contributions to guerrilla and clandestine fronts, at least in part so as to create opportunities for women to influence contemporary nation-building processes. Hence, the history of East Timor is re-framed to advance the status of women within the new nation.



Members of the Oan Kiak co-operative in their garden, Luro, Timor-Leste, 2007



Mapping the Pursuit of Gender Equality: Non-Government and International Agency Activity in Timor-Leste

MAPPING THE PURSUIT OF GENDER EQUALITY



Non-Government and International Agency Activity in Timor-Leste

Anna Trembath and Damian Grenfell

The Globalism Institute, RMIT University, with support from the Office for the Promotion of Equality and Irish Aid

KETA NONOK WAINHIRA VIOLENSIA SEKSUAL MOSU

Gender-based violence referral network poster,
Dili, 2006

IHA EMA ATU BELE AJUDA ITA

Asalto seksual akontese liu' husi hahalok ameasa no obriga



POLÍCIA
7230365



HOSPITAL NACIONAL
3311008



PRADET
FATIM HAKMATEK
7254597



FOKUPERS
3321354



DIVISAO NACIONAL
SERVICO SOCIALS (DNSS)
7274156



VSS - LEGAL
7295795

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Non-Government and International Agency Activity
in Timor-Leste

Anna Trembath and Damian Grenfell

The Globalism Institute, RMIT University, Australia

The Office for the Promotion of Equality,
Prime Minister's Office,
Democratic Republic of Timor-Leste

Irish Aid

August 2007
Melbourne, Australia

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Published by the Globalism Institute, RMIT University, Melbourne, and Irish Aid, Dili.

<http://globalism.rmit.edu.au> and <http://www.timor-leste.org>

Mapping the Pursuit of Gender Equality: Non-Government and International Agency Activity in Timor-Leste

1. Trembath, Anna 2. Grenfell, Damian

ISBN 978-0-646-47770-1

Third Edition, printed in Melbourne, Australia, August 2007 (English)

First Edition, printed in Dili, Timor-Leste, July 2007 (Tetun)

Second Edition, printed in Dili, Timor-Leste, July 2007 (English)

Cover image: photograph taken in *suco* Liurai, near Maubisse, in 2003

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Acknowledgements

The effects of the crisis across 2006 and 2007 meant that the challenges and demands facing organizations working on gender-related programs were even greater than usual. Despite this, we received enormous encouragement from many organizations and individuals, and we would like to thank everyone who gave their time and effort to supporting the publication of this report. In particular, we deeply appreciate the participation of those organizations who have been documented in this report.

We believe that people working in academic institutions can play a role in social change, not least by researching and investigating those problems that practitioners typically have limited time and resources to consider. To establish new types of working relationships between academic and non-academic institutions requires courage, and several people deserve special acknowledgement for their support for this process. From the Office for the Promotion of Equality (OPE), Director Maria José Sanches has provided endless encouragement and guidance. We would also like to thank Maria Domingas Alves Fernandes, the former Advisor to the Prime Minister on matters of gender equality, and Aurora Ximenes as the current Advisor, for their continued support. In addition, Sara Negrão deserves recognition for her enthusiasm for the project and commitment to the pursuit of gender equality in Timor-Leste. We would also like to thank our other friends and colleagues from OPE who helped us with this project.

The funding for this project was shared between Irish Aid and the Globalism Institute, RMIT University. From Irish Aid, we thank former Chargé d'Affairs Carol Hannon for her foresight and current Chargé d'Affairs Charles Lathrop for his constant understanding of the challenges involved in writing a report such as this. We thank our Globalism Institute colleagues in Timor-Leste, Mayra Walsh and Kym Holthouse, for their collegiality and solidarity, and Paul James as Director of the Globalism Institute for his support for the project. To our good friends Teresinha A. Soares and Natalino de Jesus Gusmão Soares, we owe a special debt of thanks for their professional assistance, thoughtfulness and ability to guide us through a difficult terrain. We would also like to thank Pia Smith, Zeca Branco and Cândia Noronha for their aid with vital copyediting, formatting and translation tasks. The East Timor Development Agency (ETDA) and interpreter Fidelis Magalhães worked hard to ensure the success of the workshops conducted with OPE staff, NGOs and international organizations. Finally we extend a particular acknowledgement to our many friends in Timor-Leste who continuously teach us so much about life in this country.

OPE's desire for involvement in this project was twofold. OPE wanted to establish baseline data that could inform their own practices and engagement with NGOs and agencies; further, OPE was also keen to make a broader contribution to society by highlighting the many organizational initiatives that seek to promote gender in Timor-Leste. We hope that any future updated versions of the report will occur with greater civil society input, not just in terms of making a contribution to the material but also in the exercise of its gathering and analysis, and in shaping the material as a whole.

We faced many logistical and research-related challenges in writing this report. We tried to contact as many organizations as we could to invite them to contribute to this project—some we could not locate, some did not respond, and others we did not have the resources to visit. Hence, we understand that this report is not complete: it concentrates largely on organizations based in Dili and, despite our best efforts, will still contain errors and gaps in information. We hope, however, that it

represents a good sample of organizations working in the area of gender in Timor-Leste—from large, well-resourced international agencies and non-government organizations (NGOs) to well-known national NGOs and smaller NGOs with little public profile. We also hope that this baseline study is an important contribution that will be extended and broadened in time. Finally, this report stands as a tribute to the dynamism, courage and sheer volume of activity in the field of gender in Timor-Leste.

Acronyms, Abbreviations and Tetun Terms

ADB	Asian Development Bank
AMKV	Asosiasaun Mane Kontra Violensia (the Association of Men Against Violence)
AusAID	Australian Agency for International Development
AVI	Australian Volunteers International
<i>barlake</i>	Gift exchange that traditionally accompanies marriage rites, often referred to as the 'bride price'
CAS	Country Assistance Strategy
CCODP	Canadian Catholic Organization for Development and Peace
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CEDAW SEAP	Convention on the Elimination of All Forms of Discrimination Against Women South East Asia Program, UNIFEM
CEO	Chief Executive Officer
CIIR	Catholic Institute of International Relations
CNRT	National Council of Timorese Resistance; from 2007 National Council of Timorese Reconstruction
CRS	Catholic Relief Services
CSO	Civil Society Organization
CSP	Consolidated Support Program, World Bank
DNAT	National Directorate for Territorial Administration
FALINTIL	Armed Forces of National Liberation of Timor-Leste
Fatin Hakmatek	Safe Place
FKSH	Feto Kiiik Servisu Hamutuk (Young Women Working Together)
FOKUPERS	Forum Komunikasi Untuk Perempuan Timor Lorosa'e (the Women's Communication Forum of Timor-Leste)
FONGTIL	Forum ONG Timor-Leste (Timor-Leste NGO Forum)
FRETILIN	Revolutionary Front of an Independent Timor-Leste
GFFTL	Grupo Feto Foinsa'e Timor Lorosa'e (East Timor Young Women's Group)
GBV	Gender-Based Violence
IDP	Internally Displaced Person
INAP	National Institute of Public Administration
INGO	International Non-Government Organization
IRC	International Rescue Committee
JSMP	Judicial System Monitoring Programme
<i>knua, aldeia, suco</i>	Levels of village delineation
MDGs	Millennium Development Goals
NGO	Non-Government Organization
OMT	Organização da Mulher Timorense
OPE	Office for the Promotion of Equality

OPMT	Organização Popular da Mulher Timorese
Oxfam CAA	Oxfam Community Aid Abroad
PAS	Prontu Atu Serbi
PERWL	Program for Enhancing Rural Women's Leadership and Participation in Nation-Building in Timor-Leste, UNIFEM
PNTL	Timor-Leste National Police
PRADET Timor-Leste	Psychosocial Recovery and Development East Timor (Recuperação no Desenvolvimento ba Trauma no Psisosocial iha Timor-Leste)
RDTL	Democratic Republic of Timor-Leste
SGBV	Sexual and Gender-Based Violence
<i>tais</i>	Traditional fabric woven primarily by women on backstrap looms
TFET	Trust Fund for East Timor
TIDS	Timor Institute of Development Studies
TSP	Transition Support Program
UNCGG	United Nations Consultative Group on Gender
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
UNFPA	United Nations Population Fund
UNMISSET	United Nations Mission of Support in Timor-Leste
UNTAET	United Nations Transitional Administration in East Timor
VPU	Vulnerable Persons Unit, PNTL
VSS	Victim Support Service, JSMP
<i>xefi suco; xefi aldeia</i>	Village chief

1

Introduction

Project Partners

The Office for the Promotion of Equality, Prime Minister's Office, Timor-Leste

The Office for the Promotion of Equality (OPE) is the national body in government responsible for the promotion of gender equality in Timor-Leste. As recommended in the 1995 Beijing Declaration and Platform for Action emerging from the Fourth World Conference on Women, many United Nations member countries have established similar institutions, commonly referred to as national women's machineries.

The broad mandate of national women's machineries is to advance the status of women and to ensure gender mainstreaming across government. National women's machineries can take varied forms, including ministries and advisory bodies. In Timor-Leste OPE has been established as part of the Prime Minister's Office, led by an Advisor who gives counsel directly to the Prime Minister on matters of gender equality.

OPE was officially adopted as part of the Prime Minister's Office upon national independence in May 2002. Its predecessor was the Gender Affairs Unit of United Nations Transitional Administration of East Timor (UNTAET). The main function of OPE is to facilitate the mainstreaming of matters of gender equality in the formulation and implementation of government structures, policies, programs and legislation. It aims to develop appropriate strategies and methodologies to ensure that gender considerations are fully integrated within governance institutions, including providing training and advisory assistance. Beyond governance institutions, OPE values developing relationships with civil society organizations, international agencies and academic institutions.

OPE promotes the increased participation of women in the development process, both as active agents and as beneficiaries. Its mission is underpinned by principles found in the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Timor-Leste's National Development Plan and the outcomes of the National Congresses of Women in Timor-Leste held in 2000 and 2004.

The Globalism Institute, RMIT University, Melbourne, Australia

The Globalism Institute is a research institute based at RMIT University in Melbourne, Australia. It was established in 2001, and has around twenty staff. Our research sites include Timor-Leste, Indonesia, Papua New Guinea, the Solomon Islands, India, Malaysia and Sri Lanka, as well as various sites within Australia. The Globalism Institute places a strong emphasis on undertaking collaborative research projects with governments and civil society organizations in these sites. These projects draw on expertise in fields such as global politics, international relations, community studies, cross-cultural communication and international education. Our central research themes are globalization, nationalism and community sustainability. Further information about the Globalism Institute can be found at <http://globalism.rmit.edu.au>.

The Globalism Institute has been undertaking research in Timor-Leste since 2003, particularly focusing on investigating how forms of identity are redefined through the process of nation-formation. The key themes guiding our research and other activities in Timor-Leste are Gender, Nation Building, Justice and Security, and Community. For further information about the work of the Globalism Institute in Timor-Leste in both English and Tetun, please see www.timor-leste.org.

Irish Aid

Irish Aid is the Government of Ireland's program of assistance to developing countries, established in 1974. The principles of peace and justice and commitment to the realisation of human rights underpin Irish Aid's development co-operation policy and program. The promotion of gender equality and empowerment of women are important aspects of Irish Aid's mission to reduce poverty, inequality and exclusion.

Irish Aid involvement in Timor-Leste arose from an active supportive role played by Ireland leading up to the independence of the territory. Irish Aid involvement began in 2000, with humanitarian and reconstruction assistance to the emergency situation following the UN referendum of 1999. In 2003, Timor-Leste became the first Irish Aid Program Country in Asia.

Irish Aid has taken a leading role in supporting the mainstreaming of gender in Timor-Leste and in promoting the equality of women, mainly through support for the Government's Office for the Promotion of Equality (OPE), UNIFEM and various civil society organizations. Irish Aid's support to Government has included technical assistance and funding assistance for training activities, gender equality promotional activities, and production of gender guidelines and checklists. This has resulted in an increased reflection of gender issues in the Government's annual action plans. Irish Aid has supported the production of radio programs for community radio stations on the Convention for the Elimination of All Forms of Discrimination against Women (CEDAW), which were copied and distributed to all community radio stations and the national radio station for broadcasting. There has also been support for the production of another set of radio programs about women's role in the resistance against Indonesian occupation.

Project Background

A Baseline Study of NGOs and Agencies Working in the Area of Gender in Timor-Leste

Building on work previously undertaken by the Globalism Institute (see Appendix 1), this project sought to respond to several key concerns of state, civil society and multilateral organizations working to promote gender equality in Timor-Leste. One problem regularly identified by those working in this challenging field is that while there is the need to reflect on initiatives, share ideas and experiences and avoid duplication of efforts and errors, there is a distinct lack of resources available to fulfil this inter-organizational learning process. Moreover, organizations have varying access to the resources necessary to document and publicize their missions, structures and initiatives and, as part of this, to bridge linguistic differences.

This has created a set of problems regarding the availability of information about organizational gender programs and approaches. Information tends to remain concentrated among those directly working in the field and is often anecdotal in form, not comprehensive and accessible only in disparate locations and languages. Internet usage remains predominantly limited to well-resourced organizations.

In this context, up-to-date, comprehensive and accessible organizational information can be difficult enough to access for those who belong to the Dili-centred networks working on gender. For those interested organizations and individuals who exist

beyond those networks, trying to obtain an overview of the organizational pursuit of gender equality or simply documentation about a specific organization can be near impossible.

This bilingual report is one attempt to help to close the gap in terms of access to information about the work non-government organizations (NGOs) and agencies are undertaking in regard to gender, and the approaches and philosophies that guide this work. It is hoped that this study will aid the circulation of organizational information both within Timor-Leste and beyond.

The report maps the gender-related programs and approaches of NGOs and international agencies since national independence in 2002, with further historical background provided where relevant. Data was gathered in a period of great fluidity and disruption particularly from October 2006 to April 2007 when post-crisis conditions were still acute and organizations were preparing for the presidential and parliamentary elections. This report does not contain extensive information about organizational responses to the crisis or preparations for elections but rather focuses on ongoing programs. To adequately capture information about these special programming periods would require more resources than this project contained. Moreover, while the information contained in this report is as up-to-date as possible, programs and contact details of organizations do frequently change. Thus we hope that this research process is not a one-off; that this baseline study provides a basis for the ongoing development of this material.

This research project represented a significant opportunity for OPE, the Globalism Institute and Irish Aid to work together to contribute to the advancement of gender equality in Timor-Leste in several ways. The main objective of this project was to begin to map East Timorese and international NGOs and agencies active on gender by establishing baseline data. In a straightforward manner, information was sought on who was doing what, missions and visions, organizational programs and projects, implementation strategies, and relationships with partner organizations and donors. The project begins to construct a picture of how gender equality has been pursued in an independent Timor-Leste by building profiles of the work of different organizations. It is hoped that this is very useful and accessible information.

In tandem with this main report, OPE has been provided with the directory found within the report that carries the contact information and brief details of the profiled organizations. This has been designed to allow transferability and ease of updating beyond the duration of the project.

The profiles of the individual organizations included in this report, as well as the report in its entirety, can be found on the Globalism Institute's bilingual Timor-Leste Research website, at www.timor-leste.org. Other organizations interested in sharing the details of their work on gender in Timor-Leste can submit details to this site. Moreover, publicly available resources about organizational initiatives that were collected during the research process can be accessed through the Globalism Institute's searchable Global Local database also found on the same website.

Assessment of OPE's Engagement with NGOs and Agencies

As part of this project, OPE wished to take stock of its relationships with NGOs and agencies active in the area of gender, and to establish strategies to build on these important relationships. A short advisory report will be provided by the Globalism Institute researchers to OPE that will give recommendations for further developing effective and mutually beneficial collaborations. These recommendations are based on feedback from NGOs and agencies as well as from OPE itself.

The researchers asked the organizations profiled in this report for comments about existing relationships with OPE, and sought suggestions about how to move forward. Moreover, the researchers facilitated a workshop attended by civil society organizations and international agencies in January 2007 to collectively map and appraise existing relationships and develop ideas for the future (Appendix 2). Overwhelmingly, participating organizations agreed that building robust links between agencies, civil society organizations and the national women's machinery is vital to the realization of gender equality in Timor-Leste.

Building OPE's Research Capabilities

OPE has identified that it wishes to develop staff research skills. The Globalism Institute researchers designed a four-part module containing an introduction to research methods, with a focus on researching gender in the Timor-Leste context. Using this module, the researchers facilitated training with all OPE staff across two days.

Methods

The researchers employed a range of methods in order to draw together the information contained in this report and the short advisory report to OPE. These methods were predominantly qualitative, combining the gathering and analysis of existing organizational documents with consequent use of targeted semi-structured interviews conducted with organizational representatives. In some instances organizations could offer little or no written documentation about their work. In terms of gathering information about the relationship between civil society and OPE, the researchers facilitated a participative workshop, undertook individual interviews and facilitated short questionnaires. Underpinning the use of these methods was broad observational work supported by many instances of informal data-gathering. In utilizing this range of methods, the researchers were required to work in both English and Tetun.

To ensure a representative sample, the researchers approached a range of NGOs and international organizations—those for whom gender or women is a sole focus, those for whom it is one important concern, well-resourced high-profile organizations, and smaller, lesser-known organizations. As the researchers wanted to ensure that the research process was as consultative and useful as possible to participating organizations, where feasible organizations were offered an opportunity to review the profiles that had been written by the researchers. Most of the profiled organizations embraced this opportunity and some suggested minor changes to ensure factual accuracy. The profiles are available for future use by participating organizations, if they so wish, for example as promotional material to give to potential donors and partners.

The Pursuit of Gender Equality in Contemporary Timor-Leste: an Overview

Gender as an Area of Discourse and Activity in Contemporary Timor-Leste

Gender is an important and frequently cited area of discourse and activity in contemporary Timor-Leste. Many organizations work in a range of ways to challenge the disparities that women experience in terms of access to rights, wellbeing, services and power. Gender is also regularly connected with major themes of nation-building and associated development processes, and many attempts are made to ensure that women actively participate in and benefit from nation-building processes. Some activists and advocates have drawn attention to the history of women's activism and organizing in Timor-Leste under the conditions of colonialism and war, and have endeavoured to articulate a unique role for women in shaping the national history of Timor-Leste. In doing so, there is an attempt to recognize women's contributions

to guerrilla and clandestine fronts, at least in part so as to create opportunities for women to influence contemporary nation-building processes. Hence, the history of East Timor is re-framed to advance the status of women within the new nation.

In a day-to-day sense, attempts to realize gender equality have played out in a myriad of different ways and have targeted various facets, realms and social levels of East Timorese life. Efforts range from the individual actions of women and men working to change patterns of daily living through to policy formation, program activities and structural modifications within government, civil society and bilateral and multilateral institutions. This work includes grassroots community organizing, activism and advocacy undertaken by both small and large organizations and changes to donor requirements.

Governance Structures, Civil Society and International Organizations

At the level of governance structures, the pursuit of gender equality since independence has led to a series of important institutional and policy initiatives and successes. For example, Timor-Leste has achieved a comparatively strong representation of women in national parliament. Electoral requirements for suco (village) councils have been designed so as to ensure at least three seats for women within each council. Following significant advocacy efforts by a range of actors, key articles in the Constitution formalise the equal rights of women and men. The National Development Plan is responsive to the United Nation's Millennium Development Goals and the steps necessary to realise gender equality contained therein. The Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) has been ratified, necessitating state action to end gender inequalities and accountability to the United Nation's CEDAW Committee. Gender mainstreaming priorities of government have been focused through the establishment of the Office for the Promotion of Equality, located within the Prime Minister's Office.

Civil society has been an equally important domain for the promotion of gender equality. East Timorese women's organizations and activists have worked to shape nation-building and development processes, and to demand greater social and political space. In 2000, for instance, East Timorese women came together to hold the First National Congress of Women in Timor-Leste, where they identified priority areas and strategies for social change. The establishment of Rede Feto, the umbrella network for East Timorese organizations with a focus on gender, was one outcome of this event.

As evidenced in this report, since independence there has been much activity in the area of gender. This work ranges from advocacy and public education campaigns on a range of issues—such as participation in political and decision-making arenas, justice, health and education—through to the development of services, such as support given to women who have experienced gender-based violence. Various civil society networks have been formed to co-ordinate organizational responses to particular gender issues, such as service provision for victims of gender-based violence, pre-electoral activity to advance women's political participation and the promotion of breastfeeding.

The activities of the large international presence evident in Timor-Leste since 1999 through the United Nations, aid, development and donor agencies and international NGOs has provided a third layer to this gender-focused activity, beyond government and local civil society. This international presence has often carried a strong emphasis on gender through programs, policies and funding criterion. In doing so, many organizations have provided vital sources of support and have been able to offer creative and technical input into initiatives of East Timorese organizations working

in the area of gender. In turn, East Timorese organizations have worked to ensure that particularly United Nations missions pay adequate attention to gender concerns.

Responding to Social Conditions

Current post-independence-era gender-related activities build on the history of women's organizing and activism during the Indonesian military occupation. As in the past, these current activities are continuously shaped by broader socio-political and historical conditions.

In a day-to-day sense this is particularly evident when the struggle to foment change is hindered by daily challenges caused by the socio-material destruction wrought during the war for independence. The absence of basic infrastructure in many places, such as electricity, water, roads and communication systems, adds an additional layer of challenges to advocacy, programmatic activities and community organising. Under such conditions, it is little wonder that significant gaps still exist between the support for gender equality in state policies, legislation and national programs and the realization of gender equality in women's daily lives.

More broadly, organizations and individuals seeking to promote gender relations have had to respond to constantly changing socio-political conditions. This has included a United Nations transitional administration from 1999 to 2002, and national independence since 2002 accompanied by an ongoing United Nations presence and a process of state-formation. For a movement seeking to address gender inequality, the ever-changing political landscape does little to provide a secure base on which to build long-term relations.

In 2006, the effects of the socio-political crisis in Timor-Leste also had significant impacts on many organizations working in gender-related fields. With a great portion of the population internally displaced and violence occurring on a regular basis in Dili, the steady development of policy, legislation and program activities relating to gender was abruptly and massively disrupted. Not only was it impossible for many organizations to function as they had in the past, there was also an urgent need to provide support to women who experienced a sudden loss of day-to-day security. Organizations were faced with a dilemma: to close down operations altogether, to substantially shift activities to deal with emergency conditions facing women or to attempt to continue programs so that important services and initiatives were not lost.

Many organizations responded to the crisis by shifting their resources and programs so as to support women affected in different ways by the violence and social disorder. Some organizations campaigned for the rights of widows whose husbands had been killed during the crisis, others attempted to prevent the trafficking of women from internally displaced persons (IDP) camps and some ensured that pre- and post-natal women living in IDP camps had access to adequate maternal health care. Other organizations in turn looked to developing means of ensuring women's security and decision-making power within IDP camps. While these organizations displayed an admirable ability to regroup, adapt and collaborate under extraordinary conditions, it was not without significant cost to individuals, prior programs and organizational structures.

Non-Government Organizations and International Agencies

The unique context of Timor-Leste has meant that there has been a significant variety between the organizations that work on gender-related activities. There are organizations—both large and small—that concentrate exclusively on gender or women, while for others gender comprises a single program area or is a theme drawn

across all their work. Within this, some organizations operate with a singular focus—for instance on the socio-economic development of women—while others embrace a broad range of activities, programs and advocacy. Further, the ways organizations operate differ significantly; some are organizations in the typical sense of the word, others are small community groups based around volunteer associations, while others take the form of networks. This report concentrates upon formally acknowledged non-government organizations (NGOs), both East Timorese and international, as well as international development agencies.

Reviewing these approaches and programs, broad trends in the NGO and agency pursuit of gender equality in Timor-Leste can be delineated. Many organizations have attempted to improve the material conditions of women's lives and to advance the status and power of women in social, cultural, political and economic realms. Another trend, often undertaken in tandem with this 'empowerment of women' approach, has been to 'mainstream' gender considerations across program design and implementation—that is, to consider the gendered impacts of all decisions and actions undertaken. As well as being responsive to the particular conditions of Timor-Leste, these organizations have been influenced by global changes in development ideologies. These ideologies tend to shift between a distinct emphasis upon the advancement of women and a consideration of the relations between men and women and their respective gender identities more generally.

A noteworthy feature of work relating to gender equality in Timor-Leste, especially in the attempt to address patriarchal forms, is the perception of men as a necessary part of social change. Men are often involved in learning practices and the processes of socialization; not least because many East Timorese women demand that men must be involved in such gender-based activities in order to ensure longer-term transformation. This has yet to translate into a significant focus on masculinities in a direct sense (only one organization in this report directly deals with this subject). However the current inclusion of men in many program activities provides one potential avenue for programs to address gender in terms of both sexes in the future.

Another feature of the work of the organizations in this report is the differing approaches they make in terms of the management of resources and their organizational structures. This is particularly relevant in regards to the ways that organizations attempt to reach their constituent base—namely, those women whom the services are designed to benefit. In some instances, this has led to a concentration of services in Dili not only because of a lack of resources but also in part because of a need to be close to other centres of power, such as the government, bureaucracy, the justice system, as well as other international organizations such as the United Nations. At other times, organizations have based themselves in the capital but run programs outside of Dili. These programs may have been co-ordinated through a regional office or program team, or alternatively regulated through visits to local communities and combined efforts with local organizations. Of course, there are those organizations that work exclusively in non-Dili communities and whose experiences represent another attempt at ending gender inequality in Timor-Leste.

Enormous challenges remain. In a tangible sense, enormous poverty, high child mortality rates and the poor standard of women's reproductive health, women's lack of educational access and pervasive problems with gender-based violence are matters of urgency. Perhaps less tangible but just as important is the need to address some community attitudes around ideas such as: effecting the social, economic and political participation of women; engaging with ideas of nation, community, culture and tradition in regards to gender roles; disparate access to power and resources

between women and men; and linguistic, class, local and cultural differences between East Timorese women.

However, despite these and many other challenges, those committed to giving priority to a focus on gender have persisted with the belief that it remains an essential area in which to concentrate energies. This persistence, coupled with a high level of innovation and responsiveness, means that gender issues have not remained hidden in Timor-Leste. Rather, gender issues have been brought to the fore of many forms of social discourse and there have been many instances of positive social change. It is hoped that this report goes some way towards showcasing the courage, determination and creativity of NGOs and agencies working in the area of gender in Timor-Leste.

