



Spotlight Initiative

*To eliminate violence
against women and girls*

COUNTRY PROGRAMME DOCUMENT

TIMOR-LESTE

September 2019



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Initiated by the European Union and the United Nations:



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<p>Programme Title: Spotlight Initiative in Timor-Leste – A Joint EU-UN Initiative to Eliminate Violence Against Women and Girls</p>	<p>Partnership between EU, RCO and Recipient UN Organizations (RUNOs): ILO, UNDP, UNFPA, UNICEF, UN WOMEN</p>
<p>Programme Contact: Name and Title: Roy Trivedy, United Nations Resident Coordinator</p> <p>Address: UN House, Caicoli Street, P.O. Box 558, Dili, Timor-Leste</p> <p>Telephone: +670 3311220 Mob: +670 77231802</p> <p>E-mail:roy.trivedy@one.un.org</p>	<p>Programme Partner(s):</p> <ul style="list-style-type: none"> - UN Associated Partners – IOM; HRAU; WHO. - Government – Office of the Prime Minister, Secretary of State for Equality and Inclusion, Ministry of Education, Secretary of State for Youth and Sport, Ministry of Finance, Ministry of Health, Ministry of Justice, Ministry of Social Solidarity and Inclusion, National Police, Courts, Public Defender Office, Office of the Prosecutor General, Ministry of State Administration and select Municipal Authorities, Secretary of State for Vocational Training and Employment Policy, Secretary of State for Social Communication, Youth Parliament, Institute for Entrepreneurship Support and Development (IADE) - Civil Society – At this stage of programme design specific, specific CSOs have not been agreed as implementing partners. The partners involved in programme design have however agreed to engage with the following types of CSOs: women’s rights organizations and networks; grassroots and women community groups; organizations of persons with disabilities; faith-based groups; National Scouts Association; human rights and gender equality organizations; youth groups; girls’ networks; gender equality advocates; Confederation of Timorese Trade Unions (KSTL) and others to be identified during the inception phase. - Independent Commissions and Oversight Bodies – Provedoria for Human Rights and Justice; Civil Service Commission; Commission for the Rights of the Child; National Parliament. - Private Sector Associations (non-state actors) – Chamber of Commerce and Industry of Timor-Leste (CCITL); Association of Women in Business in Timor-Leste (AEMTL). - Media – Press Council; Community Radio; Social Media Platforms (to be specified after Baseline); CSOs using participatory and Communications for Development (C4D) methods. - Local Authorities, survivors of violence and community members
<p>Programme Country: TIMOR-LESTE</p>	<p>Programme Location (provinces or priority areas): To ensure effective and meaningful impact of the Spotlight Initiative in Timor-Leste, the Programme will focus on a comprehensive set of actions at the national level in the capital Dili, complemented by community-</p>



	based interventions in Ermera, Viqueque, and Bobonaro municipalities.																					
<p>Programme Description: The overall vision of the Spotlight Initiative in Timor-Leste is that women and girls enjoy their right to a life free of violence, within an inclusive and gender equitable Timor-Leste.</p> <p>The programme is aligned to the Timor-Leste "National Action Plan on Gender based Violence (2017-2021)" and National SDG Roadmap. It will contribute to the elimination of domestic violence/ intimate partner violence (DV/IPV) by responding to the needs of women and girls and addressing the underlying causes of violence against women and girls, using a multi-sectoral and intersectional approach across the ecological model.</p> <p>This will involve strengthening and widening partnerships and solidarity across civil society, government, media, private sector and development partners. The Initiative will empower individuals, equip institutions at national, sub-national and community levels with the policies, systems and mechanisms to prevent and respond to VAWG, and encourage the public to challenge harmful gender norms. Using innovative approaches, the SI will build a social movement of diverse advocates and agents of change for gender equality and social inclusion.</p> <p>The Spotlight Initiative will accelerate Timor-Leste's progress toward reaching its targets under the 2030 Agenda, particularly SDG 5 on Gender Equality, but also SDG 3 "Health and Well-Being", SDG. 4 "Quality Education", SDG 8 "Promote inclusive and sustainable economic growth, employment and decent work for all", SDG 10 "Reduced Inequalities", SDG 11 "Sustainable Cities and Communities", SDG 16 "Peace, Justice and Strong Institutions", and SDG 17 on "Partnerships".</p> <p>It will contribute to the National Strategic Development Plan and reinforce Timor-Leste's implementation of commitments under the Beijing Platform for Action, the Concluding Observations of the CEDAW Committee,</p>	<p>Total Cost of the Spotlight Country Programme (including estimated Unfunded Budget): USD 15,926,338</p> <p>Total Funded Cost of the Spotlight Country Programme (Spotlight Phase I¹ and UN Agency contribution): USD 10,838,786</p> <p>Breakdown of Total Funded Cost by RUNO:</p> <table border="1" data-bbox="782 653 1406 919"> <thead> <tr> <th>Name of RUNOs</th> <th>Spotlight Phase I (USD)</th> <th>UN Agency Contributions (USD)</th> </tr> </thead> <tbody> <tr> <td>UN Women</td> <td>3,411,497</td> <td>114,497</td> </tr> <tr> <td>UNDP</td> <td>2,448,706</td> <td>338,996</td> </tr> <tr> <td>UNICEF</td> <td>1,758,519</td> <td>134,454</td> </tr> <tr> <td>UNFPA</td> <td>1,624,202</td> <td>146,810</td> </tr> <tr> <td>ILO</td> <td>657,076</td> <td>204,028</td> </tr> <tr> <td>TOTAL</td> <td>9,900,000</td> <td>938,785</td> </tr> </tbody> </table>	Name of RUNOs	Spotlight Phase I (USD)	UN Agency Contributions (USD)	UN Women	3,411,497	114,497	UNDP	2,448,706	338,996	UNICEF	1,758,519	134,454	UNFPA	1,624,202	146,810	ILO	657,076	204,028	TOTAL	9,900,000	938,785
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¹ Funding from the Spotlight Initiative will be allocated by the Operational Steering Committee in two distinct phases: Phase I will entail allocating 70% of the funding envelope, Phase II will only be allocated depending on the Country Programme's overall needs and performance towards achieving results.



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Convention on the Rights of the Child, among other international obligations.

The Programme is grounded on the core principle of leaving no one behind and reaching the furthest behind first. The interventions have been designed to target women and girls most marginalized (rural, poor, with disabilities and young mothers), at higher risk of intimate partner violence and groups that face multiple or intersecting forms of discrimination.

Estimated No. of Beneficiaries –a breakdown by Pillar and methodology used for estimation is provided in Section [Error! Reference source not found.](#) of this document

Indicative numbers	Direct	Indirect
Women	68,363	303,547
Girls	102,241	278,984
Men	63,810	304,083
Boys	106,826	297,029
TOTAL	341,231	1,183,643

Start Date: 1 January 2020

End Date: 31 December 2022

Total duration (in months): 36 months

The duration of the Country Programme should be maximum of 3 years.



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<p>Recipient UN Organization: United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) Sunita Caminha Title: [Redacted] Signature: [Redacted] Date & Seal: [Redacted]</p>	<p>Government of Timor-Leste Name of Representative Name of Agency/Ministry Signature Name of Agency Date & Seal</p>
<p>Recipient UN Organization: United Nations Development Programme (UNDP) Munkhtuya Altangerel Title: [Redacted] Signature: [Redacted] Date & Seal: [Redacted]</p>	
<p>Recipient UN Organization United Nations Fund for Children's (UNICEF) Valerie Taton Title: <i>Representative</i> [Redacted] Signature: [Redacted] Date & Seal: [Redacted]</p>	
<p>Recipient UN Organization United Nations Population Fund (UNFPA) Ronny Lindstrom Title: [Redacted] Signature: [Redacted] Date & Seal: [Redacted]</p>	
<p>Recipient UN Organization International Labour Organization (ILO) Michiko Miyamoto Title: Director [Redacted] Signature: [Redacted] Date & Seal: [Redacted]</p>	
<p>UN Resident Coordinator Roy Trivedy Signature: [Redacted] Date & Seal: [Redacted]</p>	
<p>The UN Executive Office of the Secretary General: Signature: [Redacted] Date: <u>15/01/2020</u></p>	



Abbreviations and Acronyms

AEMTL	Association of Women in Business in Timor-Leste
ASC	Access to Justice Clinics
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CoA	Court of Appeal
CP-SC	Country Programme Steering Committee
CPD	Country Programme Document
CS	Civil Society
CS-NRG	Civil Society National Reference Group
CSC	Civil Service Commission
CSE	Comprehensive Sexual Education
CSO	Civil Society Organization
DFAT	Australian Department of Foreign Affairs and Trade
DHS	Demographic and Health Survey
DV	Domestic Violence
EBC	Ensino Basiku Central (Central Basic Education)
EDF	European Development Fund
ERA-AF	Enhancing Rural Access (ERA) Agro-Forestry Project
EU	European Union
EUD	European Union Delegation
EVAWG	Ending Violence Against Women and Girls
GAP	European Union Gender Action Plan 2016-2020
GBV	Gender-Based Violence
GII	Gender Inequality Index
GRB	Gender Responsive Budgeting
GTG	Gender Theme Group
GWG	Gender Working Group
IADE	Instituto de Apoio ao Desenvolvimento Empresarial (Institute for Entrepreneurship Support and Development)
IMS	Information Management System
INGO	International Non-Governmental Organization
IPV	Intimate Partner Violence
KSTL	Confederation of Timorese Trade Union
LADV	Law Against Domestic Violence
LGBTQI	Lesbian, Gay, Bisexual, Transgender, Queer and Intersex
LIVES	Listen, Inquire, Validate, Enhance Safety & Support (for first-line health support)
LNOB	Leaving No One Behind
MoE	Ministry of Education, Youth and Sport
MoF	Ministry of Finance
MoH	Ministry of Health
MoJ	Ministry of Justice
MSSI	Ministry of Social Solidarity and Inclusion
NAP-GBV	National Action Plan on Gender Based Violence
NGO	Non-Governmental Organization
NIP	EU – TL National Indicative Programme (2014-20220)
OPG	Office of the Prosecutor General
PDO	Public Defender Office
PMO	Prime Minister's Office
PNTL	National Police of Timor-Leste
PTA	Parents and Teachers Associations
R4D	Roads for Development Programme
RCO	Resident Coordinator's Office
RUNOs	Recipient UN Organizations



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SC	Students Councils
SDGs	Sustainable Development Goals
SDP	Timor-Leste Strategic Development Plan 2011-2030
SEFOPE	Secretary of State for Vocational Training and Employment
SEII	Secretary of State for Equality and Inclusion
SI	Spotlight Initiative
SOPs	Standard Operation Procedures
SSYS	Secretary of State for Youth and Sports
UN	United Nations
UNDAF	United Nations Development Assistance Framework
UNSDCF	United Nations Sustainable Development Cooperation Framework
VAC	Violence against Children
VAWC	Violence Against Women and Children
VAWG	Violence against Women and Girls
UPMA	Planning, Monitoring and Evaluation Unit
VCD	Virtual Country Dialogue
VPU	Vulnerable Persons Unit
WEE	Women's Economic Empowerment



Definitions²

Decentralization: Process of dispersing decision-making or government administration closer to the point of service or action.

