



# **GENDER EQUALITY STRATEGY 2022-2025**

## Forward by Resident Representative

I am pleased to introduce the second Gender Equality Strategy of UNDP Timor-Leste (2022-2025). The Strategy emphasizes the importance of gender mainstreaming across all UNDP CO programmes and operations in a holistic way. The Strategy helps demystify the concept of gender mainstreaming and provides some practical recommendations for enabling actions which can be incorporated at project, portfolio and whole-of-office levels. The strategy proposes to take deliberate attention and actions to the specific groups of women, men and youth who tend to be left behind due to complex socio-economic conditions and cultural/traditional biases. By bringing specific measures - gender mainstreaming tools and actions illustrated in this Strategy, UNDP Timor-Leste will be able to enhance its inclusivity and enrich its institutional culture. In this regard, the Strategy also reinforces the commitment UNDP has made in the Country Programme Document that our programmes continue to focus on the development of and support to young women and men not in employment, education, or training, the multidimensionally poor, and survivors of gender-based violence.

The Strategy not only incorporated the global guideline recently launched (UNDP Gender Strategy, 2022-2025) but also brought forward actionable and innovative suggestions based on consultations with the programme and operation colleagues. I would like to express my sincere appreciation to all the colleagues who kindly participated in the consultations and shared your thoughts and feedback. I genuinely believe that UNDP is leading the way in striving toward gender equality with integrity and bringing great value to the individual lives and the beloved country we serve.

Munkhtuya Altangerel



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Resident Representative UNDP Timor-Leste

# GENDER EQUALITY STRATEGY

**What is it?** The Gender Equality Strategy aims to improve gender equality across the board in the country office of Timor-Leste. Programmatically, it means that all programmes/projects consider how they impact men and women (to be considered separately) and how they could advance gender equality through the programmes/projects. Institutionally, the management of the projects, programmes, and senior levels ensure that opportunities are given equally to men and women colleagues and partners, and that the measures for gender equality and women empowerment are in place and functioning.

**Gender Equality:** Women and men, boys and girls are able to enjoy equal status, and have equal entitlements and opportunities for fully realizing all human rights, making choices, and accessing assets, services, and public goods, without limitations imposed by legislation, policies, gender norms and stereotypes. Gender equality and non-discrimination are fundamental universal human rights principles. (UN Women, Guidance Note on Gender Mainstreaming in Development Programming, 2015)

**Who implements it?** Everyone! It is not only for gender officers' work. All of us, the municipality coordinators, M&E officers, project/programme officers, managers and team leaders, communication officers and operations team become more mindful of gender inequality in our office environment and the programme/project areas. We, both men and women, strive to address those issues together.

**When and where do we use it?** Every day, across the institution, in both programmes/projects and operations. It's true that some may use it more frequently. The programme and project staff endeavor to integrate gender equality and women empowerment into our programme/project design and budget planning, implementation, partnership, monitoring and reporting, lessons learned, and evaluation. The Human Resource team also plays a crucial role in narrowing the gender gap in the personnel composition.

**Why do we care about it?** Gender equality calls for the era to realize an equal and just society where no one is left behind. Development can only fully take place by bringing the great potential and talents of the entire population to the fore. Gender equality benefits both men and women by unburdening the overburden inherited through the stereotyping of men and women. Hence, UNDP strives to be a role model in championing gender equality and women empowerment in our programmes and operations. The participation of all UNDP personnel in this cause will be the source of remarkable social change and achieving the SDGs!

**How do we practice it?** There are various ways to do it, and we can all be creative! Please see some of suggestions as follows.

## Portfolio programming through gender lens

- Gender is cross-cutting and applicable to all aspects of policies and development.
- Based on gender analysis: Identify gender gaps, select priority gender issues, priority beneficiary groups, and change agents, and allocate adequate resources.

**Gender Analysis:** A useful tool to understand the gender gap and other dimensions around gender. You can expand it to other vulnerable groups to improve social inclusion in programming. Of the specific areas of concern, the analysis could include:

i) individual and cultural perspectives, roles, needs, priorities, and interests of women and men and their relations pertaining to their access to, and control over resources, benefits and decision-making processes, ii) men and women's social and economic status (data), iii) institutional and national policies and priorities and opportunities, iv) key stakeholders (influencers and institutions) and their technical capacity and political readiness, and v) previous interventions, impacts, lessons learned as well as recommendations for future interventions (Source: UN Women, 2015).

It is recommended for the portfolio and/or project team to conduct desk research, consultations and discussions to identify the above or at least some of the above in case no consultancy is commissioned. An analysis, even at a minimum extent, shall still be helpful to incorporate gender and social inclusion in programming.

- Identify 'particular barriers' to the expected results of the programmes experienced by women and other vulnerable groups.
- Identify root causes of discrimination and inequality and consider addressing them ('gender-transformative approach').
- Link women-specific issues to broader programmes (e.g., Gender-Based Violence/Domestic Violence, digital gap, and/or unpaid care burden affecting education, health, employment, social cohesion, social and political participation and representation, human rights).
- Integrated and multi-track approach: a combination of direct (service provision, community advocacy) and indirect (evidence-gathering, research, institutional capacity development) interventions, short-term (training, infrastructure) and long-term (behavior and norm change) measures, and/or linking the national and local governments and civil society.
- Consider programming the increase of women representation through policymaking, resource allocation, and training opportunities in the areas where women workforce is scarce.
- Ensure consistency across the projects under the programme on gender-responsive monitoring.
- Consider forming a partnership with UN Women, UNICEF, ILO, and other UN agencies on different thematic areas focusing on gender equality.
- Consider forging a direct partnership with Secretariate of State on Equality and Inclusion (SEII).
- 70% of the total budget allocation to be GEN2 and GEN3 combined (UNDP Gender Strategy, 2022-2025)
- Consider each programme having one gender specialist/officer cost-shared by projects to review the programme/project design, implementation, monitoring, and overall advisory support.

- Consider the possibility to help coordinate and expand the support of a gender specialist/officer already hired by a project across the programme to ensure the consistency of addressing the issues and improve the implementation.

#### **Gender Marker**

GEN 3: Gender equality as a principal objective

GEN 2: Gender equality as a significant objective

GEN 1: Relevant and contributing to gender equality in some way or to a minimum extent

GEN 0: None or little relevance to gender equality

### **Project design - implementation - monitoring through gender lens**

- Conduct/Include gender analysis in the situational analysis of the Project Document/Project Initiation Plan.
- Consider the impacts of the project for men and women of the target groups separately.
- Consider the possibility of including one output where the project addresses women's specific needs in line with the project objectives.
- If not an output, consider including specific activities, if any, where women's specific needs are addressed and thus the project equally benefits both men and women.
- Plan the partnership with women organizations and/or religious groups for implementation as appropriate (Accelerator Lab has already formed a partnership with the church on tree planting, which could be a gateway).
- Give detailed attention to reach 50% of women participants to activities (e.g., timing of an event schedule while children are in school, special side activities to entice women participation, specific requests to partners to invite certain number of women, adding one sentence to advertise on FB about women applicants having advantage).
- Employ gender-sensitive M&E systems by collecting sex/gender disaggregated data. Track results and adjust the course of action, where required.
- Collect both men and women beneficiaries' stories and feedback. Collaborate with the CO comms team for interviewing and capturing women's stories for a more powerful impact.
- Women colleagues to interview women beneficiaries to ensure women could freely share their opinions.
- Include a gender component in the mid-term and final project evaluations.

### **Human Resources and Procurement**

- The Secretary-General's system-wide Gender Parity Strategy (2017) aims to achieve parity at all levels across the UN, both at headquarters and in all field offices, by 2028.
- Consider including basic gender knowledge within the Terms of References even if it is not specifically for gender-related work, especially for a project and programme staff.
- Consider including in the competency-based interview questions the ability to conduct gender analysis, draft gender action plans, gender sensitive approach in project management or communication, gender

sensitive monitoring and evaluation and disaggregated data collection for the positions of programme and project managers, officers, communication, and M&E officers.

- Consider creating a roster out of short-listed applicants with sex-disaggregation and women internship pool (MOU with universities or roster).
- Procurement drives a great deal of the delivery and the growth of the office. Supplier diversity through gender-responsive procurement (GRP) contributes to more inclusive and sustainable programme and project management. The GRP is to source from women-owned and led businesses (WOBs) and help remove barriers they face in accessing and participating in the processes.
- Consider creating a WOB supplier's directory or a supplier database with sex disaggregated data: programme/project personnels support the procurement office in this process.
- Employment/entrepreneurship project collaborates with the procurement office in identifying the WOBS.
- Provide tailored capacity building training to the WOBS on effective tendering.
- Consider lowering the minimum annual financial turnover requirements, within the scope of not risking delivering the contract, to allow smaller and social enterprises to bid.
- Consider including gender and social inclusion elements in the technical specifications, award criterion, and contract performance conditions (e.g., a technical proposal to include the situation and needs of men, women, and Persons with Disabilities; sex-disaggregated data to be produced for a research/assessment; gender and PwD-sensitive architecture/construction (lighting, ramps, men and women separate toilets, etc.); internal regulations on PSEA and gender equality promotion as a requisite for application or performance).
- Institutionally, consider simplifying and streamlining the procedures, processes, documentation and IT tools; improving payments to suppliers to be paid on time; and introducing self-declaration on the promotion of gender equality and social inclusion at the contract stage.
- Consider providing the PSEA training for the vendors with the Long-Term Agreements (LTA).

**Protection from Sexual Exploitation and Abuse (PSEA):** Sexual Exploitation and Abuse (SEA) became the news headlines in early 2000s where humanitarian workers' sexual misconduct with refugee children was revealed (asymmetric power relations). SEA occurs when a position of power is used for sexual purposes by UN staff and collaborators (consultants, interns, volunteers, letter of agreement partners, vendors, contractors) against a beneficiary or vulnerable member of the community. It includes, not limited to, any sexual activity with children (persons under the age of 18), prostitution, and pornography. SEA grounds for disciplinary measures, including termination of employment. UN personnels have a duty to report any instance where they may suspect or detect signs of SEA.