2

Organizational Gender Profiles

THE ALOLA FOUNDATION

Organizational Overview and Approach to Gender

The Alola Foundation is a large, high-profile East Timorese NGO based in Dili. It was founded by the First Lady of the Democratic Republic of Timor-Leste (RDTL), Kirsty Sword Gusmão, in 2001.

Inspiration for the Foundation's name and mission comes from the story of Juliana dos Santos, known as 'Alola'. In 1999 fourteen-year-old Alola was abducted by militia and taken from her hometown of Suai to West Timor. There she was incarcerated and subject to repeated rape. She continues to be held in West Timor. Ms Sword Gusmão has been involved in advocating for Alola's rights to cross-border reunion with her parents and free choice about her future. Upon establishment, the Alola Foundation's most immediate priority drew directly from this case: campaigning and building public consciousness about violence perpetrated against women and girls in Timor-Leste.

Motto of the Alola Foundation: Strong Women, Strong Nation

Vision of the Alola Foundation: Empowering women in Timor-Leste through cultural, economic, human and community development.

Alola Foundation, *Alola Foundation Strategy*, 2006.

The Alola Foundation's current mission extends beyond this initial focus on gender-based violence. Its overarching concern is with the needs, participation and status of women and children in the development of the East Timorese nation, as expressed in its motto, 'strong women, strong nation'. The organization primarily directs its work through the family unit, with a strong emphasis on women's roles as mothers, and through women's community organizations such as small enterprise collectives and mother's groups. The aim of this work is to encourage women's leadership and their ability to effectively act upon their needs based on current realities, rather than a radical transformation of women's gender roles.

The Alola Foundation utilizes a women's empowerment approach, positioning women as active agents able to work together in order to decide upon, articulate and fulfil their own needs. Alola's program areas have been developed in response to direct contact with women. Much of the organization's work looks to realize some of the most basic and immediate needs of women and children in Timor-Leste—for example, maternal and child health requirements and income—often where formal political processes are unable or unwilling to operate.

While significantly based in Dili, the Alola Foundation works across the thirteen districts of Timor-Leste through its various networks, including Mothers' Support Groups, weaving co-operatives, the 'Friendship Schools' project and granting scholarships to female students.

The Alola Foundation employs East Timorese and foreign staff. While the majority of the fourteen program staff are East Timorese women and men, the organization is headed by an Australian CEO, Anne Bunning, while Kirsty Sword Gusmão is the Chairwoman of the Board of Directors. The Board includes other high-profile names such as Maria Olandina Caeiro Alves, women's rights activist currently working with the Indonesian-Timor-Leste Truth and Friendship Commission, and Milena Pires, UNIFEM Country Director in Timor-Leste.

As an East Timorese NGO the Alola Foundation is in the unique position of being founded and supported by Ms Sword Gusmão, who has strong access to both East Timorese and international communities, with Australia providing an important fundraising and support base. Alola is also able to draw financial support from individuals through its online donation and regular direct debit facilities. A variety of other organizations provide funding for particular program activities, from large United Nations agencies such as UNFPA and UNICEF, to small community organizations and NGOs in Australia and beyond.

Programs

Since its establishment in 2001, the Alola Foundation has developed and refined five program areas: maternal and child health, education, economic development, advocacy and management. Each of these program areas has been strategically designed to answer to key aspects of the Foundation's mission. Alola also has various partnerships with East Timorese women's community groups and NGOs, providing them with funding and other forms of support.

The Alola Foundation has obtained new funding and 2007 will see several new programs, as well as the enhancement of existing activities such as Alola's Economic Development program. Alola will also introduce a new small grants program to enable women to run health projects in their communities. These grants will be primarily directed towards Alola's existing networks; for example, the Mothers' Support Groups. Moreover, Alola recently expanded its office space and added new childcare facilities. This childcare is offered to Alola staff to complement the organization's policy of three months' paid maternity leave and to encourage the continuation of breastfeeding. Furthermore, childcare workers will be trained to carry this childcare model into other organizations.

Maternal and Child Health

This program area is primarily concerned with addressing Timor-Leste's high maternal and child mortality rates through health service provision, community organizing and educational campaigns. One key initiative is the promotion of the breastfeeding of infants, partly by encouraging the formation of Mothers' Support Groups across the country. The 'Maternity Packs' project represents another major activity, primarily based in Dili and Baucau. In this project, packages of basic goods, such as clothing and sanitary items, are distributed to pregnant women. These are designed to encourage women to give birth in hospital, thereby receiving professional medical support.

Education

The Alola Foundation seeks to increase formal and informal educational opportunities for women and girls in part via co-ordinated provision of three-year scholarships for around 800 female school and university students, particularly from rural areas. The 'Friendship Schools' project links schools in Timor-Leste with partner schools in Australia in order to facilitate learning between communities. Schools in Australia are provided with materials to ensure the inclusion of learning about Timor-Leste in the curriculum.

Economic Development

The aim of the Economic Development Program is to 'empower women to achieve economic independence' (Alola Foundation website, 'Economic Development Program', February 2007). In terms of program activities, Alola seeks to support women's small enterprise as well as help to maintain cultural traditions, particularly through women's handcrafts such as the weaving of the traditional Timorese fabric tais. Alola now has a small handcrafts shop at the rear of its main office in Dili.

As an organization, Alola positions itself as a leader in the field of women's economic development, providing employment opportunities and ensuring its staff are supported in their roles as family carers. Employment in program activities is created where possible, such as the twenty positions supporting the production of maternity packs, or the ten women employed to produce the reusable sanitary pads distributed to Internally Displaced Persons (IDP) camps during the 2006 crisis.

Advocacy

The Alola Foundation advocates for women's rights, health, opportunities and access to humanitarian assistance. It has focused its advocacy activities through its Women's Resource Centre. Alola supports annual campaigns and advocacy opportunities such as 16 Days of Activism Against Violence and International Women's Day. As part of the 2006 16 Days of Activism Against Violence campaign, Alola held a public ceremony with widows of the crisis, mainly comprised of women who had lost husbands from the police and armed forces. The widows presented a statement of their needs to the then-Prime Minister, Dr Jose Ramos Horta. The Government has recently committed to providing ongoing pensions for the widows. In May 2007 Alola and the widows launched 'Memory Books' which capture the stories and voices of the women who lost loved ones during the PNTL massacre, one year before. Alola continues to facilitate monthly meetings of these women.

The Women's Resource Centre is a public space available to women. It contains a library of resources, two public computers, and opportunities to develop particular skills, from using a computer to leadership. Further, it acts as a network focal point for women's advocacy. Through the Women's Resource Centre the Alola Foundation also distributes humanitarian assistance in the form of goods to women in need. In February 2007 the Women's Resource Centre moved into a new, larger space. It is hoped that this will provide greater opportunity to move away from a model of humanitarian assistance to encouraging women's groups with particular interests, such as the widows of the crisis, to meet together and act upon their own needs. The meeting space will also be freely available to existing women's networks.

From April 2007 the Advocacy program has employed six District Support Workers (DSWs) to support and build stronger connections between Alola-associated women's networks across the country, such as Mothers' Support Groups and Handcrafts groups. These co-ordinators will work in Lautem, Viqueque, Baucau, Liquiça, Ermera and Manatuto, with Alola having a view to expanding to the seven remaining districts over the next two years. This DSW initiative aims to strengthen the capacity of women's groups to actively participate in the leadership and development of their communities.

Management

This program area is focused on the structures and practices of the organization itself to ensure responsiveness to women's needs, transparency, efficiency, effective management and concern for staff.

ASIA FOUNDATION

Organizational Overview and Approach to Gender

Founded in 1954, the Asia Foundation is an international agency funded by corporations, foundations, government and individuals from the United States, Europe and Asia, as well as by the United States Congress. The Asia Foundation is concerned to support the development of those institutions and processes across the Asia-Pacific region that it identifies as integral to democratic, functioning nation-states. In Timor-Leste this has resulted in an emphasis on legal, legislative, economic and conflict-management program areas, as well as women's empowerment.

The Asia Foundation began its Timor-Leste country program in 1992 and established an office in Dili in 2000. It primarily works with and supports East Timorese government and non-government organizations. Its in-country program activities are funded by USAID.

Much of the Asia Foundation's work in the area of gender has focused on ensuring that women have access to gender-sensitive legal processes. Violence against women, and particularly the legal issues that accompany this—such as ensuring that women are supported by lawyers who are knowledgeable of women's rights and sensitive to the social needs of women subject to violence—are key concerns for the Asia Foundation.

In 2006 the Asia Foundation created a Gender Focal Point position, which is currently filled by one of the senior program assistants. The Gender Focal Point liaises with partners and collaborating organizations on gender issues, and supports Asia Foundation programs in their efforts to mainstream the consideration of gender.

Programs

Access to Justice

The Asia Foundation states that it supports the 'active participation of women in all aspects of East Timor's development' (Asia Foundation, East Timor, Program Overview, 2006, p. 2). The Asia Foundation's Access to Justice program, which began in 2003, reflects this aim through supporting the development of a functioning and independent judicial system and promoting citizens' access to justice. In terms of gender, the program took account of earlier work undertaken by the Asia Foundation that revealed that most civil and criminal cases involve male plaintiffs and that there is little opportunity for women to be represented by female lawyers. Further internal evaluations confirmed that access to justice is particularly limited for women.

In an effort to improve women's access to justice, an initial step was taken to support the Indonesian university training of two female lawyers. These lawyers now work with legal aid institutions in gender units. The Asia Foundation also identified organizations that could provide support to women in civil and criminal cases. The organization has also been keen to ensure that legal aid services are offered across the four court jurisdictions in Timor-Leste (Dili, Suai, Baucau and Oecusse) and has worked with other organizations in an effort to facilitate this.

From this initial partnership development, a network of legal aid institutions and victim support services has been developed to support the particular needs of women and children. The Asia Foundation provides these partners with institutional support, equipment, training, and evaluation and monitoring. It also provides a level of network co-ordination through administrative support, the facilitation of regular meetings, promotion and production of materials. Key Asia Foundation NGO partners include FOKUPERS' Case Handling Division, JSMP's Victim Support Service, and Yayasan

HAK's Case Handling Division. Legal aid partners include LBH Fortuna, LBH Liberta, LBH Tane Timor, LBH Timor Leste and LBH Ukun Rasik An. These organizations collaborate and refer cases to each other according to their respective areas of legal speciality and geographic focus. This network has also forged connections with police and women's organizations.

A recent development in the Access to Justice program has been the formation of a Mobile Team Clinic. Comprised of members of various legal aid institutions, the Clinic visits districts on a monthly basis to garner cases that have arisen. The Clinic also helps to determine the appropriate means by which to resolve these cases, whether it be through local mediation or court proceedings. Conscious of the heavy backlog of cases within the court system, the Clinic commonly advises that cases classed as civil should continue to be arbitrated by local authority figures such as the xefi suco. The Asia Foundation believes that the guidance and support extended by the Clinic team to male-dominated local mediation processes typically result in more consideration being given to women's needs and rights than would otherwise be the case. In criminal cases involving women victims, such as domestic violence, the Clinic recommends court proceedings and ensures full support is given, from transport, accommodation, costs, accompanying women to court and legal advice.

The Mobile Team Clinic project necessitates strong involvement at the community level. Initial relationships with local authority structures are formed to allow entry into the community. Locally based female university graduates are then employed to undertake liaison between the community and the Clinic and to lend support to administrative duties.

The Access to Justice program delivered support services to victims of gender-based violence in IDP populations across the 2006 crisis, and may extend and formalise this work into the future.

Other

Beyond the Access to Justice program, the Asia Foundation has undertaken gender programming in other ways. In 2005 and 2006 the organization worked with the Office for the Promotion of Equality to deliver pilot domestic violence training to village chiefs, youth leaders and women's organizations in Lospalos and Baucau. The Asia Foundation also supports FOKUPERS in its work in mediation and advocacy, and Rede Feto through institutional management development and financial training. Financial support was also extended to the Second National Women's Congress of Timor-Leste through the Asia Foundation's general grants scheme. The Asia Foundation has also supported the Alola Foundation and other partners to establish baseline data on the trafficking of women and anti-trafficking strategies.

ASOSIASAUN MANE KONTRA VIOLENSIA (AMKV)

Organizational Overview and Approach to Gender

Asosiasaun Mane Kontra Violensia (the Association of Men Against Violence, commonly referred to as AMKV) is an East Timorese NGO that focuses on encouraging men's participation in the struggle for gender equality. In particular the organization attempts to urge men to take responsibility for reducing the incidence of gender-based violence.

AMKV formed as a voluntary national network of twenty men in June 2002 and formally became an NGO in 2005. AMKV has voluntary community organisers based in specific suco and aldeia in seven districts (Aileu, Dili, Ermera, Lautem, Liquiça,

Manatuto and Viqueque), while its office and national staff are based in Dili. The community organizers are in regular contact with each other and the national staff, and have autonomy to undertake activities in their immediate environs.

AMKV's formation was inspired by a workshop about violence, gender and masculinity held in three locations in Timor-Leste in 2002. This workshop was delivered by two members of the Nicaraguan men's group Puntos dos Encuentros, and was supported by various organizations based in Timor-Leste, including Oxfam Australia and La'o Hamutuk. It was attended by thirty-eight men from across the country. The twenty founding members of AMKV were drawn primarily from this participant group.

For many of the participants, the workshop represented their first opportunity to critically discuss men's practices of violence against women and to reflect upon their own roles in this. The current executive director of AMKV recalls that prior to the workshop he did not have strong knowledge of gender and associated issues; however, after learning from Puntos dos Encuentros, many workshop participants were able to see that change to violent, patriarchal forms of masculine gender identities is both possible and important. AMKV's founders decided to establish the organization to support one another and other East Timorese men in that process of change.

AMKV's founders also agreed that it was important to establish a men's organization that could work alongside the numerous active women's organizations in the pursuit of gender equality in Timor-Leste. A broad goal is to change community perceptions that 'gender' is something of singular concern to women and is useless or dangerous for men to engage with. Establishing a men's organization that works on questions of gender and violence in Timor-Leste has meant that AMKV members have often been criticised and ridiculed by other men. Some critics question the manliness of working in the area; others believe that men giving credence to questions of gender undermines male solidarity, precipitates conflict between the sexes and militates against traditional East Timorese culture. AMKV argues that East Timorese cultural practices and masculine identities do not need to be synonymous with patriarchy, violence and discrimination against women. In the organization's view, East Timorese traditional culture can and should change in order to support the pursuit of gender equality.

AKMV's Vision, Objectives and Strategies

The vision of AKMV is to build a democratic, independent and just society, free from violence and discrimination. It aims to raise awareness about gender-based violence and eradicate such violence from all levels of society. It seeks to achieve this by running community-based education and discussion forums, undertaking advocacy, and building an effective network to bring together community groups, national non-governmental organizations and the government.

Mario de Araujo, "Liberation for Everyone, not just Men": a Case Study of the Men's Association against Violence (AKMV) in Timor-Leste', in Sandy Ruxton, ed., *Gender Equality and Men: Learning from Practice*, Oxfam, UK, 2004, p. 2.

AMKV actively seeks out partnerships and connections with other organizations working in the areas of gender and gender-based violence. Oxfam Australia has been one important long-term partner working to support organizational development and program activities. Other partners include OPE and UNFPA, with whom AMKV worked intensively in 2006 to co-ordinate the national program for the annual 16

Days of Activism Against Violence campaign. During the 2006 crisis AMKV worked with Rede Feto to undertake analysis of conditions in IDP camps.

AMKV is based in the office of the East Timorese monitoring and research NGO, Luta Hamutuk. The two organizations have established a relationship whereby their community education programs at times intersect. Beyond Timor-Leste AMKV has made connections with other national men's movements against violence.

AMKV's primary donors are Oxfam Australia, Caritas Australia and UNFPA. Most commonly, funding is extended to specific programs. AMKV feels that it has yet to secure sustainable funding arrangements, which means that the organization's resources to cover core logistical costs such as transport and office equipment are less than adequate. Until 2006 all AMKV positions were filled by volunteers; now ongoing funding has been made available for the executive director's position.

Programs

Internal Reflection and Peer Mentoring

As a direct flow-on from the workshop with Pontos dos Encuentros, one of AMKV's initial activities was to institute internal reflective discussions between members. These discussions focus on members' own practices, views and assumptions in their daily lives and how these need to be changed to ensure non-violence and gender equality. If a member does not display the behaviour in his own life that he espouses in community education programs, then he can be asked to leave AMKV by other members. On the flipside, AMKV members also recognise that changing their own views and behaviour, often in directions that challenge social norms, requires the support and mentoring of other similarly dedicated men.

Community Education

AMKV's largest program has been to facilitate community education in local communities. Often in their own time, such as weekends, AMKV members bring men and women together to discuss gender roles and relations and specific issues such as gender-based violence. The objective of this program is to encourage and give communities, particularly men, starting points to make immediate changes to gender relations. The discussions are facilitated in a participative fashion that minimises the need for literacy; for example, using drama as a learning technique. Rather than talking at the level of abstract concepts, AMKV also prefers to encourage participants to reflect upon their day-to-day lives and devise strategies of change that are practical and achievable in the immediacy.

AMKV counts as a key success of this program the engaging of large numbers of men in various locales around Timor-Leste. Communities that exist in isolation from the flows of organizational information that typically emanate from Dili are prioritized. When new to an area, AMKV has often found it initially difficult and slow-going to engage men in their discussions of gender. Men often display reticence to reflect upon something that they regard as appropriate only for women, as a negative phenomenon or as something that exists outside of East Timorese culture. To combat this challenge, AMKV has found it important to have community organizers based in the locales and to work closely with other community leaders such as xefi suco, xefi aldeia and youth leaders. The support of these locally based community figures helps to garner initial trust from communities. Once men are engaged in AMKV community education programs, however, AMKV holds that participants speak positively and enthusiastically of their involvement.

Advocacy

At a national level AMKV involves itself in a range of advocacy issues; for example, input into writing and pushing for domestic violence legislation, and lobbying the Ministry of Education to remove gender biases from school curriculum. In addition, the 16 Days of Activism Against Violence campaign is an important yearly event for AMKV, with the organization playing an increasingly central co-ordinating role alongside UNFPA and OPE. Examples of AMKV-specific activities in the 2006 campaign include cooking classes for men and community workshops about the prevention of gender-based violence across the Baucau region. These workshops were held in conjunction with Centro Baucau Buka Hatene's Women's Development Program.

CARITAS AUSTRALIA

Organizational Overview and Approach to Gender

Caritas Australia (the Catholic Agency for Overseas Aid and Development) is an Australian-based international NGO with a foundation in the Catholic faith. The Timor-Leste country program's main office is located in Dili, while the organization works across various other districts, including Oecusse, Baucau and Lautem. Caritas Australia Timor-Leste is primarily comprised of East Timorese staff, including at the senior leadership level.

The vision of Caritas Australia is to contribute towards the development of sustainable local communities that are not only self-sufficient and active but that value justice, compassion and human dignity. In order to achieve this vision Caritas Australia places importance on working with locally based NGO partners. While such partnerships can be time-consuming and resource-intensive, the organization has found that this approach ensures greater community ownership and involvement in program activities. Capacities are developed, trust is built and communities feel empowered to mould future program directions. The organization has also determined that a long-term commitment to the local communities in which it works, its programs and its partners is necessary for success in realizing program objectives.

Caritas Australia's main activities in the area of gender are undertaken within its Human Rights, Law and Justice program. Through a human rights lens, the program focuses on sexual and domestic violence. Program activities vary from awareness-raising work to support for survivors and implementing violence prevention strategies. The organization regards the role of men in gender-based violence (GBV) prevention as both particular and crucial and thus has worked to ensure the active involvement of men at staff and community levels.

Programs

Caritas Australia has two flagship program areas in Timor-Leste: sustainable rural development in remote communities, and the Human Rights, Law and Justice (HRLJ) program. Given its emphasis on gender, the following summary will concentrate upon the HRLJ program.

The HRLJ program was established in April 2001. From 2001 to 2004 the major focus of this program was to implement educational activities designed to engage communities in learning and thinking critically about sexual assault. Caritas Australia developed the first East Timorese training team that could work in the area of sexual assault response, comprised of six women. In 2002 six men were added to the team, where previously only women had worked in the area of sexual assault response training

in Timor-Leste. The HRLJ team worked across the thirteen districts and focused particularly on the training of local leaders.

As well as delivering training, the team also worked with media outlets and produced publications designed to reach organizations and communities. These included radio and television programs and a booklet—named *Hatudu Dalan*, or ‘to show the way’—about what communities can do when there are cases of sexual assault.

In 2004 the program was restructured and refocused, with the team deciding to move from a predominant focus on assistance to survivors of sexual assault to working in the area of GBV prevention. The program also decided to focus upon specific geographic areas. Currently the HRLJ program is comprised of four units: Strong Partnership and Empowered Communities (SPEC), Social Awareness and Prevention (SAP), Enabling Access to Social Justice (EAS Justice), and Access to Justice through Traditional Justice (AJTJ).

The SPEC team works predominantly with local partners in order to develop those organizations’ abilities to work in the area of GBV within their communities. Organizations are given support with program development and implementation and with locating funding sources.

The SAP team works on training and resource development. It produces materials, such as posters and pamphlets, intended to socialize communities to understanding and responding to GBV. SAP also works to train new trainers in their partner organizations, based on SAP’s own training manuals, and to undertake monitoring and evaluation of partners.

The EAS Justice unit works on two major projects: Strengthening Service for Survivors and Prison Support. Through Strengthening Service for Survivors, Caritas works with partner organizations to construct and operate ‘saferooms’ for victims of GBV: with Forum Peduli Wanita in Oecusse, PRADET Timor-Leste in Dili, and Centro Buka Hatene in Baucau. The Prison Support program runs in the Gleno and Baucau prisons. Vocational training is provided to the male prisoners, and shortly the program will extend to include training in the area of GBV in order to support past perpetrators to break a cycle of violence.

The AJTJ unit is one of the newer developments for Caritas Australia’s HRLJ program. It is currently in the pilot phase, and is working to document the traditional justice mechanisms used by two sucos (Nipane in Oecusse district and Mehara in Lautem district) when addressing cases of GBV. In the second phase the team intends to engage with traditional justice leaders so as to promote their use of concepts of gender and GBV when considering such cases.

The HRLJ program’s local partners include Centro Feto Enclave, BIFANO and Forum Penduli Wanita in Oecusse, ONE and AMKV in Lautem, PRADET Timor-Leste in Dili, and Centro Buka Hatene in Baucau.

The HRLJ team endeavours to actively engage in relevant national campaigns and networks. It also has a small grants capacity for local organizations to develop activities in the area of GBV.

CATHOLIC RELIEF SERVICES (CRS)

Organizational Overview and Approach to Gender

Catholic Relief Services (CRS) is a multinational, faith-based humanitarian and relief organization that focuses on reaching the ‘poor and disadvantaged’ (CRS Timor Leste

Annual Program Summary October 2004 – September 2005, p. 2). The organization was founded in 1943 by the Catholic Bishops of the United States, and works in over ninety countries across the world. Funding is primarily received from the United States Government, in particular USAID.

CRS has provided assistance to East Timorese organizations since 1979. However, it was not until after the United Nations-facilitated referendum in 1999 that a CRS Timor-Leste in-country program was formally established to respond to the widespread destruction of infrastructure and emergency humanitarian crisis. CRS's main country office is in Dili, with a sub-office located in Baucau. The CRS country team is comprised of sixteen national staff and three permanent international staff.

CRS has identified three strategic objectives for its work in Timor-Leste: ensuring that economic opportunity is developed and diversified among Timor-Leste's citizenry; working closely with government to encourage participation in civic life; and contributing to the reduction of child mortality rates. With a focus on developing the capacity of local organizational partners, CRS does little direct implementation except in the area of emergency humanitarian assistance.

The advancement of gender equality, as well as peace and reconciliation, is mainstreamed across the Timor-Leste country program. CRS's approach to gender is influenced by a view that ensuring the inclusion of women in development programs will diversify and increase the benefits. This is especially the case as women are identified as an integral part of ensuring the livelihoods of families and communities.

Women, alongside youth, have been identified as a key target group for 2005 to 2009, particularly on the basis of their ongoing disadvantage in social and economic arenas; however, CRS holds that focusing solely on women in their activities in Timor-Leste would not be beneficial as it has the potential to create resentment and division in communities. Consequently CRS's primary approach to gender is to ensure that women are able to actively participate in and receive the benefits of their country program.

CRS does not have a staff member particularly assigned to the area of gender. Periodically the country team receives technical input and training assistance in this area from their regional support services, CRS headquarter or other specialists.

Programs

CRS currently works across five program areas: agriculture, civil society, microfinance, peacebuilding and health. Encouragement of equitable participation and distribution of benefits between the sexes extends across the program areas.

Agriculture

CRS has worked in the area of agriculture since 1999, particularly in Ainaro, Baucau and Viqueque districts. The aim of this program has been to aid agricultural groups to increase the quantity and quality of yields, develop labour sharing and organization amongst farmers, and to find sustainable markets for products. This program is now winding back, with CRS withdrawing from Ainaro. A new development is the commencement of candlenut enterprises in 2007 as CRS has conducted studies into potential export markets for the product, particularly the cosmetics market.

Civil society

CRS's civil society program operates in Lautem, Viqueque, Baucau and Liquiça districts, and will expand into Bobonaro district in 2007. From 2003 to 2005 the focus of the program was to work with local organizations in order to strengthen their

organizational management skills and to assist them to conduct effective advocacy campaigns about issues directly affecting their communities. As a follow-on to this project, CRS is currently undertaking a project, Kmanek, with joint funding support from UNDP and CRS itself. This project aims to bridge any boundaries and build dialogues between civil society and government at district and sub-district levels. CRS aims to encourage the participation of women in all activities. Ensuring strong levels of women's participation has been particularly difficult at the level of government, given that there are relatively few women who occupy positions within governance structures.