Domestic Violence is defined as violence perpetrated by intimate partners and other family members, and manifested through: *physical abuse* (e.g. slapping, beating, arm twisting, stabbing, strangling, burning, choking, kicking, threats with an object or weapon, and murder); *sexual abuse* (e.g. coerced sex through threats, intimidation or physical force, unwanted sexual acts, forcing sex with others or sexual acts without voluntary consent); *psychological abuse* (e.g. threats of abandonment or abuse, confinement to the home, surveillance, threats to take away custody of the children, destruction of objects, isolation, verbal aggression and constant humiliation); and *economic violence* (e.g. denial of funds, refusal to contribute financially, denial of food and basic needs, and controlling access to health care, employment, etc.)

Ecological Model: A model to help understand the root causes and risk factors of violence that need to be identified and addressed by prevention strategies. The model identifies risk factors at four levels: individual, relationship, community and societal. The ecological model helps to clarify the causes of violence and their complex interactions. The model is multilevel, allowing for the interaction of factors both between the different levels as well as at the same level and suggests that to prevent violence it is necessary to develop interventions at the different levels.

Economic Abuse: Causing/or attempting to cause an individual to become financially dependent on another person, by obstructing their access to or control over resources and/or independent economic activity.

Gender-Based Violence (GBV): Violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering, against someone based on gender discrimination, gender role expectations and/or gender stereotypes, or based on the differential power status linked to gender.

Gender-Responsive Budgeting (GRB): An approach to ensure equal impact of actual government expenditure and revenue on women and girls as compared to men and boys. It neither requires separate budgets for women, nor does it aim to solely increase spending on women-specific programmes. It helps governments decide how policies, plans need to be formed, and where resources should be allocated to address gender inequalities.

Health care provider: is an individual or an organization that provides health-care services in a systematic way. An individual health-care provider may be a health care professional, a community health worker; or any person who is trained and knowledgeable in health. Organizations include hospitals, clinics, primary care centres and other service delivery points. Primary health care providers are nurses, midwives, doctors, others.

Intimate Partner Violence (IPV): A pattern of assaultive and coercive behaviours, including physical, sexual, and psychological attacks, as well as economic coercion, that adults or adolescents use against their intimate partners. It includes a range of sexually, psychologically and physically coercive acts used against adult or adolescents by a current or former intimate partner, without their consent. Though women can be violent toward men in relationships, and violence exists in same-sex partnerships, the largest burden of intimate partner violence is inflicted by men against their female partners.

Justice service providers: State/government officials, judges, prosecutors, police, legal aid, court administrators, lawyers, paralegals, and victim support/social services staff.

Masculinities: The different notions of what it means to be a man, including ideals about men's characteristics, roles and identities, constructed based on cultural, social and biological factors and change over time.

Survivor-Centered Approach is defined in the UN Essential Services Package for women and girls

² <http://endvawnow.org/en/articles/347-glossary-of-terms-from-programming-essentials-and-monitoring-and-evaluation-sections.html> and UN Essential Services Package for women and girls subject to violence; <http://www.unwomen.org/en/digital-library/publications/2015/12/essential-services-package-for-women-and-girls-subject-to-violence>



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subjected to violence as an approach that places “*the rights, needs and desires of women and girls as the centre of focus of service delivery. This requires consideration of the multiple needs of victims and survivor, the various risks and vulnerabilities, the impact of decisions and actions taken, and ensures services are tailored to the unique requirements of each individual women and girl. Services should respond to her wishes.*”

Social services: responding to violence against women and girls are specifically focused on victims/survivors of violence. They are imperative for assisting women’s recovery from violence, their empowerment and preventing the reoccurrence of violence and, in some instances, work with particular parts of society or the community to change the attitudes and perceptions of violence. They include, but are not limited to, providing psycho-social counselling, financial support, crisis information, safe accommodation, legal and advocacy services, housing and employment support and others, to women and girls who experience violence. In the Pacific, social services are primarily provided by CSOs.

Violence against Children: All forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.³ There are several areas of intersection between violence against children and violence against women, namely shared risk factors, co-occurrence within the family, common consequences, and inter-generational and cyclical nature of VAC and VAW.

Violence against Women and Girls: Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women and girls, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.

³ Article 19 of the Convention on the Rights of the Child (CRC).

I. Executive Summary

Timor-Leste is at an important crossroad in 2019, after achieving significant progress in the 20 years since its historic vote for independence. The young country of 1.18 million people has made many milestones demonstrating its commitment to ending violence against women and girls (EVAWG) and intimate partner violence. At the same time, the youthful nation, with more than 75% of the population under 35 and more than half living in rural areas, has been unable to shift the high tolerance for men's perpetration of violence against women. Despite the vision for equality, violence against women remains widespread, with estimates from 38% to 59% of women experiencing violence in their lifetime, including young women between the ages of 15 and 19. The Government recognizes VAWG is a significant barrier to the country's development, as indicated in its 2019 Voluntary National Review on the Sustainable Development Goals (SDGs). As such, the Spotlight Initiative (SI) in Timor-Leste, designed as an SDG demonstration fund, brings a unique opportunity to accelerate momentum across actors to end VAWG in a holistic and innovative way.

In addition to reporting on progress made against the SDGs, Timor-Leste's reviews of the Beijing Platform of Action +25 and forthcoming report to the CEDAW Committee in 2019 highlight the need for a comprehensive approach to ending VAWG. Evidence and experience suggest that any meaningful contribution must bring together the successful efforts to date, while investing in proven interventions that can stop violence before it begins and deepen investments in making commitments turn to action. The SI will leverage the UN Family and European Union (EU)'s role supporting government and civil society, expertise in VAWG globally and collaboration with private sector and other development partners. It will help raise the visibility and support the expansion of effective practices – from the various pilots implemented in the past 17 years -- as well as new initiatives and innovations from communities themselves.

Across the six pillars, the Spotlight Initiative (SI) in Timor-Leste will importantly bring women and girls to the centre of the interventions, recognizing that the empowerment of women and girls, in their diversity, is the starting point to eliminating the violence they face. The Programme is comprehensive and seeks to strengthen relationships between partners, which will address the critical need to engage men, who are most often the perpetrators of VAWG, but have an important role as agents of change. It will also take an explicit approach to integrating the experiences of women who face multiple forms of discrimination, in line with the SDG principle of Leaving No One Behind (LNOB).

The Programme will apply a lifecycle approach to violence, recognizing the continuum of violence that women and girls may experience, their exposure to specific forms of violence across each stage of their life, as well as the need to adapt the prevention and responses accordingly. Furthermore, girls and boys who are exposed to intimate partner violence are more likely to be involved in abusive adult relationships and are more likely to use harsh parenting against their own children. This, in turn, increases the risks of their own children perpetrating or experiencing IPV/DV as adults, thus perpetuating the inter-generational cycle of violence against women and girls. For this reason, adolescents will form a critical target for prevention programming, given that victimization and perpetration of VAWG often first occurs in adolescence.

The SI will mobilize key influencers from communities, across gender identities, generations and sectors. Young people, in their years of transition into adolescence and becoming an adult, are key to breaking the inter-generational cycle of violence. As a majority of the population in Timor-Leste, young people will be engaged in different spaces - from their homes, schools, communities and religious groups. This will create multiple opportunities to encourage gender equitable norms, attitudes and practices and build healthy relationship skills in private, professional and social spaces.

Civil society will continue to play a significant role across the pillars, and the women's movement will be strengthened through organizational development support, and by launching a ground-breaking process of exploring what the movement needs and discussing with traditional donors how support can be more impactful and sustainable. This enables women's organizations, in their diversity, to take an important role leading the efforts on EVAWG and will encourage collaboration and greater solidarity across groups.

National actions will be connected with municipal efforts outside the capital (where the vast majority of



the population lives) to strengthen the flow of information and inputs between communities and national actors driving policy and legislation. This will ensure that voices of the most vulnerable and marginalized are heard and contribute to the ongoing decentralization processes, while enhancing the functionality and impact of existing coordination mechanisms on VAWG.

The SI brings a new way of working together, harnessing the individual UN agency expertise and collective experiences on EVAWG in Timor-Leste and around the world. A dedicated SI team will be established under the overall oversight of the UN Resident Coordinator (RC) and technical coherence leadership of UN Women, as the Chair of the UN Gender Theme Group in Timor-Leste. The process will inform the UN's new Sustainable Development Cooperation Framework in Timor-Leste (2021-2025) and the "EU Gender Action Plan II" (2016-2020) (GAP), creating opportunities for more integrated dialogue across development partners contributing to EVAWG.

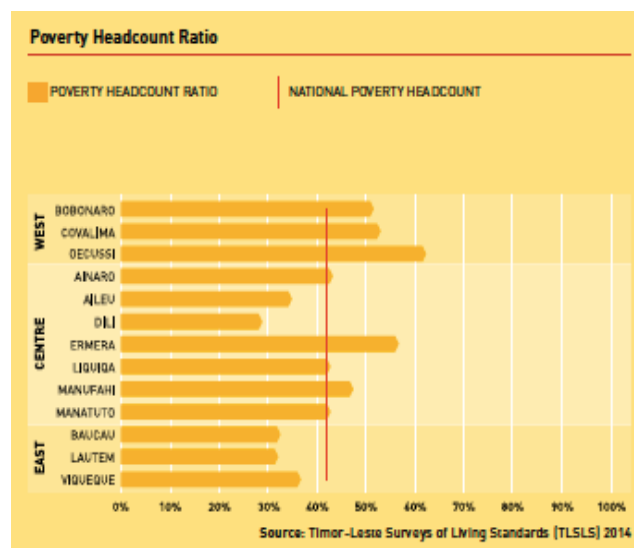
The programme will generate new connections, leverage each agency and the wider UN system's opportunities and entry points, and facilitate creativity in seeking solutions to entrenched challenges. It will listen and build on the priorities of key stakeholders and recognize that empowerment and change must start from within. The UN system will work in close partnership with the EU to model this change in its investment and approach to partnership, striving to '*walk the talk*' in EVAWG and strengthen the momentum of the existing movement for equality in Timor-Leste.