**Sexual Harassment** is different to SEA and refers to prohibited conduct against another UN staff or related personnel in the work context, such as any unwelcoming sexual advance, request for sexual favor, verbal or physical conduct or display of gesture or image of a sexual nature or reasonably perceived to cause offense or humiliation.

## Gender awareness-raising among UNDP personnel

- [New staff onboarding] Ensure PSEA and Gender Mainstreaming online training and in-person briefing by the PSEA focal point will be conducted (like the mandatory security briefing!).
- [PSEA training for all staff] The CO to conduct the in-person training regularly.
- [Staff's social norm challenge] Strongly recommended that the Accelerator Lab (AccLab) and the Staff Association take the lead in identifying the staff's understanding of gender equality and gendered social norms and stereotypes through the AccLab's 'deep listening' and design the participatory activities/conversations as per the findings (topics and formats, including facilitators, number of the participants, frequency, etc.):
  - For the topics, recommended to include 'breaking down gendered social norms' through interactive and candid conversations; for the frequencies, recommended to hold 2-3 times a year (smaller group exercise) and also make use of the all-staff meeting (big group exercise); Women-only and men-only conversations as well as men and women mixed ones as per needs.
  - During the sessions, welcome different ideas and try to get to the bottom of the underlying rationale of norms by peeling off the layers of the thought processes.
- [Campaigns] AccLab and Staff Association to organize internal and external campaigns as appropriate, such as men and women champions, proudly challenging the gendered social norms in their big and small actions and/or realizing their dreams regardless of gender stereotypes, or email threading campaigns on such as 'what is your commitment for gender equality this year?', 'what does gender equality mean for you?'

## Country Office

- CO's key strategic planning documents integrate gender equality issues.
- Flagship initiatives and such reports to be launched with publicity or submitted to the government/UN shall include and stress gender components and bring attention from the partners.
- Support and facilitate the AccLab and Staff Association to implement the above activities and employ their innovative and grassroots/people-centred approach.
- Recruit a CO (National) Gender Specialist.
- Facilitate training for programme and project personnel on gender mainstreaming, gender and communications, gender analysis and gender action planning.
- Facilitate training for the PSEA focal points on basic skills (case management, advocacy, counselling, and reporting lines) and provide protection for the victims and focal points from potential retaliation.
- Facilitate training for communication officers on gender-sensitive language, interview skills, writing, innovative ways of story-telling and digital technologies to transform complex issues into accessible information.
- Develop accessible communication messages for advocacy to foster strategic dialogues with stakeholders.
- Consider making psycho-social counselling available for staff with the availability of both man and woman counsellors, including the counsellors of the regional offices.
- Consider providing training and mentoring on women's leadership and share the online training resources on strategic thinking, communications, leadership, and others.
- Consider conducting a survey to identify any need for a child-friendly space beside the lactation/breastfeeding room (next to UNESCO).

- Senior managers routinely advocate for gender equality and women's empowerment in public speeches, statements and advocacy, and ensure gender parity in meetings and UNDP-hosted events (UNDP Gender Strategy, 2022-2025).
- Allocate 15% of UNDP track 2 and track 3 funding to advancing gender equality and/or empowering women (GEN3) (UNDP Gender Strategy, 2022-2025).

### Free online training courses for professional growth and upskilling

UNDP LinkedIn Learning Platform

<https://undp.sharepoint.com/teams/TalentDevelopmentHub/SitePages/Welcome-to-LinkedIn-Learning.aspx>

United Nations System Staff College (Not all, but some courses are free)

<https://www.unssc.org/>

Women in Leadership: Inspiring Positive Change, Coursera

<https://www.coursera.org/learn/women-in-leadership>

Collection of Upskill Yourself, Future Learn

<https://www.futurelearn.com/courses/collections/upskill-yourself>

## UNDP as a role model for partners

- UNDP strives to be a gender-responsive organization with gender-responsive programmes.
- Consider including in the official speeches a few points on gender equality in a contextualized way.
- Ensure UNDP is represented by both men and women in official meetings.
- Break the gendered roles (e.g., women moderator, men representative, other supporting roles by women).
- Bring in partnerships from different angles and forge alliances with diverse stakeholders (e.g., women's rights organizations and networks, men's groups, men and women champions and advocates, academia, government, the media, and religious groups).
- Consider introducing the gender equality tools (e.g., gender-sensitive indicators and target setting, data disaggregation, gender-responsive budgeting, and gender analysis).
- Collaborate, wherever possible, in developing and revising a national/regional strategy and bring in gender mainstreaming.
- Make specific requests for gender equality as relevant and appropriate.
- PSEA training for the Government and Civil Society Organization partners, including municipality gender focal points and working groups.



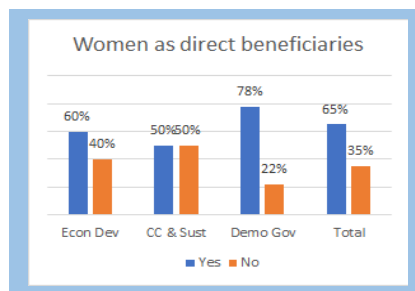
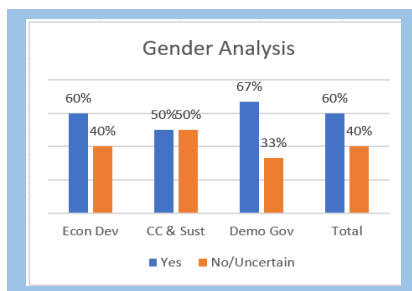
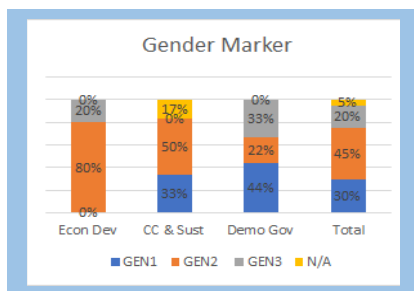
## GENDER STRATEGY OUTCOMES

In line with the UNDP Country Programme Document (2021-2025), UNDP Gender Strategy (2022-2025), UN Sustainable Development Cooperation Framework for Timor-Leste (UNSDCF, 2021-2025), and Sustainable Development Goals (SDGs), UNDP Timor-Leste aims to achieve Gender Equality Outcomes by 2025 as below:

<b>Outcome 1</b> (Programming)	<p><i>Inequality and multidimensional poverty have reduced for women, youth, other marginalized groups as well as men through improving sustainable economic opportunities and decent work, climate change resilient resource management, and access to high-quality services and inclusive decision-making processes.</i></p> <p>Key Action Points</p> <ul style="list-style-type: none"> <li>✓ Programmes and projects are confident or well-guided in programming/designing based on gender analysis to ensure the expected results will benefit women as well as men.</li> <li>✓ Resources are distributed accordingly.</li> <li>✓ Projects employ gender-sensitive monitoring and results tracking.</li> <li>✓ Programmes review bi-annually whether the portfolio contributes to gender equality and women empowerment.</li> <li>✓ Diversify and forge strategic and innovative partnership.</li> </ul>
<b>Outcome 2</b> (Institutional and Operations)	<p><i>A functioning gender mainstreaming system with expertise and inclusive and gender-balanced working environment have been reinforced in the CO.</i></p> <p>Key Action Points</p> <ul style="list-style-type: none"> <li>✓ A gender specialist is recruited and leads the staff onboarding briefing, PSEA, and local-context driven awareness-raising activities in collaboration with AccLab, the Staff Association, and PSEA focal points.</li> <li>✓ Human Resources and Procurement teams, in collaboration with the programmes and projects, employ gender-sensitive job descriptions and written test/interview questions, a roster system and/or supplier diversity as relevant.</li> <li>✓ 75% of the CO budget is allocated to GEN2 and GEN3 combined and 15% of TRAC funds to GEN3.</li> <li>✓ Senior management is committed to employee growth and development, especially potential women leaders, and UNDP being a role model both internally and externally in progressing gender equality and women empowerment.</li> </ul>

## Annex I (UNDP Timor-Leste programme and project survey and consultation results)

Consultations with three heads of programme units and most project managers took place for the survey of twenty projects (five from Economic Development and Prosperity, six from Climate Change and Sustainability, and nine from Democratic Governance) in January-February 2023. The CO projects (Acclab and Health Procurement) were not included in the survey below although participated in consultations. The findings include the following:



In terms of the number of projects (seen in the graphs), GEN2 and GEN3 combined comprise 65% of the projects. The 2023 annual budget allocated to GEN2 and GEN3 amounts to 76% of the total budget of the projects.

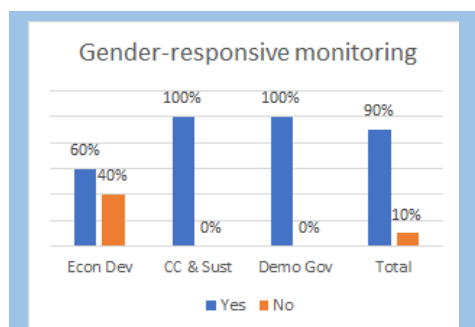
Some regional projects were uncertain if the gender analysis was conducted. A vertical project (e.g., GCF) has a strong compliance requirement to conduct the analysis. Policy and administrative reform-oriented projects tend to leave out the analysis.

65% of the Project Documents explicitly target women as encompassing or part of the beneficiary groups. Like the gender analysis, the regional, policy or administrative reform-oriented projects seem to have had challenges in incorporating gender components at the design stage.

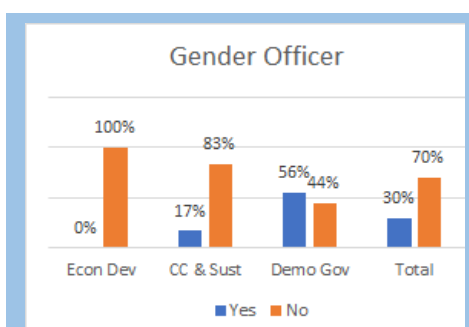
Benefits women receive include:

- Job creation and Employment.
- Individual capacity development of entrepreneurship, ICT skills, livelihood and income generation skills, financial literacy skills, and disaster preparedness.
- Improving women leadership, participation, and representation in the public arena.
- Access to information on climate change, decentralization, prevention of and response to Gender-Based Violence.
- Access to climate-resilient infrastructure, clean energy, and clean water; and
- Institutional capacity development for women parliamentarians, gender sensitive budgeting, victim-centered approach for GBV, legal aid, gender-sensitive mediation/arbitration.