Microfinance

The microfinance program is undertaken in Baucau, Dili and Viqueque districts through a local organization, Tuba Rai Metin (TRM). TRM gives loans to and helps to train groups of women undertaking small business activities such as kiosks, vegetable stalls and coconut oil processing. TRM has progressed sufficiently to begin operating independently of CRS, fully adopting asset and risk portfolios. CRS is gradually winding down this program area.

Peacebuilding

The peacebuilding program is concentrated in the districts of Baucau, Bobonaro, Covalima, Dili and Manatuto. Since 1999 CRS has worked with district Justice and Peace Commissions, inter-religious councils and peacebuilding networks. The objective of this program is to build tolerance and peace between groups that differ in their political or religious beliefs. Youth, particularly in the border districts of Bobonaro and Covalima, are a key target group.

Young men and boys ... have their own social roles to fill ... When they finish their work, many of them have leisure time to socialize with friends. Maliana is a central meeting place for the youth in the border areas. Cliques form and many young men in the region have said that it is often safer to join one group than to not be affiliated with any of them because the different groups compete for control of different areas in the town or region.

(From Catholic Relief Services, 'Daily Life of the Youth in Suai and Bobonaro', *Timor Leste Annual Program Summary Oct 04 – Sept 05*, p. 8.)

CRS has expanded this program to look at peacebuilding, prejudice reduction and reintegration of communities in the wake of the 2006 crisis. CRS worked extensively in IDP camps in Dili to facilitate dialogue and undertake research about the views and desires of those displaced by the crisis. The results of this study were presented to the government.

Health

This is a more recent program area for CRS, beginning in 2004. It focuses on reducing child mortality rates and is concentrated in the eastern areas of Timor-Leste. The program looks at the impact of malaria upon prenatal, postnatal and lactating women, maternal health, nutrition, diarrhoea and respiratory infections. Partners include the Ministry of Health, Timor Leste Asistencia Integrada de Saude (TAIS) and Basics of Institutionalizing Child Survival (BASICS, funded by USAID).

CAUCUS FETO IHA POLITIKA

Organizational Overview and Approach to Gender

Caucus Feto iha Politika (Women's Political Caucus) is the only East Timorese NGO that focuses predominantly on promoting women's participation in formal politics. Caucus was formed as a result of workshops held in 2001 by UNIFEM and UNTAET's Gender Affairs Unit. These workshops aimed to encourage women to nominate as candidates for the scheduled Constituent Assembly elections. The formation of Caucus reflected a view at that time that an organization was required to support female electoral candidates as East Timorese women were struggling to find an equal space in the formal political arena. Those involved in establishing Caucus looked at examples of similar organizations across the region, including the Indonesian Women's Political Caucus.

Caucus's overarching vision is for equality between women and men in political decision-making arenas. Given this, Caucus encourages a gender balance between women and men in decision-making positions as well as quality of women's political participation. Non-partisan support for women's political participation is a principle governing Caucus's work; thus the organization works with a wide range of political parties and affiliations.

While its main office is in Dili, Caucus periodically undertakes activities across all districts of Timor-Leste, such as leadership training, working with political parties to ensure gender equality of party structures and platforms, and encouraging women as candidates and voters in electoral processes. Caucus's primary donor is the International Republican Institute and the organization is a member of Rede Feto. It works with a range of other organizations, including UNIFEM, UNFPA, Oxfam Australia and OPE.

Programs

Encouraging Women as Electoral Candidates

Across different electoral campaigns, including the Constituent Assembly campaign in 2001 and the suco elections in 2004, Caucus has been instrumental in encouraging and supporting the nomination of female candidates. For example, in 2001 Caucus gave support to those women standing for office in the Constituent Assembly, including by conducting media and communication campaigns.

Following this, in 2003 and 2004 Caucus worked with OPE and UNIFEM to deliver leadership training across eleven districts in order to prepare women who were facing potential election as officials on suco councils.

Support for Female Parliamentary and Council Representatives

The work of Caucus includes providing support to those women who have been elected to formal political positions. In Dili Caucus arranges regular lunches for female parliamentarians and female civil society activists in order to allow relationships to be forged across party lines and to maintain communication flows with civil society. Targeted training for elected officials is also periodically provided to enable skills development.

Socialization of Gender Equality within Party Structures

Caucus attempts to forge linkages with the wide range of parties in Timor-Leste to encourage gender balance within their ranks and the adoption of gender equality principles as part of party missions. To this end, and with the 2007 parliamentary elections in mind, Caucus undertook training with individual parties across 2006 and

2007. Caucus maintains that it has received positive reactions from the majority of parties. Caucus has also facilitated leadership training for female members of political parties. Almost one-third of women who participated in this training have nominated as candidates for the 2007 parliamentary elections.

Popular Education and Communications

Since 2003 Caucus has produced a self-named newsletter about women's political participation. Caucus also facilitates competitions in schools and communities that focus on the history of women in Timor-Leste. These competitions are often run to socialize specific objectives of women's political participation, such as women's ability to stand as electoral candidates, to contribute to party politics or to freely chose which party to support. These competitions have received organizational support from UNFPA and individual support from Maria Alves Domingas Fernandes (Micato), a long-time women's rights activist; the competitions are now named the 'Micato Cup'. Media campaigns are also undertaken, for example radio and television programs to raise awareness of women's participation in the political arena and to educate female voters about the electoral process.

Advocacy

Caucus periodically lends support to advocacy campaigns in Timor-Leste. For example, prior to the formation of the country's Constitution, Caucus and other organizations—particularly Rede Feto and Unifem—worked together to advocate for the constitutional recognition and protection of women's rights.

CENTRO BAUCAU BUKA HATENE

Organizational Overview and Approach to Gender

Centro Baucau Buka Hatene, commonly referred to in English as the 'Baucau Friendship and Knowledge Centre', opened in 2004. Located in a rehabilitated building in Baucau township, Centro Baucau Buka Hatene aims to serve the entire Baucau district. The centre is envisaged as a welcoming space where community members can come together to learn new skills, meet, organize, and obtain information and assistance. In particular Centro Baucau Buka Hatene seeks to attract the participation of young people and women.

Centro Baucau Buka Hatene operates with significant support from its key partner, Friends of Baucau. The partnerships forged between Friends of Baucau and various organizations in the Baucau district, including Centro Baucau Buka Hatene, is one example of 'Friendship Relationships' between local communities in Australia and Timor-Leste. Typically, 'Friends of' groups in Australia consist of volunteer community networks co-ordinated by local governments. In the case of Friends of Baucau, resources and support are provided by the Cities of Darebin and Moreland in Melbourne.

Friends of Baucau employs the Centro Baucau Buka Hatene's staff, including the centre's co-ordinator, an English teacher, a receptionist, a groundskeeper, and the Women's Development Program co-ordinator. The co-ordinator of the centre is answerable to a management committee comprising elected volunteers from the Baucau community.

The centre provides a range of services and runs various programs. Services include access to a women's resource centre, a library and computers. Programs include an English language course, a youth program focused on drama and performance, small-business support, computer skills tuition and tourism training. Of specific

interest to this report is the substantial 'Programa Feto no Desenvolvementu' (Women's Development Program). The Women's Development Program is guided by the principle of empowering women to improve their own lives and the lives of their local communities. The program also has a commitment to being responsive to the needs of the most vulnerable, poor and isolated women in Baucau. This has necessitated substantial work in local communities across the district as well as activities in the Buka Hatene centre itself.

While Friends of Baucau is the key supporter, the Women's Development Program has also received support from a range of other international organizations. These include Australian Volunteers International (AVI), the International Labour Organization (ILO), New Zealand Aid, the British Embassy and Caritas Australia. The program has also developed relationships with a range of East Timorese organizations such as TimorAid, Baucau-based agricultural NGO LAHO, PRADET Timor-Leste, the Ministry of Education, OPE, Caucus, AMKV and the VPU, as well as with women and women's groups across the district of Baucau.

Programs

In addition to the position of a full-time co-ordinator, the Women's Development Program has also been supported since 2004 by an AVI position. Furthermore, the program receives assistance from the Melbourne-based Friends of Baucau co-ordinator and the voluntary Friends of Baucau Women's Development Working Group.

From the outset the Women's Development Program has been determined to position itself as truly community-driven, directly responsive to and guided by the articulated needs of women across the Baucau district. This approach has required the development of meaningful relationships with a broad range of women to enable contextual understanding of local needs and priorities.

With this requirement in mind, in 2004 program staff travelled across the district to meet with community groups and large organizations working in those communities. They sought to forge relationships with existing organizations and to examine what programs and services were already in existence. Areas of need were identified and the program staff worked to ensure that their newly planned programs were not duplicating the efforts of other organizations. Another strategy for gaining the confidence of local communities was the delivery of socially relevant training, such as in the area of health.

To ensure community ownership of projects, the program seeks to engage community members in monitoring and evaluation processes, encourages active communication and gives confidence to community initiative through responding to requests and criticisms. Another key to the program's success in targeting rural and remote areas has been the reduction of the travel required of community groups. However, this has posed challenges for program staff who are without a vehicle and must undertake six monitoring trips beyond Baucau township per month.

While program staff actively build relationships into communities across Baucau district, much work has been put into building relations with a range of national and international organizations based in Dili. This relationship-building has had dual goals. Firstly, it has aimed to link Baucau women into networks that are often purportedly national but remain centralised in Dili. Secondly, it has aimed to ensure Baucau is self-sufficient in terms of women-focused information dissemination as well as program and service delivery. However, this second aim is seen to only be possible by drawing upon the expertise of other organizations, as resources within any one organization remain particularly limited.

An ongoing challenge faced by the Women's Program, and echoing concerns from other non-Dili based organizations, is the concern regarding access to information and services relating to gender programs. Baucau township is relatively easily reached from Dili, and is serviced by good roads and regular public transport. However, the distance between the Centro Baucau Buka Hatene and Dili-based organizations is still acutely felt. A common concern is that Dili-based organizations rarely travel to Baucau to seek information about local programs or conditions. Instead communication between the Centro Baucau Buka Hatene and other organizations is often limited to invitations to attend events. Even these limited lines of communication can prove tenuous at times. For example during the 2006 crisis it was not safe for program staff to travel to Dili. As a consequence of this, Baucau based staff faced real challenges in accessing emergency services provided by Dili-based organizations that were also required in Baucau.

Rules of Thumb:

This list of the 'rules of thumb' is the beginning of articulating the methodology and principles of operation of the Women's Program in Baucau ...

1. Requests for support are always from the women themselves
2. We always monitor, support and review projects through community participation
3. Reporting back and informing on processes and outcomes
4. Clear communication both ways
5. Consult with pre-existing groups
6. Focus on illiteracy, remoteness and poverty
7. The approach has evolved from funding programs to employing staff who can then apply for funding to make projects sustainable
8. Trust and relationship building
9. Important to be open and flexible in the program

Friends of Baucau, *Friends of Baucau Women's Program Workshop Report*, 16 November 2005, Melbourne, p. 15.

The relationship between the Centro Baucau Buka Hatene and the Friends of Baucau has meant that the centre's sense of isolation has been somewhat allayed. Program staff exchange ideas with and receive resources from an organization with a deep interest in the localized conditions facing Baucau, rather than national issues facing Timor-Leste as a whole. This relationship has allowed a degree of independence to respond to specific community needs, rather than being solely dependent on Dili-based networks for funding, resources and information.

The Women's Development Program has several project components: literacy groups; small business livelihood support; training; family and sexual violence prevention and support service; and the women's resource centre.

Periodically program staff produce comprehensive bilingual (Tetun and English) reports about gender-related activities. In the past this has included detailed information on leadership training for young women from the Baucau district and the 16 Days Against Violence campaign activities in 2006.

Literacy Groups

This project began in 2004 and has largely focused on the Baucau subdistrict, although over the years 2005 and 2006 the Women's Development Program extended the literacy program into more remote and under-resourced communities in the Baucau district. The Women's Development Program argues that women's illiteracy is very widespread and is a problem that women in Baucau wish to address. Initially, groups

are formed that are based in local communities and women learn to spell their own names. The participants then proceed to learning the alphabet, gradually introducing writing and reading. In the course of this activity, other knowledge and skill sets are developed, including about issues such as nutrition and health. The groups are directed by a trained facilitator from the local community.

The literacy groups project has grown substantially since its inception in 2004. In 2005 there were seven groups based in different parts of Baucau subdistrict, and each group had around sixteen participants. Since the Ministry of Education has developed its capability to implement literacy programs in districts beyond Dili, the Women's Development Program has worked to co-ordinate its literacy program with the Ministry rather than continue to work alone.

The literacy groups have provided positive results in direct and indirect ways. In the past, for example, participants used a fingerprint to mark their identities, whereas now they can sign their own names. The Women's Development Program has noticed that as groups proceed in their literacy and numeracy skills and become self-directed in their learning, they often start to seek information about small business generation. In light of this, management of money by families and community groups has at times improved substantially, and through this process some of the literacy groups have evolved into small business co-operatives. Program staff also argue that the focus on improving women's literacy has substantial flow-on consequences as women can actively supervise and encourage their children's educational progress.

Small Business Livelihood Support

The Small Business Livelihood Support program extends across the district of Baucau and is focused on aiding the development of rural women's groups' income generation activities. One group makes various kinds of sweets—such as fried cassava, donuts and biscuits—and sells these products through a kiosk to the local community three times per week. Another group produces and packages salt, some of which is sold in the Centro Baucau Buka Hatene and some by Friends of Baucau in Melbourne. Production of tais is the focus of another group's activities, which is again either sold through the Centre or in Australia.

In the past the Women's Development Program also worked with a cluster of women's groups at the suco level who grew and sold peanuts. These groups have since become self-sufficient and profitable, and have expanded their activities into mulberry production to enable a consistent flow of income during the peanut off-season.

Groups receive periodic training support from the Women's Development Program, both on-site and at the centre. They also have access to small grants and other forms of material support. The Co-ordinator of the Program visits each group once a month to monitor their activities and to provide groups with assistance and encouragement. Program staff have found that one of the greatest challenges facing women's enterprise groups is jealousy and criticisms from other community members. Groups sometimes need to be given confidence by the Women's Development Program in order to continue their activities in the face of such negative reactions from their local communities.

Training

The Women's Development Program has facilitated various kinds of training including health, leadership for women, and training for selected local community facilitators. One of the program's first activities was a series of workshops in villages across Baucau about specific health issues, including general hygiene and malaria

prevention. As well as disseminating health information, the workshops were designed to aid community members' awareness of and trust in the Centro Baucau Buka Hatene.

The Women's Development Program has also partnered with OPE and Caucus to provide three-day leadership training sessions for women from the Baucau subdistrict who are youth representatives on suco councils. The objective of the training was to encourage these women to develop structures of women's leadership (for example women's organizations) within their villages and to encourage their active leadership within the suco councils.

Utilizing a kind of 'Train the Trainer' model, the Women's Development Program provides ongoing support to a number of women to enable them in turn to facilitate training within their own community. This activity is seen as complementary to the literacy program where local facilitators help ensure progress and enabled the avoidance of the difficulties of groups' travel to and from Baucau township.

Family and Sexual Violence Prevention and Support Service

The Family and Sexual Violence Prevention and Support Service project has evolved in direct response to community needs and the limitations of other agencies. For example, the police in Baucau are sometimes unable to respond adequately to cases of domestic violence and sexual violence due in part to having highly limited access to vehicles. Moreover, other national NGOs providing support services for victims of sexual abuse tend to be centred in Dili with more limited presence in the Baucau district. In this context, the Women's Development Program staff found themselves to be a first point of contact for women who experienced domestic violence or sexual assault.

In light of their growing recognition of the depth of this problem, in 2005 program staff—in conjunction with Caritas Australia and PRADET Timor-Leste—decided to hold a workshop to train local leaders to respond effectively to cases of violence against women. Following this, in 2006 the Women's Development Program worked with AMKV to hold a series of workshops in villages across Baucau district to coincide with the annual 16 Days of Activism Against Violence campaign.

In the instance of acts of sexual or domestic violence, various forms of support are extended to victims who are linked to existing local and national support services. For example, the Women's Development Program staff may contact JSMP's Victim Support Service for legal assistance, and PRADET Timor-Leste for counselling and medical support. Program staff have identified that the building of relationships with organizations such as JSMP's Victim Support Service, PRADET Timor-Leste, Caritas Australia, the Vulnerable Person' Unit, FOKUPERS, local police and local health services has been a critically important aspect of ensuring the success of this project.

The latest development in this project is a shelter—managed by the Women's Development Program—for women who have experienced domestic violence or sexual assault. The new building has been funded by Caritas Australia and is scheduled to open in 2007. The shelter responds to a lack of appropriate accommodation and an absence of a focal point for victim support services in the Baucau area. Program staff envisage that this shelter will provide accommodation, respite, protection, and access to legal, counselling and medical services.

Women's Resource Centre

The Women's Resource Centre, located at Centro Baucau Buka Hatene, provides a focal point for the Women's Development Program's advocacy, policy development, resources and information dissemination. Women from across Baucau can access

resources, use the space to meet, make requests such as for specific workshops, and come into contact with each other. The space seeks to operate as a space for networks for women across Baucau.

CONCERN WORLDWIDE

Organizational Overview and Approach to Gender

With headquarters in Ireland, Concern Worldwide is an international NGO that has been working in Timor-Leste since 1999. Reflecting its commitment to working with the poorest and most vulnerable communities, Concern Worldwide runs programs in twenty-eight locations across the globe. Broad organizational objectives include the combating of poverty and the promotion of 'livelihoods security'. Concern utilises the term 'livelihoods security' to link the means of living (livelihoods) with access to food (food security). The interaction between these factors is particularly strong in communities based on subsistence agriculture, where a cash economy does not dominate the production and exchange of food. Concern envisages a world where poor communities have long-term and continuous access to income and food.

Concern is not only interested, however, in encouraging change to communities' material conditions. It is also guided by the humanitarian principles of ensuring dignity, respect, freedom from oppression and opportunities for a fulfilling life for all individuals. Moreover, Concern does not want to be a service provider; it seeks to ensure communities themselves develop the skills and knowledge to ensure their livelihoods security. Typically Concern provides technical and material assistance, planning support, and monitoring and evaluation. However, community groups identify problems and solutions and undertake implementation themselves.

Concern's work in Timor-Leste has moved from emergency programming (1999 to 2002) to longer-term development programs (2003 to present). The focus for these programs has been two subdistricts, Turiscai in Manufahi and Luro in Lautem, as these areas were considered to be experiencing very high levels of poverty. From 2003 to 2005 Concern's regional offices were staffed by fieldworkers permanently located in Manufahi and Luro. At the end of 2005 Concern moved its regional offices from these subdistricts to the respective district centres of Same and Lospalos. Concern maintains that this allows continued long-term partnership with communities without creating a culture of dependency.

This geographically targeted approach is not necessarily typical of NGOs operating in Timor-Leste. Concern has found that the Timor-Leste context demands that in order to achieve sustainable change, NGOs must be careful to build strong foundations of trust with communities over a long period of time. For Concern this necessitates working intensively with specific communities and, due to those communities' isolation, basing regional operation in those areas. Concern also ensures that some of their staff are from those communities, thus equipping the organization with local knowledge and languages.

Concern has already mainstreamed gender analysis across program design, implementation and monitoring. Further, it encourages meaningful participation of women in community-based projects. Some challenges have been experienced in achieving these objectives and as a result Concern has trialled various strategies. These include: extensive gender training for staff; gender balance in staffing numbers; a Gender Focus Group consisting of staff from Manufahi and Lautem; the establishment in 2006 of a Gender Support Officer position based in the Dili head office; program revision; and annual gender planning with associated indicators. In

2004, with the aid of a consultant, Concern undertook organizational reflection about its work in the area of gender.

Concern counts among its successes in the area of gender the high incidence of female participation in community projects (from 2003 to 2005 women comprised 55 per cent of participants) and the accomplishments and self-sufficiency of a number of women's groups in Turiscai and Luro (see the Oan Kiak profile in this report).

Programs

All stages of Concern's program development, planning, implementation and management are guided by seven organizational approaches: Social protection, Rights-based approaches, Equality, HIV and AIDS, Partnership, Disasters Risk Reduction and Advocacy. Concern's primary programs are Livelihoods, Disaster Risk Reduction and Nutrition.

Livelihoods

Improving food security, raising access to clean water and encouraging small enterprise generation forms the basis of the Livelihoods program in Manufahi and Lautem. Concern and local NGO partners work with local community groups and suco councils to identify problems using participatory rural appraisal tools and solutions as well as to plan and divide responsibilities. Between the years 2003 and 2005 Concern worked with over twenty livelihoods partner groups in Luro, six of which primarily consisted of women. Concern assists such groups to develop a range of relevant capacities; for example, better knowledge of agricultural techniques and literacy skills. While working intensively with local communities, Concern's efforts are directed towards ensuring community self-reliance and the ability of communities to direct, monitor and evaluate their own activities.

From January 2007, Concern has initiated the 'Options for Food Security Transformation program for Lautem and Manufahi (OFFSET)' with support from the European Commission. The OFFSET program is designed to contribute to addressing rural poverty, enabling poor and vulnerable households to achieve secure and sustainable livelihoods at the end of the program period (2010). Specifically, the program has been designed to address the inadequacy and poor quality of food supplies, especially during the lean months of the year, which occur on an annual basis from November to March.

This will be addressed through the active involvement of target groups in participatory technology development, which is seen to spread from the Community Learning Sites (CLSs), farmer-to-farmer training, and technical assistance. The integration of health and nutrition interventions will address issues around poor post-harvest practices; inefficient storage; inadequate knowledge and awareness of the nutritional values of food, including traditional food; malnutrition; and poor health and hygiene practices.

The main target groups of the program are 3,000 food-insecure and vulnerable households comprising upland/lowland farmers, women (especially head of households, pregnant and lactating women) and children (especially under five years of age). To implement the program, Concern works with suco councils, community-based organizations (CBOs), local partners, and counterparts in Lautem and Manufahi.

Disaster Risk Reduction

Concern, with support from DIPECHO, initiated a Disaster Risk Reduction programme covering eight vulnerable villages in Lautem district. In collaboration

with the National Disaster Management Office and local NGO partner Matak, concern supported Suco Disaster Management Committees (SDMCs) to develop disaster risk reduction plans by adopting participatory hazard, risk and vulnerability analyses in the villages covered by the program.

Since January 2007, Concern has initiated a follow-up program, Co-ordinated Actions for Disaster Risk Reduction Empowerment (CADRE), funded by DIPECHO, to strengthen the preparedness and mitigation co-ordination mechanisms initiated at the local and national levels under the previous programs. This program commenced in January 2007 with a more focused intervention directed towards the most vulnerable members living within the Raumoco Watershed in Lautem. The program aims at benefiting a total of 8,907 watershed occupants of the Raumoco watershed. A total of 335 government officials at district, sub-district and suco levels, as well as community leaders, will also benefit in terms of improved governance skills in disaster risk reduction.

Nutrition

The recent Emergency Supplementary Feeding and Nutrition Education Program has focused on nutrition and feeding practices of infants under five years of age and pregnant and lactating women. Concern identifies malnutrition as one of the greatest problems facing communities in Timor-Leste, with particularly high costs for women and children. Similarly to other organizations in Timor-Leste, Concern is working to socialise basic principles of health care and nutrition, and to encourage breastfeeding by providing information to communities where food security is limited.

A recent nutrition survey conducted by Concern in Manufahi revealed a prevalence of malnutrition to a degree that by World Health Organization standards is severe. Concern, the Ministry of Health and UNICEF have therefore agreed to pilot a Community-based Therapeutic Centre approach to reduce the level of severe acute malnutrition in Manufahi.

FETO KIIK SERVISU HAMUTUK (FKSH)

Organizational Overview and Approach to Gender

Feto KiiK Servisu Hamutuk (FKSH or Young Women Working Together) is an NGO staffed by five women based in Dili and one male field officer in Same district. The organization was established in 2002 and was voluntarily run until it received its first funding in 2004. The inspiration for FKSH's creation arose from the experience of its founding members in an international NGO, and from a need expressed through the Second National Women's Congress of Timor-Leste for women's groups to have better financial management skills.

FKSH's activities chiefly focus on developing the organizational capacity of small enterprise groups—including women's groups—concentrating on areas beyond Dili (specifically Same and Aileu). Small enterprise groups are assisted to build proficiency in the following areas: financial management, small business administration, leadership, organizational management and particular types of skills pertinent to specific business activities, such as sewing, baking and literacy.

Beyond its mission to increase the capabilities of such groups, FKSH envisages a society that enables peace, women's equal rights, economic independence and freedom from discrimination (FKSH, Strategy Planning Results, 2007).

FKSH works from a view that Timor-Leste's independence provides a significant opportunity for the advancement of women's rights and participation in society, but

that to fulfil this opportunity will take significant and deliberate effort. For FKSH the Indonesian occupation exacerbated women's subordination to men, but a patriarchal social system in Timor-Leste existed prior to this period and has continued since Timor-Leste's independence. In these circumstances it cannot be taken for granted that national freedom also means freedom for women.

FKSH's stated approach to gender-based change is to encourage women's self-reliance, active decision-making and collective organising, and to ensure women's participation in a development process that more genuinely encompasses the geography of the entire nation.

FKSH's Objectives:

- **To increase women's skills to develop and manage viable small business;**
- **Together with the national women's organizations, to strengthen and develop the institutional capacities of local women's organizations;**
- **To increase awareness among women and men of women's rights and roles in decision making and to build leadership skills with women and youth in the community;**
- **To increase women's knowledge of community organizing and especially of how to involve other women in community groups.**

Gizela de Carvalho, *Interim Report – 6 months (January–June 2006)*, Provided to the Canadian Catholic Organization for Development and Peace, FKSH, Dili, July 2006.

FKSH has forged relations with a range of other organizations, from small community groups to government offices and international organizations. These included the Alola Foundation, Rede Feto, OPE and the YWCA. Currently FKSH's major donor is the Canadian Catholic Organization for Development and Peace, which began supporting FKSH's Same program in September 2004. Terres de Hommes, a Netherlands-based organization focusing on the needs of homeless people, has funded FKSH's Dili program in the past. For other aspects of their work, FKSH relies on small donations procured through fundraising by individuals and community groups largely based in Australia (for example Friends and Partners with East Timor, based in Brisbane), and donor support for one-off or short-term projects.