II. Situational Analysis

Timor-Leste is a Small Island Developing State, **independent since 2002**, making it one of the youngest democracies in the world. In only 17 years, it has taken significant steps to rebuild the nation and redefine its future, following more than three centuries of colonization and a violent occupation that lasted 24 years, killing approximately a third of its population, and displacing almost half a million people in 1999. Timor-Leste's population of 1,183,643 million people is one of the youngest in the Pacific, with 75% are under 35 years old⁴. It is the **15th youngest nation in the world**.

Despite the notable efforts in state-building and economic growth (especially between 2007-2016), Timor-Leste is **one of the least developed nations in the region**, with 41.8% of the population living below the poverty line. Despite having a Human Development Index (HDI) of 0.625 in 2017⁵, when weighed against the inequality factor, the HDI drops to 0.452⁶. This inequality is **predominant in rural areas** - where 70% of the population is disproportionately affected by poverty, malnutrition, unemployment and lack of access to quality education and basic infrastructure.

Figure 1: Poverty Headcount Ratio⁷



Inequality particularly affects women, who face discrimination within their homes and society, and across sectors of health, education, employment and access to justice. **Women's labour force participation is 24.9 per cent**, less than half that of men at 52.5 per cent⁸.

⁴ 2015 Population Census

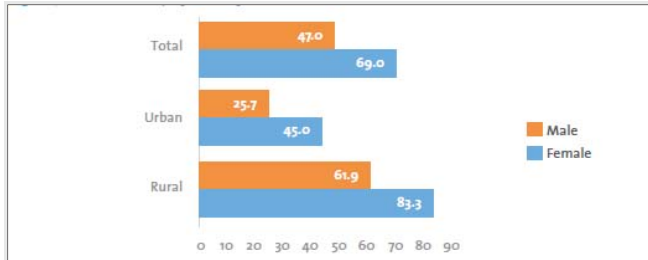
⁵ Putting Timor-Leste at 132nd place in this UNDP Index and within the countries of average human development

⁶ Human Development Indices and Indicators: 2018 Statistical Update - Briefing note for countries on the 2018 Statistical Update - http://hdr.undp.org/sites/all/themes/hdr_theme/country-notes/TLS.pdf

⁷ World Bank, 2019. A Gender-Sensitive Insight of Poverty Mapping for Timor-Leste, <http://documents.worldbank.org/curated/en/972361553358216477/pdf/A-Gender-Sensitive-Insight-of-Poverty-Mapping-for-Timor-Leste.pdf>

⁸ ILOSTAT, <https://www.ilo.org/ilostat>

Figure 2: Vulnerable employment, by location and sex, Timor-Leste 2013⁹



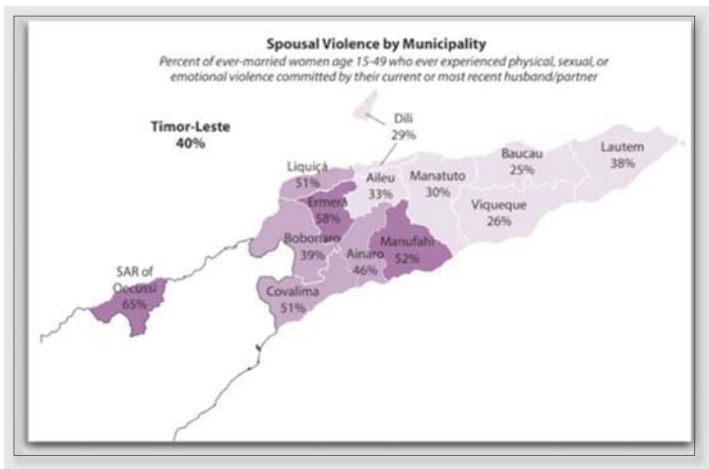
Women and girls living in rural areas, living with disabilities, young mothers, and women in vulnerable employment (such as domestic workers) have even greater challenges to access their rights as enshrined under the law.

Although there is insufficient data to calculate the Gender Inequality Index (GII) for Timor-Leste, the 2017 female HDI value for Timor-Leste is 0.567, in contrast with 0.663 for males. In addition, the Spotlight Country Selection Proxy Composite Indicator and weighting (used in lieu of the GII for the region) rates Timor-Leste as 9.75, the third highest after Papua New Guinea and Palau.

This gender inequality fuels the high levels of violence against women and girls (VAWG), which remains one of the most widespread human rights abuses in Timor-Leste. A dedicated prevalence survey in 2016 found that **59% of Timorese women (15-49 years) reported having experienced physical and/or sexual violence by an intimate partner in their lifetime**¹⁰.

The 2016 Demographic and Health Survey Domestic Violence Module showed the diversity of prevalence across municipalities, reinforcing the need for targeted interventions that are fully owned by the affected community.

Figure 3: Percentage of women survivors who never disclosed DV/sought help, by municipality (2016)¹¹



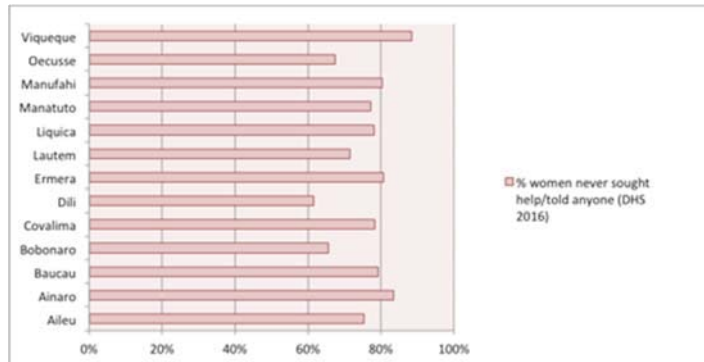
⁹ GDS and SEFOPE, 2015, Timor-Leste Labour Force Survey 2013

¹⁰ The Asia Foundation. 2016. Understanding Violence against Women and Children in Timor-Leste: Findings from the Nabilan Baseline Study: Summary Report. The Asia Foundation: Dili.

¹¹ Demographic and Health Survey 2016 (DHS 2016), [https://timor-
leste.unfpa.org/sites/default/files/pub-pdf/Timor_Leste_2016_Final_Report.pdf](https://timor-leste.unfpa.org/sites/default/files/pub-pdf/Timor_Leste_2016_Final_Report.pdf)

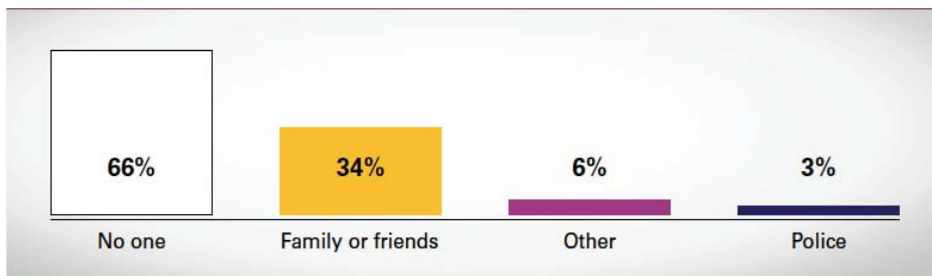
DV is aggravated by a high **tolerance of spousal abuse**, with more than 3 out of 4 women and men reporting that they believe that a man is justified in physically beating his wife. At the same time, **help-seeking after violence remains low**, with 76% of women never disclosing violence or seeking help.¹²

Figure 4: Percentage of women survivors who never disclosed DV/sought help, by municipality (2016)¹³



In addition, among women who had told someone about their experience of IPV, most often this was shared with their family members (parents, siblings or others), with very few incidents being reported to people in positions of authority (such as police or health professionals). According to the Asia Foundation’s Nabilan Baseline Study, women also rarely mentioned sharing these experiences with religious leaders, NGOs and women’s organizations.

Figure 5: Who women told about their experience(s) of intimate partner violence¹⁴



Violence harms women’s ability to control their bodies and their health, which limits efforts to reduce high maternal mortality. It affects women’s ability to make decisions in their households, including to reduce malnutrition, which is a major problem in the country. And it limits women’s potential economic and educational outcomes, which are critical as the country moves to diversify its economy. Beyond individual women, girls who witness or experience abuse are more likely to experience unhealthy relationships and boys who witness or experience abuse have higher risk of perpetuating inequitable social norms of men’s power and control over women. Considering the high levels of violence experienced by women and girls by intimate partners alone, the social and economic costs of domestic violence in Timor-Leste is a risk to the country’s future wellbeing.

¹² DHS 2016

¹³ DHS 2016

¹⁴ The Asia Foundation. 2016 Ibid



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The harmful impact of this violence is recognized as a **barrier to sustainable and peaceful development**¹⁵. The discrimination and gender inequality at the root of violence against women is recognized by the Government in its Strategic Development Plan 2011-2030 (SDP), where it is acknowledged that *“women in our nation are making an enormous contribution to our communities, farming sector, economy and homes – without proper recognition and often with inadequate support. We must all work to change our mentalities and ensure that equal opportunities and rights are provided to our girls and women.”*

In addition, the 2016 *Nabilan* Baseline Study¹⁶ reported that nearly half of all women (49 percent) and over one-third of men (36 percent) in both sites (Dili and Manufahi Municipalities) said that as children, they had witnessed their mothers experience physical violence by their husbands or partners. This study also indicates that there is evidence of intergenerational cycles of violence - as women who witnessed their mothers being physically beaten as children were 1.7 times more likely to experience intimate partner violence compared with those women who had not witnessed such beatings during childhood. The Timor-Leste DHS (2016) shows similar evidence: women who themselves have experienced spousal violence are more likely to report that their father used to beat their mother (24-43%) when compared with women who report their father did not beat their mother (13%).

Considering the global evidence that girls and boys who are exposed to IPV are also more likely to use harsh parenting against their own children,¹⁷ the widespread exposure of children in Timor-Leste to violence against their mothers, requires dedicated attention to break the inter-generational cycle of violence against women and girls.

VAWG is a global pandemic, and it is important to note that the context in Timor-Leste is situated against an extensive legal and policy framework, consistently expressed political commitment on gender equality and historically active women’s movements and civil society organizations (CSOs) working on gender equality and ending violence against women and girls (EVAWG).