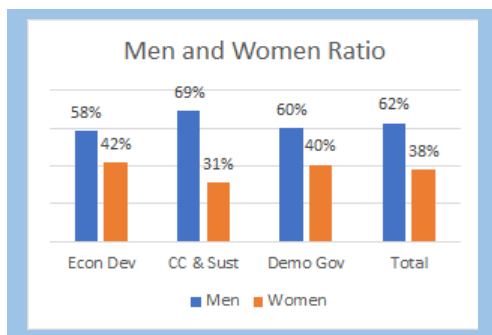
→ The CO programming covers all six Signature Solutions of UNDP Strategic Plan (2022-2025), with the minimum contribution to Signature Solution 3. Resilience.



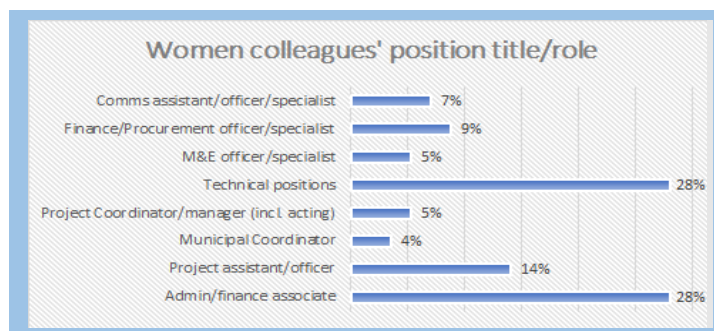
All projects, except for the economic portfolio's regional projects of, have been collecting sex-disaggregated data.



Whether to have a gender officer(s) depends on the nature of work (e.g., GBV/gender justice, gender budgeting) or the compliance requirements (GCF). The high ratio of the governance portfolio includes consultants specifically tasked with gender-related deliverables.



The data includes the unit colleagues and the consultants whose functions are similar to those of staff and whose contract durations are longer than six months. A few staff members are working across 2-3 projects concurrently and are included in the count for each project.



Almost one-third of women colleagues are admin/finance associates. Interestingly, the same proportion of women are occupying technical positions (e.g., engineers, ICT and digitalization, legal, gender), however, it includes consultants (3 out of 16). Half of the technical positions are held by Timorese nationals and a couple of them have the 'advisor' title although they are consultants. All 'specialist' titles are occupied by internationals. Two out of three women project managers/coordinators are internationals. The project officers, M&E officers, and municipal coordinators, who could be groomed to be future project managers, comprise 23%, half of whom are Timorese nationals.

- ✓ The CO's overall performance in gender mainstreaming is positive, especially from the programming perspective.
- ✓ The findings imply the significance of the gender analysis as a correlation is observed between the conduct of gender analysis and the inclusion of gender components in programming, thus affecting the gender marker.
- ✓ Some of the regional, policy and administration-oriented, or seemingly gender-neutral projects had challenges with incorporating gender. Most did not conduct or are uncertain whether they conducted gender analysis at the design stage. Even those projects, however, have ensured women would participate in their activities and collected data accordingly.
- ✓ Regardless of the thematic areas, there is room for policy and administration-oriented, or seemingly gender-neutral projects to incorporate gender equality and women empowerment. Conducting even a simple desk-based gender analysis, which considers the implication for the lives of men and women on the ground, would be found useful.
- ✓ While most projects have adopted gender-sensitive monitoring, insufficient/incomprehensive data collection was noticed for a certain portfolio during the ROAR exercise and requires strengthening.
- ✓ A gender specialist at the CO level or a cost-shared gender officer per programme/unit is recommended to ensure consistency in gender mainstreaming across the programmes and projects.
- ✓ A capacity development program for current project officers/M&E officers/municipal coordinators could be considered.

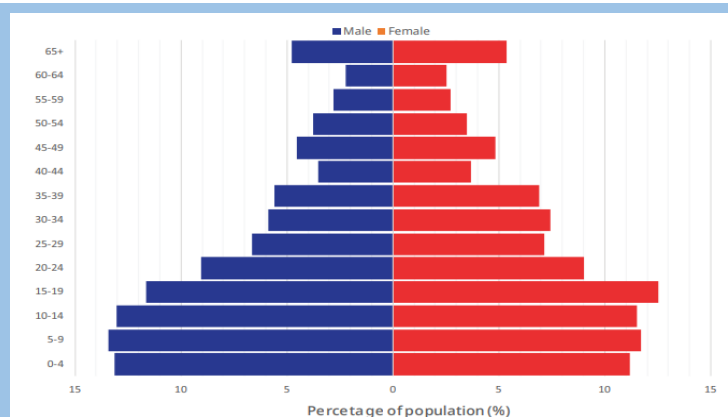
## Annex II (Country context through data)

### I. Demographics

#### Population

Municipality	Sex			Sex ratio
	Male	Female	Total	
Aileu	28,077	26,554	54,631	105.7
Ainaro	37,231	35,758	72,989	104.1
Atauro	5,158	5,144	10,302	100.3
Baucau	67,359	66,522	133,881	101.3
Bobonaro	53,579	52,964	106,543	101.2
Covalima	37,472	36,437	73,909	102.8
Dili	163,978	160,291	324,269	102.3
Ermera	69,893	68,187	138,080	102.5
Lautem	34,647	35,189	69,836	98.5
Liquica	42,361	41,328	83,689	102.5
Manatuto	25,926	25,063	50,989	103.4
Manufahi	31,387	29,149	60,536	107.7
Oecusse	40,794	39,932	80,726	102.2
Viqueque	40,225	39,829	80,054	101
Timor-Leste	678,087	662,347	1,340,434	102.4

1,340,434 (678,087 men (50.6%) and 662,347 women (49.4%)) (Population and Housing Census 2022: Preliminary Results, Government of Timor-Leste)



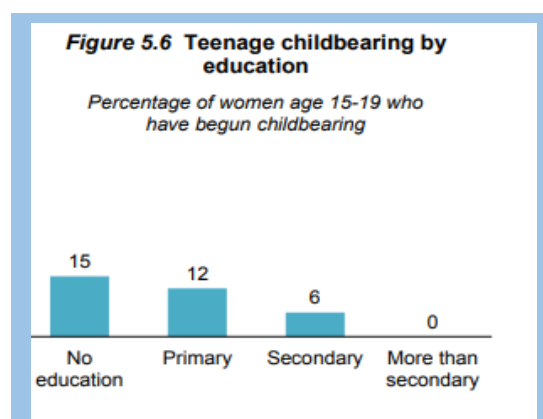
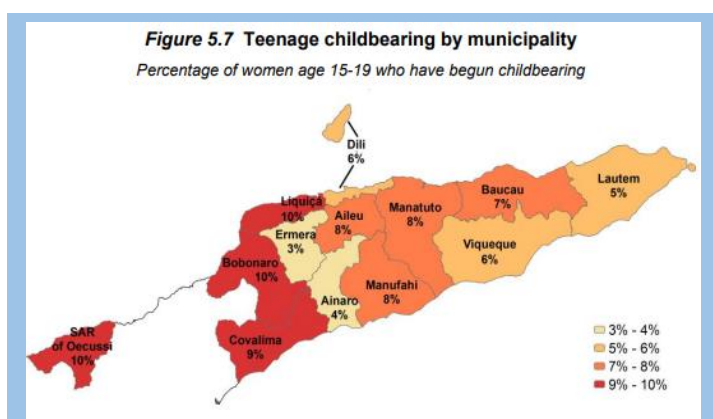
1,286,700 (668,300 men (51.9%) and 618,400 women (48%)) (Timor-Leste Labour Force Survey 2021, Government of Timor-Leste)

The two most recent reports show different figures for the total population with a 4% discrepancy. The final results of the Census shall be out soon with the population pyramid, which is anticipated to be similar to the one above.

Characteristic	Residence		Total
	Urban	Rural	
<b>Household headship</b>			
Male	84.8	81.8	82.5
Female	15.2	18.2	17.5
Total	100.0	100.0	100.0

Female-headed households comprise 17.5% (Demographic and Health Survey, Government of Timor-Leste, 2016).

#### Teenage Pregnancy



Demographic and Health Survey (2016) shows that teenage pregnancy is higher in rural (8.4%) than in urban (4.0%). In addition to the correlation between education and teenage pregnancy as seen above, the survey also shows a higher prevalence of teenage pregnancy in poorer households (10.7% in the lowest wealth compared to 3.5% in the highest wealth households).

## II. Labour Force and Employment (Source: Timor-Leste Labour Force Survey 2021, Government of Timor-Leste)

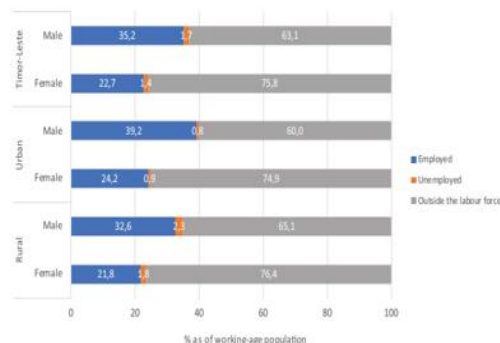
► Table 1. Key indicators by sex, Timor-Leste, 2021

	Male	Female	Total
Working-age population, aged 15+ years (000)	403.6	405.8	809.3
Labour force (000)	148.9	98.1	247.0
Employment (000)	142.0	92.3	234.3
Unemployment (000)	6.8	5.8	12.7
Outside labour force (000)	254.7	307.7	562.4
Of which: Subsistence foodstuff producers (000)	75.9	86.4	162.4
Manufacturing employment as a proportion of total employment (%)	5.3	8.4	6.5
Labour force participation rate (%)	36.9	24.2	30.5
Unemployment rate (%)	4.6	5.9	5.1

► Table 32. Subsistence production as main work by sex and selected characteristics, Timor-Leste, 2021

	Male	Female	Total
Subsistence production as main work (000)	166.4	273.4	439.8
Subsistence production as main work (% in the respective working-age population)	41.2	67.4	54.3

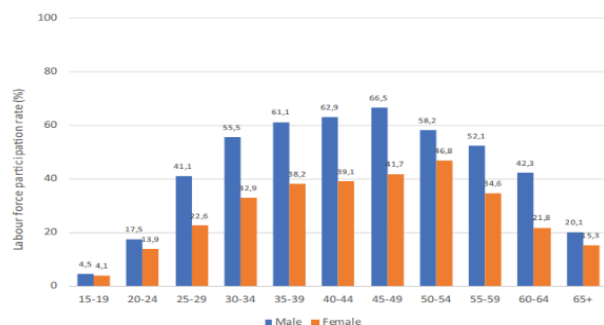
► Figure 2. Working-age population in employment, unemployment or outside the labour force by sex and geographic location, Timor-Leste, 2021 (% distribution)



Source: Timor-Leste Labour Force Survey 2021.