Programs

Following its inauguration in 2002, FKSH began distributing cloth and gave sewing training to selected women's groups in Same. This generated interest from other groups in the district, and initial activities undertaken in Same effectively became a pilot for future programs. Since 2002 FKSH has expanded its activities to Aileu and Dili districts, now focusing primarily on small enterprise groups in Same and Aileu (funding for the Dili program has recently ended). FKSH has found it very beneficial to have a project officer based permanently in Same and to have reference committees in Same and Aileu made up of local representatives. These committees ensure local input into FKSH activities, help to maintain transparency and accountability, and aid FKSH to monitor and make decisions about supporting new local groups.

In 2006 FKSH introduced a micro loan program, the 'Revolving Loan Fund', which aims to provide groups with whom FKSH has an existing relationship a small amount of capital to begin or improve their business activities. After extensive contact and training with FKSH, groups submit a business proposal, and if successful are granted between \$US 50 and \$US 200. They are expected to repay these loans with a nominal interest rate of one per cent per month. Participating groups know that if they do not repay their loan this will prevent FKSH lending to other groups, with whom the borrowing group will often have close relations. A successful pilot program was run in Same, with all four participating groups completely paying back their loans.

The program was then extended to nine groups in Same, who repaid their loans by December 2006. Examples of business activities funded through this program include making and marketing local handicrafts, setting up kiosks and small restaurants, selling fish and selling cakes.

Since their formation, FKSH has undertaken various other activities. For three years FKSH worked with the Alola Foundation to support tais-weaving co-operatives in eight districts. The co-operatives received ongoing training and technical assistance in designing and producing high-quality tais products, such as handbags and clothes, as well as improving the quantity of product output. FKSH has also facilitated community education, particularly in the areas of gender and HIV/AIDS, provided secondary school and university scholarships to girls and young women, and supported cultural activities through partnerships with traditional music groups.

Beyond Dili: A Glimpse into FKSH's Gender Work

FKSH staff journey monthly to Same town to monitor and evaluate their community partners' activities, and on occasion to provide training. In Same FKSH normally holds meetings with representatives of the various community groups, including one meeting with the Revolving Loan Fund committee and one general meeting. These meetings are held in an informal setting where FKSH bases itself while in Same. FKSH will also meet with groups individually, usually in the place where the group undertakes its activities. Most of the nine active community-group partners are based in Same town and undertake their activities primarily in the local market. Other groups are based in the Manufahi sub-district of Fatuberlihu.

Groups in Same undertake various activities, most commonly managing small kiosks and selling particular goods—such as petrol, candlenut, vegetables, cakes and second-hand clothes—in the market. Other group activities are tais production and selling, tailoring and sewing, a restaurant and catering service, and procuring and selling Same coffee to a Dili-based company. Membership of these groups tends to be drawn from kinship or familial relations and then extended over time to friendship networks, and all groups know each other well through being based at the market.

Most of these groups existed in some form prior to contact with FKSH, though membership and activities may have changed over time. Many of the groups have had experience with other donors, such as other NGOs, United Nations agencies and government ministry programs. These past experiences were not positive overall. Donors had loaned some groups reasonably large sums of money but by their own recounting the groups did not possess the skills to manage and track this capital, with the result that they were not able to repay. This caused the groups great stress, shame and social pressure. Other groups had experienced very little follow-up or training from donor bodies, and felt that their group had not improved through these interactions.

Groups were keen to draw a clear distinction between their past experiences and their experiences with FKSH. They appreciated FKSH's continued attention and training over a number of years, preferring a slower, step-by-step approach. Moreover, FKSH's small loans were regarded as more helpful and better suited to the groups' conditions than large loans. Personal relations between the group members and FKSH staff also appeared to be integral to the strength of these partnerships. While working from Dili, FKSH has been able to ensure this personal connection through the commitment to monthly visits and through the presence of the field officer, who visits each group at least once a week.

FKSH recently formed community partnerships in Aileu, with groups more geographically dispersed than in Same. Deolinda Mendoza is the founding member

of a five-woman co-operative, Moris Rasik (Own Life). Deolinda decided to form a co-operative with her female neighbours, and together the women successfully work her land and manage a roadside kiosk to sell the varied seasonal vegetable produce. With FKSH support Deolinda has learnt sufficient literacy and numeracy skills to accurately document the group's business activities. Deolinda holds that the women's motivation for beginning Moris Rasik was that they did not want to look to government institutions to improve their lives but rather to take control of their own lives.

In East Timor today the patriarchal mentality still prevails and women do not have equal access to decision making. If women are resourced according to the women's capacity and women's empowerment becomes a key focus for national development, then women will have a large part in shaping East Timor for the future generations.

FKSH, Organizational Brochure, 2006.

While Moris Rasik's membership may be female only, from an observer's point of view the gender dimension of FKSH's work with groups in Same is much more subtle. Groups generally have mixed membership and when groups discuss the processes and outcomes of their work, notions of gender or women's empowerment are not mentioned. For FKSH this is a deliberate and strategic approach. The women of FKSH argue that to be able to influence real change to gender relations, particularly in communities outside of Dili, an approach must be adopted that works from the true circumstances of Timorese communities and at a pace set by these communities. In FKSH's perspective, for women to be granted the space, gain the confidence and be given the support to be involved in small enterprise activities, it is integral that men, families and communities are seamlessly engaged in the process. Holistic community engagement is necessary prior to gradually building up women's involvement.

Some of the groups in Same are made up predominantly of women who have been encouraged to start their own business activities after being involved with their husbands' business activities for some time. One example is the case of the 'Comite Cooperativa Halibur Maun-Alin' (CCHM or the Co-operative Committee of the Coming Together of Brothers and Sisters) and Rahun Diak (Good Fortune) co-operatives in Same. CCHM had been operating a kiosk for some time with the support of FKSH. Women were involved in this co-operative through their husbands. After some time, these women decided to form their own co-operative to begin a restaurant and catering business. The women of Rahun Diak saw a restaurant business as a new opportunity involving work that in their eyes is particularly suited to women and had the support of their husbands. The familial and friendship nature of FKSH's community partners appears to facilitate greater involvement of women in small enterprise activities than some more formalised co-operative structure relations may.

FORUM KOMUNIKASI UNTUK PEREMPUAN TIMOR LOROSA'E (FOKUPERS)

Organizational Overview and Approach to Gender

FOKUPERS (Forum Komunikasi Untuk Perempuan Timor Lorosa'e, or East Timor Women's Communication Forum) is a high-profile East Timorese NGO, one of a small group of women's national organizations that began prior to 1999. It was established in 1997 by around fifteen women and men from various organizations to become part of the existing human rights organization Yayasan HAK (Yayasan Hukum, Hak Asasi dan Keadilan or the Foundation of Law, Human Rights and Justice). Prior to

the referendum held in 1999, FOKUPERS primarily worked with women who were victims of forms of violence related to the independence struggle, in instances where violence had been perpetrated against the women or against their husbands.

In the post-referendum environment FOKUPERS gained significant access to funding from international organizations. Consequently it separated from HAK in December 1999 to become an NGO in its own right. While FOKUPERS has maintained support for female survivors of violence in pre- and post-1999 contexts, the organization now primarily concentrates its efforts supporting those who have suffered forms of violence within the East Timorese community, particularly domestic and sexual violence.

FOKUPERS views its focus on violence against women as part of a broader struggle for women's liberation from patriarchal structures and for women's rights. While the organization considers that this struggle has been greatly enabled by national independence, there is still much work to be done. In particular, the organization wants to foster a mentality in women where they work to liberate themselves; however, FOKUPERS is of the view that this liberation cannot occur without the support of men and broader community structures. As such, for FOKUPERS there is a great need to ensure that East Timorese communities understand that the pursuit of gender equality necessitates the involvement of and changes in both women and men.

During its history FOKUPERS has had several high-profile leaders. These include Maria Domingas Alves (known commonly as 'Micato'), who was OPE's first Advisor to the Prime Minister until 2006, and Manuela Leong Pereira, who began working voluntarily with FOKUPERS' safe room during the Indonesian occupation. Rosa de Sousa is FOKUPERS' current director, replacing Manuela at the beginning of 2007.

FOKUPERS is based in Dili and undertakes work in several other districts, as outlined below.

Programs

During the Indonesian Occupation

FOKUPERS was established at a time when there was increasing civil society organizing around human rights and women's rights in Timor-Leste. This was often undertaken by a younger generation of independence supporters educated in the Indonesian system and was influenced by a range of international factors, including the reformasi period in Indonesia and greater access to international human rights discourses.

After attending a workshop about women's reproductive rights and sexual violence committed by the Indonesian military, some individuals saw a need to pay particular attention to these issues, not least as the independence movement was not paying attention to them. These activists became the founding members of FOKUPERS.

Prior to the independence vote of 1999, FOKUPERS' members (volunteers, many of whom were civil servants) concentrated primarily on giving forms of support to female victims of the independence struggle. This included victims of Indonesian military violence, female ex-prisoners and women whose husbands had been incarcerated or had lost their lives. FOKUPERS ran a secret safe house in Dili directly opposite an Indonesian military compound. They also worked to disseminate information regarding women's rights and forms of violations, including through a regular bulletin. By focusing on working with women, FOKUPERS was able to move between clandestine and open activity.

In November 1998 FOKUPERS and other women's organizations held the first East Timorese women's conference, the Conference on the Image of East Timorese Women. Topics for discussion included violations of women's rights committed by the Indonesian military and domestic violence. FOKUPERS quickly followed this conference with a large seminar in Tetun and a public demonstration about violence against women to coincide with the United Nations Day against Violence against Women, on 25 November.

The Post-referendum Environment

In September 1999 FOKUPERS' office and all its documentation were destroyed. After reorganizing following the violence and destruction of 1999, the members travelled to each of the thirteen districts, gathered testimonies from women who had suffered rights violations during the Indonesian occupation and offered counselling and other forms of support. FOKUPERS concentrated on the areas that its members regarded as having the heaviest caseloads of female victims, namely Maliana, Liquiça, Suai and Ermera.

As well as enabling its organizational independence and salaries for previous volunteers, the new nation-building environment meant important changes for FOKUPERS in terms of program priorities. A focus on Indonesian military violations of women's rights was superseded by a need to critically address the conditions within East Timorese society so as to enable the liberation of women. Whereas domestic violence within East Timorese society was rarely publicly discussed as a problem during the Indonesian occupation, FOKUPERS decided to make this one of their new priority areas. This shift in focus was influenced by a new socio-political environment, particularly the attention given by the United Nations transitional authority to women's rights and gender issues.

Current Programs

FOKUPERS has three current program areas, as follows:

To Accompany and Support Women Who Have Experienced Violence

FOKUPERS provides counselling, safe house or shelter facilities for longer-term stays, community mediation, and guidance and support throughout formal legal processes. It is part of the Gender-Based Violence Referral Network, which has been formed to co-ordinate organizations that provide support to victims (including the Vulnerable Persons Unit of the police, PRADET's Fatin Hakmatek and JSMP's Victim Support Service).

Publication Education Activities

Part of this work is targeted at groups of victims and community groups in the districts. It is focused on human rights, women's rights and gender, including discussion of gender-based violence. The other aspect of the public education program is directed more broadly at the East Timorese national community, through discussion forums, workshops, a monthly bulletin published in Tetun and a regular radio program.

Supporting the Community Organizing of Women's Groups

FOKUPERS supports groups in Ermera, Liquiça, Maliana and Suai that run safe houses, which provide shelter and assistance to women who have experienced violence. Through training, FOKUPERS has helped to facilitate a voluntary community organizer in each of the locations. FOKUPERS encourages each of the groups to carefully identify the problems they face and to find resolutions themselves. Until the groups are ready to operate on their own, a FOKUPERS staff member works with the community organizer for three weeks every month.

FOKUPERS has attempted this model across a number of locations with much success and some frustration. The extent of success is attributed to the self-sufficient spirit of the local communities and their histories of dependence on national and international organizations. Particular success has been experienced in Liquiça, Maliana and Suai, where groups of survivors of violence have organized themselves into strong, cohesive units. They may, for example, work with their community on agricultural activities and share the profits. In Suai and Maliana survivors of violence now provide assistance to other women experiencing violence, sometimes accompanying them to the police or referring them to organizations such as FOKUPERS. At other times they may instead sit with the parties involved to assist with the mediation of the conflict. These women are seen in these communities as sufficiently skilled and experienced to adjudicate local problems or to offer constructive advice to those in mediation positions, such as the xefi suco. Some of the groups have also undertaken advocacy activities, including a successful campaign to have a nurse assigned to their local community.

FORUM ONG TIMOR-LESTE (FONGTIL)

Organizational Overview, Approach to Gender and Program Activities

FONGTIL (Forum ONG Timor-Leste, or the East Timor NGO Forum) is the peak East Timorese umbrella body for NGOs. FONGTIL estimates that there are over 500 NGOs (both international and national) operating in Timor-Leste, and 342 of these are current FONGTIL members. To be a member of FONGTIL an organization must be legally registered as an NGO and must be approved as active by FONGTIL.

Changes in East Timorese civil society across the 1990s saw the emergence of a range of new organizations and these organizations identified a need for an umbrella body that could assist the development and co-ordination of their activities. Originating from a collaborative initiative between Yayasan HAK and Biahula, FONGTIL was founded in 1998.

Beginning with around fourteen member organizations, FONGTIL's role has grown quickly in the period of independence. The organization now has approximately thirty staff members and four board members. FONGTIL's current vision sees NGOs as integral to a healthy, functioning democracy, as civil society organizations able to provide a bridge between the people and governing institutions through advocacy and collaboration. FONGTIL also seeks to support service provision by NGOs, as governing institutions have not provided key services to many geographic areas and constituencies within Timor-Leste.

FONGTIL's major activities include facilitating monitoring and evaluation, training in various skill sets, and technical assistance for member NGOs. FONGTIL is concerned that as many NGO activities are concentrated in Dili, there is a need to target its activities in rural and remote communities. In order to assist this process, FONGTIL has assigned a District Liaison Officer to each of the districts.

In the advocacy arena, FONGTIL has developed four Working Groups with representatives from various NGOs. These are the National Unity Campaign group, the Child Rights Protection group, the Humanitarian Activity Effectiveness group and the Environment Safety Monitoring group. Current activities include the co-ordination of civic education campaigns focused on the 2007 elections. FONGTIL is also instrumental in surveying the status and condition of NGOs in Timor-Leste through its registration database and monitoring, evaluation and research activities.

Key FONGTIL funders include the Office of Co-ordination for Humanitarian Aid (OCHA), Oxfam Australia, CAFOD, Caritas New Zealand, Irish Aid, Concern Worldwide, KAS German, Trocaire and SEACA.

Previously, gender has not been a major focus for FONGTIL. However, the organization is committed to giving gender more attention in the next stage of its development from 2007. In particular the organization will focus on supporting gender equity within organizations, through staff gender balance and encouraging women's participation and leadership in all facets of NGO work.

For example, FONGTIL has noted that NGOs, particularly those based outside of Dili, rarely send female representatives to FONGTIL trainings, except when the training is in the areas of administration and finance. To combat this under-representation of women, FONGTIL gives preference to those organizations wishing to participate in training sessions who nominate female representatives. In this way FONGTIL sees its gender emphasis as significantly differentiated from that of Rede Feto, a network specifically made up of women's organizations. While Rede Feto concentrates on building the capacity of those NGOs with a significant focus on gender in their missions and programs, FONGTIL wishes to encourage gender equity within the organizational structures across all NGOs irrespective of focus.

GRUPO FETO FOINSA'E TIMOR LOROSA'E (GFFTL)

Organizational Overview and Approach to Gender

GFFTL (Grupo Feto Foinsa'e Timor Lorosa'e, or East Timor Young Women's Group) originated in 1998 as a student organization to support the independence movement. Initially it was part of the *Konselu Solidaridade Universitariu Timor-Leste* (the East Timor Student Solidarity Council). GFFTL's formation was inspired by other groups that engaged specific constituencies so as to ensure their participation in the independence struggle, such as OPMT (*Organizacao Popular da Mulher Timorese* or the Popular Organization of East Timorese Women) and OPJT (*Organizaçao Popular da Juventude Timorese* or the Popular Organization of East Timorese Youth). The founding members of GFFTL saw a need for an organization run by young women that could work with women in rural areas.

After the popular consultation on 30 August 1999, GFFTL members decided to continue the organization. This was particularly important because, while national independence had been achieved, GFFTL members saw that the independence of women would be a long and continuing struggle.

The vision of GFFTL is for an independent Timor-Leste, which in turn necessitates the liberty of women. The hope of GFFTL is that, if many organizations and communities work together, in fifty years' time women will be able to experience freedom in a range of ways. For example, all women will be literate, have access to quality education and will experience good health. For GFFTL, factors hindering women's liberation are exacerbated by the distance of many communities from Dili, where many services, organizational programs and information dissemination processes are concentrated. Thus there is a persistent organizational commitment to the advancement of women in rural areas.

GFFTL's model of gender change envisages women and men working together in their everyday lives in ways that support the empowerment of women and an equal balance of responsibilities. For GFFTL, it is important that local communities and families understand and are involved in the process of changes to gender roles, rather than marginalizing men by dealing only with women. GFFTL has found that many communities, and particularly male leaders, are suspicious of gender discourse. Often they understand 'gender' to necessarily mean the revolt of women against men, which in turn they see as leading to community and familial disharmony.

GFFTL encourages communities to understand how particular ideologies, for example cultural or religious ideologies, are used to perpetuate certain gender relations and discrimination against women. Change is necessary, for example, when such ideologies prevent women from experiencing the same educational opportunities as men.

GFFTL became an independent NGO in October 2001. Its main office is in Dili but staff members are often based in Baucau. This allows the staff to work more easily in the districts of Baucau, Viqueque and Lautem, where GFFTL currently focuses its activities. There are seven permanent staff members, five of whom are allocated specific locations to which they travel twice a month. GFFTL's current donors are APHEDA, the International Women's Development Agency (IWDA), the British Embassy and UNDP. Other donors have included the Carter Center, the National Democratic Institute, UNOTIL and UNIFEM. GFFTL does not yet feel it has secure funding sources, with programs being typically funded by organizations on yearly or short-term bases.

Programs

After forming in 1998, GFFTL worked with other women's organizations to hold the first conference about East Timorese women, the Conference on the Image of East Timorese Women. GFFTL's major activity prior to the popular consultation was to educate women in rural areas about the popular consultation process. This was in order to encourage women's participation in the voting process and to ensure that they clearly understood their options: self-rule or special autonomy within the Indonesian nation-state.

From 2000 GFFTL's primary activities have been literacy and numeracy programs for rural women, and social training in the areas of gender, human rights, democracy and domestic violence. GFFTL attempts to identify locations that may benefit from their programs. Staff then approach local leaders—for example the xefi suco or xefi aldeia—youth leaders and leaders of local organizations to explain their programs and gain consent. While this process is typically straightforward for the literacy and numeracy program, GFFTL have found much greater initial resistance from community leaders about undertaking their social training. Given its emphasis upon gender, GFFTL takes a long-term approach to gaining consent, explaining particularly that they do not want to create conflict but rather help communities find more beneficial ways to share their work.

Women's Literacy and Numeracy Program

GFFTL decided to make rural women's basic literacy and numeracy one of their key program areas for a number of reasons. GFFTL's analysis is that systems of colonialism and patriarchy have combined to severely limit women's educational opportunities, particularly for poor women in subsistence agriculture environments, resulting in high rates of female illiteracy. The impact of this is not only limited to the educational arena. GFFTL regards education as necessary for participation in a meaningful democracy. Literacy and numeracy is regarded as a basic precondition for women to be able to understand and utilise their democratic and human rights, as well as to have access to the sources of information that circulate within the nation.

Moreover, GFFTL sees that mothers are key factors in the educational success of their children. If a mother can imagine a different and better future for her children by understanding the educational process and its outcomes, she is more likely to encourage and support her children's educational endeavours. Mothers with basic literacy and numeracy skills are also able to accompany and monitor their children's study, improving the development of both child and mother.

The desired outcomes for participants of this program are to recognize, read and write the alphabet, recognize the numbers one to 100, count enough to sufficiently manage household affairs, and be equipped with strategies to support their children's education.

Since 2000 GFFTL has run its literacy and numeracy program in over fifty sucos in ten districts (Ermera, Dili, Aileu, Manatuto, Liquiça, Lautem, Ainaro, Bobonaro, Manufahi and Baucau). Typically, the program would run for at least six months in each location and each class would have around fifteen participants. Currently the program is concentrated in Baucau, Viqueque and Lautem districts, in five specific locations where literacy and numeracy centres have been established. Two of these centres have been operating for six months, while the other three have received GFFTL support for over eighteen months. GFFTL will work with these centres on an ongoing basis, with a GFFTL staff member working in the community for an average of six days per month. Their main tasks are to lend support and skills development to the groups and also to local facilitators. In the centres where GFFTL has run its program for 18 months, around one third of participants are already able to read materials such as Lafaek Ki'ik magazine series.

Social Training Program

GFFTL has run its social training program about gender, human rights, democracy and domestic violence with women and men across multiple locations in each of the thirteen districts of Timor-Leste. Around twenty-five people attend each training session. These workshops run for three days and GFFTL uses various facilitation techniques, including drama. When working on topics such as gender and domestic violence, GFFTL encourages husbands and wives to attend the training together so as to dispel any potential conflict in the home and to promote working together to achieve social change. For example GFFTL has found that if only women attend the trainings, men are suspicious of the programs and accuse their wives of lying to avoid responsibilities such as cooking.

Social training is a priority area for GFFTL because the organization feels that many communities located far from Dili have had insufficient access to clear information and socialization processes about these particular subject areas. This in turn has limited the realization of a democratic nation, with communities feeling estranged from the governing institutions and from socio-political processes emanating from the centre. The lack of access to information and programs based in the capital has also caused much confusion and misunderstanding about topics such as gender and democracy within communities. GFFTL finds that while there can be some initial resistance to learning about gender, particularly from men, many communities strongly desire clarification and information about these subject areas, and ask probing questions such as about the relationship between rights, laws and justice mechanisms.

JUDICIAL SYSTEM MONITORING PROGRAMME (JSMP)

About the Judicial System Monitoring Programme

The Judicial System Monitoring Programme (JSMP) is an East Timorese NGO with a high public profile. Founded in 2001, JSMP initially focused on monitoring the processes established to deal with perpetrators of war crimes and human rights abuses committed during the Indonesian military occupation. JSMP soon extended its mission to monitoring and aiding the progress of Timor-Leste's fledgling judicial system and legislative development processes. The Women's Justice Unit and the Victim Support Service—both outlined below—are units of JSMP.

Court and legislative monitoring, advocacy, research and analysis, and targeted training form the basis of JSMP's activities. JSMP's activities are underpinned by a vision of a formal legal system that supports and advances human rights, justice and equality, is independent of political interference and free from corruption, and is accessible by all East Timorese citizens.

The majority of JSMP's twenty staff members are East Timorese, and many are legally trained. While JSMP is based in Dili it undertakes some activities—particularly training and case monitoring and support—in other districts and court jurisdictions. JSMP frequently produces well-circulated research reports on a range of legal matters and these are posted on its website and are distributed locally in printed form. Aimed at both a local and foreign audience, these reports are usually available in Indonesian, Portuguese and English.

Women's Justice Unit

Organizational Overview and Approach to Gender

Across two months in 2003, JSMP researchers monitored and analysed cases involving women that were heard in the Dili district court. In the course of undertaking its research, JSMP became the first independent organization to gain access to hearings of sexual assault cases, which had up until that time usually been closed to the public. This research culminated in the 2004 report *Women in the Formal Justice Sector: Report on the Dili District Court*.

The groundbreaking *Women in the Formal Justice Sector* report found that the extent of women's access to and treatment within the court system was gravely limited. Main findings included the following:

- over half the total cases heard in that period related to women and women were consistently victims rather than perpetrators;
- nearly 80 percent of the cases involving women concerned serious sexual assault;
- despite high levels of reporting of domestic violence to police no cases were brought to court;
- those with official roles in court processes displayed little gender sensitivity; and
- the progress of monitored cases was extremely slow.

Based on these findings, in 2004 JSMP decided to form a new unit, the Women's Justice Unit. This unit was formed to look specifically at the needs and treatment of women within the formal justice system, especially related to sexual assault and domestic violence. Another aspect of the work of the Women's Justice Unit is to undertake advocacy and training to improve the justice sector's understanding and treatment of cases involving gender issues. The Unit's primary concern is to improve women's access to the formal justice system and to ensure that actors within the system, for example police, are equipped with the knowledge, skills and sensitivity necessary to ensure protection of women's rights.

Currently JSMP's Women's Justice Unit has three East Timorese staff and one foreign advisor who works mostly with the Co-ordinator of the Unit. While the Women's Justice Unit staff have legal backgrounds, they are less experienced in terms of the more specific area of women's rights and gender. Recognising this, the Unit seeks the advice of foreign colleagues and researchers about the intersections between gender and the law.

The Women's Justice Unit's donors include the Forum for Women and Development (FOKUS), the Embassy of Finland in Jakarta and AusAID. Other organizations, such as UNFPA and Oxfam Australia, support specific activities; for example, the provision of training and support for the Unit's 16 Days of Activism Against Violence activities.

Only once women-related cases are aggressively and efficiently prosecuted will the formal justice sector effectively begin to deter crime against women in Timor. The law can be a valuable tool in re-shaping cultural expectations of what behaviour is acceptable towards women; statistics regarding the incidence of domestic and sexual violence against women in Timor indicate that behaviour towards women needs to be reshaped.

JSMP, *Women in the Formal Justice Sector: Report on the Dili District Court*, 2004, p. 32.

Programs

Justice Sector Monitoring and Research

The Women's Justice Unit staff regularly monitor hearings of relevant cases in the district courts, and undertake statistical and legal analysis of such cases. They also monitor the conduct of particular actors within the justice sector, for example judges and police. Findings are assembled in multilingual reports. Reports include *An Analysis of a Sexual Assault from Dili District Court* (2004), *Access to Justice for Women Victims* (2004), *Police Treatment of Women in Timor-Leste* (2005), *Statistics on Cases of Violence Against Women in Timor-Leste* (2005), and *Analysis of Decisions in Cases involving Women and Children Victims: June 2004 – March 2005* (2005). Relevant legislation is also analysed.