Since independence in 2002, Timor-Leste has ratified core human rights treaties¹⁸ and at the national level, it has enacted the Law against Domestic Violence in 2010, National Action Plans on Gender-Based Violence (2012-2016 and 2017-2021), a National Action Plan on the Women, Peace and Security Agenda (2016-2020), Guidelines to address Sexual Harassment in the Civil Service (2017), a dedicated Gender Strategy for the National Police (2018), Draft Law on Child Protection, National Action Plan for Children (2016-2020), Child and Family Welfare Policy (2015) among other policies to uphold the rights of women and girls to live free of violence.¹⁹

These laws and policies are supported by institutional mechanisms, such as temporary special measures, to ensure women’s representation in the National Parliament, inclusion of women and female youth representatives on each of the 452 village councils, and integration of gender commitments in the State planning and budgeting process. The country has established a gender equality architecture, initially a Cabinet in the Prime Minister’s Office and elevated into the Secretary of State for the Promotion of Equality in 2007 – now the Secretary of State for Equality and Inclusion (SEII). This is supported by an Inter-Ministerial Gender Working Group and sector-specific Gender Working Groups across line ministries and at the municipal level. SEII is mandated to design, ensure execution, coordinate and evaluate Government policies for the promotion of gender equality.

These efforts illustrate the **political will for advancing gender equality** consistently demonstrated by leaders in Timor-Leste at the highest-levels, that has been followed by incremental investments to

¹⁵ As identified in the Sustainable Development Goals Agenda 2030

¹⁶ From the DFAT funded EAW programme Nabilan

¹⁷ Guedes A, Bott S, Garcia-Moreno C, Colombini M. Bridging the gaps: A global review of intersections of violence against women and violence against children. *Global Health Action*. 2016;9(31516).

¹⁸ Timor-Leste has signed core human rights treaties including the International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights, the Convention on the Elimination of Discrimination against Women, the Convention against Torture and the Convention on the Rights of the Child.

¹⁹ See Timor-Leste: Paving the Way for A Planet 50-50 by 2030 for a list of key gender equality commitments made between 2002 and 2017: <http://asiapacific.unwomen.org/en/digital-library/publications/2017/12/planet-50-50-brief>



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strengthen the capacities of civil servants to plan and deliver effective and gender-responsive services to the population (in health, education, social, justice and security). **Service infrastructure and institutional capacities** are still evolving and making steady progress, especially considering the country's short 17 years of independence. Given past investments, the institutional frameworks and coordination mechanisms are well-positioned to complement capacity development efforts that will equip service providers with the tools and programmatic approaches to promote respectful relationships and mobilize communities toward eliminating VAWG.

The progress reached is also a result of the **women's movement** in Timor-Leste – which contributed significantly to the country's struggle for independence– and post-independence advancements on gender equality. In the current period, the women's movement remains an important force for the country's overall development, including efforts to end domestic violence (DV). Women's organizations have been among the leading advocates for raising the visibility of VAW as a priority concern and emerging organizations and diversity within the movement are reinforcing these efforts by expanding the dialogue and issues raised (for example, on women's economic empowerment, new masculinities, the rights of LGBTQI, the agency and protection of people with disabilities).

However, despite the Government's commitment, the work of the women's movement and CSOs, as well as support from development partners, **achieving gender equality and EAWG has been hindered by the lack of a holistic approach involving key institutions and groups and limited effective coordination between different groups of actors**, as well as donor investments across sectors. This has been **compounded by low levels of consistent and sustained investment and support for institutional change as it relates to gender equality**. Government funding for gender equality, including GBV, has been less than 2% of the total State Budget for 2016-2017, with the 2018 political impasse slowing critical funds to service providers and support for women's organizations.

Timor-Leste is nearly halfway through its Strategic Development Plan 2011-2030 (SDP), that seeks to invest in local development (and capacity strengthening) to reduce the growing divide between urban and rural areas. In addition to institutional strengthening at national levels, a key component of this investment is **bringing development and public services closer to the people**, including through the process of decentralization, as set in the Constitution and currently underway (for further details please refer to the summary in Box 1 below). In this regard, the country has 13 designated Municipalities where foundations are being laid for establishing a more effective, efficient and equitable provision of public services, creating new opportunities for democratic participation, **promoting strong and accountable State institutions** and developing an enabling environment for the private sector to grow in rural areas.

Box 1: Administrative Decentralization

Timor-Leste's Strategic Development Plan 2011-2030 establishes the objectives to be achieved through administrative decentralization policies: private sector development in rural areas; the creation of new opportunities for democratic participation; the promotion of the institutions of a strong state; and the establishment of more effective, efficient and equitable delivery of public services. To achieve these objectives the Government launched in 2003 the process of *administrative de-concentration*, a first stage of the transition from centralized to decentralized power, in which administrative services are established within the framework of the State's Direct Administration, providing them with organic structures, systems and resources capable of providing public goods and services at the sub-national level.

In 2016, the efforts to establish Local Government bodies and services were intensified, with the reform of Municipal Administrations aimed at ensuring immediate access to basic public goods and services by strengthening the capacity of State Administration to gradually become autonomous and establish themselves as agencies and services of the local government, anticipating a gradual transition to greater autonomy of local authorities in service provision, aiming to a full territorial administrative decentralization.



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To support the country's efforts to achieve the SDGs, in alignment with the National Strategic Development Plan (SDP), the Prime Minister's Office established a working group to oversee the SDGs implementation. Led by the Head of the Unit of Planning, Monitoring and Evaluation (UPMA), Timor-Leste adopted a Roadmap on the SDGs, which outlines the national priorities for development until 2030, and links between the 20-year strategy and the SDGs. This has been a significant step forward in setting of the development agenda in the country, strongly supported by the UN system. However, continued attention is needed to connect the SDG targets with annual planning exercises and localizing the SDGs throughout the country. The Spotlight Initiative will present a model of how this can be done, also demonstrating how progress under Goal 5 can contribute to progress other SDGs - and considering that a significant amount of work from the coordination on the NAP GBV will be done in close cooperation with SEII and UPMA.

The Spotlight Initiative comes at a key moment in Timor-Leste's history and can make a significant contribution to the Government's efforts to achieve its vision that by 2030 *"Timor-Leste will be a gender-fair society where human dignity and women's rights are valued, protected and promoted by our laws and culture"*²⁰. Building on European Union's (EU) *"commitment to gender equality, human rights, the empowerment of women and girls and the eradication of gender based violence"* (EU Gender Action Plan GAP II)²¹ it **will leverage the existing political will and EVAWG efforts done to date, while contributing a new way of collaborating, and a focused set of impact-oriented investments to fill important gaps in the struggle to end VAWG in a holistic and sustainable way.**

Pillar 1 - Legislative and Policy Framework

Timor-Leste's progress on the establishment of rule of law and democratic state-building over the past 17 years is impressive and has benefitted from the consistent and significant support from the UN family, the EU and other development partners.

In particular, Timor-Leste has a strong VAWG national framework, having ratified most of the core international human rights treaties/conventions and development frameworks, with clear articles in its Constitution dedicated to gender equality (Article 16, 17, 18 and 26). The SDP 2011-2030 also addresses gender equality and women's empowerment. In 2016, Timor-Leste ratified ILO Core Conventions No. 111 and No. 100 on gender equality and contributed to the adoption of a new International Labour Standard concerning the elimination of violence and harassment in the world of work (Convention No. 190) in June 2019.

Violence is criminalized in the Penal Code (2009) and the Law Against Domestic Violence (LADV) was enacted in 2010, less than ten years after the country regained independence. The policy frameworks are also in place, particularly with the National Action Plan (NAP) GBV 2012-2016 and NAP GBV 2017-2021, NAP on Children, NAP on Women, Peace and Security (2016-2020), the Maubisse Declaration (focused on upholding rural women's rights and promoting their economic empowerment). Sexual Harassment Guidelines for Civil Servants were adopted in 2017, recognizing the various forms of GBV that exists and the connections between different forms of violence.

However, further **reforms and improvements to laws and policies, with a focus on their effective implementation**, are needed to ensure equal rights are accessible and all people can access justice. This is an especially pertinent priority for GBV and IPV survivors, with those furthest behind including women with disabilities, women living in rural areas, in vulnerable employment (69 per cent for women), girls who are out of school or pregnant, those married before the age of 18 and women and girls who identify as lesbian, bisexual, transgender and intersex. These groups and other marginalized persons are often excluded from the protection of laws and policies on gender-based violence, as they might not have access to information or have the necessary support to seek services, including to formal justice mechanisms²².

²⁰ Strategic Development Plan 2011-2030

²¹ EU Gender Action Plan 2016-2020

²² United Nations Development Programme. 2011. 'Customary Law and Domestic Violence in Timor-Leste'; United Nations Development Programme. 2013. Breaking the cycle of domestic violence in Timor-Leste.



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To address these gaps, **consultations** held during Programme design highlighted the need to: improve key areas of legislation (including by mapping, assessing and considering formalization of customary law, and to improve provisions within the criminal law (Penal Code) and Labour Law, among other legal frameworks), undertaking consultations with the groups most left behind as part of legislative review and reform processes, as a recognized way to build public trust in legal institutions and systems, increase awareness of laws and levels of awareness around the rights of women and girls. monitor the implementation of the laws and plans more effectively, recognizing that legislation and policy needs to provide a framework for responding to VAWG and requires strong service delivery and procedural systems to support it. Monitoring and reporting back to the public via existing coordination and oversight mechanisms, importantly involving CSO groups, is a focus of the SI in Timor-Leste (and will work with the statistics office and women's machinery); increase the knowledge of national and local authorities of the Law against DV and the NAP-GBV, while improving their ability to cost action plans on EVAWG, acknowledging that increased commitment to addressing VAWG through national policy and legislative reform does not always lead to effective implementation and that commitments, policies and legislation, need to be properly resourced, in terms of personnel and financially, to ensure effective implementation.

These actions are particularly opportune considering that in 2019, the executive and legislative power of Timor-Leste will undertake a broad **Justice System Reform**, led by the Parliament, with the aim of reorganizing the judicial map of Timor-Leste and carrying out revisions of several existing laws. This reform, which is already being supported by UNDP, provides an opportunity to address the issues of practice of informal and local customary law, which will also ensure women's voices are heard in the process, building on previous analysis and recommendations made by civil society with UN Women's support.²³

In addition, this Programme will build on and support the ongoing **Public Finance Management (PFM)** reform, which requires line ministries to integrate plans and allocate budgets on gender equality commitments, including related to DV and report on progress made against those plans. UN Women has assisted the integration of gender into this process and together with UNICEF, supports the State on inclusive budgeting and monitoring results. This will importantly ensure the current NAP GBV is monitored and evaluated before any subsequent VAWG plans are created, strengthening the capacity of the existing Inter-ministerial NAP GBV Commission in its role to coordinate and monitor implementation of the NAP GBV.