While women's working-age population is slightly higher than men, women's labour force population is significantly lower than men. This indicates that women are less actively engaging in the labour market. Subsistence production, including subsistence foodstuff producers, is not included in the labour force in this survey, and women's participation in subsistence production is higher than men's. Many women are joining subsistence production and/or opting for not working rather than seeking employment through the formal and informal labour markets.

► Figure 3. Labour force participation rate by sex and five-year age group, Timor-Leste, 2021 (%)



Source: Timor-Leste Labour Force Survey 2021.

Women's participation in labour force is lower than men's across all age groups, but the greatest gender difference was found among people aged 25-49 years. These ages correspond to the prime years of child-rearing, suggesting that women's labour force participation is most likely shaped by household and family responsibilities.

► Table 12. Top 5 occupations by sex, Timor-Leste, 2021

	Male	Female	Total
Total employment, aged 15+ years (000)	142.0	92.3	234.3
The top 5 occupations (% in total employment)			
Field crop and vegetable growers	17.9	25.8	21.0
Stall and market salespersons	10.9	23.7	15.9
Personnel and careers professionals	8.5	5.0	7.1
Primary school teachers	5.6	6.6	6.0
Shopkeepers	2.1	4.7	3.1

Source: Timor-Leste Labour Force Survey 2021.

Notes: (\*) Denotes cells with small sample of less than 30 cases.

49.5% of women's employment is concentrated in two occupations – field crop and vegetable growers and stall and market salespersons.

► **Figure 9. Employment by status in employment and sex, Timor-Leste, 2021 (% distribution)**



Source: Timor-Leste Labour Force Survey 2021.

► **Table 22. Employment in the informal sector by selected employment characteristics and sex, Timor-Leste, 2021**

	Number of persons (000)			Share in total employment (%)		
	Male	Female	Total	Male	Female	Total
Employment in the informal sector, aged 15+ years	48.2	42.1	90.3	33.9	45.7	38.6

Women, compared to men, were more likely to be employed in the informal sector.

► **Table 29. Average monthly wages and earnings by sex, main job, Timor-Leste, 2021 (US\$)**

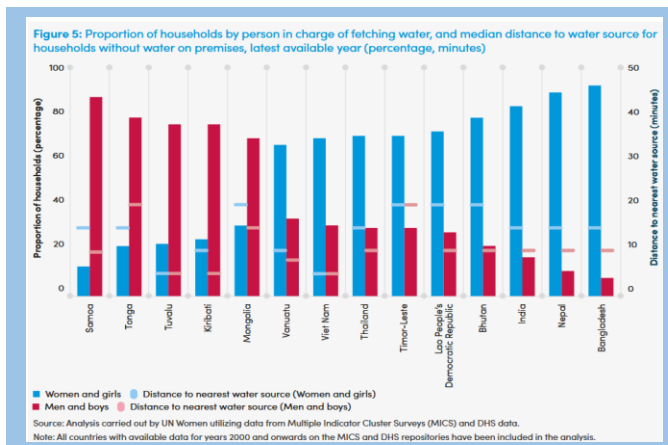
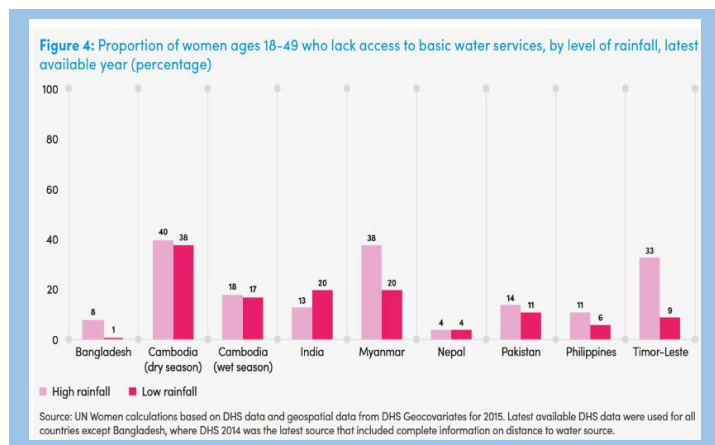
	Male	Female	Total	Gender pay gap (%)
Average monthly wages in main job of employees	252	236	248	6.3
<i>By occupation</i>				
Managers	204	125	194	38.5
Professionals	299	280	292	6.6
Technicians and associate professionals	339	243	320	28.4
Clerical support workers	259 (*)	196 (*)	245 (*)	24.3 (*)
Service and sales workers	205	183	200	10.7
Skilled agricultural, forestry & fishery workers	240	214	234	10.6
Craft and related trades workers	295	176	276	40.4
Plant and machine operators, and assemblers	217	213	217	1.9
Elementary occupations	172	141	164	18.2
Armed forces occupations	250 (*)	-	250 (*)	-
Occupations not classifiable	233 (*)	60 (*)	192 (*)	74.3 (*)
Average monthly income in main job of self-employed	174	114	142	34.2

The average monthly wage gap between men and women as employees is 6.3%. However, it varies per occupation: women receive 40.4% lower than men as craft and related trades workers (e.g., mining and construction, fitting, maintaining and repairing machinery, equipment or tools, printing work, as well as producing or processing foodstuffs, textiles, or wooden, metal and handicraft goods), 38.5% lower as managers and 28.4% lower as technicians.



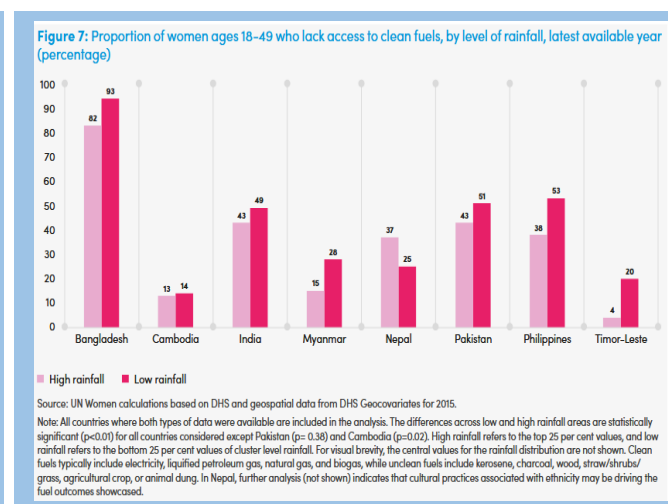
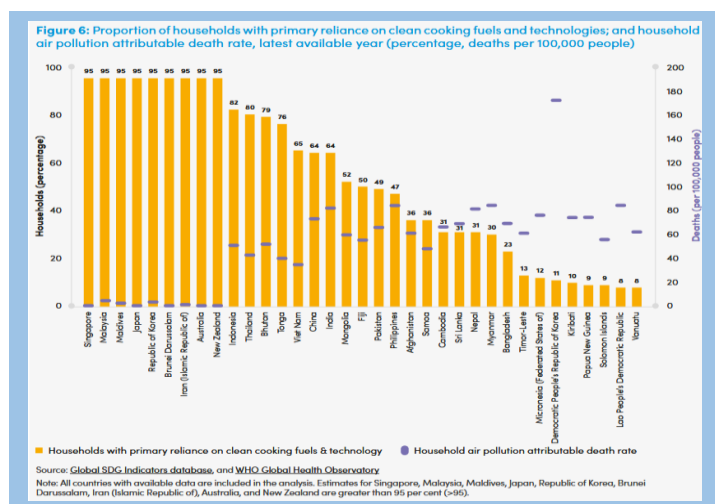
### III. Climate Change and Gender (Source: Women and the Environment: An Asia Pacific Snapshot, UN Women)

#### Access to water



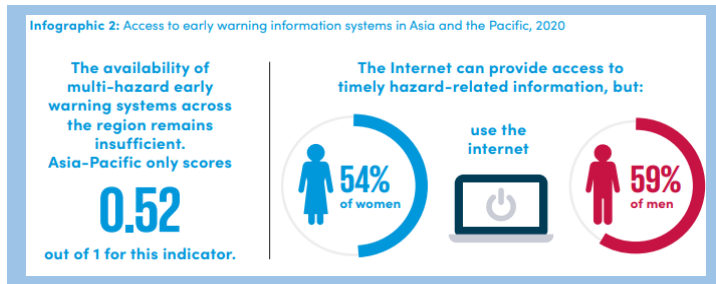
As seen in the employment data, women are more reliant on natural resources, such as field crops, and therefore their livelihoods are more likely to be affected by climate change. Moreover, it is mostly women who collect water from natural sources and with the alteration of rainfall patterns caused by climate change is likely to aggravate their time poverty.