Follow-up of Court Cases and Co-ordination with other Organizations

The Women's Justice Unit quickly identified that many female victims do not understand court processes and are not provided with information about the progress of their cases. To this end, the Women's Justice Unit liaises with courts and advises victims. The Unit also works with other organizations and individuals that can provide various forms of support to victims undertaking legal proceedings, such as JSMP's Victim Support Service, female lawyers and activists.

Given that sexual assault cases are closed to the public, the Unit has needed to secure general permission from the judicial hierarchy to enter court. For each individual case the Unit also needs to liaise with judges and to seek permission for attendance from victims and suspects. The Unit has found that overall the parties are happy to have an independent monitoring body present.

Training and Public Education

Another major activity of the Women's Justice Unit is the co-ordination and facilitation of various forms of training and public education. These activities aim to develop the skills and knowledge necessary to ensure a justice system that provides adequate support to and fair hearings for women victims. For example training and follow-up evaluation has been provided to police and particularly the Vulnerable Persons Unit (VPU) about how to undertake effective and sensitive investigations. Training has also been delivered across Timor-Leste's thirteen districts about women's legal and human rights. During the 2006 crisis, the Women's Justice Unit worked with Rede Feto to facilitate training about gender-based violence and legal rights to internally displaced persons (IDPs) living in camps. The Unit also works with other organizations to train future female lawyers.

The Women's Justice Unit has produced public education materials such as posters, brochures, radio and television programs that have been distributed to all districts. These materials pertain to how community members can report instances of gender-based violence to the formal justice system.

Inter-Organizational Information Exchange

The Women's Justice Unit views exchange of information between organizations working in the area of law and gender-based violence as an important part of its mandate. It endeavours to work collaboratively with a range of organizations and to seek out opportunities to share experiences.

Victim Support Service (VSS)

Organizational Overview and Approach to Gender

The Victim Support Service (VSS) was established as a unit within JSMP in 2005 and has four staff members (a co-ordinator and three lawyers). As Women's Justice Unit researchers were finishing one of their early reports, *Access to Justice for Women Victims*, they held two workshops with representatives from the justice sector, civil society and United Nations. These researchers had already determined that far greater attention needed to be given to women's needs and rights in accessing justice. The workshops were to determine the best way forward to achieve that.

The Women's Justice Unit tabled four options for consideration: to strengthen the work already being undertaken by NGOs in the area of women's access to justice; to support existing legal aid institutions so that they could give greater assistance to women's or gender issues; to establish a new legal aid service for women; and to establish a new unit within JSMP. It was this final option that was adopted and from this the VSS was formed.

The VSS's major objective is to provide quality legal support services to women and children who are victims of gender-based violence, so as to improve their access to and understanding of the justice system. As such the VSS sits somewhat outside of JSMP's usual activities of monitoring, research and training. However the decision was made to initially set up the VSS within JSMP's structures because JSMP's management and administration were seen to be the very strong and thus the VSS would be able to advance its activities quickly and effectively. A future aim is for the VSS to become an organization in its own right.

VSS and the Women's Justice Unit have ensured that they have distinct though complementary mandates. The establishment of the VSS has allowed the Women's Justice Unit to concentrate its limited resources upon monitoring, research and training activities, looking overall at the justice system and how its treatment of women can improve. In contrast, the VSS works directly with victims of gender-based violence at a grassroots level to encourage greater individual access to justice.

While in the past the VSS has primarily worked with justice sector organizations, NGOs and agencies based in Dili, it has recently attempted to strengthen its links to other districts. This is particularly because prior to the 2006 crisis the VSS had largely been dependent on referrals from the Vulnerable Persons Unit (VPU) of the national police force (85 per cent of referrals came from the VPU). However, during the crisis the VPU became dysfunctional so the VSS has attempted to broaden its referral sources. Thus the VSS has formed relations with district police, particularly in Liquiça, Aileu, Ermera and Baucau.

The VSS's major donors include the Asia Foundation, The Finnish Foundation for Human Rights (KIOS), UNFPA, the United States Embassy in Timor-Leste and the Canada Local Initiatives Fund.

The objectives of the VSS are:

1. **Provide a Victim Support Service for provision of legal support for women and children affected by Sexual Assault and Domestic Violence.**
2. **Increase public awareness of the Victim Support Service and the rights of victims affected by Sexual Assault and Domestic Violence.**
3. **Build an organizational network among providers of support for women victims.**
4. **Provide ongoing support and reference at all stages of a case hearing and trial for victims.**

Victim Support Service, JSMP website.

Programs

Working with Clients

The VSS's major activity is to work directly with clients; that is, women and children who have experienced gender-based violence. To successfully assist them with the legal process, the VSS needs to liaise with and maintain good relations with the range of actors involved in the justice system: the VPU, UN police, district police, the National Hospital, the Prosecutor's Office, the courts and their staff. Prior to the collapse of the national police force during the 2006 crisis, the VSS had established particularly beneficial relations with the VPU across Timor-Leste's court jurisdictions. Through constant contact and mentoring of the VPU, the VSS ensured a strong flow of referrals as well as development of the VPU's ability to deal effectively with cases involving victims of gender-based violence.

While the VSS offers clients assistance with the legal process, it attempts to ensure that victims of GBV receive other necessary forms of support, such as psychosocial, medical and material assistance. To this end it networks with other organizations that offer other forms of support to victims of gender-based violence, such as PRADET Timor-Leste and FOKUPERS. While the VSS provides legal and social support services to victims of GBV, the VSS staff do not represent clients in court—that is the responsibility of the prosecutor. All VSS services are free of charge.

There are various stages in the legal process to which the VSS provides support. Initially the victim will make contact with an organization, whether it be the VSS itself, the police, the hospital or another NGO. Once the VSS has received a referral, staff will meet with the victim, explain her rights and the legal process, urge her to pursue legal proceedings, and assist with other needs such as transport, medical attention and accommodation.

The VSS then supports the client with initiating legal proceedings. This requires a statement to be made to police, advice to police about how to handle the case, guaranteeing that police submit cases to the prosecutor, ensuring the prosecutor initiates a hearing, and continued liaison with the client during this process.

A hearing is then held to determine whether the case should proceed to a trial. The VSS continues to advise the client during this process. Staff provide moral support and assist with material needs such as transport, accommodation and food. Before the trial is held, the VSS works to ensure that all parties are aware of the trial, the prosecutor knows which legal instruments and evidence to utilize and encourages clear communication between the prosecutor and client. During the trial the VSS

advises, informs and encourages the client, and once a decision has been made the VSS ensures that the client fully understands the decision and its consequences.

Public Education and Training

Complementing the work undertaken with clients, the VSS works to promote public knowledge of services available to victims of GBV as well as promoting sensitivity to and understanding of GBV as a violation of human rights. To this end the VSS, sometimes in collaboration with the Women's Justice Unit, has produced various publications and materials, including posters (10,000 distributed in a six-month period in 2006), brochures, and a radio and television program that was broadcast on national and community media outlets.

Provision and facilitation of training to the police, community members and NGOs is another aspect of the VSS's work. Examples of training undertaken in 2006 include targeting newly recruited members of the police force in reference to dealing with GBV cases, and facilitating an understanding of the Criminal Procedure Code as it relates to women victims.

JURISTAS

Organizational Overview and Approach to Gender

Juristas (Jurists) is a Dili-based organization consisting of lawyers. Currently the organization, a member of Rede Feto, operates as an informal voluntary association. It has not yet completed its statute formation process or accumulated enough members to be recognised formally as an NGO. A key member of Juristas, Zelia Trindade, a prosecutor-in-training for the Dili District Court, has served for several years as one of Rede Feto's board members. In her work as a prosecutor-in-training Zelia looks particularly to assisting women in cases of sexual or domestic violence.

Despite ... advancements and the government's overall commitment to gender equality, Timor Leste's judiciary continues to contain various systemic flaws which are not favourable to women's attainment of justice. This is augmented by the absence of clear laws that protect women's rights and a patriarchal society which is the cause of an inherent insensitiveness to women's rights by legal actors. Timor Leste's judicial system is a little over 4 years old and uses Indonesian law as secondary law. Indonesian law itself does not have specific laws that protect women's rights. There is no other alternative in laws that may protect women especially in relation to ordinary crimes eg. domestic violence, sexual violence, and other forms of abuse.

Zelia Trindade, 'Major Needs and Challenges for Achieving Gender Justice in Timor Leste', *Peace Needs Women and Women Need Justice: Conference on Gender Justice in Post-Conflict Situations*, New York, 15-17 September 2004, pp. 1-2.

Juristas' mission is to educate women about their legal rights, as well as to undertake advocacy to strengthen the legal system's recognition of women's rights. The organization argues that women are still largely unaware of their legal rights, which Juristas believes are protected by some vigorous legal instruments (for example the Constitution or CEDAW).

In terms of an approach to gender, Juristas believes that formal gender equality before the law and an improved knowledge of this may help to liberate women—particularly women in rural areas with little access to education—from some patriarchal aspects of East Timorese culture. Juristas' most immediate concerns in terms of women and the law is in the sphere of gender-based violence.

At the present time, Juristas' greatest concern is to consider how to give adequate protection to women against GBV within the formal justice system. There is still no specific law in existence that deals with GBV or domestic violence, and yet GBV is a common experience for many women, reinforced on occasion by patriarchal underpinnings of East Timorese culture. One example of this proffered by Juristas is that the system of *barlake*, or the traditional gift exchange that accompanies marriage rites, may be accompanied by the idea that women are the property of their husbands. This is perceived to lead to some husbands believing that they have a right to hit their wives. Juristas holds the view that one way to reduce domestic violence is through dissemination of the idea that the formal law views women and men as equal and violence against women as criminal.

Juristas argues that in order to reduce domestic violence, Timor-Leste needs to immediately put into action a specific domestic violence law. This law must carry enough weight to ensure that justice institutions such as police and courts work to ensure the equal rights of both men and women, and to reinforce the notion that violence against women is a serious crime that will be punished. Juristas believes such a law can be an important tool to discourage violence against women and to be an available recourse for women who have suffered violence.

Programs

At the present time Juristas does not have formal programs per se. Particularly through Zelia Trindade, Juristas works to circulate legal perspectives and expertise to organizations working in the area of gender and to international audiences. For example, conference papers are given and information is distributed to the board and the member organizations of Rede Feto. This in turn contributes to program development and advocacy within Rede Feto and its member organizations.

LA'O HAMUTUK: EAST TIMORESE INSTITUTE FOR RECONSTRUCTION MONITORING AND ANALYSIS

Organizational Overview and Approach to Gender

La'o Hamutuk: East Timorese Institute for Reconstruction Monitoring and Analysis is a joint East Timorese-international NGO. La'o Hamutuk (meaning 'walk together') is primarily concerned with the East Timorese people's opportunity to participate in decision-making processes, make informed decisions about and direct the development and reconstruction process and provide alternatives to decision-makers. The beginning point of analysis for the organization is that it is largely international organizations that are shaping the reconstruction process in Timor-Leste. As such, La'o Hamutuk argues that such organizations' activities need to be monitored, critically analysed and reported to ensure accountability and transparency to the East Timorese people.

La'o Hamutuk is based in Dili, though staff members periodically travel to other districts to undertake monitoring activities and convene community workshops. The organization has around six permanent staff, with other individuals working part-time or voluntarily. Reflecting the fact that the organization is a joint East-Timorese and international NGO, La'o Hamutuk's staff are comprised of both East Timorese and foreigners. La'o Hamutuk has attempted to develop a non-hierarchical organizational structure, with the position of organizational co-ordinator rotating every year (with the possibility to be extended) to another member of staff and with all staff holding the same rights and responsibilities. The organization is a part of global networks of activists concerned with the interests of international organizations in development and justice contexts.

Attempting to utilise gender analysis across all its activities, La' o Hamutuk is aware that East Timorese people's opportunity to participate in reconstruction and development processes may be gender differentiated due to a legacy of patriarchy and militarism. Thus La' o Hamutuk is conscious to pay particular attention to women's participation in the process. In 2006 La' o Hamutuk sent one staff member to Yogyakarta to receive training on gender and development. The organization also critically reviews its internal politics and structure on a regular basis, and gender is a consideration here, with a target of at least 50 per cent of staff positions being filled by women.

Programs

Activities of La' o Hamutuk broadly fall under the categories of monitoring and analysis of the actions of international organizations in Timor-Leste, and the communication of the results of their findings. Major topics of investigation, to which staff teams are aligned, are natural resources (with an emphasis on petroleum development), multilateral institutions, bilateral assistance, rural development, and justice and security.

La' o Hamutuk's objectives:

- **To empower the people of Timor-Leste, especially women, to participate more effectively in the development process.**

(Excerpt from 'Objectives', *La' o Hamutuk Mid-Year Report January-June 2006*, p. 2.)

La' o Hamutuk works across the languages of Bahasa Indonesia, Tetun, and English, given its target audience is local as well as international.

The following summary will concentrate on those program activities where gender has been directly implicated.

Publications include regular bulletins that focus upon a particular theme, research reports, statements and press releases. La' o Hamutuk also produces a Tetun series called Surat Popular, which are short documents on particular issues designed to be used in popular or community education activities. La' o Hamutuk has a comprehensive website (www.laohamutuk.org) which includes all of its publication materials.

In 2001 one of La' o Hamutuk's regular bulletins focused on the theme of 'Women and the Reconstruction of East Timor', critically examining the extent and form of women's participation in the development of the independent nation (Volume 2, Number 5, August 2001). It covered topics including the campaign for a women's charter of rights, women and rural development, domestic violence, childbirth, and the transitional administration's Gender Affairs Unit and employment track record. La' o Hamutuk has also produced a Surat Popular on 'Women, Men and Social Constructions'. La' o Hamutuk has a weekly issue-based radio program broadcast on Radio Timor-Leste and in 2006 staff produced a program designed for International Women's Day.

La' o Hamutuk has also organised or participated in various national and international workshops, dialogues and exchanges on gender issues. In 2001 it worked with other organizations in Timor-Leste to host exchanges between Nicaraguan activists working on issues of gender, masculinity and violence and East Timorese women and men. From these exchanges, the Asosiasaun Mane Kontra Violensia (the Association of Men Against Violence) was born, with its members expressing a commitment to complement women's activism by attempting to target men's practices of violence against women.

In 2006 La'ó Hamutuk worked with other organizations, including UNIFEM, FOKUPERS and Rede Feto, on the theme of women in politics. One of the results of these discussions was to campaign for a 30 per cent quota of women parliamentarians in the legislative elections planned for 2007.

OAN KIAK

Organizational Overview and Approach to Gender

Oan Kiak is a community-based small enterprise collective based in one of the most isolated rural communities in Timor-Leste, Barikafa, an aldeia in the subdistrict of Luro in Lautem district. Oan Kiak was established in 2003 and now has twenty-four female members and five male members, the men participating in a limited range of tasks. While a literal translation of 'Oan Kiak' is 'poor or orphaned child', culturally the phrase carries the meaning of 'the poor people of Timor'. The leaders of the group, President Ajilda de Jesus Fernandes and Secretary Theresa de Jesus Fernandes, explain that they chose this name because at the outset the group 'had nothing, just the people'.

While neither an NGO nor international agency, this profile of a community-based collective has been included so as to give a sense of the kind of work that is being done at a local community level on gender-related issues, and how the work of such collectives at times intersect with national or international NGOs. The group's access to broader gender networks and discourses is at this time very limited and dependent on opportunities opened up to them by organizational partners, primarily Concern Worldwide, and other rare visitors to their community.

Oan Kiak developed initially as a loose tais-weaving network. For Oan Kiak, the act of coming together to practice weaving skills represented a significant social opportunity. Yet sales of their tais, especially to foreigners who work in or visit Timor-Leste, was also seen as a way for the women to raise much-needed revenue and gain some economic independence. Given Barikafa's isolation from the capital, however, the selling of tais has proven an extremely difficult task.

In 2003, Oan Kiak was able to adapt its practices and formalize its structures significantly due to contact with Concern Worldwide, an international NGO that was undertaking broader consultation with communities in Luro sub-district at that time. Prior to beginning intensive work in the area Concern identified Luro as one of the most isolated communities with some of the highest degrees of absolute poverty. Concern established relationships with over twenty community groups in Luro, some of which—like Oan Kiak—were already in existence and some of which formed after learning about Concern's plans. These groups received material assistance, training, planning support, and regular input and monitoring from a locally-born and based Community Development Worker as well as from Concern's Dili-based staff.

With the development of a relationship with Concern, Oan Kiak decided to start a small kiosk. Concern subsequently provided the group with cash support of US\$130, helped to reconstruct a small community building that had been destroyed in 1999, and gave assistance with some planning support. From the success of the kiosk, as discussed below, Oan Kiak has expanded into other areas of small enterprise as outlined below.

Six of the Concern-supported groups in Luro consist predominantly of women, including Oan Kiak. Concern has found that supporting women's groups is one useful model that, in combination with other approaches, can be used to create change to gendered conditions in communities where subsistence agricultural practices

dominate. Concern recognises the limitations of this model, for example leaving untouched men's roles in the gender equation and potentially creating more work for overburdened women. However, through experience Concern has also found that women's groups tend to create a space where women are better able to adopt new roles that they may not find possible otherwise.

For Oan Kiak, like many community groups, the significance attached to being a 'women's group' or 'mixed group' is much more fluid than is typically found in international organizations' perspectives. On the one hand, Oan Kiak's leaders attest to the necessity of looking particularly to women's development, explaining that with national independence came the possibility to press for greater opportunities for women. On the other hand, however, they are not strictly opposed to men's involvement or membership. In fact it is taken for granted that men will have a role to play in their group, though not at a leadership level.

The members of Oan Kiak speak about the impacts of their work upon their lives as women in a variety of ways. Most commonly the women point to the material outcomes of their work, arguing that their activities fulfil practical needs within families and the local community. Oan Kiak's activities assist in alleviating the poverty of their community, allowing the group to forward-plan as well as to loan money to individual community members at the minimal interest rate of one per cent. This loan system has already aided community members, commonly mothers, to cover the children's school costs—sums that are often very difficult for subsistence farmers to accumulate at any one time. An inflow of cash is almost an unprecedented phenomenon in a community with limited integration into a cash economy, where typically goods are paid for through bartering locally grown rice.

Changes in material conditions have led to important cultural changes as well. Reflecting upon their group's progress, the women of Oan Kiak explain with pride that while before 1999 visitors to Barikafa would have been received only by men, now it is they who are able to introduce visitors to their community. More generally, and in an unprecedented manner, women collectively control services that are now integral to the livelihood of the community, adopting leadership positions beyond their traditional gendered roles. The members have also used the opportunity of becoming a small enterprise group to become literate and numerate.

Moreover, Oan Kiak is proud that its members come from different knua. While the geographic distance between knua is not great, the tight kinship networks within knua can make such organizing across different knua quite difficult. Previously women from different knua tended to be suspicious and fearful of one another and unlikely to spend much time on one another's land. Now women have established strong relationships across these cultural boundaries through working together as part of Oan Kiak.

At the end of 2005, Concern moved its regional office from Luro to Lospalos. Oan Kiak now operates as a largely autonomous group with Concern staff visiting for monitoring purposes every few months.

Programs

From its various small enterprise activities listed below, Oan Kiak annually divides profit dividends equally amongst its members. In 2004 each member received \$14.50, in 2005 \$50 and in 2006 each member received \$66. Over these years the group has accumulated more than \$3000 total in profits.

Kiosk

While many kiosks originating from microfinance schemes have struggled in Timor-Leste, the kiosk operated by Oan Kiak has been highly successful on a range of fronts.

It provides local people with an alternative or supplementary supply of goods that is far more accessible than the weekly market some twelve kilometres away, which is reached on foot. Moreover, the work by the collective has meant that money derived from sales of goods has been able to stay within the community.

Literacy and Numeracy Development

Beyond the financial success of the kiosk, the small co-operative experience and profit generation gained through this activity have enabled the women to pursue other projects and goals. The management of the kiosk created the demand for basic numeracy and literacy development, with the women holding regular classes to advance various skill sets. Many of the members, most with no or minimal formal education, can now write their names and use basic bookkeeping methods to keep track of the income generated (rather than placing the coin received for an item next to the type of product sold which was the previous technique for recording sales). In the past, Concern supported the placement of a local teacher to regularly facilitate classes with the group. Without Concern's presence in the immediate area Oan Kiak now wishes to find other ways to improve members' literacy and numeracy development. Amongst themselves Oan Kiak group members have also practised public speaking and presentation skills in order to promote their activities to visitors.

Agricultural Production

To offset the material investment of Concern in the kiosk and a mechanical rice mill (see below), the women of Oan Kiak have been keen to display their own level of initiative by developing further activities. They have established a communal garden, produce peanut butter from peanuts grown themselves, and grow corn and rice for members' own usage.

Oan Kiak has also established a poultry-raising enterprise involving the buying, fattening and reselling of chickens. A rice mill is a further initiative that was purchased with support from Concern. Men in the community received training about how to use the mill, though the female members of Oan Kiak say that they would also like to learn more about the proper usage and maintenance of the machine. The community as a whole has access to the mill to process their dried rice and corn for a minimal cost, which is directed back into Oan Kiak's pool of earnings. Typifying the vulnerability of organization such as Oan Kiak, the rice mill has been out of use since early 2006. This was the result of a simple machine part breaking but group members have been too concerned by the security environment to travel to Dili to purchase a replacement part.

In early 2007 the Oan Kiak members had just received word that a proposal submitted to the Ministry of Development had been approved. This will result in a grant of \$330, which Oan Kiak will use to buy karau, or buffaloes, to assist with agricultural tasks.

ORGANIZAÇÃO DA MULHER TIMORENSE (OMT)

Organizational Overview and Approach to Gender

(Note: as the histories of OMT and OPMT are overlapping, please also see the OPMT profile.)

Organização da Mulher Timorese (known by its acronym OMT or in English the Timorese Women's Organization) was formed in 1998 as the women's wing of the united resistance front, Conselho Nacional da Resistência Timorese (CNRT or the National Council of Timorese Resistance). In many ways, OMT's original structure and design mirrored that of OPMT, the women's wing of Fretilin. However the

key difference was that OMT was designed to represent and provide a focus for all women supportive of the struggle for independence, rather than women associated with a particular party. As such, an inclusive and non-partisan approach underpinned the formation of OMT, and this was seen as important in terms of strengthening the unity of the independence movement as a whole. From 1998 to 2001 many women considered themselves members of both OPMT and OMT, accepting the overarching leadership of OMT.

Prior to the referendum in 1999, OMT's primary mission was to engage women in the struggle to realise national independence. Some of its activities were similar to OPMT's past activities, such as clandestine and resistance activities. OMT also campaigned and raised political awareness within communities, attempted to locate funds to support the struggle and encouraged voter registration once the referendum had been announced. OMT leadership has claimed that in 1998, only months after its formation, the organization had a 70,000-strong membership, amounting to one secretariat for each aldeia in Timor-Leste (De Fatima, 'Mobilising Women for the Sustainable Rebuilding of East Timor', referenced in Cristalis and Scott, 2005, p. 47).

With the success of the referendum in 1999 and the transition towards full national independence, OMT began to reconsider its role and mission. Given that its primary goal of national independence had been achieved, OMT members considered whether the organization should dissolve itself like CRNT had in 2001. Moreover many members left to concentrate on the reform of OPMT, whose ranks had formed the majority of OMT's membership during CRNT's leadership period. Rather than disbanding it was considered vital that OMT continue, given that the need for women to forge a place in the nation-building process remained so great.

In the years since independence, OMT's membership, structures of leadership and activity have diminished greatly. OMT's leadership now estimates that it has less than 400 members and acknowledges the need for the organization to reconsolidate. In 2006 OMT held a national conference to discuss the challenges the organization was facing and options for the future. Like OPMT, OMT has had difficulty accessing funding support, though has undertaken project partnership with international organizations such as Oxfam and UNDP and was involved in establishing Rede Feto.

Like OPMT, OMT's current programs are difficult to track, partly because OPMT and OMT groups at aldeia and suco levels have a level of autonomy over their activities. Literacy programs and small-scale economic development activities such as small business management are the mainstay of the OMT's activities.

Membership between OMT and OPMT remains fluid, with some women claiming a place in both organizations, including the current leader of OMT. However the establishment of a division between OPMT and OMT has caused some level of rivalry and ill-feeling. OMT still considers itself representative of women involved in party politics irrespective of specific political affiliations, and is proud that some of its members now sit in parliament or are senior members of the civil service.

ORGANIZAÇÃO POPULAR DA MULHER TIMORENSE (OPMT)

Organizational Overview and Approach to Gender

Organização Popular da Mulher Timorese (known by its acronym OPMT or in English as the Popular Organization of East Timorese Women) was the first East Timorese mass women's movement. It was established as the women's arm of the Fretilin political party on 28 August 1975, directly following the civil war between Fretilin and UDT. OPMT was founded by young radical women, often educated in

Portugal, including Rosa Bonaparte and Isabel Lobato, the wife of Fretilin president Nicolau Lobato. Founding members identified a need for an organization that could complement Fretilin's struggle against the effects of colonialism with a struggle against patriarchy. Bonaparte and Lobato, along with other OPMT members, were killed within the first two days of the Indonesian military invasion.

OPMT's overall mission was the liberation of women. Prior to Indonesian invasion, OPMT worked to respond to the emergency conditions that followed the civil war and to assist the politicisation of women in relation to colonialism and patriarchy. Issues such as polygamy and *barlake*, the 'bride price' associated with marriage practices, were identified as areas of social life requiring change. Programs included literacy campaigns, childcare and political socialisation of Fretilin's ideology amongst women.

After the Indonesian invasion OPMT worked closely with Fretilin and its armed wing Falintil. Some women joined male Falintil fighters and took up arms; others played critical roles in the clandestine and armed struggles through ensuring access to food and medical treatment, and creating reliable information flows. Many OPMT members suffered greatly for their involvement in the struggle, including being subjected to rape, violence and killings at the hands of Indonesian military.

Previous OPMT programs in the areas of literacy and health also managed to continue during the time of Indonesian occupation. Portuguese was and continues to be the language of choice for OPMT. While OPMT established a substantial presence across Timor-Leste during the occupation, women's access to leadership positions within Fretilin remained limited.