Further, in June 2019, a new **International Labour Standard** was adopted by Governments, Workers' and Employers' Organizations around the world (including Timor-Leste) on eliminating violence and harassment in the world of work, including gender-based violence. ILO Convention No. 190 and the accompanying Recommendation No. 206 recognize that domestic violence can affect employment, productivity, health and safety of workers and that violence is unacceptable and incompatible with decent work. This new Convention provides an opportunity to review national labour laws, regulations and practices, in consultation with tripartite constituents, and women's groups, and identify key recommendations for eliminating violence and harassment in the world of work. It offers opportunities for institutions, employers and workers' organizations to consider and include provisions that recognize, respond to and address the impacts of domestic violence in their legal frameworks.

Pillar 2 - Institutional Strengthening

Timor-Leste has developed **strong coordination and accountability mechanisms** to promote gender equality and address DV/IPV in accordance with the national legal and policy frameworks, namely the

²³ Centre of Studies for Peace and Development (CEPAD). 2014. *Women's Access to Land and Property Rights in the Plural Justice System of Timor* and UN Women and Bridging People, 2018. *Women's Multiple Pathways to Justice in Timor-Leste: Alternative Dispute Resolution and the Impact on Women in Timor-Leste*.

National Action Plans to address GBV. These use a coordinated and multi-sectoral approach (2012-2016 and 2017-2021) to prevent and respond to the issue of domestic violence.

Under overall leadership of the Secretary of State for Equality and Inclusion (SEII), the NAP GBV is implemented and monitored in line with Timor-Leste's Law Against Domestic Violence (LADV). The Plan contributes to ensuring the fulfillment of obligations under international human rights conventions, such as CEDAW and the Convention on the Rights of the Child, as well as its commitments to the Beijing Platform for Action and the SDGs, although implementation remains a challenge.

To ensure the effective and coordinated implementation of the NAP, the Council of Ministers set up an **Inter-Ministerial NAP GBV Commission** under SEII with the Plan's adoption in 2012 and 2017. This brings together senior staff (at Director General-level) across the relevant line ministries and institutions to discuss NAP GBV progress and plans. Each of the four NAP GBV Pillars also identifies a coordinating institution and notably, lead CSO partners²⁴, although the specific roles and coordination mechanisms for each pillar are not explicitly defined. In addition to this structure, there are multi-sectoral coordination groups for service providers led by the Ministry of Social Solidarity and Inclusion (MSSI). This Referral Network exists at both the national and municipal levels, although its effectiveness varies between municipalities. SEII has also reactivated the Advocacy and Strategy Referral Network to streamline advocacy efforts on GBV at the national level.

The Inter-ministerial NAP GBV Commission sits within a broader gender equality coordination architecture, which includes an **inter-ministerial Gender Working Group (GWG)**, led by SEII in line with its mandate to coordinate the Government's gender equality efforts. Under the GWG Resolution, each line ministry should have a GWG at the national level, chaired by the Director General, which coordinates and leads the institutions' respective work on VAWG and gender equality more broadly. Similarly, each of the thirteen Municipal Administrations was expected to establish multi-sectoral GWGs, chaired by the Head of the Municipality. An assessment of the level of operation of the GWG's will be undertaken as part of the SI Baseline.

Municipal Women's Associations have also been established with support from SEII, as a multi-stakeholder (Government-CSO) platform to advance women's rights at the municipal level since 2015. The functionality of these groups varies and is linked to factors such as leadership, resources and member understanding of the role/ group's purpose and prioritization of the issue. As of August 2019, SEII is supporting the process of facilitating the selection of new leadership for the Women's Associations across municipalities, as the initial four-year term has come to an end.

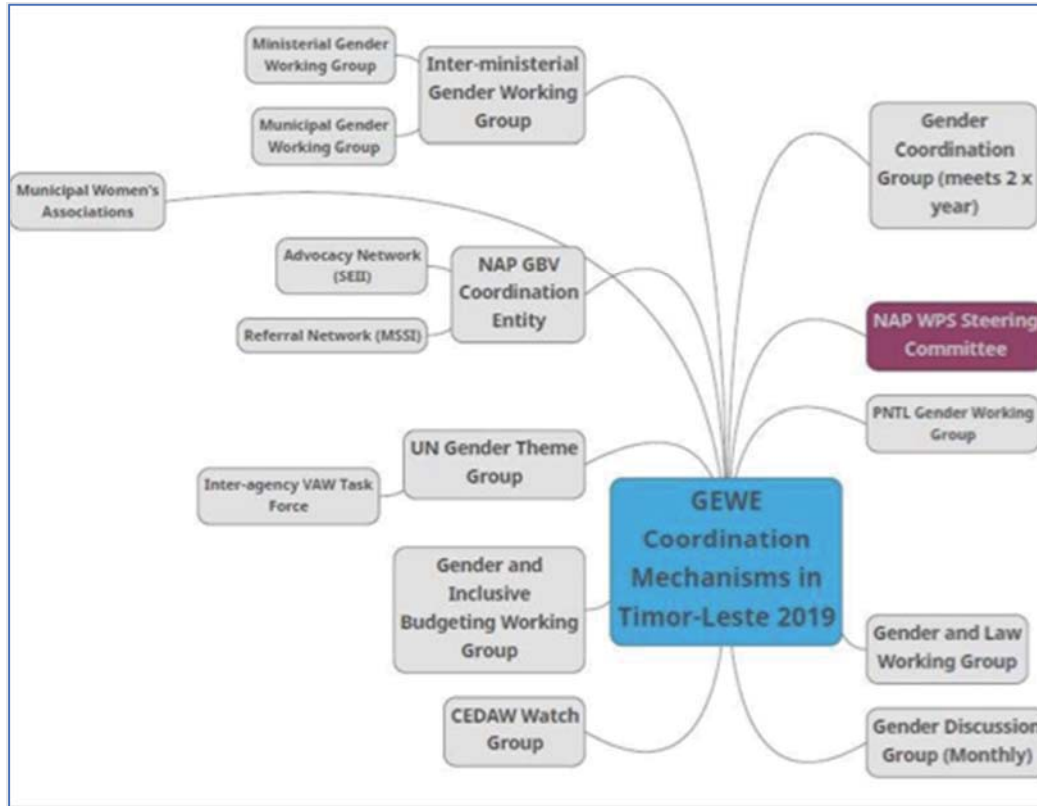
An overarching "**Gender Equality Coordination Group**" - bringing together Government gender focal points, development partners and CSOs to discuss and coordinate gender equality priorities and share information - is co-chaired by SEII and UN Women. It meets twice a year and aims to strengthen dialogue and collaboration across actors and to streamline the coordination of gender equality efforts, including violence against women and girls.

Despite the existence of these coordination mechanisms, and particularly the inter-ministerial coordination of DV/IPV efforts, greater investments are needed to enhance the functioning of the mechanisms and individual member understanding to ensure they contribute to improved multi-sectoral action. In particular, the sub-national mechanisms need to be supported, as these are the sites closer to where services are being provided.

Some of the existing government, civil society and UN gender equality **coordination mechanisms are mapped below**, recognizing also that there is an opportunity to streamline and coordinate existing efforts to ensure that survivors of violence are referred through the system and between service providers in a way that avoids re-traumatization and shame and increases help seeking behaviors:

²⁴ The NAP GBV identified the national NGOs as follows: Fundasaun Alola as the lead for Prevention, Fokupers as the lead for Protection, and Alfela as the lead for Access to Justice.

Figure 6: Mapping of existing GE Coordination Mechanisms in Timor-Leste



In addition to coordination mechanisms, institutional capacities have been strengthened through **gender-responsive planning and budgeting** efforts, with national parliament publishing a resolution on Gender Responsive Budgeting (GRB) in 2010, which was advanced through civil society advocacy, in particular, Rede Feto members. Since the adoption of the GRB Resolution, the Government has conducted capacity development with line ministries on understanding their obligations and allocating resources in their annual action plans and budgets, supported by UN Women, in collaboration with SEII, the Ministry of Finance, UPMA and the civil society Gender-Responsive Budgeting Working Group. Based on these efforts, in 2016, around 2% of State budget was dedicated to gender equality²⁵. Since 2017, progress has continued, with the inclusion of GRB in the process of the Programme Budgeting Roadmap, and more development partners such as UNICEF DFAT, Oxfam and Camoes joining the efforts on GRB.

The NAP GBV 2017-2021 has also identified **estimated costs for each of the activities**, with a **methodology and instrument to facilitate future costing exercises**.²⁶ An analysis of the budget and

²⁵Summary of GEWE commitments in Timor-Leste: http://www2.unwomen.org/-/media/field%20office%20eseasia/docs/publications/2017/12/planet-50-50-brief_english.pdf?la=en&vs=2809

²⁶<http://asiapacific.unwomen.org/en/digital-library/publications/2017/09/estimating-the-resource-requirement-for-a-minimum-package>

allocations on GBV has also been conducted by SEII and a separate analysis by civil society partners²⁷. A **Gender Marker** was instituted in 2018 as part of programme budgeting, allowing for first time the Government's Monitoring Report to include a Chapter on Gender Equality. These obligations are strengthening institutional allocations to GBV, with the Health Sector (Ministry of Health - MoH) 2019 programme budget planning to allocate approximately USD 50,000 for its gender policy implementation. This progress is valuable but is still in its early stages of showing results and requires continued investment. Overall, the work done by SEII and the civil society-led GRB Working Group in analyzing the state budget has raised visibility of gender in the State budget, but the level of understanding of GRB remains limited. The SI in Timor-Leste will contribute to deepening this understanding, considering the technical nature of budgeting and the transition to Programme-based budgeting in Timor-Leste.

Despite these mechanisms and progress achieved, a major institutional challenge is the engagement of **civil servants representing national and sub-national institutions in these coordination mechanisms**. Often, these **individuals do not have knowledge and exposure about their obligations related to GBV, lacking an overview of coordination related to gender equality**. In addition, the gender equality or VAWG focal point role is often disconnected from the day-to-day tasks and assignments given to personnel, so participation in capacity development opportunities is often not utilized fully. This results in varying staff capacities and institutions equipped to translate policies into actions, reinforcing the evidence that sustainable capacity development across sectors and tailored to institutional contexts, from law enforcement agencies and service providers (health workers, social welfare workers, judges, prosecutors) is critical for ensuring effective implementation and enforcement of legislation and policies to promote women's empowerment and address VAWG.