#### Fuel-related household air pollution



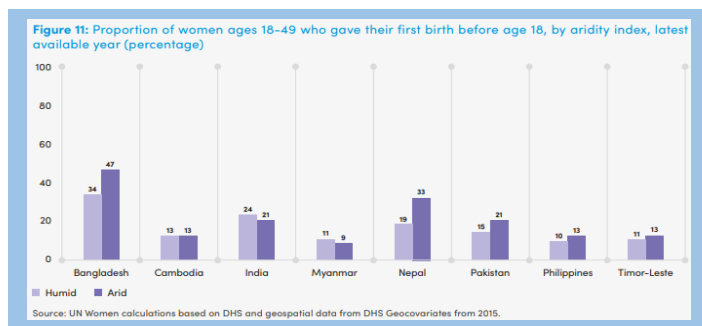
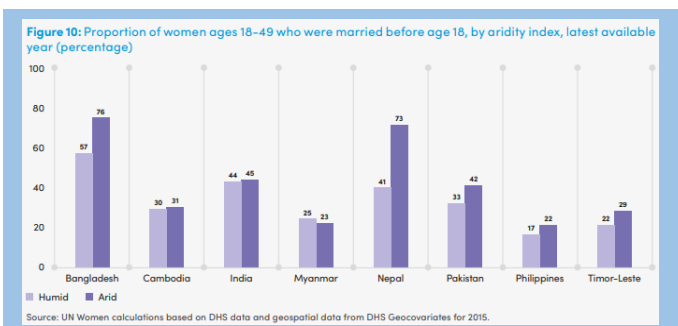
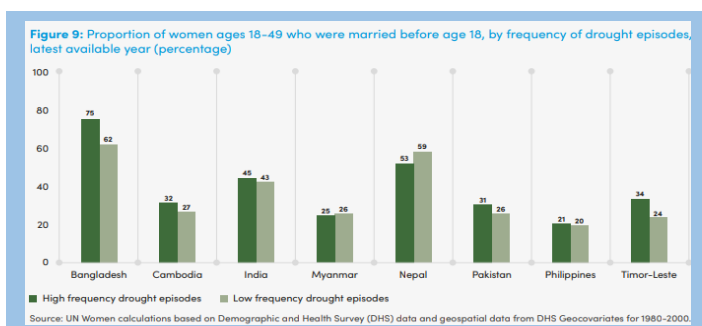
Women tend to spend more time cooking in Timor-Leste, especially with little access to clean cooking fuels and technologies. Indoor air pollution caused by unclean cooking fuels significantly affects women's health and mortality. According to UN Women and WHO, however, the mortality rate caused by indoor air pollution for men is slightly higher as the air pollution exacerbates health issues such as high blood pressure, unhealthy diets, and smoking (an estimated 67 women and 70 men per 100,000 died in the Asia-Pacific region in 2016 as a result of indoor air pollution).

## Women's access to online early warning information systems



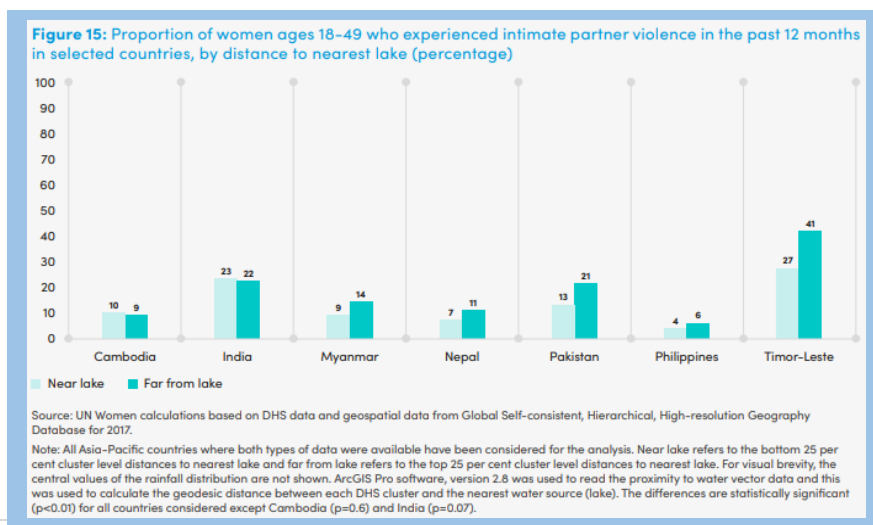
Although there is no specific data for Timor-Leste, access to the internet for timely information is lower for women in the region. Compounded by insufficient early warning systems, most women and men in the region are vulnerable to hazards and disasters.

## Child marriage and adolescent births increase with aridity and droughts



Droughts and aridity correlate with child marriage, presumably as a coping strategy in dry situations when agricultural yield is lower and food prices rise. Teenage pregnancy and birth rates also increase when the climate is dry, an outcome likely connected to higher child marriage rates.

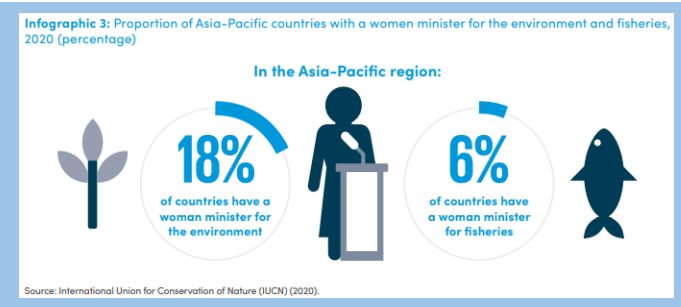
## Living near natural resources may lower women's chances of intimate partner violence



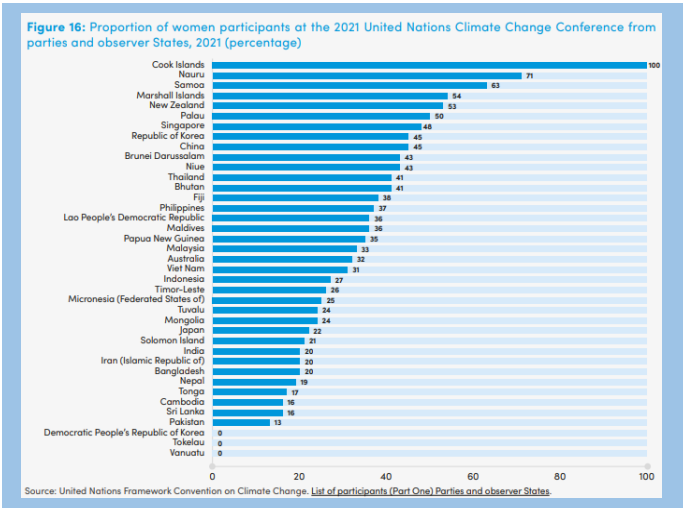
The drivers of intimate partner violence are complex and multifaceted (unequal power dynamics, patriarchal privilege, normalization of the use of violence, etc.). Poverty and economic strain are well known to be one of them. Living near natural resources is likely to function as a safety net in times of stress.



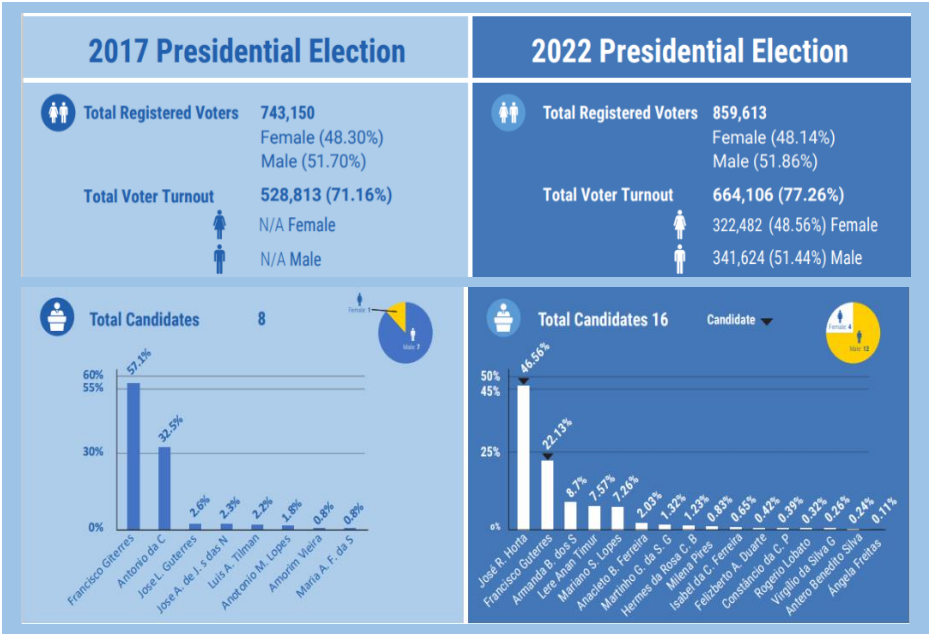
# Women's leadership and participation in environmental decision-making



As in many other sectors, women are highly underrepresented in environment-related sectors. Promoting women’s participation in environmental decision-making within countries and in global discussions will impact natural resource management policies and practices and conservation strategies.



## IV. Political Participation and Leadership (Source: STAE, CNE and Court of Appeal)

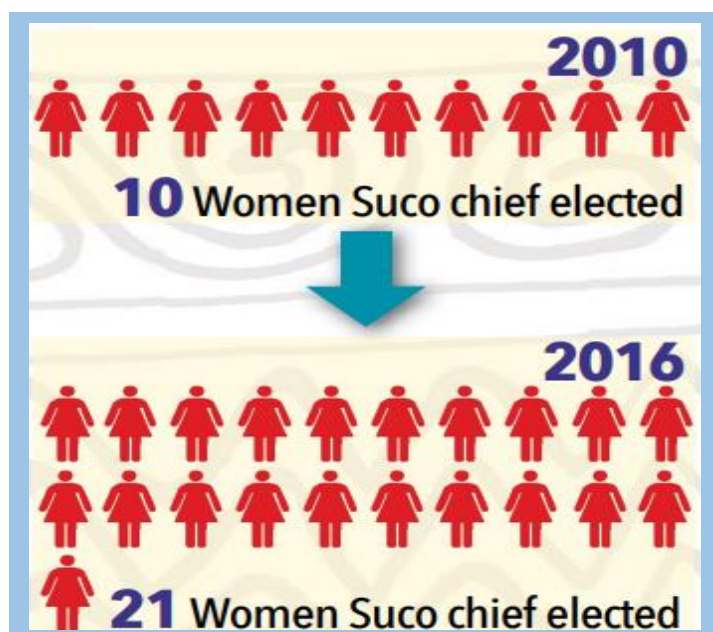


### Presidential Elections in 2017 and 2022

In 2022, sex-disaggregated data for voter turnout became available, and women’s participation in voting, as per registered population, is a little higher than men’s. Whereas women are as participatory as men are or even higher in casting a vote, the number of women candidates is no more than a quarter, albeit increased from 13% in 2017 to 25% in 2022.