In 1998 East Timorese organizations and parties seeking national independence came together under an umbrella organization led by ex-Fretilin member and Falintil leader Xanana Gusmão. This organization was named Conselho Nacional da Resistência Timorese (CNRT or the National Council of Timorese Resistance). A women's arm of CNRT was formed, the Organização da Mulher Timorese (the Organization of Timorese Women or OMT), designed to be similarly non-partisan and inclusive. OPMT agreed to be subsumed within OMT. However with the dissolution of CNRT prior to the Constituent Assembly elections held in 2001, OPMT reformed as part of Fretilin. Subsequently, many former members left OMT to return to OPMT.

OPMT's current mission is similar to its original position—the emancipation of women in all aspects of life, achieved particularly through education and community organizing. OPMT recognises that patriarchal systems and gender inequality has continued after independence. However it views women's formal political representation, including the formation of the Office for the Promotion of Equality and policy initiatives of the Fretilin government, as being indicators of good progress.

Currently OPMT is in the unusual position of being an arm of the party forming government from 2002 to 2007 and being registered as an independent NGO. It seeks to integrate its program with the Government's and the current Secretary-General of OPMT is a Fretilin member of parliament. The organization's leadership has displayed little desire to become an independent, non-partisan organization, arguing that their history is tied up with Fretilin and that they have sufficient autonomy and decision-making freedom.

According to OPMT leadership, being a party-affiliated NGO has had both advantages and disadvantages. Disadvantages include donors being reluctant to fund what they regard as a partisan women's organization. Advantages include access to the government.

OPMT's structures extend from the national level to the aldeia and suco level. At national, district and subdistrict levels there are co-ordinating councils and an executive secretary. At the national level there is also a secretariat and a finance committee, while at the aldeia and suco levels there is one co-ordinator and two vice co-ordinators. Program direction tends to be decided and communicated from the national level, with national members travelling to local communities or requesting local OPMT members to travel to Dili for participation in events or training. OPMT states that it does not know how many members it currently has, though numbers can still be considered significant given that female Fretilin members are usually by default also OPMT members.

Extensive information about OPMT's current programs is difficult to access. As well as supporting Fretilin's electoral campaigning, OPMT undertakes sewing and literacy programs in local communities. The sewing program is implemented by OPMT volunteers who teach skills to vulnerable women, such as widows and orphans, as a means of encouraging income generation. OPMT has partnered with government bodies to undertake women's literacy programs in different districts of Timor-Leste.

OXFAM AUSTRALIA

Organizational Overview and Approach to Gender

Oxfam Australia, previously known as Oxfam Community Aid Abroad, is an Australian aid and development NGO. Its Timor-Leste program office is in Dili with sub-offices in Suai town and Oecusse. The majority of Oxfam Australia's forty-five staff are East Timorese.

The original predecessor to Oxfam Australia, 'Food for Peace', was established in 1953 as a network of community groups. In 1962 'Food for Peace' became 'Community Aid Abroad' (CAA), with community groups undertaking fundraising for projects overseas. CAA became actively involved in supporting a free East Timor prior to Indonesian military invasion in 1974, primarily undertaking advocacy from Australia until 1991. In that year a CAA Dili office was established. Key local partnerships were formed by the late 1990s, including with the women's organization FOKUPERS.

Gender and Diversity Objective:

- **To increase the capacity of and empower women in Timor-Leste to participate more actively in social, political and economic processes at local, district and national levels, including working to ensure that women and children in Timor-Leste live free from gender-based violence and promoting the institutionalization of gender issues in policy development, planning and budgetary processes.**

(Oxfam Australia, *Oxfam Timor-Leste Program Overview*, May 2006, p. 3.)

Oxfam Australia currently works in over thirty countries and is part of an international association of eleven organizations founded in 1995. Funding is sourced from AusAID and Oxfam Australia's own revenue. The organization collaborates closely with other Oxfam NGOs that have Timor-Leste programs, specifically Oxfam New Zealand, Oxfam Hong Kong, Oxfam Belgique, NOVIB (Oxfam Netherlands), and previously Oxfam Great Britain. All Oxfam NGOs are united by a common mission to eradicate poverty, to realise effective social justice and to achieve environmental sustainability. The Oxfam perspective is that poverty, injustice and environmental degradation are symptoms of structural causes that systemically create inequality and powerlessness within and between populations.

After working in an emergency response model across 1999 and 2000, Oxfam Australia and other Oxfam offices present in Timor-Leste came together to plan for longer-term development work. Since this time Oxfam Australia has consolidated its geographic focus, working at both the national level, for example in advocacy or policy development, and at the district level in Covalima, Liquiça, Oecusse and Manatuto. Oxfam Australia in Timor-Leste primarily works with local partner organizations rather than undertaking direct implementation.

Oxfam Australia in Timor-Leste places a high degree of emphasis on gender and seeks to mainstream gender issues across its programs, as well as to give gender a specific focus in its own right. There are five key aims that guide Oxfam Australia's work in Timor-Leste. These are: 'right to a sustainable livelihood', 'right to basic services', 'right to life and security', 'right to be heard', and 'gender and diversity'. The first four aims encompass gender considerations as a key component, while gender is the basis of the final aim.

Guiding the organization's work in the area of gender is the notion that the nation-building process in Timor-Leste has not sufficiently engaged various marginalized sectors of the population, including women, and that for women this is compounded by traditional systems of patriarchy. Thus Oxfam Australia attempts to work at various societal levels to ensure the participation and consideration of women in national development processes.

Programs

Oxfam Australia, in conjunction with local partners, carries out a wide range of program activities that incorporate gender. Current activities can be grouped under the following themes.

Encouraging Grassroots Women's Participation, Leadership and Community Organising

Oxfam Australia works to support the participation in national processes of women in local communities. It has, for instance, promoted women's participation in suco elections and councils. Oxfam Australia is also looking to support women as candidates and informed voters in the 2007 presidential and parliamentary elections. In this domain the organization works with civil society organizations (CSOs, defined by Oxfam as NGOs, community-based groups, networks and associations), government bodies (such as OPE) and selected United Nations agencies (such as UNIFEM). Key CSO partners include FOKUPERS and Caucus.

Supporting Gender Mainstreaming and Equity at a National Level

Policy, legislation and government programs and structures are key areas in which Oxfam Australia works with partners. The drafting of and advocacy for the domestic violence legislation as well as gender rights in the Constitution and CEDAW has been a major area of focus for Oxfam Australia. Partners include United Nations agencies, OPE, and CSOs such as Rede Feto. Another example in this area is the UNIFEM and Oxfam-funded, 'East Timor Peace Building and Gender Justice' project, which ran from 2002 to 2004. A key component of this project was to work with CSOs to promote women's involvement in nation-building processes. Many of the CSO partners—such as the Alola Foundation, AMKV, Caucus, FOKUPERS, Rede Feto, PSMTL, La'ó Hamutuk, the Sahe Institute for Liberation, Dai Popular, Feto Kiik Servisu Hamutuk and GFFTL—undertook community education and advocacy campaigns.

Strengthening Initiatives that Work to Eliminate Violence and Discrimination against Women

Oxfam Australia has been actively involved in supporting networks that work to prevent violence and discrimination against women in Timor-Leste. The organization

was instrumental in facilitating an exchange of activists from Nicaragua working on links between masculinity and violence that consequently saw the formation of AMKV. Oxfam Australia continues to support AMKV's activities and organizational development. Other recent activities in this area include support for the annual 16-day campaign against violence and working with local community radio stations to broadcast pertinent educational programs.

Training and Assistance to Oxfam Staff and Partnering CSOs

Oxfam Australia works with local CSOs with a gender focus to build general organizational capacity and to provide support for particular activities. Partners have access to small grants. Oxfam program staff and CSO partners also receive training about gender, particularly gender mainstreaming, gender and health, and utilising gender awareness when working with local communities.

Research to Support Program Innovation

Several research projects have been undertaken to inform Oxfam Australia's programs in the area of gender. Research reports include *A Gender Analysis of Permaculture in Timor-Leste* (2003), *Underlying Causes of Gender Inequity in Covalima, Timor Leste* (2003), and *Obstacles to the Effective Participation of Women in Adult Education Program: Focus on Socio-Cultural Factors* (2004). In recent times Oxfam has undertaken research about women's lives in post-conflict environments including Timor-Leste. This research also seeks to appraise the effects of Oxfam's work upon such a constituency.

PRADET TIMOR-LESTE

Organizational Overview and Approach to Gender

PRADET Timor-Leste (Psychosocial Recovery and Development East Timor, or *Recuperação no Desenvolvimento ba Trauma no Psisosocial iha Timor-Leste*) works to deliver services to community members experiencing mental illness and trauma, often arising from violence. The organization embraces the term 'psychosocial' as a comprehensive way to describe its approach to service delivery. PRADET recognises that its clients' needs are multifaceted and cannot be considered in isolation from their daily social circumstances. Consequently PRADET's support practices extend beyond the organization's core healthcare activities of counselling and medical services. Other forms of support offered include: resource distribution; engagement and follow-up with the client, family and local community; and actively liaising with a range of relevant organizations, including police, legal institutions and other NGOs.

Formally established as an East Timorese NGO in 2002, PRADET has its origins in an AusAID-funded program beginning in 1999 prior to Indonesian military withdrawal. The aim of this program was for Australian psychiatric health specialists to devise a strategy to attend to trauma in Timor-Leste and to build the capacity of local workers. After the horrific events of 1999, a number of East Timorese health workers—primarily nurses and midwives—were selected to undertake counselling training in Australia, with a view to becoming PRADET staff members. Some of these health workers were taking refuge in Australia after fleeing the destruction of 1999.

PRADET began to set up in Dili in May 2000. Staff undertook a consultation with approximately 300 community members from across Timor-Leste to ascertain what kind of psychosocial service East Timorese people regarded as a priority. The overwhelming response was a service to address serious mental illness. Designed to be an NGO to complement government services, PRADET operates within a Memorandum of Understanding with the Ministries of Health and Justice.

Over time PRADET has consolidated its activities into three program areas: PAMM (Programa Asistencia ba Moras Mental, or the Mental Health Assistance Program), PDAJJ (Programa Demokrasi Asistencia Justisa Juventude or the Democratic Assistance for Juvenile Justice Program), and Fatin Hakmatek (meaning 'Safe Place'). It is within the Fatin Hakmatek program that gender plays a central role. Fatin Hakmatek has been developed to respond to forms of violence that are typically, though not exclusively, perpetrated by men against women and children: domestic violence, sexual assault and child abuse (usually sexual in nature). However, the organization feels reticent to expound an overt framework of gender-based violence or even simply gender. Particularly in the context of Timor-Leste, PRADET feels that such terms and their implied approaches risk being too divisive for families and communities and too alienating for men. Instead, PRADET prefers to discuss violence as a violation of the person, bringing to attention the higher incidence of violence against females, but insisting on an inclusive, whole-of-community approach to extending support to victims.

There are many challenges in providing these services in East Timor. For example, new domestic violence legislation has been drafted and the country's penal code is awaiting parliamentary ratification. Access for women victims of violence to criminal justice processes is severely limited. Victims from outside Dili face formidable barriers to service access. For example, money is often required to meet the costs of transporting the victim to Dili, as the police often lack the resources to do so.

Fatin Hakmatek is working with each district to find ways to address this issue, as differing circumstances will require different solutions across districts.

Mira Martens da Silva, Luisa Marcal, Susan Kendall and Lesley Laing, 'Fatin Hakmatek: The Safe Room Project in East Timor', *Australian Domestic and Family Violence Clearinghouse Newsletter*, No. 23, January 2006, p. 12.

Twenty staff work across PRADET's three programs. PRADET also receives input from international mentoring staff, positions funded by UNFPA. One of these international staff members advises in clinical or technical matters and another assists with management processes and organizational development. PRADET's head office is in Taibessi, Dili, and staff travel regularly to other districts to visit clients and work with communities and other organizations. While PRADET will accept clients from across the country, in the early stages much of its outreach and promotion work was concentrated in the districts in the western area of Timor-Leste. The organization had decided to focus its limited resources on those districts it deemed had experienced the greatest concentration of trauma in the aftermath of the Indonesian occupation. As PRADET gains experience and broadens its resource base it is branching out its service delivery into other districts.

Programs

The Fatin Hakmatek program primarily engages with gender issues in relation to violence and trauma. A 'Safe Room' program (with the name consequently changed to the Tetun 'Fatin Hakmatek') was established in 2002 and has received funding support from UNFPA, the International Rescue Committee (IRC) and Caritas Australia. Initially operating from a hospital room, in 2006 PRADET formerly opened a small, purpose-designed building located in the grounds of the National Guido Valadares Hospital in Bidau, Dili. The Fatin Hakmatek building operates as a treatment facility for victims of domestic violence, sexual assault and child abuse, as well as an office for staff, and is available during daylight hours, seven days per week. Fatin Hakmatek

has one full-time co-ordinator, three program staff and a driver. The program also receives considerable assistance from PRADET's international mentors.

In conjunction with specialist medical doctors, staff provide multiple forms of support for clients. Initial medical assessment and treatment of clients is undertaken in the Fatin Hakmatek building's dedicated medical examination room. PRADET has developed a 'forensic protocol' for recording injuries and other evidence in a systematic, consistent manner. This documentation is designed to be of use in any resultant legal prosecution. PRADET staff also undertake mental health assessments of clients and provide counselling. Support is given to clients to seek any further health care, if necessary. Staff follow up regularly with clients, both within and beyond Dili, to monitor their progress and to ensure their physical and emotional safety.

Clients' practical needs are also supported. The Fatin Hakmatek has been designed as a welcoming, functional environment, with a kitchen, waiting area and washing facilities. Where necessary the program can also offer secure, comfortable emergency accommodation to clients, usually limited to one or two nights. After this time the client decides where she or he would like to stay: with family members, or perhaps in a longer-term shelter run by FOKUPERS or with nuns. Clients are given assistance to help with unexpected costs of transport, legal support and medical attention. A set of new clothes is also made available.

PRADET also works with other organizations in the Gender-Based Violence Referral Network to ensure that their clients are offered the full spectrum of support services available—such as legal support, which lies outside of PRADET's mandate.

Fatin Hakmatek staff attended to eighty-four cases in 2006, with two months of disruption to service delivery during the 2006 crisis, and from 1 January to 23 June 2007 staff have managed sixty-six referrals. Currently the majority of Fatin Hakmatek's referrals from outside of Dili derive from Liquiça district, due mainly to its proximity to Dili, and from the Suai area, as a result of a responsive police service in that location. PRADET had established a strong relationship with the Vulnerable Persons Unit (VPU) of the PNTL, to whom cases of domestic violence, sexual assault and child abuse are internally referred by other police departments. Until the crisis of 2006, which saw the dissolution of the VPU, this police unit was the key source of Fatin Hakmatek referrals. After the disruption that the crisis posed to the existing referral pathways, many referrals are now directed to PRADET through UNPOL, the United Nations police force.

The Fatin Hakmatek program activities are not limited to the activities undertaken within the Fatin Hakmatek building. Staff have travelled to each district to meet with local Ministry of Health representatives, police, district administrators and community members in order to promote the service and to reinforce the idea of 'referral pathways'. In this context, 'referral pathways' means those avenues that exist within communities themselves through which victims of violence can access information and support. For example, community members may learn that certain individuals or groups can offer direct support or point them in the right direction. While the Fatin Hakmatek is promoted as one means of support for victims, PRADET's ultimate vision is for districts beyond Dili to be self-sufficient in their ability to respond effectively to incidences of violence and trauma. The Oecusse, Baucau and Covalima districts have been particularly targeted by the Fatin Hakmatek program over the last three years. Program staff have plans to target Ainaro and Manatuto districts in their next round of promotional visits.

PRADET staff also provide targeted training services in the field of responding to violence against women and children. For example, since October 2006 Trauma

Support Workshops have been facilitated with PNTL, including all senior police officers, as a result of changed conditions after the 2006 crisis.

PROGRESSIO

Organizational Overview and Approach to Gender

Established in 1940, Progressio (formerly CIIR or the Catholic Institute of International Relations) is an international faith-based NGO with headquarters in the United Kingdom and another major office in Ireland. The organization has country programs in 11 sites across the world's 'global South'—Yemen, Somaliland, Namibia, Zimbabwe, the Dominican Republic, Honduras, El Salvador, Nicaragua, Ecuador, Peru and Timor-Leste. Progressio's largest donor is the UK's Department for International Development (DFID). Since the 1970s Progressio has found resonance between its radical Catholic underpinnings and liberation struggles across the world, and from 1976 advocated for a free Timor-Leste.

The achievement of social justice and the elimination of poverty are Progressio's primary objectives. Progressio looks particularly to working with poor and marginalized sectors of communities; however, Progressio does not simply concentrate on fomenting change to material conditions. The organization's major interest is to ensure that disadvantaged community sectors achieve a status within society whereby they can have more control over the processes and decisions that impact on their lives. Gender equity in relation to access to resources and power forms part of Progressio's vision for social, economic and political transformation.

Gender Justice:

- **A commitment to gender justice is central to our work. To overcome gender discrimination we work with boys and men as well as women to analyse the roots of gender relations and challenge gender stereotypes. We have developed a methodology of masculinity, which we plan to build on. As a faith-based organization, we will seek to promote positive images of women of faith.**

Progressio, A Strategic Framework 2005–2010, 2005, p. 11.

Within the broad framework of Progressio's vision, the three development themes that form the principal content of the organization's work are: civil society participation, HIV and AIDS, and a sustainable environment. Seeing the recognition of faith and interfaith dialogue to be important to development work, Progressio works with communities from varied faith backgrounds.

Typically Progressio's country offices, headed by a foreign representative and staffed by local employees, liaise with various local partners. Progressio combines advocacy with what the organization refers to as 'skills sharing' between Progressio staff and civil society partner organizations. In instances where a clear need is identified Progressio places experienced development workers with local civil society partner organizations. The recruitment process for these development workers is international and is intended to attract personnel with varied expertise, personal histories and cultural backgrounds. Beyond skills sharing, the role of these development workers is to encourage an interlinked, intercultural global civil society whereby lessons learned in different development contexts are exchanged.

Following Progressio's support for East Timorese independence, Progressio established an office in Timor-Leste in 2002. While Progressio has various local partners in Timor-Leste, the bulk of Progressio's gender-related work is undertaken through a partnership with Rede Feto.

Programs

Working with Rede Feto Timor-Leste

Progressio began informal involvement with women's networks in Timor-Leste in 2000. At this time Progressio member Milena Pires worked with other interested individuals and organizations to create a unified East Timorese women's network, which became Rede Feto. In 2002 Progressio formed the position of 'Capacity Building Advisor' to Rede Feto. This is a multifaceted role that includes program development, administration and financial management, the elevation of Rede Feto's profile through effective networking, fundraising, and assistance with Rede Feto research and advocacy.

While working across Rede Feto's structure of organizational members, a board of directors and a secretariat, the current Progressio Capacity Building Advisor (in the position since 2005) initially focused on the secretariat. The secretariat facilitates, co-ordinates and administrates Rede Feto's activities, and thus Progressio deemed the secretariat's development to be central to the effectiveness of the network as a whole.

The Progressio advisor has put in place administration and financial systems, defined individual job descriptions and responsibilities, developed staff management and supervision, and honed the role of the secretariat itself. With Progressio's aid in working on Rede Feto's structure, the secretariat has gradually become more of a co-ordinating rather than an implementation body. The Rede Feto secretariat is encouraging organizational members to carry out the implementation of network activities (such as advocacy campaigns and work in IDP camps), with the secretariat's co-ordinating support. The secretariat's current focus is to develop advocacy activities, to encourage gender mainstreaming in member organizations' programs, and to build the capacity of members. An overarching objective of the secretariat is to ensure the integration and efficacy of the Rede Feto network as a whole.

Beyond working with the secretariat, the Progressio Capacity Building Advisor also collaborates closely with Rede Feto Executive Director, member organizations and the board of directors. For instance, the Progressio advisor has attempted to encourage more activity and regular meetings of the board. Alongside Rede Feto's Executive Director the Progressio advisor has undertaken an institutional assessment of each of the member organizations, classing them according to level of functionality. It was found that six out of seventeen Rede Feto member organizations existed in name only. Through facilitating development of organizations' structures and missions, providing opportunities to become involved in network activities, and opening up possibilities for funding, Rede Feto and Progressio are aiding these organizations to become more active.

In line with its broad vision, Progressio has also encouraged Rede Feto to be more open to interfaith dialogue and membership. Many of Rede Feto's member organizations are overtly Catholic or have implicit Catholic underpinnings. Progressio hopes that new membership drives may broaden the network's faith base, for example to Muslim women's associations in Baucau.

Other

Progressio, under its former name CIIR, has published in both English and Indonesian an historical account of women working for social change in Timor-Leste, from Portuguese times to the present. *Independent Women: The Story of Women's Activism in East Timor* (2005) is written by Irena Cristalis and Catherine Scott, who worked with Progressio staff and partners in Timor-Leste to undertake relevant research.

PRONTU ATU SERBI (PAS)

Organizational Overview and Approach to Gender

Prontu Atu Serbi (PAS, or Ready to Serve) is a small East Timorese NGO based in Becora, Dili. It was founded in 1997 by Maria Dias, who has served as the board director for Rede Feto for several years. Underpinned by Catholic teachings, PAS works to strengthen the local Becora community's future prospects, wellbeing and self-sufficiency. PAS holds that Timor-Leste's governance bodies are currently unable to adequately support local communities, particularly in the areas of health and education, and therefore local communities must do what they can on their own terms. In this sense PAS envisages national development for Timor-Leste being driven from the local community level up, rather than from the central government down. The organization is geared to be responsive to the community's most pressing needs at particular points in time.

Across adaptations to programs and activities, the organization places a strong emphasis on empowering women, children and youth. By 2020—the target year identified in Timor-Leste's National Development Plan—PAS wants the current generation of East Timorese children to have become positive, civic-minded, educated young adults faced with good employment prospects. PAS also wishes to encourage the participation of often-marginalized sectors of the population—namely young people and women—in economic processes, community organizing and civic life.

As well as empowering women through the acquiring of skills and knowledge, PAS seeks to offer forms of support to women in their roles as mothers. PAS holds that large families place a considerable strain on and sometimes limit the opportunities of mothers. Thus, by ensuring education opportunities and health services for children, as well as encouraging children to be mindful of their familial responsibilities, the organization hopes to relieve some of the pressure on mothers. PAS also looks to create links between women in the local community and organizations such as the members of Rede Feto.

Programs

PAS undertakes various activities, and many of these can be broadly classed into the areas of community health, training and education, and community activities.

Community Health Promotion and Services

PAS has worked with the local community in Becora in the area of disease prevention, medical care and dentistry. A health and dental clinic is part of PAS's grounds in Becora; the organization has visited local schools to teach children about hygiene, and offers free dental services. PAS also provides residential facilities and treatment for people who have been diagnosed with tuberculosis.

Training and Education

PAS's training and education activities particularly target children, youth and women. At any one time PAS may have over 200 participants in these activities. Literacy and numeracy, in particular, are considered paramount to the future of the community. PAS views literacy and numeracy not only as essential to formal employment prospects, but also as central to enabling people to engage with national social and political processes as active, informed citizens.

PAS offers informal educational activities onsite as well as locating channels to formal educational activities offered by other organizations. Examples of activities involving children include education about child rights and responsibilities, and moral and religious training. PAS also encourages the community to establish better conditions in

which children can study. Youth programs include leadership training and computer courses. Training that involves women tends to focus on developing opportunities for income generation, for example training about restaurant management and sewing skills. PAS has also run large quizzes involving children, youth and young married women about citizenship, with small cash and goods prizes offered as an incentive for participation. Community members can borrow books in the lead-up to these quizzes in order to increase their knowledge.

Community Activities

PAS organises various community activities designed to foster greater community spirit, solidarity and wellbeing. As well as the education and training activities mentioned above, other examples include sporting events, cleaning up local streets, and group song and prayer sessions. The mental states of community members are important to PAS, which recognises that the local community has suffered various forms of trauma. As well as spiritual reflection, coming together to undertake hands-on activities is considered an important part of the collective healing process.

REDE FETO TIMOR-LESTE

Organizational Overview and Approach to Gender

Rede Feto Timor-Leste (the Women's Network of Timor-Leste) is an umbrella network body encompassing national and local organizations for whom women or gender is a significant focus. Rede Feto's current seventeen-organization membership is made up both of NGOs and community organizations, though Rede Feto has encouraged organizations to consolidate their structures according to legal NGO requirements. The membership is diverse, ranging from high-profile NGOs such as FOKUPERS and the Alola Foundation, to historically significant political movements such as OPMT and OMT, to religious organizations such as Sagrada Familia (Sacred Family) and ISMAIK (Institute Maun Alin iha Kristo, or the Brothers and Sisters in Christ Institute), and others.

Rede Feto was established in 2001 as a direct result of deliberations from the First National Women's Congress of Timor-Leste, held the year before. One pressing need articulated by congress participants was for a strong union that could present women's perspectives to UNTAET. Rede Feto has continued beyond the term of UNTAET, having honed its mission. It defines its mission as struggling for and defending women's interests, supporting women to work for equality and to contribute to national and global development processes, and promoting gender equality and women's rights.

The current Rede Feto members were drawn from the First National Congress of Women Timor-Leste. As well as these seventeen member organizations, Rede Feto's structure comprises a secretariat and a board. The secretariat consists of paid staff who implement the network's programs. The five-member board makes program decisions, monitors implementation and liaises with the director. Rede Feto's board has included esteemed names such as Maria Dias, Olandina Caeiro and Kirsty Sword Gusmão. The board is reviewed at general assemblies held every three years. One international advisor from the Progressio, an INGO who has an office and program in Dili, advises and works to strengthen the competence of Rede Feto's secretariat, board and members. Rede Feto's major funder is CCODP (the Canadian Catholic Organization for Development and Peace).

Programs

Two major program strategies have been adopted by Rede Feto: advocacy for gender equality and women's rights, and strengthening the organizational capacity of its members. As it has developed, Rede Feto has attempted to move away from direct implementation of programs by the secretariat, beyond building the capacity of Rede Feto members. Instead, where possible, Rede Feto attempts to facilitate its members to be active in their individual programs and also in network programs.