At the same time, there is evidence in the health sector that challenging stigmatizing attitudes of health providers and improving VAWG screening processes is effective in increasing women's reporting of VAWG. This reinforces the need for explicit attention to changing attitudes and beliefs among both front-line and policy-level personnel, who influence justice, social, police and health sectors plans and investments. As a result, women and girls most affected by violence, such as women and girls with disabilities, those with lower education, living in poverty, without access to identification documents, young mothers and other who might face additional forms of discrimination, are excluded from accessing life-saving public services and support.

In addition to the VAWG-specific institutional mechanisms processes, other initiatives under way that the SI in Timor-Leste can leverage include the Civil Service Commission's attention to address sexual harassment as part of professionalizing the Public Administration, the ongoing development of a Social Protection Strategy under the Ministry of Social Solidarity and Inclusion and engagement of young people as advocates for accountability through the Youth Parliament.

The proposed interventions with the Civil Service Commission will build on the work that has been done to date, with support from UN Women, to take steps in preventing and addressing sexual harassment in the public administration in Timor-Leste. This offers an entry point to strengthen the ability of the Civil Service Commission to prevent, address and redress domestic violence, among other forms of harassment and gender-based violence in the workplace. The adoption of the ILO Convention No. 190 in June 2019 provides guidance on measures that can be taken by government workers, and measures to support the integration and re-integration of violence survivors into the workplace. However, this requires raising awareness of the Public Administration, private sector employers and workers' organizations on the responsibilities of employers and workers and identify steps that can be taken to ensure safe workplaces free from violence and harassment, by supporting survivors of DV to stay in the labour force or access new economic empowerment opportunities.

Social protection schemes are important tools to reduce poverty and inequality to all people across the life cycle – with special attention to poor and vulnerable populations. Timor-Leste's social protection programme provides dedicated supports to survivors of gender-based violence, however the outreach and effectiveness could be further strengthened. Timor-Leste is developing its National Social Protection Strategy, with support from ILO. This is an opportunity to review and strengthen the specific provisions under MSSSI, by including voices of women survivors in identifying solutions to reducing their

²⁷<http://asiapacific.unwomen.org/en/digital-library/publications/2017/12/nap-gbv-monitoring-report-2016> (in Tetum)



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risks of revictimization, including eliminating the barriers they face to enter the workforce (or remain in the workforce), in line with the framework of ILO Convention No. 190.

The Youth Parliament is another mechanism to contribute dialogue that informs national policies and decision-making, supported by UNICEF, and becoming a government-led institutionalized youth-participation platform endorsed as a government-owned institution through Parliamentary Decree in 2009. The Youth Parliament provides young people with the opportunity to engage in democratic processes in their communities and at national level - giving them a space and opportunity to raise issues in Parliament that concern them. The Youth Parliament is a potential entry-point for bringing the voices of young people, including those facing multiple and intersecting forms of discrimination, such as girls with disabilities or girls from rural areas or girls identifying as LGBTI, to decision-makers so that their specific needs and requests are considered and addressed.

The investment through the SI in Timor-Leste provides an opportunity to strengthen these mechanisms, by deepening individual knowledge and capacities of focal points on their roles to address DV and using existing coordination mechanisms to strengthen institutional and sub-national plans, strategies and programmes. This will, in turn, increase investment, ownership and accountability on VAWG.

Pillar 3 - Social Norms and Prevention

As of June 2019, the NAP GBV Baseline undertaken by SEII, with support from UN Women, showed that **justification of domestic violence remains high**, with 74 percent of women and 53 per cent of men aged 15-49 agreeing with at least one justification for wife beating (Demographic and Health Survey 2016 - DHS). **Gender norms** are equally rigid, with only **34 per cent of women and 40 per cent of men aged 15-49 reportedly believing that women should be allowed to refuse sexual relations** within marriage, under certain circumstances²⁸.

At the **individual level**, a 2013 Baseline study on masculinities in Timor-Leste found that *“in general, the acceptance of or tolerance for GBV increases with age”*²⁹. At the same time, the 2016 DHS found that 24 per cent of women aged 15-19 experienced some form of violence in their lifetime. These numbers highlight the critical need to initiate prevention efforts when children are still forming their perceptions about gender norms, while working with key influencers in the community. This early engagement is both urgent and effective for stopping the inter-generational cycle of abuse.

In line with evidence found in the Pacific, Timor-Leste's NAP GBV 2017-2021 recognizes the importance of a comprehensive and multi-level approach to preventing violence before it begins. The Plan includes a dedicated pillar to Prevention, which aims to **transform attitudes, behaviours, practices, norms and ultimately the power dynamics** that contribute to gender-based violence. Acknowledging that transforming social norms requires engagement across all levels of society and in multiple settings - notably education, faith, and via media, the NAP GBV establishes that this goal will be achieved through raising awareness of rights, transforming gender inequitable attitudes, promoting women's economic empowerment, laws that promote gender equality, and engagement with community leaders, youth, men and boys, religious groups, health and education sector personnel, and the media.³⁰ In addition,

²⁸ Demographic Health Survey (DHS) 2016

²⁹ See

<https://vc.bridgew.edu/cgi/viewcontent.cgi?referer=https://www.google.com/&httpsredir=1&article=1799&context=jiws>

³⁰ Specific activities include: Increase knowledge of human rights, gender equality, GBV, and its harmful effects among community members and government agencies; Transform attitudes, practices, norms and behaviours that support, tolerate or accept GBV and gender inequality; Increase the promotion of sexual and reproductive health and rights, supporting healthy, respectful and consensual sexual relationships; Engage men and boys transforming harmful masculinities; Increase the positive influence of media in promoting gender equality & zero tolerance towards GBV; Support a GBV-aware approach to women's economic and personal empowerment and community support for women's participation in economic development, recognising that a higher economic position can also put women more at risk of violence; Advocate for ratification of laws & policies across sectors, which are gender-responsive and gender equal.

various efforts have raised awareness of domestic violence and engage different groups as champions to prevent it and have the potential to reach new groups, such as trade union representatives and workers.

Given the need to invest in generating the evidence to inform prevention programming, the UN Family has developed a variety of studies and policy frameworks in Timor-Leste on preventing violence before it begins and addressing the lifecycle and the inter-generational nature of violence. These have highlighted 10% girls and 7% boys reported sexual violence in schools (UNICEF study), identified gender inequality as an underlying factor contributing to teenage pregnancy (UNFPA and Plan International), with technical and financial support to the SSYS, and the interest of school communities (parents, teachers, school administrators, students) in Timor-Leste to engage on the prevention of VAWG (UN Women scoping study). In addition to the research, a variety of work has been done to invest in individual agency of women and girls, improved inter-personal relations, an enabling policy and institutional environment for prevention, and overall social norms change. These efforts have contributed to:

- Expanded advocacy and attention to prevention of violence against women and girls (for example, through dedicated workshops on the NAP GBV prevention pillar, alignment of the NAP GBV Prevention pillar with evidence-based elements on primary prevention, and increased attention to positive messaging and multiple-contact activities as part of GBV prevention by Government and civil society actors). This has included steady support to SEII to strengthen the link between its advocacy and evidence in its NAP GBV efforts.
- Gender equality, sexual and reproductive health and rights and human rights content and messages have been integrated into the Basic Education curriculum for students in grades 1-9, including comprehensive sexuality education (CSE) and teaching aid materials on Sexual Reproductive Health for grade 4 to 6. This was supported by UN Women, Human Rights Adviser's Unit, UNICEF and UNFPA.
- An assessment of implementation of the CSE in Timor-Leste curriculum (supported by UNFPA).
- A whole-school approach to VAWG prevention has been designed and piloted in select pre-secondary schools in collaboration with the Ministry of Education and various interventions supported, included: respectful relationship extra-curricular intervention, supported by UN Women, Adolescent Sexual Reproductive Health modules piloted in 4 Pre-Secondary and 6 Secondary schools in 8 districts (supported by UNFPA), and ongoing awareness-raising work in schools to address the rampant prevalence of all forms of violence – physical, emotional and sexual (with UNICEF).
- A holistic caregiver programme which strengthens parenting skills and teaches positive parenting techniques that shift norms related to positive discipline, education, child protection, and adolescent issues has been developed with the MSSI. The programme also promotes fathers' involvement and participation on child-rearing, contributing to overcoming gender discriminatory roles and expectations related to parenting among fathers and mothers.
- MSSI is receiving support in strengthening its overall child and family welfare system and to plan, support and strengthen the social welfare workforce to promote violence prevention and response among families and communities. These are designed to enhance the overall environment where children live, to help their families at difficult times, to help communities to recognize and solve problems, and to know how to seek further assistance.
- The Ministry of Education, Youth and Sports, and Secretary State for Youth and Sports have been supported to increase access of young people to comprehensive sexuality education both in- (through integration into the national curriculum) and out-of-school settings (through the development of healthy relationship manual with Secretary of State for Youth and Sports to be used by Youth Centers). This was complemented by UNFPA advocacy and technical support, in line with the Timor-Leste National Youth Policy. It recognizes that adolescents are critical targets for prevention programming, since victimization and perpetration of VAWG often first occur in adolescence. These efforts also empower young people through knowledge and information sharing on youth and adolescent sexual and reproductive health.

However, Timor-Leste does not yet have a comprehensive approach to prevention, contextualized, and coupled with response. Evidence shows that this is critical for addressing the root causes of violence against women and girls and changing inequitable gender norms, behaviors and attitudes. **Prevention**



programmes in Timor-Leste are still in the early phases of development and investments in primary prevention are often ad-hoc (such as one-time advocacy or single message activities organized for the annual 16 Days Campaign), with limited connections to larger programming or evidence or promising practices. Among the initiatives in Timor-Leste that are evidence-based, many are pilots (such as The Asia Foundation SASA! adaptation -KOKOSA! or the couples counseling work done by Plan International in partnership with the local NGO *Mane ho Visaun Foun* (Men with a New Vision). There are also limited initiatives with faith-based organizations, although they are central to everyday life and play a uniquely influential role in determining values in the country.³¹ Often, interventions are not structured to facilitate connections and learning between intervention sites or systematically exchange lessons learned with other organizations and institutions.

And while different stakeholder groups identified in the NAP might be involved in prevention activities, such as the variety of trainings and programmes developed with journalists and media outlets, these activities do not always effectively **engage community influencers in a transformative and sustained way**. In fact, in line with evidence from the region, many prevention programs are not investing in ensuring that staff and volunteers implementing programmes have the required skills and experience, particularly in relations to transforming their own ideas on gender and VAWG. Many interventions continue to focus on awareness-raising alone, with messages not always specific to the audience. As a result, gender stereotypes continue to be visible in the provision of services and in the mainstream media, and gender inequitable social norms are perpetuated, increasing the risk that prevention efforts in communities might be contradictory and, in some instances, harmful.