### Parliament Election in 2018

Currently, **40%** of the seats (26 out of 65) in the National Parliament are occupied by women due to the electoral quota system that ensures at least one-third of the parliamentarians are women.



### Suco Elections in 2010 and 2016

The most recent and third Suco (village) Election was held in October-November 2016. Elected women suco chiefs were 21 of a total of 442 seats, accounting for **4.8%**, although it increased from 10 (2.3%) in 2010. There were 319 women suco candidates compared to 1,752 men. Three municipalities - Baucau, Aileu, and Dili - elected the most women Suco Chiefs, closely followed by Manatuto and Same. In Lautem and Bobonaro, no women were elected to this post.

### Municipal President (administratively appointed)

Currently, only 1 out of 14 Presidents of the local authorities in 14 municipalities and special administrative regions is a woman (**7%**). Women's participation in decision-making is extremely limited in municipalities and villages.

## V. Women's Representation in the Public Service Workforce (Source: 2021 Annual Report, Civil Service Commission)

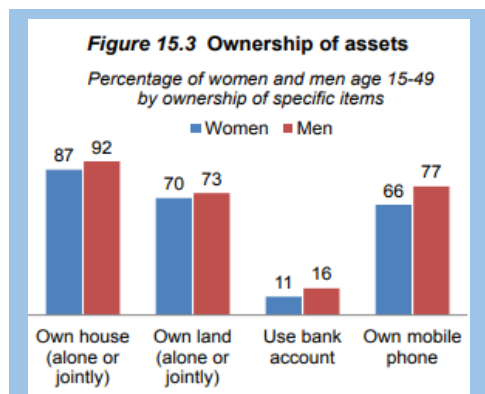
Fonte: estatística SIGAP 30/12/2021

Rejime kareira sira iha FP	Feto	%	Mane	%	Total	Obs.
Kargu de Diresaun no Xefia (Rejime jerál inklui mos rejime espesial)	533	23%	1,764	77%	2,297	
Espesialista Anti-Korrupsaun	12	21%	44	79%	56	
Polícia Científica no Investigasaun	26	23%	86	77%	112	
Rejime Inspesaun Jerál Traballu	8	33%	16	67%	24	
Rejime Auditor	9	30%	21	70%	30	
Rejime Docente UNTL	87	22%	309	78%	396	
Rejime Oficial Justisa	112	26%	320	74%	432	
Rejime Professór	3,831	37%	6,659	63%	10,490	Rejime Espesial
Rejime Profissionál Saúde	2,201	55%	1,833	45%	4,034	
Rejime Parlamentar	58	45%	72	55%	130	
Rejime Jerál	5,542	32%	11,765	68%	17,307	Rejime Jerál
*Rejime kareira Profissionál Senior	0	0%	4	100%	4	(Tákniku)
<b>Total</b>	<b>12,419</b>		<b>22,893</b>		<b>35,312</b>	

Tabela 152: Distribusaun tuir Rejime Kareira iha Funsan Públika

As of 2021, a total of 12,419 women and 22,893 men of career civil servants are employed in public service, with women accounting for 35%. In detail, women health professionals are 55% and women civil servants working in the national parliament are 45%. Senior career professionals are all occupied by men despite being only four positions. Women represent around 20% in the positions of Directors and Chiefs, anti-corruption specialists, UNTL lecturers, scientific police investigators, and judicial officials.

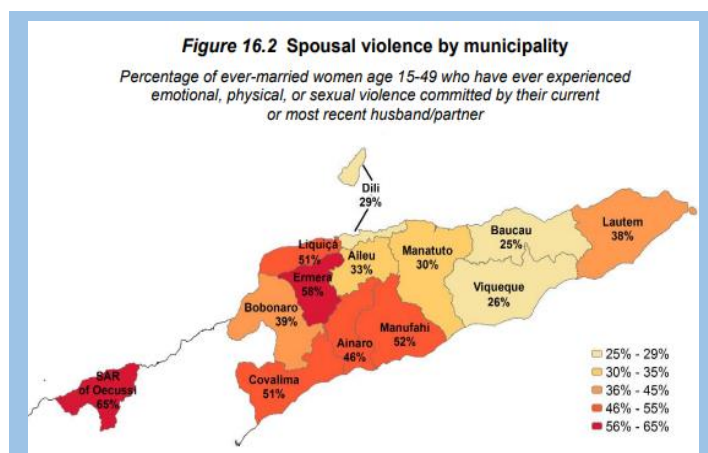
## VI. Access to Land and Properties (Source: DHS 2016)



When it comes to sole ownership of a house or land, men are more likely to own a house (46%) alone than women (38%), and men are also more likely to own land alone (37%) than women (32%).

A more recent report from the civil society says otherwise. According to the report, the land registration processes by the National Cadastral System (SNC, 2014-2020) failed to protect women's rights to land. Of the land titling claims for the registration, 64% were made by men and 22% by women, and joint husband and wife or spousal claims are fewer than 2%. The SNC report says that the lower level of joint claims is due to women's low literacy rate, however, the civil society report analyzes that no specific measures were in place to ensure the registration process was inclusive (Submission to the 83rd CEDAW Pre-Working Group Session Recommendations for List of Issues Prior to Reporting for Timor-Leste: Women's Land Rights in Timor-Leste, Oxfam, 2022).

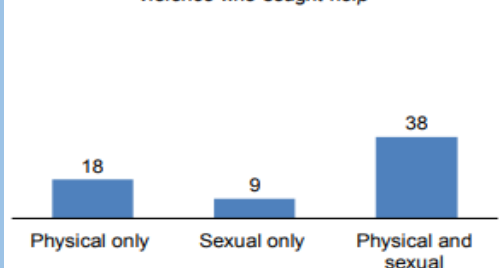
## VII. Gender-Based Violence/Domestic Violence (Source: DHS 2016)



As per the DHS, 33% of women aged 15-49 have experienced physical violence at some time in their life (19% of never-married women, 40% of currently married women, and 42% of divorced, separated, or widowed women). 47% of all ever-married women aged 15-49 report their husband exhibit at least one type of controlling behavior, and 40% of ever-married women have experienced any of physical, sexual, or emotional spousal violence. While wives' experience of spousal violence cuts across all education and wealth levels, the prevalence of physical violence declines steadily with increasing wives' education and household wealth. Women are more likely to initiate physical violence against their husbands if they themselves have experienced spousal physical violence: 1% of ever-married women have initiated physical violence against their husbands without ever having experienced spousal physical violence and 9% of ever-married women have themselves experienced spousal physical violence and have initiated physical violence against their husbands.

**Figure 16.4 Help seeking by type of violence experienced**

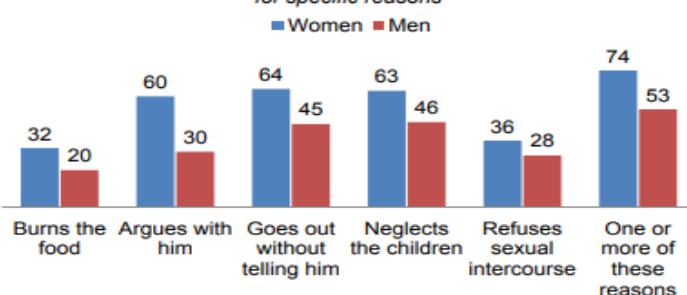
Percentage of women age 15-49 who have experienced physical or sexual violence who sought help



Women in Viqueque are the least likely to have sought help (5%) and women in Dili are the most likely to have sought help, though only 20%.

**Figure 15.5 Attitudes toward wife beating**

Percentage of women and men age 15-49 who agree that a husband is justified in beating his wife for specific reasons



The proportion of women who agree with one or more justifications for wife beating has declined from 86% in 2009-10 to 74% in 2016 and for men from 81% in 2009-10 to 53% in 2016.

## VIII. Global Index

Timor-Least performs relatively well in global indexes on gender equality. It should be noted, however, that lack of data is often misinterpreted in international indexes of any type as performing better than it actually does by leaving out some of the critical aspects on the ground. It could be the case for Timor-Leste, as seen in the Global Gender Gap Index below.