Advocacy for Gender Equality and Women's Rights

Rede Feto has been involved in various campaigns and other forms of advocacy, and regularly attempts to advise governing institutions and United Nations missions in Timor-Leste. For example, in the lead-up to inaugurating the current United Nations mission, Rede Feto presented a letter to the United Nations that called for gender to be considered in the development of the mission's structures and programs. During the crisis in 2006 the interim Prime Minister asked Rede Feto to nominate a shortlist of candidates so as to fill the vacated position of Advisor to the Prime Minister on matters of gender equality. Further, in April 2007 Rede Feto produced a postcard series encouraging women to be active, self-determining voters in the presidential and parliamentary elections.

Current Organizational Members of Rede Feto Timor-Leste:

1. APSC-TL (Asia Pacific Support Collective Timor Leste)
2. AMST (Asosiasaun Mulher Socialista Timorese, or the East Timorese Association of Socialist Women)
3. Alola Foundation
4. Juristas (Jurists Association)
5. Caucus Perempuan dalam Politik (Caucus Women in Politics)
6. ET WAVE (East Timor Women Against Violence)
7. FOKUPERS (Forum Komunikasi Untuk Perempuan Timor Lorosa'e, or Communication Forum for Women Timor-Leste)
8. FMF (Fundasaun Moris Foun, or the New Life Foundation)
9. FKSH (Feto Kiik Servisu Hamutuk, or Young Women Working Together)
10. GFFTL (Grupo Feto Foin Sa'e Timor Lorosa'e, or the Young Women's Group Timor-Leste)
11. ISMAIK (Institute Maun Alin iha Christ, or the Brothers and Sisters in Christ Institute)
12. OMT (Organizasaun Mulher Timor, or the Women's Organization of Timor-Leste)
13. OPMT (Organizasaun Popular Mulher Timor, or the Popular Women's Organization of Timor-Leste)
14. PAS (Prontu atu Serbi, or Ready to Serve)
15. Santa Bhakita (Saint Bhakita)
16. Sagrada Familia (Sacred Family)
17. UNFETIP (Uniaun Feto Timor ba Progresu, or the Progressive Union of Timorese Women)

Rede Feto, 'Perfil Rede Feto Timor Leste', *Newsletter Rede Feto Timor Leste – Assistensia Humanitaria ba Ema Deslokadus: Rede Feto nia Programa Foun*, Edisaun I, Junho 2006, p. 4.

Rede Feto counts as one of its greatest advocacy victories the recognition of a National Women's Day in Timor-Leste on 3 November. This date was chosen to commemorate and celebrate the involvement of women in the struggle for independence, as on that day in 1974 a woman named Maria Tarpo died fighting against one of the early Indonesian military incursions of Timor-Leste's territory.

Strengthening Members' Organizational Capacities

Rede Feto works in various ways so as to develop the organizational capacity of its members. In 2005 Rede Feto undertook an institutional assessment of each organization, and classed them into three categories: those organizations that are very active and well-developed, those that are in the process of development, and those that are largely inactive. Working particularly with organizations in the last two categories, Rede Feto has provided assistance in formulating effective structures, statutes and strategy plans. Organizations are also aided to identify and approach suitable donors, as the less active organizations commonly argue that their greatest obstacle is lack of funding. Rede Feto has also recently developed a policy and criteria for attracting new membership.

Humanitarian Assistance to Internally Displaced Persons (IDPs)

Augmenting the two main programs—advocacy for gender equality and strengthening members' organizational capacity—in 2006 Rede Feto developed a third, more temporary program designed to respond to the crisis: the 'Humanitarian Assistance to Internally Displaced Persons (IDPs)' program. While facilitated by the Rede Feto secretariat, this program is implemented by Rede Feto organizational members and has given an opportunity for lesser-developed members to gain valuable hands-on experience.

This 'Humanitarian Assistance to Internally Displaced Persons (IDPs)' program encompasses several components, each with different timelines according to the necessities of the crisis response. In June 2006 Rede Feto and its partner UNHCR implemented the 'IDPs Shelter Program'. This involved the co-ordination of 'non-food distribution', or items such as tents, tarpaulins, blankets, jerry cans and kitchen sets, in over thirty-six camps. Around 600 tents across ten camps were constructed. Rede Feto has also co-ordinated camp management in two camps, and provided security in one.

The second major component of this program, focusing on gender-based violence, ran from June to August 2006. The gender-based violence project was a collaborative effort—involving Rede Feto, UNFPA, JSMP, PRADET and OPE—and was funded by UNFPA. The project team undertook an assessment of the incidence of GBV in IDP camps and the factors contributing to GBV, gave counselling to victims, ensured victims were referred to organizations offering suitable forms of support, trained camp managers in GBV response and facilitated community education about GBV and human rights.

A third Humanitarian Assistance program component, also funded by UNFPA, was giving support to pregnant women in the IDP camps. Rede Feto and partners identified that there were many pregnant women in the IDP camps who may run into many complications without direct intervention. The first step was to identify pregnant women, especially those close to giving birth. The team then established a Maternity Waiting Camp—a special camp for women who were seven and eight months pregnant—in the National Hospital, to ensure that the women could receive immediate medical attention when needed. Hygiene packs from UNFPA and UNHCR were also distributed to pregnant women.

Another substantial aspect of Rede Feto's work in the camps, an initiative developed with Care International, FOKUPERS and OPE, are women's committees. These committees comprise female representatives from the camps, and they liaise with camp managers, police, and NGOs and agencies who have a presence in the camp. In particular the organizations who initiated this activity were afraid that once the GBV program in the camps had ended, women would remain silent about GBV and

other particular problems they faced in the camps. The committees are a continuing program and have developed successfully, with women becoming active in a range of decision-making and deliberative forums within and outside their camps.

UNITED NATIONS DEVELOPMENT PROGRAMME (UNDP)

Organizational Overview and Approach to Gender

The United Nations Development Programme (UNDP) is one of the largest United Nations agencies working in Timor-Leste. It has had a Timor-Leste Country Office since 1999, and is based at UN House in Caicoli, Dili. UNDP works with governance institutions, other agencies and CSOs, and communities. Its overarching aim is to promote and work towards global development goals in Timor-Leste, and to do so in tandem with the East Timorese government's National Development Plan.

Gender Disparities:

Women in Timor-Leste generally have a lower status than men. While the Constitution provides for gender equality, women and girls suffer significant discrimination—in the household, the workplace and the community. Girls are more likely than boys to drop out of school, and two-thirds of women aged 15–60 are illiterate, compared with about half of men. Women also suffer discrimination at work: they have lower participation than men in the formal labour force and they are paid significantly less than men for similar work (PAP, 2003).

Women are also likely to receive less food than men. One-third of women aged 15–49 are malnourished and suffer chronic energy depletion (UNICEF, 2003). Many women lack access to information and family planning services. As a result, fertility rates remain high and many women die in childbirth—up to 800 per 100,000 births. Women now have access to more information on reproductive health but their right to health continues to be hindered by cultural factors, particularly in rural areas.

*United Nations Development Programme, *The Path out of Poverty: Integrated Rural Development – Timor-Leste Human Development Report 2006*, UNDP, Dili, January 2006, pp. 15-16.*

Like many other international agencies and NGOs, in the years following the destruction of 1999 UNDP has moved from a emergency response phase to a reconstruction model. UNDP's current priority is to promote sustainable development guided by a long-term perspective and taking account of Timor-Leste's material conditions. The organization has consolidated its focus areas in Timor-Leste for the period 2003 to 2007 as follows: promoting democratic governance, poverty reduction and community development, managing energy and the environment, achieving the Millennium Development Goals, and HIV / AIDS.

UNDP's objective of gender equality is considered an appropriate end in itself as well as essential to realising effective, long-term development. UNDP's Corporate Gender Strategy outlines the agency's gender policy in Timor-Leste and the strategies it believes are necessary to achieve this. The organization utilises the strategic approaches of gender mainstreaming and women's empowerment to pursue gender equality. For UNDP, gender mainstreaming means ensuring that impacts upon women and men are considered across each focus area, that staff and partners have the necessary skills and knowledge to ensure the pursuit of gender equality, and that when giving policy advice to government bodies gender equality is always promoted.

UNDP has also developed a close partnership with UNIFEM. In practice this means that UNIFEM will often design and implement pilot projects aimed at supporting women's empowerment. If these are successful then UNDP may assist to expand the project.

Programs

Projects

Given the breadth of UNDP projects, a small selection of projects involving gender mainstreaming are discussed below. In 2006 UNDP undertook a critical internal review of these projects, seeking to establish whether in fact the projects were achieving their stated objectives in relation to gender equality.

Democratic Governance—The National Parliament: Capacity Building in the Parliament Sector

Within the focus area of Democratic Governance, UNDP supports the institutional capacity building of the National Parliament in order to ensure that it functions as mandated in the Constitution. As part of this project, female parliamentary representatives are encouraged to come together for workshops, awareness sessions and to share experiences. One objective of this activity is for women to have the confidence and skills to fulfil and define their roles within parliament, including though not limited to representing women's voices.

Despite the comparatively high proportion of women in parliament, challenges have been experienced in relation to their efficacy and power. UNDP attributes these challenges to a number of factors. These include party divisions undermining potential unity between female parliamentary representatives and men in parliament allowing little freedom for women to express opinions, make decisions and carry out responsibility. To combat these challenges, UNDP intends to further develop the space for women to come together beyond party lines and without men. It is also seeking to strengthen gender mainstreaming across the parliamentary project, rather than limiting it simply to addressing women.

Poverty Reduction and Community Development—Oecussi Ambeno Community Activation Project (OCAP)

This project aims to empower community groups in Oecussi to develop small enterprise activities, for example the raising of livestock, with a view to trading with West Timor. A number of these groups receiving microcredit loans from UNDP involve only women, and women are considered to be a key target beneficiary group. A current challenge being addressed by UNDP is to involve more women as 'Community Activation Facilitators', leadership positions that are currently dominated by men.

Democratic Governance—Programme for Enhancing Rural Women's Leadership and Participation in Nation Building in Timor-Leste (PERWL)

UNDP works with UNIFEM and other partners such as OPE to undertake this project. The project aims to assist and encourage the participation of women in building new social, political and legal systems in Timor-Leste. The PERWL program envisages these new systems as being designed so that they ensure widespread social involvement and the upholding of human rights as well as being able to respond to different gender needs. Project activities include leadership training for female electoral candidates living in rural areas and developing training modules about transformative leadership practices.

Research and sex-disaggregated data

Along with UNIFEM, governance bodies and other institutions, UNDP has recognised a need for the gathering of quantitative data sets about social, economic and political conditions in Timor-Leste that differentiate between women and men. This is deemed to be able to provide UNDP and other institutions baseline data about material conditions existing in-country and to allow for effective gender-responsive design of programs. In 2006 UNDP published its Human Development Report for Timor-Leste, which aims to measure the extent of human development against the Millennium Development Goals. This report broke down the human development indicators along sex lines, and included gender analysis about the disparities of development progress between women and men.

Intra-institutional Development

UNDP has recognised that, despite a stated institutional commitment to gender equality, in practice gender has often been a sidelined element of the agency's work due to various factors, including staff skills, resource allocation and a lack of a systematic approach. With this in mind, from 2005 to 2007 UNDP has been focusing on turning its gender policy into successful practice within the institution.

This has meant working closely with all staff to ensure that they are equipped with the capabilities and desire to pursue gender-based goals in their work, and to ensure that projects are effectively designed and implemented according to gender analysis. It has also meant developing meaningful approaches, strategies and tools for project staff to utilize in project development, as well as ensuring appropriate budgeting allocations for dedicated staff positions. UNDP is also committed to effective participation in the United Nations Consultative Group on Gender (UNCGG), through which the gender focal points of the United Nations agencies and the World Bank come together.

UNITED NATIONS POPULATION FUND (UNFPA)

Organizational Overview and Approach to Gender

The United Nations Population Fund (UNFPA) is a United Nations agency with a sizable country program in Timor-Leste. Across the world, UNFPA encourages national collection and use of population data so as to guide the formation of appropriate development policies and programs. In particular, UNFPA is concerned with development practice related to reproductive rights and health, the reduction of poverty by means of accessible reproductive choices, and gender equality. Gender-based violence is a key focus issue for the agency.

In Timor-Leste, UNFPA gives technical assistance to its primary partners, which are government ministries and offices. Secondary partners include NGOs and other United Nations and donor agencies. While UNFPA operates from UN House in Caicoli, UNFPA staff are also placed to work directly with government and NGO partners. For example, the UNFPA Gender-Based Violence Program Co-ordinator and Assistant, as well as a Training Officer, work with project staff in the Office for the Promotion of Equality, and UNFPA funds an organizational development advisor to work with PRADET Timor-Leste.

As the excerpt below demonstrates, UNFPA approaches gender from a combined health, rights and development perspective. Not only does it analyse the effects of gender inequality by considering women's experiences, it also looks at the impacts of gender equality on overall populations. Taking gender-based violence as an example, UNFPA argues that it is necessary to work towards prevention, not only to ensure the

rights of women and children, but also to guarantee the physical, psychological and fiscal health of the broader population.

Programs

UNFPA's country programme for 2003 to 2008 consists of three broad projects: Provision of Comprehensive Reproductive Health Services and Training, Availability of Disaggregated Population Data and Strengthening the National Capacity to Address Gender-Based Violence. It is in the latter project that gender analysis comes to the fore in project design and objectives, though clearly reproductive health and population data projects have the potential to significantly impact the pursuit of gender equality.

Strengthening the National Capacity to Address Gender-Based Violence

The central implementing agency partner for this project is OPE, and other partners include: the Ministries of Health, Education, Justice and Labour, and Solidarity; PRADET Timor-Leste; the Judicial System Monitoring Programme (JSMP); and FOKUPERS. As mentioned above, three UNFPA project staff (one foreign and two nationals) work with OPE staff.

The main catalyst for establishing this project was the First National Congress of Women in Timor-Leste held in 2000, which called for a national strategy to address gender-based violence, in particular domestic violence. UNFPA and the newly formed OPE came together to begin work in 2001.

This project has a number of components and objectives. The first relates to the development and adoption by parliament of legislation to ensure that domestic violence is clearly delineated as a crime and can be prosecuted. This has been a challenging and lengthy struggle for the many organizations and individuals that have advocated for domestic violence law. While the legislation has been drafted and submitted with significant UNFPA-OPE co-ordination, it is part of a broader penal code as per the Indonesian legal system, rather than being a separate piece of legislation. The passing of the domestic violence law has thus ostensibly been held up by multiple deliberations on the content of the penal code by parliamentarians. Along with continuing to lobby parliament, UNFPA has moved forward in its planning to build a strategy of implementation and socialization for when the legislation becomes law.

The second component of this project is to build the capacity of the 'national structures' or institutional systems that can address GBV. Key identified structures are OPE itself, the police, the legal sector and suco councils. UNFPA is working with and training a range of institutions to ensure that they have the knowledge, skills and commitment to deal with GBV. Much of the work in 2007 will concentrate on distributing information about the anticipated domestic violence law. In 2006 UNFPA supported the establishment of PRADET Timor-Leste's 'Fatin Hakmatek' in the grounds of the national hospital and the development of JSMP's VSS unit.

The third project component is to strengthen services to support victims of GBV. UNFPA and other organizations have come together to formalise a 'referral network' for service provision to victims. This network includes JSMP, PRADET Timor-Leste, FOKUPERS, the Ministry of Health, the national hospital, and the police. This network and its contact details are being publicized through poster and leaflet campaigns. Individual service-provision organizations are also provided with financial support. UNFPA is supporting activities in three prisons working with past GBV offenders on anger-management techniques in an attempt to prevent repeat offending upon release.

The final component of the GBV program works towards prevention of GBV through increasing public awareness of its criminal status and impacts. UNFPA's primary activity in this regard is the co-ordination of the annual 16 Days of Activism Against Violence, a global campaign. Each year UNFPA and participating organizations launch the campaign in a district capital—in 2006 it was held in Viqueque—and various events are held around the country. Widespread participation by community groups is encouraged through the provision of small grants.

Gender-based violence is perhaps the most widespread and socially tolerated of human rights violations ... It both reflects and reinforces inequities between men and women and compromises the health, dignity, security and autonomy of its victims.

The consequences of gender-based violence are devastating. Survivors often experience life-long emotional distress, mental health problems and poor reproductive health. Abused women are also at a higher risk of acquiring HIV. Women who have been physically or sexually assaulted tend to be intensive long-term users of health services. The impact of violence may also extend to future generations: Children who have witnessed abuse, or were victims themselves, often suffer lasting psychological damage.

The cost to countries is high as well: Increased health care expenditures; demands on courts, police and schools; and losses in educational achievement and productivity.

United Nations Population Fund, *State of World Population Report 2005*.

Other activities that aim to increase public awareness of GBV include the production of research, such as Kathryn Robertson's 2006 report, *Gender-Based Violence in Timor-Leste: a Case Study*. This report brought together a range of data about the incidence of GBV in Timor-Leste, analysed some of the factors behind the high rate of GBV, and outlined key organizations working to eliminate GBV and offering service provision to victims. For 2007 UNFPA also plans to advocate for the inclusion of gender equality information in educational curriculum.

Provision of Comprehensive Reproductive Health Services and Training

For its reproductive health project, UNFPA's main implementing agency partner is the Ministry of Health, chiefly the Maternal and Child Health Department. Other partners include the Ministry of Education, Youth and Culture, the Institute of Health Services, Fundasaun Timor Harii (the Build Timor Foundation), Clinic Café Timor (the Coffee Clinic), Cruz Vermelho Timor-Leste (Timor-Leste Red Cross), the Alola Foundation and Marie Stopes International Timor-Leste. Key UNFPA staff include a Family Planning Advisor and a Reproductive Health Advisor to the Ministry of Health, an HIV/AIDS Program Officer, and a Family Planning Focal Person in each of the district offices of the Ministry of Health.

The project's major objectives are various. One primary objective is to ensure wider access to information and services relating to family planning, not only by couples but also by single individuals and young people. Other objectives include developing and broadening the available maternal services and improving women's access to emergency obstetric care. Project activities for 2007 include a national reproductive health workshop, a school health program accompanied by distribution of materials and training of teachers, scholarship provision for training in obstetrics-gynaecology, and grants to key NGOs who provide maternal services. The 'Maternity Waiting Camp'—piloted during the 2006 crisis as a response to maternal health needs in IDP

camps—will be consolidated into a ‘Maternity Waiting Home’ within the national hospital grounds.

Availability of Disaggregated Population Data

Establishing credible population data through which to inform policy and programs is a central tenet of UNFPA’s mandate. For this project UNFPA works primarily with the National Statistics Directorate within the Ministry of Planning and Finance. The chief activity of the National Statistics Directorate, with UNFPA’s technical assistance, has been to produce the 2004 Timor-Leste Census of Population and Housing. Since this time the project staff have worked on processing the census data in a wide range of ways to promote input into government and institutional planning. They are also making this data available through different means: publications, presentations, websites, and specific processing on request. Additionally, the National Statistics Directorate is working towards providing annual population estimates. Another of UNFPA’s key objectives is to build up the institutional capacity of the National Statistics Directorate. UNFPA is considering how to use census data to inform gender-responsive policy and programs.

UNITED NATIONS DEVELOPMENT FUND FOR WOMEN (UNIFEM)

Organizational Overview and Approach to Gender

UNIFEM (United Nations Development Fund for Women) established a presence in Timor-Leste with an initial needs assessment in 2000, and opened a country office in 2001. While the UNIFEM Timor-Leste office has substantial autonomy in decision-making and co-ordination, it is not formally an independent country programme office, instead accountable to the East and Southeast Regional UNIFEM Office in Bangkok.

At a global level, UNIFEM approaches gender in two ways: first, to promote gender equality between women and men, and second, to advance women’s status through women’s empowerment. Within this overarching mission, UNIFEM has developed a multi-year funding framework that encompasses five goals. Within recent years the Timor-Leste country team has worked to reflect upon and consolidate program directions. In doing so they have positioned their work within two of the five worldwide goals of UNIFEM: to promote gender equality in democratic governance and to end violence against women. UNIFEM is also keen to ensure its country program strategy is in line with national priorities and complementary to the Timor-Leste National Development Plan as well as the Millennium Development Goals (MDGs).

UNIFEM staff in Timor-Leste collaborate closely with a range of organizational partners in order to implement programs. In doing so, UNIFEM places strong emphasis on developing the capacity of those implementing partners through technical assistance, funding provision, training and mentoring. UNIFEM also maintains a commitment to strengthening those organizations in Timor-Leste with key roles to play in the pursuit of gender equality and women’s empowerment. Key government partners in Timor-Leste include OPE as the national women’s machinery, and the Ministry of State Administration, in particular the National Institute of Public Administration (INAP) and the National Directorate for Territorial Administration (DNAT), as bodies with training and overseeing of district administration mandates.

Civil society partners include Rede Feto, Caucus Feto iha Politika, FOKUPERS, Asosiasaun Mane Kontra Violensia, Feto Kiik Servisu Hamutuk, the Alola Foundation,

JSMP and PRADET Timor-Leste. UNIFEM also coordinates its activities with other United Nations and international development agencies, including the Asia Foundation and Oxfam.

Programs

While maintaining certain consistencies, UNIFEM's programs in Timor-Leste have grown and changed substantially since the beginning of operations in 2001. Below is a brief summary of current programs.

Integrated Program of Women in Politics and Decision Making

Given its focus on gender equality in democratic governance, UNIFEM in Timor-Leste has worked in different ways to increase women's political participation and participation in decision-making. For example, UNIFEM supported women candidates in the 2001 Constituent Assembly elections, and again in the 2004–05 suco elections, through the PERWL program (see below).

The Integrated Program of Women in Politics and Decision Making, beginning in 2007, continues this effort to develop women's active participation, leadership and decision-making potential in formal political arenas. Prior to the 2007 presidential and legislative elections, UNIFEM co-operated with other organizations, particularly FOKUPERS, Rede Feto and Caucus, to campaign for women's participation in the electoral process as both informed voters and candidates. Activities included training for potential female candidates and working with women's wings and female membership of various political parties to try to increase their internal party standing. Moreover, women from different political affiliations were brought together in an attempt to cross-strategize about how best to represent women's agendas and promote gender equality. This resulted a cross party Women's Political Platform being adopted by twelve of the fourteen parties contesting the elections. UNIFEM has also developed a media strategy, working with journalists to elevate pre-election media coverage of party activities and promises pertaining to women and gender.

UNIFEM will also continue to support and develop the capacity of those women elected as parliamentary members in the June 2007 legislative elections. Key areas of focus for skills development will include how to analyse and formulate budgets that are gender-responsive, and training in 'transformative leadership' whereby elected officials should engage fully with their constituencies in a manner that is accountable and gender-responsive. In addition UNIFEM, in conjunction with partners, will establish mechanisms through which women elected to national and local governance structures share experiences and learn from each other, as well as having regular contact with women's civil society organizations.

PERWL (Programme for Enhancing Rural Women's Leadership and Participation in Nation-Building in Timor-Leste)

The PERWL program began operations in 2004 prior to the suco elections and winds up in 2007. It is designed to increase women's participation in and knowledge of political and nation-building processes at local rural-community levels. While executed by UNIFEM, the programme is supported by the European Commission and UNDP and involves close collaboration with OPE as PERWL's main government partner. PERWL has further collaborated with INAP, DNAT, the Timor Institute of Development Studies (TIDS), Caucus, FOKUPERS and Oxfam in the implementation of program activities.

Completed activities include pre-electoral training of 1,265 women candidates in thirteen districts. Training focused on the concepts and principles of 'transformative leadership, politics and communities' in order to prepare women for official duties

and, if unelected, as active citizens within their local communities. The training sessions were facilitated by a pool of trainers representing government and NGOs, who were trained by resource persons from the Centre for Asia-Pacific Women in Politics (CAPWIP) based in the Philippines.

Objectives of PERWL:

- **To promote transformative leadership, politics and communities through the active and reciprocal participation of women as members of constituencies and potential leaders in the political processes and governance at the local and community levels;**
- **To enhance the understanding, contribution of and benefits for rural communities, in particular women, on gender mainstreaming the nation-building process as a method to further promote the process of transformative leadership and citizenship; and**
- **To contribute to government planning, programming, policy development and budget allocation that is based on and responds to the socio-economic situation, needs and rights of rural women.**

UNDP, 'Project Fact Sheet: Rural Women's Leadership (PERWL)', April 2006.

After the results of the suco elections were finalised, it transpired that twenty-two women were elected as xefi aldeia, seven women as xefi suco and two as elder representatives to the suco council across Timor-Leste. Each suco council also has three compulsory seats for women, including one young woman. After the release of these results, the PERWL team conducted debriefing with women who stood as candidates in the suco elections, to hear about their experiences and to identify what lessons these women may wish to impart to elected leaders and other women considering political participation.

Another success of the program has been the completion and dissemination—in collaboration with INAP—of a set of training modules about 'Strengthening the Role of Women in the Suco Council'. The OPE and INAP trainers were trained on the use of the training modules. PERWL has worked closely with the Local Development Program (LDP) in the implementation a pilot decentralization program in two districts: Bobonaro and Lautem. This program looks at different models of governance decentralization, such as sub-district and district assemblies, and PERWL has been interested in what these alternative models may mean for women's leadership and political participation in rural areas.

With OPE, PERWL has conducted dialogue between national women leaders and women representatives in the suco councils in thirteen districts, an opportunity for women in the districts to interact and raise their concerns with national women leaders representing government ministries, NGOs and women parliamentarians. The dialogue led the participants to agree on the strategies to improve linkages and support systems between national and local women leaders.

To consolidate the continued advocacy of the principles of transformative leaders, PERWL, in partnership with Forum Tau Matan (FTM) has designed and developed rights-based and gender-responsive civic education materials on the Constitution of the Democratic Republic of Timor-Leste. These materials were disseminated through a workshop in at least one district in the four regions (Aileu, Baucau, Manatuto and Bobonaro) after pilot testing in Oecusse and Lautem. Simultaneously, PERWL is in the process of completing research on the situation of the rural women in Timor-

Leste—focused on feminisation of poverty—which is due to be completed early July 2007. This study, being carried out in collaboration with TIDS, aims to contribute to government planning, programming, policy development and budget allocation based on and responsive to the socio-economic situation, needs and rights of rural women.