NAP GBV Baseline found that (as of December 2017), data on knowledge of local authorities, educators, justice and media stakeholders was not available, and eight (8) of the fifteen (15) total output indicators under the Prevention Pillar had limited or incomplete data.³² The data gaps reinforce the observation that prevention efforts are not informed by needs of the key stakeholders and therefore are at risk of not supporting effective social norm change. Such needs assessment will be a key part of the SI baseline, where a Knowledge, Attitudes and Practices survey for key target groups will be carried out.

In addition, the disconnect between initiatives has also meant that investments might duplicate past efforts and past mistakes, potentially having limited if not negative impact on community and individual behaviour change. For example, the **Inter-Ministerial NAP GBV Commission** did not meet for over one year after the NAP GBV 2017-2021 was approved due to delays in ministerial delegation of its members. This, in turn, contributed to weak coordination of prevention, and limited monitoring of progress made.³³ And while the need to increase attention on prevention is promising, the allocation of resources to this work is still behind.

For example, the Prevention Pillar of the NAP GBV has **limited funds** allocated by the State, compared to other Pillars of the Plan. A 2016 analysis of the NAP GBV budget execution, only 11% of the USD 2.1 million dedicated to the NAP GBV was spent on prevention, while 86% went to the Protection Pillar, as illustrated by the figure on the side.³⁴

Figure 7: Budget Execution 2016³⁵

³¹ See evidence from the region, as noted in the Pacific Women Shaping Pacific Development (Pacific Women) Roadmap (2017) to EAW.

³² See SEII, NAP GBV Baseline Report (available upon request)

³³ As noted in the Pacific Investment Plan section on Prevention (p31) and The Global Women's Institute and The Equality Institute 2018. *Strategic Evaluation of Australia's Development Assistance to End Violence Against Women and Girls [DRAFT]*. Australia: Australian Government Department of Foreign Affairs and Trade (DFAT).

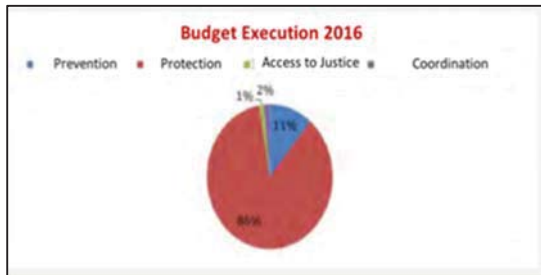
³⁴ See SEM, NAP GBV Monitoring report 2016, <http://asiapacific.unwomen.org/en/digital-library/publications/2017/12/nap-gbv-monitoring-report-2016#view>

³⁵ SEM NAP GBV Monitoring Report, 2017



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Building on the work done to date and critical gaps identified, the SI will dedicate attention to generating the evidence and strengthen the ownership of key government and non-governmental stakeholders in developing a comprehensive strategy on prevention for behaviour change and invest in key interventions across the socio-ecological model to have maximum impact. This will need to importantly give visibility and voice to a wider range of women, girls, men and boys as prevention actors, valuing lived experiences and recognizing the journey of individual change is a long-term investment.

Pillar 4 - Response Services

Evidence in the region and in Timor-Leste highlights that interventions to address VAWG are most effective in responding to violence when prioritizing access to a multi-sectoral and coordinated response (social, health, security and justice services). The NAP-GBV 2017-2021 extends the government commitment to end GBV through a multi-sectoral approach, which includes **provision of key response services** for victims/survivors, from social services, such as access to crisis information, accommodation, and economic recovery, to health and justice support.

The Ministry of Social Solidarity and Inclusion (MSSI) is the institutional coordinator for implementing key elements of the NAP-GBV Pillar II – Provision of Services for victims/survivors. The Ministry of Health (MoH) is responsible for the health-related elements of the NAP-GBV and provides services at the national hospital, regional and district hospitals and health posts.

However, MSSI is under-resourced and the capacity of its staff to address VAWG remains low. The various sectors that have been assigned responsibilities within the NAP-GBV (social welfare, justice, education, health, law enforcement) also lack dedicated resources and capacity to implement the necessary actions to fulfill those responsibilities. In addition, coordination between these sectors is limited and often ineffective. This has resulted in the Government relying heavily on CSO partners to provide essential shelter, counseling and referral services to women and children, with limited oversight and coordination from Government. And it ultimately means that the support provided to women survivors of GBV is extremely reduced, with only 0.1 percent of social protection programmes being directed to this vulnerable group, as seen in figure 8 below.

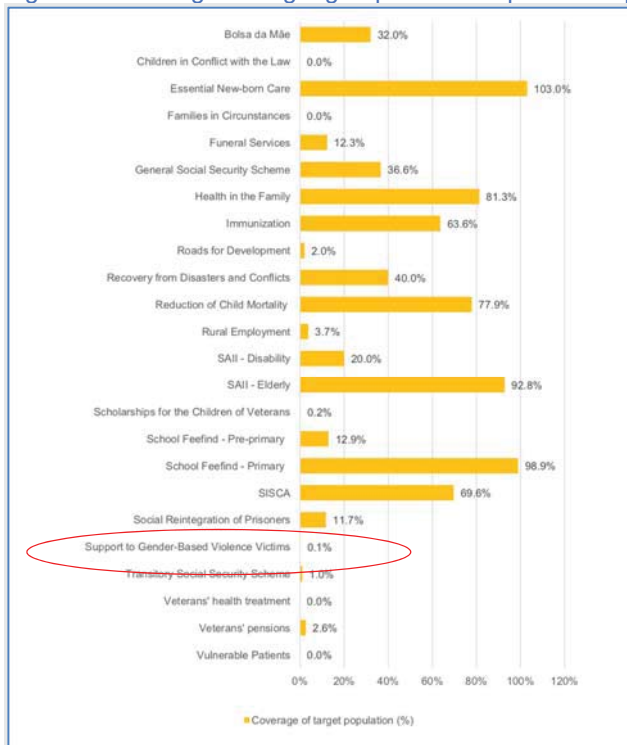
In this context, MSSI has recently conducted a national review of its social protection programmes under the programme ACTION I (with support from ILO) and under ACTION II, ILO will support the MSSI with a national strategy to extend social protection to all.

This is seen across the region, where most services are reliant on project-based funding, which often does not provide funding to core staff positions (counsellors) or operational costs such as security. This makes it crucial to invest on ensuring the availability of quality and consistent survivor-centered case management, counselling and accompaniment services, particularly at sub-national levels.

Complementing the NAP GBV, the role of MSSI is to oversee the provision of social services to survivors of domestic violence, and women and children at risk. In 2015 MSSI developed a Child and Family Welfare Policy³⁶, with support from UNICEF, as part of the reform of the overall child and family welfare system. The Timor-Leste Government is committed to an incremental, long-term approach to reforming and consolidating, following a 3-stage approach, over a period of 6-7 years, to reach full implementation of the *Child and Family Welfare Policy*.

³⁶ The Policy utilizes and builds on existing positive traditional and community values, principles, practices and, formal and informal mechanisms for the protection and wellbeing of children and families.

Figure 8: Coverage of target groups of social protection programmes³⁷



The policy framework has been complemented by the development of a standardized curriculum for pre-service and in-service training of a social welfare workforce (including government/ CSO service providers, administrative counterparts and informal actors), delivered by a national, government-led workforce leadership and training group. This has been supported by UNICEF to assist the MSSSI in planning, developing and strengthening the delivery of essential services to meet the needs of survivors, and will include workforce mapping and assessment to provide service delivery data.

In addition to the training developed by MSSSI, a Social Services Certificate 3 Course has been developed as a vocational course for service providers outside the civil service (mainly CSOs), supported by DFAT, via the Nabilan Programme. This has strengthened service providers with skills for responding to women and girls in a way that is focused on their needs and inclusive to the experiences of different women and girls. It has also supported cooperation and collaboration between government and CSO service providers to address key issues. The SI in Timor-Leste will learn from and build on this work, through consultations carried out during programme design and coordination throughout implementation.

In the Health Sector, UNFPA has been working with the Government by supporting the establishment of referral networks and related SOPs, within the framework of the National Action Plans on GBV (2012-2016 and 2017-2021) and to improve the capacity of health services to respond to GBV. UNFPA and WHO were among the contributors to the Government, particularly the MoH, in the development of the health sector response in the NAP GBV 2017-2021 and the implementation of its Pillar 2 on essential health services through development of *National Guideline for Health Care Providers to Address Gender Based Violence, including Intimate Partner Violence*, which is aligned with the UN Essential Service Package for Women and Girls subject to Violence. The Guideline was approved in late 2018 and will be disseminated to health providers across different level of health facilities in 2019. The

³⁷ ILO, Challenges and Ways Forward to Extend Social Protection to All in Timor-Leste: Assessment-Based National Dialogue report, 2018), https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-jakarta/documents/publication/wcms_638103.pdf



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Guideline also includes tools to support the implementation of disability components for GBV prevention and response and, under Si in Timor-Leste UNFPA will focus on emphasising the modules on services for women with disabilities. Evidence shows that additional resources are needed to ensure that services are accessible and non-discriminatory to all women and girls, regardless of age, marital status, location, health, ability, sexual orientation, gender identity and/or experiences of poverty. These factors often create difficulties for women to access support services and justice.

A variety of work with the justice sector has been done over time, putting in place training, exposure to case analysis and monitoring of justice for survivors of violence. However, low legal literacy among women and girls, particularly those at higher-risk of violence, and various barriers to accessing justice (limited justice actors, court infrastructure, high cost and case backlog), as well as the potential revictimization through the justice process, has meant that few women and girl survivors seek support through the formal justice system. Part of changing this pattern is making justice services more accessible, survivor-centred, and effective in reducing recidivism.

Despite these efforts from the Government, the UN Family, other Development Partners and CSOs in Timor-Leste, the evidence shows that **formal services remain limited and infrequently accessed**, with 76 per cent of women survivors not seeking help from formal services due to stigma, costs, distrust and lack of information, among other barriers. Among survivors, women with disabilities and girls who have experienced IPV have even less access to support services, which are often not tailored to their specific needs and circumstances. This raises the importance of ensuring that response services are accessible to targeted sub-groups of women and girls and available to complement prevention efforts. This is particularly important in the Timor-Leste context where community-based support mechanisms provide links to the referral network and formal services³⁸.