### Gender Development Index

HDI RANK	Gender Development Index		Human Development Index		SDG 3		SDG 4.3		SDG 4.4		SDG 8.5	
	Value		Value		Life expectancy at birth		Expected years of schooling		Mean years of schooling		Estimated gross national income per capita <sup>a</sup>	
	2021		2021		(years)		(years)		(years)		(2017 PPP \$)	
	2021	Group <sup>b</sup>	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
118 Bolivia (Plurinational State of)	0.964	2	0.680	0.705	66.8	60.9	14.9	15.0	9.2	10.5	6,856	9,359
118 Kyrgyzstan	0.966	2	0.675	0.698	74.4	65.8	13.4	13.0	11.6 <sup>a</sup>	11.1 <sup>a</sup>	2,863	6,331
120 Venezuela (Bolivarian Republic of)	0.983	1	0.679	0.691	75.2	66.3	13.8 <sup>1</sup>	11.8 <sup>1</sup>	11.4 <sup>1</sup>	10.8 <sup>1</sup>	2,866	6,796
121 Iraq	0.803	5	0.585	0.728	72.4	68.2	11.5 <sup>a</sup>	12.7 <sup>a</sup>	7.2 <sup>a</sup>	8.4 <sup>a</sup>	2,184	17,748
122 Tajikistan	0.909	4	0.648	0.713	73.7	69.6	11.2 <sup>1</sup>	12.1 <sup>1</sup>	10.9 <sup>a</sup>	11.8 <sup>a</sup>	2,980	6,096
123 Belize	0.975	1	0.672	0.689	74.3	67.1	13.3	12.7	9.0	8.7	4,249	8,345
125 Morocco	0.861	5	0.621	0.722	76.4	71.9	13.9	14.4	5.0	6.9	3,194	11,356
125 El Salvador	0.964	2	0.660	0.685	75.1	66.1	12.7 <sup>a</sup>	12.6 <sup>a</sup>	6.8	7.6	5,824	11,015
126 Nicaragua	0.956	2	0.648	0.678	76.8	70.8	12.7 <sup>1</sup>	12.6 <sup>a</sup>	7.4	6.8	3,646	7,661
127 Bhutan	0.937	3	0.641	0.684	73.8	70.1	13.6 <sup>1</sup>	12.8 <sup>1</sup>	4.5 <sup>1</sup>	5.8 <sup>1</sup>	6,671	11,896
128 Cabo Verde	0.981	1	0.653	0.666	78.5	69.6	12.8 <sup>1</sup>	12.3 <sup>1</sup>	6.0 <sup>1</sup>	6.6 <sup>1</sup>	4,682	7,796
129 Bangladesh	0.898	5	0.617	0.688	74.3	70.6	13.0	11.9	6.8	8.0	2,811	8,176
130 Tuvalu	..	..	..	..	69.1	60.8	9.5 <sup>1</sup>	9.3 <sup>1</sup>	10.4	10.8	..	..
131 Marshall Islands	..	..	..	..	67.2	63.7	10.4	10.1	10.7	11.1	..	..
132 India	0.849	5	0.567	0.668	68.9	65.8	11.9	11.8	6.3 <sup>a</sup>	7.2 <sup>a</sup>	2,277	10,633
133 Ghana	0.946	3	0.614	0.649	66.0	61.6	12.1	12.0	7.8 <sup>a</sup>	9.0 <sup>a</sup>	4,723	6,771
134 Micronesia (Federated States of)	..	..	..	..	74.6	67.1	..	..	..	..	..	..
135 Guatemala	0.917	4	0.596	0.650	72.7	66.0	10.5	10.6	5.2	6.2	4,909	12,614
136 Kiribati	..	..	..	..	69.1	65.5	12.4	11.3	..	..	..	..
137 Honduras	0.960	2	0.607	0.633	72.5	67.9	10.4 <sup>a</sup>	9.9 <sup>a</sup>	6.8	7.4	4,271	6,304
138 Sao Tome and Principe	0.907	4	0.584	0.643	70.4	65.2	13.5	13.3	5.6 <sup>m</sup>	6.8 <sup>m</sup>	2,415	5,635
139 Namibia	1.004	1	0.616	0.613	63.0	55.7	11.9 <sup>a</sup>	11.9 <sup>a</sup>	7.5 <sup>a</sup>	6.9 <sup>a</sup>	7,271	10,094
140 Lao People's Democratic Republic	0.949	3	0.591	0.623	70.1	66.2	9.9	10.3	5.0	5.8	6,757	8,627
140 Timor-Leste	0.917	4	0.580	0.633	69.5	66.1	12.2 <sup>1</sup>	13.0 <sup>1</sup>	4.7	6.2	3,642	5,248

GDI measures disparities on the Human Development Index by gender. The closer the ratio is to 1, the smaller the gap between women and men. Values for the three HDI components— longevity, education (with two indicators) and income per capita—are also presented by gender. The table includes five country groupings by absolute deviation from gender parity in HDI values. Group 1 comprises countries with the highest equality in HDI achievements between women and men and Group 5 with the lowest equality. Timor-Leste is categorized in Group 4, which means medium to low equality in HDI achievements between women and men (Source: Human Development Report 2021-2022, UNDP).

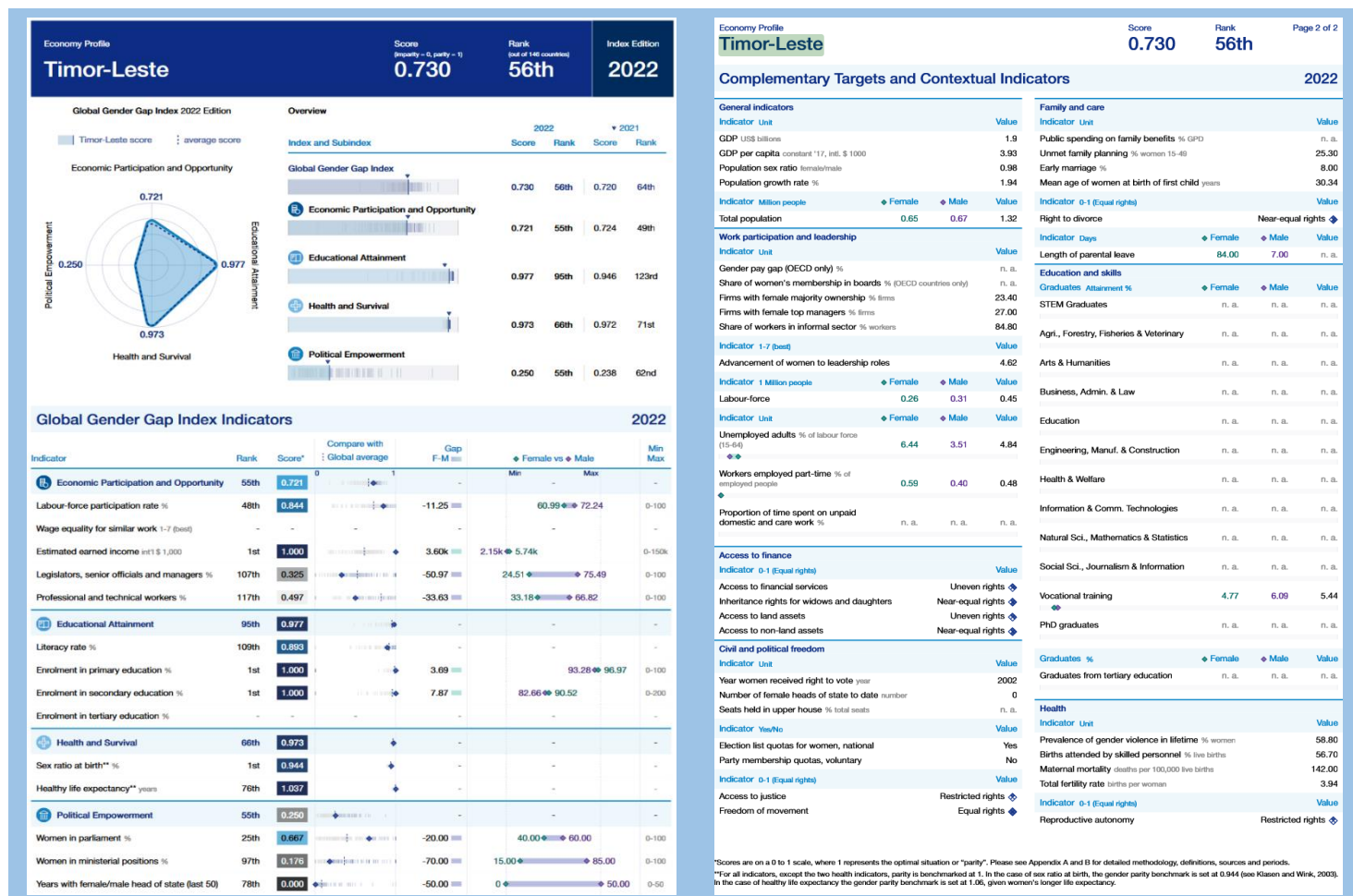
## Gender Inequality Index

HDI RANK	Gender Inequality Index		SDG 3.1	SDG 3.7	SDG 5.5	SDG 4.4		Labour force participation rate <sup>a</sup>	
			Maternal mortality ratio	Adolescent birth rate	Share of seats in parliament	Population with at least some secondary education			
	Value	Rank	(deaths per 100,000 live births)	(births per 1,000 women ages 15–19)	(% held by women)	(% ages 25 and older)		(% ages 15 and older)	
			2021	2021	2021	2021 <sup>b</sup>	2021 <sup>b</sup>	Female	Male
118 Kyrgyzstan	0.370	87	60	34.7	20.5	100.0 <sup>d</sup>	99.8 <sup>d</sup>	42.1	71.7
120 Venezuela (Bolivarian Republic of)	0.492	123	125	82.7	22.2	79.8 <sup>d</sup>	75.4 <sup>d</sup>	34.3	67.8
121 Iraq	0.558	145	79	62.2	28.9	42.0 <sup>b</sup>	52.9 <sup>b</sup>	11.1	71.8
122 Tajikistan	0.285	68	17	45.4	23.4	93.5 <sup>d</sup>	94.6 <sup>d</sup>	30.2	50.5
123 Belize	0.364	86	36	57.1	19.6	54.5	49.8	46.9	76.8
123 Morocco	0.425	104	70	25.9	20.4	30.9	37.1	22.0	66.0
125 El Salvador	0.376	88	46	55.9	27.4	42.7	51.4	43.6	72.6
126 Nicaragua	0.424	102	98	85.6	50.5	51.2	49.7	46.8	81.3
127 Bhutan	0.415	98	183	19.0	16.7	23.6	32.3	51.6	67.4
128 Cabo Verde	0.349	84	58	55.2	38.9	28.8 <sup>m</sup>	31.2 <sup>m</sup>	46.9	61.7
129 Bangladesh	0.530	131	173	75.5	20.9	50.6	58.5	34.9	78.8
130 Tuvalu	..	..	..	33.1	6.3	60.0	60.7	..	..
131 Marshall Islands	..	..	..	58.0	6.1	91.6	92.5	..	..
132 India	0.490	122	133 <sup>a</sup>	17.2	13.4	41.8 <sup>d</sup>	53.8 <sup>d</sup>	19.2	70.1
133 Ghana	0.529	130	308	64.2	14.5	58.0 <sup>d</sup>	73.2 <sup>d</sup>	64.5	72.2
134 Micronesia (Federated States of)	..	..	88	35.8	7.1	..	..	..	..
135 Guatemala	0.481	121	95	64.1	19.4	29.5	35.8	37.4	80.3
136 Kiribati	..	..	92	40.5	6.7	..	..	..	..
137 Honduras	0.431	107	65	72.0	27.3	35.8	44.8	42.3	78.9
138 Sao Tome and Principe	0.494	124	130	79.4	23.6	39.9 <sup>b</sup>	48.4 <sup>b</sup>	37.1	69.9
139 Namibia	0.445	111	195	64.9	35.6	41.5 <sup>d</sup>	44.1 <sup>d</sup>	54.5	62.2
140 Lao People's Democratic Republic	0.478	120	185	73.2	22.0	37.7	47.7	74.8	78.1
140 Timor-Leste	0.378	89	142	33.9	38.5	33.7	41.8	61.0	72.2

GII presents a composite measure of gender inequality using three dimensions: reproductive health, empowerment and the labour market. The reproductive health indicators are the maternal mortality ratio and adolescent birth rate. The empowerment indicators are the percentage of parliamentary seats held by women and the percentage of the population with at least some secondary education by gender. The labour market indicator is participation in the labour force by gender. A low GII value indicates low inequality between women and men and vice-versa. Timor-Leste ranked 89th for GII, higher than the HDI ranking (140th) of 191 countries in the world (Source: Human Development Report 2021-2022, UNDP).