In 2007, the PERWL programme will be evaluated to assess its accomplishments and impact.

CEDAW SEAP (The Convention on the Elimination of All Forms of Discrimination against Women South East Asia Programme)

UNIFEM is implementing a four-year program to strengthen CEDAW in Southeast Asia (2005–2008), funded by CIDA (Canadian International Development Agency). This programme is designed to facilitate the realization of women’s human rights in the Southeast Asia region through the more effective implementation of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in seven countries: Cambodia, Indonesia, Lao People’s Democratic Republic, Philippines, Thailand, Timor-Leste, and Vietnam.

CEDAW SEAP is working toward achieving three inter-linked outcomes as follows:

- Outcome 1: Increased awareness of women’s human rights and deeper understanding of CEDAW by state organs and organized civil society groups including women’s NGOs.
- Outcome 2: Strengthened capacity of governments and organized civil society at both national and regional levels to promote women’s human rights under CEDAW.
- Outcome 3: Stronger political will and commitment to CEDAW implementation by popularizing CEDAW and helping to develop women’s knowledge and capacity to claim their rights.

In December 2002, CEDAW was ratified by the Parliament of Timor-Leste, thus reaffirming the commitment already assumed in Article 17 of the RDTL Constitution—Equality between Women and Men: ‘Women and men shall have the same rights and duties in all areas of family life and political, economic, social and cultural life’. By establishing a legal instrument with which all national legislation must comply, the ratification of the Convention represents an important step towards women’s rights in Timor-Leste. Ratification of CEDAW also means that states are required to take certain actions to ensure the promotion of gender equality and the elimination of discrimination against women, such as policy and law review and design of appropriate programs, and must regularly report on their progress.

As it is in countries across the world, UNIFEM in Timor-Leste is helping to co-ordinate the socialization and reporting processes of CEDAW. Governments of countries that have ratified the CEDAW Convention are obliged to submit periodic progress reports to the CEDAW Committee. NGOs can also submit their own reports to the committee (referred to as ‘shadow reports’) to enable its preparations and strengthen its capacity to draw accountability from governments. NGOs can ensure that they are representing the voices of women who may not be visible or responded to by the bureaucrats who write state reports. In particular, they can critically engage with the reporting, implementation and monitoring process

CEDAW SEAP began in Timor-Leste in 2005 with socialization processes across the country, including workshops with community members. These workshops also provided an important data-gathering exercise relevant to the reporting process

about how community members view the state of gender equality and the conditions of discrimination in Timor-Leste. UNIFEM provides technical assistance both to the official and the shadow reporting processes. With the aid of a consultant, UNIFEM CEDAW SEAP staff have since conferred widely with governance, civil society and community organizations to evaluate the extent of gender inequality and discrimination in Timor-Leste and to reflect upon government actions undertaken to reduce these phenomena. A government report has been drafted and submitted to the Council of Ministers for review. Once approved, the shadowing reporting process will begin. UNIFEM has already begun to train and inform women's organizations, and Rede Feto will become the co-ordinating body for the shadow reporting process. It is expected that both reports will be submitted to the CEDAW Committee in 2007 or 2008.

Women, Peacebuilding, Sexual and Gender-Based Violence Program

Partially building on a former Peacebuilding and Gender Justice Program, this new project on 'Supporting Community-led Initiatives to Promote Women's Engagement in Peace Building and Prevention of Sexual and Gender-Based Violence' focuses on developing the capacity of local governance and community structures, such as district and sub-district administrators, suco councils, court actors, police, local women's organizations and survivors of violence to respond effectively to and prevent the occurrence of sexual and gender-based violence (SGBV). The program will focus on piloting community-based initiatives in two western border districts of Bobonaro and Covalima, where there is reported prevalence of SGBV. It is understood that this prevalence of violence is exacerbated by the districts' geographical isolation, close proximity with Indonesia and substantial economic disadvantage and hardship.

A baseline study on SGBV is underway, particularly focusing on the availability of support services for SGBV survivors at the community level in these districts as well as gathering information on community attitudes on SGBV. As part of the SGBV campaign, this project has already conducted three debates: one between presidential candidates, one between political party leaders and another between women's candidates for the parliamentary election. These three debates focused on violence against women.

To implement this project, UNIFEM will work with various stakeholders and partners with whom UNIFEM has built a relationship in its ongoing work in Timor-Leste. These range from government offices such as the Ministry of Interior (particularly the National Police), the Ministry of Labour and Community Reinsertion, civil society organizations such as the Peace and Democracy Foundation (PDF), and the referral pathway of support to victims of SGBV such as PRADET, JSMP, FOKUPERS and the Vulnerable Persons Unit (VPU) of the national police force.

In conjunction with INAP, UNIFEM has also developed domestic violence modules to be used to train suco officials about their mandated responsibilities to work towards community-based prevention strategies and the elimination of gender-based violence.

WORLD BANK

Organizational Overview and Approach to Gender

The World Bank is a Bretton Woods financial institution that works with governments in order to promote economic development, reduce poverty and develop democratic governance. The World Bank has a large Timor-Leste country program. It works closely with the government, United Nations agencies, the Asian Development Bank (a

World Bank subsidiary) and other large donors to support and monitor development programs and the government's budgetary processes.

As outlined in its Country Assistance Strategy for 2006 to 2008, the World Bank's work in Timor-Leste is guided by a tripartite framework of objectives: delivering sustainable services, creating productive employment and strengthening governance. Gender and youth are considered 'cross-cutting issues' to be mainstreamed across all World Bank projects. The World Bank identifies women and youth as two particular social demographics that need specific consideration due to the socio-economic pressures these groups face. Moreover the World Bank holds that economic development and reduction of poverty is achieved more quickly if women and men participate equally in the development process.

Primarily the World Bank looks to ensure a gender balance in participation in its projects, seeks to co-ordinate with UN agencies and other donor bodies on gender matters and provides some small grants to women's organizations and gender initiatives. The World Bank is a member of the United Nations Consultative Group on Gender.

Timor-Leste is determined to overcome the numerous social and demographic obstacles to the promotion of equality and gender balance ... Women are prominently represented in Government and Parliament. The Minister of State Administration, the Minister of Planning and Finance, the Minister of Education and Culture, the Minister of Public Works, and the Vice-Ministers of Planning and Finance, Education and Culture, and Foreign Affairs and Co-operation are all women. Twenty-six per cent of parliamentarians are women, a significantly higher share than in many OECD countries. Reflecting a concerted effort by the Government to involve women, several ran in recent local elections, and a number of them were elected. Nevertheless, strong cultural biases are an obstacle to women assuming leadership roles and participating in decision-making at community and family levels.

World Bank Timor-Leste Country Management Unit, *World Bank Country Assistance Strategy for Timor-Leste FY 06–08: Creating the Conditions for Sustainable Growth and Poverty Reduction*, World Bank, Dili, 2005, p. 19 (with updates by the World Bank in Timor-Leste, 21 June 2007).

The World Bank in Timor-Leste does not have staff positions solely dedicated to gender. The External Affairs representative is the Gender Focal Point. This person is expected to allot 20 per cent of his or her time to gender, particularly to ensuring the adequate inclusion of gender dimensions in World Bank projects. The Gender Focal Point communicates the gender-related issues to World Bank regional and headquarters staff.

Programs

Country Assistance Strategy (CAS) and the Consolidation Support Program (CSP)

The Country Assistance Strategy (CAS) evaluates the development conditions of countries in which the World Bank is situated and determines the priority areas for World Bank support. The CAS is designed together with government and other partners, who then implement the strategy.

The Consolidation Support Program (CSP), replacing the Transition Support Program (TSP), is a World Bank-led initiative to support the development and administration of effective national government budgets and to assist government structures to become

self-sufficient and effective. As well as CSP donor partners providing grant funds to the government, they also advise on policy design and priorities. In addition the CSP assists the Government with monitoring of economic and social performance. A CSP Mission has evaluated the overall performance and progress on gender mainstreaming in particular government agencies considered key to the realizing of gender equality in public administration: the Police, the Ministry for Justice, the Ministry for Health, the Ministry for Education, and OPE.

Gender is mainstreamed across the CAS and CSP, and the World Bank has identified particular focus areas: increasing girls' rate of school enrolment, improving access to justice for women (especially with regard to gender-based violence), and ensuring better access for women to health services. All projects must have a gender component—with associated actions—that answers to the priorities of the CAS and CSP.

The Trust Fund for East Timor (TFET)

The Trust Fund for East Timor is a financial trust fund for government ministries' development and reconstruction projects. It is co-ordinated by the World Bank alongside other major donors such as the aid and development agencies of Portugal, the European Commission, Japan, Australia, the United Kingdom, Finland, the United States, Ireland, New Zealand and Italy. World Bank dialogue with the Government and main sector agencies is normally based on CAS indicators for gender mainstreaming.

One example of successful gender mainstreaming held up by the World Bank is the Market Management Committee aspect of the Small Enterprise Project. Goods markets are physically rehabilitated across the country, and local management committees are established to ensure the sustainability of that market. There has been strong involvement of women in these committees.

Provision of Small Grants

The World Bank has financially supported gender activities through its small grants program (although there is not separate budget provision for gender per se). For example, in 2006 the World Bank worked with the Norwegian Dutch Trust Fund for Gender Mainstreaming (GENFUND) and the Timor-Leste Media Development Centre (TLMDC) to provide a sixteen-week training program to female community radio journalists.

3

Organizational Contact Information

Below is a directory of contact information for the organizations profiled in this report. Contact information can change regularly. With this in mind we have mainly included office contact details rather than the details of individual staff. Organizations can also request to update their contact information at www.timor-leste.org, and are also advised to keep the Office for the Promotion of Equality informed of any changes.

Organisation	Contact Information
Alola Foundation	Post: PO Box 3, Dili, Timor-Leste (via Darwin, Australia) Tel: (670) 3323855 Email: info@alolafoundation.org Website: http://www.alolafoundation.org Address: near Mercado Lama, Dili
Asia Foundation	Tel: (670) 331 3457 Fax: (670) 332 4245 Email: general@tafet.org Website: www.asiafoundation.org Address: Rua Jacinto Candido, Audian, Dili
Asosiasaun Mane Kontra Violensia (AMKV)	Tel: (670) 726 4240; (670) 732 8368 Email: kontraviolensia2002@yahoo.com Address: Rua Gov. Celestino da Silva, Farol, Dili (Next to Luta Hamutuk)
Caritas Australia	Post: PO Box 186, Dili, Timor Leste <i>Contact Information for Gender Focal Point Fernando Pires</i> Tel: (670) 724 7103 Email: fernandop@caritas.minihub.org
Catholic Relief Services (CRS)	Post: PO Box 45, Dili, Timor Leste Tel: (670) 332 4641 Fax: (670) 332 4640 Email: crsrep@tl.seapro.crs.org Address: Rua Dom Aleixo Corte Real, Fomento, Dili

Caucus Feto iha Politika	Tel: (670) 728 3786 (Director Terezinha Maria Noronha Cardoso) Email: caucuset@yahoo.com Address: Rua Avenue Cidade de Beza, Vila Verde, Dili
Centro Baucau Buka Hatene	Tel: (670) 725 4072 (Co-ordinator Women and Development Program) Email: rodriguesbenvinda@yahoo.com.au Website: www.friendsofbaucau.org Address: Estrada Watu-lete, Tirilolo, Baucau
Concern Worldwide	Post: PO Box 211, Posta Restante, Correlos de Dili Tel: (670) 331 2035 Fax: (670) 331 2039 Email: clare.danby@concern.net (Country Director) Website: www.concern.net.ie Address: Rua Governador Lacerda de Maia, Vila Verde, Dili
Feto Kiik Servisu Hamutuk (FKSH)	Tel: (670) 724 1583 (Executive Director Gizela de Carvalho) Email: fksh_timor@yahoo.com.au Address: 6 Rua Combatantes, Vila Verde, Dili
Forum Komunikasi Untuk Perempuan Timor Lorosa'e (FOKUPERS)	Tel: (670) 332 1534 Email: fokupers2003@yahoo.com Address: Rua Gov. Celestino da Silva 27, Farol, Dili
ForumONG Timor-Leste (FONGTIL)	Tel: (670) 733 0120 Email: info@fongtil.info Address: Estrada de Caicoli, Caicoli, Dili
Grupo Feto Foinsa'e Timor Lorosa'e (GFFTL)	Tel: (670) 726 1671 (Executive Director Rosa Xavier) Email: rosa_xavier@hotmail.com; naro_xavier2000@yahoo.com Address: Knua Buka Hatene Centre, Estrada Comoro, Dili
Judicial System Monitoring Programme (JSMP) (Women's Justice Unit and Victim Support Services)	Post: PO Box 275, Dili, Timor-Leste (via Darwin) Email: info@jsmp.minihub.org Website: http://www.jsmp.minihub.org/ Address: Rua Setubal, Kolmera, Dili Tel: (670) 723 3723 (Co-ordinator Women's Justice Unit Maria Agnes Bere); (670) 729 7696 (Victim Support Services)

Juristas	Tel: (670) 725 2586 (Zelia Trindade)
La'ó Hamutuk	Post: PO Box 340, Dili, Timor-Leste Tel: (670) 332 5013 Email: info@laohamutuk.org Website: www.laohamutuk.org Address: 1 / 1a Rua Mozambique, Farol, Dili
Oan Kiak	<i>Contact through Concern Worldwide</i> Location: Barikafa, Luro, Lautem district
Organização da Mulher Timorese (OMT)	Tel: (670) 724 4739 (Florentina Smith)
Organização Popular da Mulher Timorese (OPMT)	Tel: (670) 731 4141 (Secretary General Lourdes Maria Alves Araujo)
Oxfam Australia	Post: PO Box 152, Dili Tel: (670) 331 2605 Fax: (670) 332 1792 Website: www.oxfam.org.au Address: Estrada de Balide, Matadouro, Dili
PRADET Timor-Leste	Tel: (670) 332 1562 (PRADET office); (670) 725 4597 (Fatin Hakmatek); (670) 726 2744 (International Mentor Susan Kendall) Email: pradet_timorlorosae@yahoo.com Address: Rua Mercado, Taibessi, Dili
Progressio	<i>Contact Information for Edna S. Tesoro, Progressio Capacity Building Advisor to Rede Feto:</i> Post Rede Feto: PO Box 339, Dili Tel: (670) 331 7405 (Rede Feto); (670) 728 3795 (Edna Tesoro) Email: progressiotl@googlemail.com; redefeto@yahoo.com; ednatesoro@yahoo.com Address Rede Feto: Mouzinho de Albuquerque, Colmera, Dili
Prontu Atu Serbi (PAS)	Tel: (670) 723 3035 (Director Maria Dias) Address: Klinika PAS, Becora
Rede Feto Timor-Leste	Post: PO Box 339, Dili Tel: (670) 331 7405 Email: redefeto@yahoo.com Address: Mouzinho de Albuquerque, Colmera, Dili

<p>United Nations Development Fund for Women (UNIFEM)</p>	<p>Tel: (670) 331 2481 Fax: (670) 331 2408 Email: milena.pires@unifem.org (Program Co-ordinator Milena Pires); dianne.unifem@undp.org (Project Co-ordinator, PERWL, Dianne D. Arboleda); repelita.tambunan@unifem.org (National Co-ordinator of CEDAW SEAP, Repelita Tambunan) Address: UN Agency House, Estrada Caicoli, Caicoli, Dili</p>
<p>United Nations Development Programme (UNDP)</p>	<p>Tel: (670 390) 331 3535 Fax: (670 390) 331 3534 Website: www.tl.undp.org Address: UN Agency House, Estrada Caicoli, Caicoli, Dili</p>
<p>United Nations Population Fund (UNFPA)</p>	<p>Tel: (670) 333 9807 (GBV Project) Email: irodrigues@unfpa.org (GBV Project Assistant Idelta Rodrigues) Address: UN Agency House, Estrada Caicoli, Caicoli, Dili</p>
<p>World Bank</p>	<p>Tel: (670) 332 4649 Fax: (670) 332 1178 Website: www.worldbank.org/tl Address: Rua Dos Direitos Humanos, Dili</p>

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Resources about Gender in Timor-Leste

This bibliography is primarily comprised of English-language references pertaining to gender in Timor-Leste. In the future we hope it can be extended to include more resources in Tetun, Portuguese, Indonesian and other languages.

About the Globalism Institute's 'Timor-Leste Research' Website

The Globalism Institute has developed a bilingual website about research pertaining to Timor-Leste, at www.timor-leste.org. As well as presenting the Globalism Institute's own research activities, the website is designed to be an important resource for organisations, communities and individuals interested in Timor-Leste.

Organized around the Globalism Institute's research themes in Timor-Leste—Gender, Justice and Security, Nation Building and Community—the website brings together available resources in a range of languages. The 'Gender' pages, found at www.timor-leste.org/gender, are designed to allow the organizational profiles and contact details found in this report, as well as lists of relevant resources, to be regularly updated and widely accessible.

Many of the documents listed below that are publicly available have been loaded onto the Globalism Institute's 'Global-Local' database, which can be freely accessed from the www.timor-leste.org website. We invite organisations and individuals interested in the field of gender in Timor-Leste to become members of this database so as to enable uploading of other documentation for public use.

Other Globalism Institute Resources Pertaining to Gender in Timor-Leste

Grenfell, Damian, Anna Trembath and Chris Scanlon, eds, *Challenges and Possibilities: International Organisations and Women in Timor-Leste / Desafiu no Oportunidade: Organizasaun Internasionál no Feto iha Timor-Leste*, Globalism Institute, RMIT University, October 2005 (bilingual conference report: web-based, hard-copy and two CD versions).

Trembath, Anna and Damian Grenfell, 'Oan Kiak: Women and Independence in Timor-Leste', *Arena Magazine*, issue 83, June–July 2006, pp. 10–12.

Trembath, Anna, 'Gender and Security in Timor-Leste', Presentation to *Globalism Institute Seminar Series 2006*, RMIT University, Melbourne, 24 May 2006.

Trembath, Anna, 'Gender Dynamics in Timor-Leste's Security Crisis', Presentation to the *Second Oceanic Conference on International Studies*, Melbourne University, Melbourne, 7 July 2006.

Trembath, Anna, 'Review of *Independent Women: the Story of Women's Activism in East Timor*', *International Journal of Feminist Politics*, forthcoming 2008.

Organizational Documents

This list of organizational resources includes those used directly in compiling this report as well as others of general interest.

Alola Foundation

Alola Foundation and Oxfam, *Traditional Crafts of Timor-Leste: a Marketing Overview*, Alola Foundation and Oxfam, Dili, 2003.

Alola Foundation Update, regular organisational update.

Caron, Cathleen, *Trafficking in East Timor: A Look into the Newest Nation's Sex Industry 2004*, Alola Foundation, Dili, 2004.

Chalmers, Jim and Linda Chalmers, *Final Consultancy Report on Assessment of the Australian Market for the Timor-Leste Handicraft Industry*, Oxfam GB and Alola Foundation, Adelaide, 20 February 2004.

'Commemoration of 16 Days of Activism Campaign Against Violence 25 November – 10 December 2006: Joint Statement by Widows of 2006 Crisis', Alola Foundation, Dili, 25 November 2006.

'Concept Paper: Commemoration of 16 Days Campaign Against Violence 2006 with Widows of Crisis', Alola Foundation, Dili, November 2006.

'Feto Forte Nasaun Forte: Fó-kbit ba Feto iha Timor-Leste', Fundasaun Alola, 2007.

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Mother and Baby Packs Updates, Alola Foundation, Dili, June and September 2005.

'National Breastfeeding Association of East Timor (*Klibur Susubeen Inan Nian ba Kosok Oan*)', Alola Foundation program overview, Dili, 2003.

Organisational brochure, Alola Foundation, Dili, 2006.

Program overview and strategies, Alola Foundation, Dili 2006.

Report to Friends of Alola, regular newsletter, Alola Foundation.

Sword Gusmão, Kirsty, Address to UNIFEM International Women's Day Adelaide, breakfast event, Adelaide, 8 March 2006.

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Appendix 1

Results of Challenges and Possibilities: International Organisations and Women in Timor-Leste, International Forum, RMIT University, Melbourne, 9–11 September 2005

In 2005 the Globalism Institute's key activity in the area of gender in Timor-Leste was to organize an international forum held in Melbourne, Australia, titled 'Challenges and Possibilities: International Organisations and Women in Timor-Leste'. This bilingual, participative event aimed to think through strategies and develop draft principles to guide international organizations in their work with women in Timor-Leste, and especially to raise the profile of the subject in Australia. Twenty East Timorese representatives of government institutions, NGOs and community groups attended.

From the forum the Globalism Institute researchers compiled a detailed report (a 96-page hardcopy, two CD versions and web-based versions) to capture the important resources and ideas shared at this forum, and have extensively distributed this report free of charge to organizations in Timor-Leste. Web-based and PDF versions of this report can be found at www.timor-leste.org/events.

A two-day follow-up workshop was to be held in Timor-Leste in November 2006 but plans were delayed with the advent of the crisis and violence in 2006, and in turn the Presidential and Parliamentary elections of 2007. This follow-up workshop was to disseminate the results of the Melbourne forum, review the draft principles and devise an action plan for implementation.

Below is the draft set of principles collectively developed by forum participants to guide international organizations in their work with women in Timor-Leste:

Principle 1:

Value relationships and take time to develop mutual trust and respect.

Principle 2:

Commit to long term partnerships.

Principle 3:

Work together towards long term outcomes which are:

- economically, environmentally and culturally sustainable,
- mutually agreed, and
- achievable.

Principle 4:

Women in Timor-Leste shall define their own needs and goals and it is the responsibility of international organizations to respond to these.

Principle 5:

Identify and build on skills and capacity already present.

Principle 6:

Ensure mutual, open, honest and inclusive communication in East Timor and in Australia at family, community and government levels.

Principle 7:

Focus on education, as well as maximising and developing the skills that enable women to achieve their full potential.

Principle 8:

Enable women to be active in decision making, especially in those decisions that impact on their day-to-day lives.

Principle 9:

Respect and celebrate the diversity of Timorese culture and leadership that supports the participation of women. Articulate and build on deeply valued practices and experiences from the past.

Principle 10:

Understand and improve Timor's political and social realities:

- acknowledge the National Development Plan within this process
- acknowledge civil society
- acknowledge collective and personal histories
- acknowledge existing state, church, and traditional structures.

Principle 11:

Commit to a just distribution of services and resources across Timor-Leste through:

- fostering new projects in districts (there are many opportunities for new initiatives in the rural districts, especially Oecusse and Covalima)
- ensuring that resources and services reach the poorest poor and the most vulnerable
- providing resources to ensure that women from the districts can participate in and be represented at decision-making forums and capacity-building programs.

Principle 12:

Work collectively with the Timorese Government at all levels.

Principle 13:

Engage men in transforming the status of women.

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Appendix 2

Summary of 'Relationship Building between the Office for the Promotion of Equality, NGOs and Agencies in Timor-Leste', Workshop, Dili, 24 January 2007

On 24 January 2007, Globalism Institute researchers facilitated a half-day workshop, 'Relationship Building between the Office for the Promotion of Equality, NGOs and Agencies in Timor-Leste', held at the East Timor Development Agency (ETDA) facilities. Organizations that had participated in the research were invited to attend. Around 20 individuals participated, representing a range of organizations working in the area of gender: the Alola Foundation, AMKV, the Asia Foundation, Caucus Feto iha Politika, Concern Worldwide, CRS, Feto Kiik Servisu Hamutuk, GFFTL, JSMP Women's Justice Unit and Victim Support Services, Oxfam Australia, UNFPA, UNIFEM and PRADET Timor-Leste.

Across two sessions, participants formed small groups and came up with responses to a series of questions. These group responses were then presented back to all participants for comments. The first session asked participants to map the contours of existing relations OPE had with NGOs and agencies. The second session focused on ideas about developing these relationships into the future. At the beginning of the day each participant was also asked to complete a short written survey combining both close-ended and short-response questions.

The objective of this workshop was to create an open environment in which NGOs and agencies could come together and discuss their thoughts about their relationships with OPE. Participants were advised that the results of the group discussions, the survey and the comments given in individual interviews throughout the course of the research would be fed into a short advisory report. This report, written by the Globalism Institute, will offer suggestions to OPE about how to further develop relationships with NGOs and agencies. This advisory report is an internal OPE document but it is hoped that it will be used to inspire OPE initiatives.

Participants' responses to the workshop questions suggested a strong degree of commitment to ensuring NGO and agency engagement with OPE, and to OPE itself as the national women's machinery. Existing relationships with OPE take a range of forms, including: informal collaborations between particular staff members in different organizations; working together as broader networks; programmatic partnerships and lending of technical assistance; and collaborating to organise events or campaigns. Participants suggested different ways to improve existing relationships, including devising improved communication mechanisms.

In the group discussion sessions, the questions considered by participants were as follows:

Session 1: The Current State of Relations between OPE, and NGOs and Agencies

1. What do you know about the work of OPE, and how do you know this?

2. How has your organization worked with OPE? (either formally or informally)
 - a. How did you come to work with OPE? For example:
 - i. Which organization initiated contact?
 - ii. Why do NGOs/agencies and OPE approach each other to undertake work together?
 - b. In what ways do your organizations work together? For example:
 - i. In the co-ordination of events?
 - ii. In ongoing programmatic partnerships?
 - iii. As part of broader networks?
 - c. When you need to communicate with OPE:
 - i. How do you do this?
 - ii. Whom do you contact? Why?

Session 2: Building Effective Collaboration between OPE and NGOs and Agencies: Where to From Here?

1. Is it important that OPE builds collaborative relationships with NGOs and agencies? Why / why not?
2. Looking at the existing mechanisms and strategies that you have identified, what are some key strengths and weaknesses? How could these mechanisms and strategies be improved?
3. What are some other mechanisms or strategies that could facilitate better engagement?
4. What could OPE do to assist NGOs / agencies in the pursuit of gender equality?
5. What are the responsibilities of NGOs and agencies towards OPE?



Sorting coffee at NCBA-CCT processing plant, Dili, 2004.