## Global Gender Gap Index



Economy Profile

Timor-Leste

Score

0.730

Rank

56th

Page 2 of 2

Complementary Targets and Contextual Indicators

2022

General indicators	Indicator	Unit	Value	
GDP	US\$ billions	1.9		
GDP per capita	constant 117, Int. \$ 1000	3.93		
Population sex ratio	female/male	0.98		
Population growth rate %		1.94		
Indicator	1 million people	Female	Male	
Total population	0.65	0.67	1.32	
<b>Work participation and leadership</b>	Indicator	Unit	Value	
Gender pay gap (OECD only) %	n. a.			
Share of women's membership in boards % (OECD countries only)	n. a.			
Firms with female majority ownership % firms	23.40			
Firms with female top managers % firms	27.00			
Share of workers in informal sector % workers	84.80			
Indicator	1-7 (best)	Value		
Advancement of women to leadership roles	4.62			
Indicator	1 million people	Female	Male	
Labour-force	0.26	0.31	0.45	
Indicator	Unit	Female	Male	
Unemployed adults % of labour force (15-64)	6.44	3.51	4.84	
Workers employed part-time % of employed people	0.59	0.40	0.48	
Proportion of time spent on unpaid domestic and care work %	n. a.	n. a.	n. a.	
<b>Access to finance</b>	Indicator	0-1 (Equal rights)	Value	
Access to financial services	Uneven rights			
Inheritance rights for widows and daughters	Near-equal rights			
Access to land assets	Uneven rights			
Access to non-land assets	Near-equal rights			
<b>Civil and political freedom</b>	Indicator	Unit	Value	
Year women received right to vote	2002			
Number of female heads of state to date	number			
Seats held in upper house % total seats	n. a.			
Indicator	Yes/No	Value		
Election list quotas for women, national	Yes			
Party membership quotas, voluntary	No			
Indicator	0-1 (Equal rights)	Value		
Access to justice	Restricted rights			
Freedom of movement	Equal rights			
<b>Family and care</b>	Indicator	Unit	Value	
Public spending on family benefits % GDP	n. a.			
Unmet family planning % women 15-49	25.30			
Early marriage %	8.00			
Mean age of women at birth of first child years	30.34			
Indicator	0-1 (Equal rights)	Value		
Right to divorce	Near-equal rights			
Indicator	Days	Female	Male	
Length of parental leave	84.00	7.00	n. a.	
<b>Education and skills</b>	Indicator	Attainment %	Female	Male
STEM Graduates	n. a.	n. a.	n. a.	
Agri., Forestry, Fisheries & Veterinary	n. a.	n. a.	n. a.	
Arts & Humanities	n. a.	n. a.	n. a.	
Business, Admin. & Law	n. a.	n. a.	n. a.	
Education	n. a.	n. a.	n. a.	
Engineering, Manuf. & Construction	n. a.	n. a.	n. a.	
Health & Welfare	n. a.	n. a.	n. a.	
Information & Comm. Technologies	n. a.	n. a.	n. a.	
Natural Sci., Mathematics & Statistics	n. a.	n. a.	n. a.	
Social Sci., Journalism & Information	n. a.	n. a.	n. a.	
Vocational training	4.77	6.09	5.44	
PhD graduates	n. a.	n. a.	n. a.	
Indicator	Graduates %	Female	Male	
Graduates from tertiary education	n. a.	n. a.	n. a.	
<b>Health</b>	Indicator	Unit	Value	
Prevalence of gender violence in lifetime % women	58.80			
Births attended by skilled personnel % live births	56.70			
Maternal mortality deaths per 100,000 live births	142.00			
Total fertility rate births per woman	3.94			
Indicator	0-1 (Equal rights)	Value		
Reproductive autonomy	Restricted rights			

\*Scores are on a 0 to 1 scale, where 1 represents the optimal situation or "parity". Please see Appendix A and B for detailed methodology, definitions, sources and periods.

\*\*For all indicators, except the two health indicators, parity is benchmarked at 1. In the case of sex ratio at birth, the gender parity benchmark is set at 0.944 (see Klasen and Wink, 2003). In the case of healthy life expectancy the gender parity benchmark is set at 1.06, given women's longer life expectancy.

Timor-Leste ranked 56th of 146 countries. In detail, it ranked 55th in Economic Participation and Opportunity, 95th in Educational Attainment, 66th in Health and Survival, and 55th in Political Empowerment. Per the report, Timor-Leste has been one of the most-improved countries in this region since 2021. Only four countries have closed the gender gap in the share of women in parliamentary positions by at least one percentage point: in order of magnitude of improvement, Viet Nam, Timor-Leste, New Zealand and Indonesia (Source: Global Gender Gap Report 2022, World Economic Forum).

## **Annex III** (Links to UNDP Timor-Leste communication samples on gender equality)

**Gender Equality section of UNDP Timor-Leste** <https://www.undp.org/timor-leste/gender-equality>

### ***Youth Conversation and Human Rights:***

- ★ Fight for Human Rights requires our united efforts: <https://www.youtube.com/watch?v=B5W8y6z-qJw>
- ★ Human Rights Voice 1: <https://www.youtube.com/watch?v=8q8ZhgyEJuW>
- ★ Human Rights Voice 2: [https://www.youtube.com/watch?v=YJMpj\\_szZow](https://www.youtube.com/watch?v=YJMpj_szZow)
- ★ Human Rights Voice 3: <https://www.youtube.com/watch?v=pfQ6darPpyg>

### ***Livelihoods and Women:***

- ★ Voice from Atauro-Women divers and seaweed farmers: <https://youtu.be/oXrhCURVYa0>
- ★ Tais weaving in Oe-cusse: <https://youtu.be/UXbEu4ayyGk>
- ★ Pottery making in Oe-cusse: <https://youtu.be/msdFALircrw>

### ***Social Norms:***

- ★ Who can be an artist? <https://www.youtube.com/watch?v=Azh2kuPEXtQ>
- ★ Pursuing studies no matter what for my future <https://www.youtube.com/watch?v=WlrORlxZ9Fo>
- ★ Who is the chief of family? <https://www.youtube.com/watch?v=7rL5xGIYurw>
- ★ Being true to yourself <https://www.youtube.com/watch?v=dg9Unkv0xol>
- ★ Overcoming Domestic Violence [https://www.youtube.com/watch?v=w9odX4H\\_2uA](https://www.youtube.com/watch?v=w9odX4H_2uA)
- ★ Stop online harassment! <https://www.youtube.com/watch?v=OyH1aW2FfS0>
- ★ Women in Society <https://www.youtube.com/watch?v=wrlDlp5542w>

### ***Women Participation in Elections:***

- ★ Women's Role at The Elections: <https://www.youtube.com/watch?v=uyXHRGKxdoo>

### ***Police and Justice Service/Actors:***

- ★ Judicial Training for Gender Equality: <https://www.youtube.com/watch?v=88eOhkGXmVU>
- ★ VPU-PNTL: <https://www.youtube.com/watch?v=kGBkl2yoqyY>

## **Annex IV** (Links to useful resources)

### **UNDP**

Global Gender Equality Strategy (2022-2025) <https://www.undp.org/publications/gender-equality-strategy-2022-2025>

Global Gender Parity Strategy (2022-2025) and dashboard <https://undp.sharepoint.com/teams/OHR-Portal/SitePages/DEI/Gender-Parity.aspx>

Gender Inequality Index (GII) <https://hdr.undp.org/data-center/thematic-composite-indices/gender-inequality-index#/indicies/GII>

Guidance and Resources

[https://info.undp.org/sites/bpps/SES\\_Toolkit/SitePages/Gender%20Equality%20and%20Women%27s%20Empowerment.aspx](https://info.undp.org/sites/bpps/SES_Toolkit/SitePages/Gender%20Equality%20and%20Women%27s%20Empowerment.aspx)

Gender Equality Seal <https://undp.sharepoint.com/teams/GenderEqualitySeal>

Business and Human Rights <https://hrdd-assessment.org/human-rights-risks/>

### **UN Women**

Publications and Resources <https://www.unwomen.org/en/resources>

### **UN Secretariat**

Gender Parity Dashboard <https://www.un.org/gender/content/un-secretariat-gender-parity-dashboard>

Learning Tools <https://www.un.org/gender/content/learning-0>

### **Others**

European Institute for Gender Equality <https://eige.europa.eu/>

World Bank, Gender Data Portal <https://genderdata.worldbank.org/>

UNFCCC, Gender and Climate Change <https://unfccc.int/gender>

Data2X, Gender Tools for Understanding the Nexus of Climate Change and Gender <https://data2x.org/gender-tools-for-understanding-the-nexus-of-climate-change-and-gender/>