In addition, global evidence shows that **employers and workers can play a critical role in EVAWG** when mobilized to implement measures to support prevention as well as support survivors of DV and other forms of GBV. This includes support to women to access economic opportunities, to ensure the safety of workers, including women who might be experiencing domestic violence and to support workers who have experienced violence to reintegrate into the work force. Consultations held during programme design clearly identified the need to increase attention to supporting economic empowerment of women survivors of violence and reducing the risks of young women to experiencing DV and IPV. This can build on the existing work of ILO, through its R4D and ERA infrastructure programmes, which promotes the rights of workers to safe workplaces, free of harassment and discrimination and upgrading skills of workers, including support for women to access higher paying jobs and opportunities. While increased income can be a protective factor for some women, it can also increase the risk of violence for other women. A network of Community Development Officers present in 12 municipalities provides community outreach to provide training and knowledge on essential services, rights and issues relating to gender-based violence. KSTL has 3,000 members across multiple sectors and is promoting the rights of workers, including supporting survivors of domestic violence to access services and enter or re-enter the workforce. Both these networks have experienced trainers and community outreach mechanisms, to engage with thousands of women and men across the municipalities and assist them to access essential services.

Participants in the consultations held for the SI programme design called attention to the **limited access to survivor-centred health, social and justice services**, aggravated by the centralization of services, under-investment in responses, and challenges of road infrastructure and distance between communities across the country. Considerations of access must also reflect the conditions of women and girls in rural areas, girls who are dependent on family members for accessing services and those affected by a disability. It was also highlighted that **service provider attitudes, inconsistent case management practices (including related to confidentiality) and weak coordination** between service providers increases the barriers to service seeking and low rates of disclosure by women who have experienced of DV/IPV.

During the consultations, stakeholders noted the importance of supporting (financially and technically) the **streamlining and implementation of existing processes and tools**, notably in the health and social sector, and related to psycho-social supports, while fostering a closer linkage to judicial services.

³⁸ Timor-Leste Nabilan Program Phase 2, Draft Design, DFAT, April 2017



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Needs identified include: (i) capacity development for service providers, including on secondary trauma and self-care, delivering survivor-centred approaches tailored to the diverse needs of women and girls; (ii) strengthening counseling and psychological support for victims of violence, both during the period of institutionalization but also once the re-integration process begins; (iii) improving investments in safe-house/shelter infrastructure (which often lack appropriate equipment, especially for women and girls with disabilities, mothers with small children and young girls) and services – notably with regards to education for young girls and socio-economic empowerment actions; (iv) strengthening the SOPs for safe-houses; (v) awareness-raising on GBV and support to families during the re-integration of victims of violence; and (vi) investment in strengthening the existing referral system and sustaining services as part of the State budget.

It was also clear that despite the work being done by other development partners in supporting CSOs, there is a need to develop adequate systems to improve access to services. This requires working with and **investing in CSOs working with women and girls most affected by intimate partner violence to expand and strengthen care-seeking behavior and eliminate barriers to help-seeking.** This can be supported through strengthening the coordination of service delivery, reducing inconsistencies in provider approaches and the time, costs and stigma that survivors often have to face when accessing support.

It has been recognized that, in line with global and regional evidence, effective implementation of VAWG laws and policies requires investment in programmes covering multi-sectoral services for survivors, including frontline police, health and social services. This has been proven to increase and improve access to essential services notably by women and girls living in remote areas, those with disabilities and those most affected by poverty. For example, it has been found that when judicial officers are made aware of gender stereotypes and bias, they can and do reject stereotyping and discriminator factors in sentencing decisions³⁹. This requires investment in transformative approaches to service delivery and strengthening programmes to include sector-specific skills as well as addressing how service providers treat women and girls. This is critical for changing harmful in attitudes and behaviors on gender and increasing help-seeking services for survivors of VAWG.

Pillar 5 - Data and Systems Availability

The Government of Timor-Leste has **invested significantly in statistics** (notably the Population Census, the Demographic and Health Surveys, and Tier 3 SDG indicator development), acknowledging that reliable data is key to policy design and effective investment. Timor-Leste has developed a Country Gender Profile in 2013, an SDG and Gender Report (2018) and has periodic analysis of the status of women in its reports to the CEDAW Committee and related to the Beijing Platform for Action.

With regards to VAWG, **data and research focusing on the prevalence, incidence and drivers** of intimate partner violence have informed the development of legislation and policies in Timor-Leste, most notably the National Actions Plans on Gender-Based Violence. As noted earlier, specifically related to **SDG Indicator 5.2.1**, the Nabilan Baseline study found that of women aged 15-49 who had ever been in a relationship, almost three in five (**59%**) **experienced physical and/or sexual partner violence at some point in their lives.** Almost half (47%) of women have experienced such violence in the last 12 months. Related to **SDG Indicator 5.2.2**, the Nabilan study found that almost **10% of women aged 15-49 reported to have experienced rape or gang rape by a non-intimate partner in the last 12 months.**⁴⁰ The Government, through the General Directorate of Statistics of Ministry of Finance with support from UNFPA, also conducted the Domestic Violence Module of the 2009-10 and 2016 Demographic and Health Surveys. These surveys included collection of data on IPV, supporting the dissemination of the results of key indicators as part of the main reports, and utilization workshops at national and sub-national levels including on GBV data.

The Government, through the General Directorate of Statistics of the Ministry of Finance, has invested

³⁹ ICAAD and DLA Piper 2016. *An Analysis of Judicial Sentencing Practices in Sexual & Gender-Based Violence Cases in the Pacific Island Region.* United States of America: ICAAD.

⁴⁰ The Nabilan study prevalence study used the WHO methodology and was conducted in 2016.



in up-to-date and reliable population and socio-economic data. This has been supported by UNFPA in collecting, analyzing, publishing and disseminating of census data and other population surveys. The highlights of UNFPA's contribution include the undertaking of the 2004, 2010 and 2015 population and housing censuses (and for the forthcoming 2020 census), technical support in the dissemination of the results (including to a range of stakeholders at the national and sub-national levels) of these censuses, and detailed thematic reports and other publications (bulletins, infographics etc). UNFPA is supporting the cartography section of the General Directorate of Statistics for the 2020 census to undertake a state-of-the-art mapping strategy to ensure that all households are enumerated as a critical contribution towards 'no-one being left behind'. In addition, UNFPA supported the General Directorate of Statistics to ensure that data is fully disaggregated by age and sex, so that gender and other dimensions can be adequately analysed and factored into policy and planning. UNFPA also supports GDS staff to attend training in up to date methods for statistical collection, analysis and dissemination of results for utilization in policy and planning by the government and development partners. In addition, the MSSSI has Standing Operation Procedures (SoPs) on data collection and administrative data and there is an Information Management System (IMS) for Police, Social Services, Justice and health actors.

One of the key challenges, however, is the **absence of an integrated and coordinated approach** to data collection across national collection survey instruments, including harmonised definitions and indicators. In addition, the systems rarely talk to each other and many of the institutions continuously keep using case management systems in paper version, given the limited engagement and involvement of staff using the systems when they were developed. There are also gaps in each IMS (for example, disaggregating by types of cases), which imposes barriers to identifying the portion of GBV cases over other cases.

Furthermore, the main **data gaps** include the availability of disaggregated data (based on age, ethnicity, location, socio-economic status, disability and gender identity), for example on the proportion of women aged 15-49 who make informed decisions on their sexual and reproductive health and rights; on men's perceptions of gender roles and norms; data and analysis on policy, legislation and workplace practices; on cultural norms that underlie reproductive coercion in the region; and on case management and its linkages to rule of law.

On data utilization, **the data that exists on VAW is not being used fully to inform policy development and implementation** of sector programmes. This is due in part to low data literacy (although initial awareness sessions on gender statistics have been done over the years) and the limited coordination of data users as part of NAP GBV monitoring. This was reflected in the NAP GBV 2012-2016 evaluation and evident in the NAP GBV 2017-2021 Baseline⁴¹, in which only 15 of 47 indicators had data available as of December 2017.

Although Timor-Leste, as other countries in the region, faces institutional barriers between Government departments sharing data and limited use of the data that is collected, according to the findings from the Pacific Investment Plan 2019-2023, where there has been investment to improve referral and administrative data, the data has improved, as is the case in Timor-Leste.

In support of the SI Consultations, a series of Gender Statistics workshops conducted with government and civil society stakeholders in July 2019, convened by UN Women, in collaboration with UNFPA, SEII and the General Directorate for Statistics, confirmed the need for greater investment in ethical data collection and analysis, strengthening data user and producer communications, improving awareness, accessibility and use of data on VAWG for monitoring and reporting of progress on commitments and increasing data literacy, not only for policy-level stakeholders to inform planning, budgeting and monitoring, but importantly for the general public and civil society, academia and media users of data. The SI in Timor-Leste is therefore well-placed to deepen initial investments made and ensure that Government policy-makers use data as evidence to inform State investments on EVAWG and civil society actors, including survivors of violence and groups with limited data literacy, are able to engage effectively in accessing and using the data for improving the services and situation for women and girls in Timor-Leste.

⁴¹ Available upon request by SEII.



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Pillar 6 - Women's Movement

Women's organizations mobilized during the resistance for independence have been among the leading advocates for raising the visibility of EVAWG as a priority concern. Women's groups, for example, successfully advocated for key policy milestones leading up to the adoption of the Law Against Domestic Violence in 2010 and subsequent advocacy for its implementation. UN Women, has supported the women's movement in Timor-Leste since 2002, (initially as UNIFEM) from policy and wider advocacy efforts, developing capacities for organizational development, technical assistance in thematic areas, including violence against women, facilitating dialogue with Government and Parliament, supporting advocates such as women-led DPOS and the first LBT peer-support group, as well as contributing financial assistance for programming.

In 2001, the Women's Network Rede Feto was established with support from the UN, bringing together women's rights groups across the country and serving as a platform for coordination of gender equality advocacy, monitoring of progress and strengthening capacities of women's organizations. In the Women's Congresses organized by the network every four years, violence against women has consistently remained a priority issue to address. In addition to Rede Feto, as shown in the mapping of **coordination mechanisms working on gender equality in Pillar 2 above**, there are a number of mechanisms that bring together gender equality advocates across civil society, in the context of CEDAW Reporting, GRB, and VAW monitoring, among others, as well as jointly, with Government and development partners.

In the 17 years since Timor-Leste's independence, **new women's and girls' groups and organizations** working for gender equality have emerged, bringing in the voices of a younger generation of equality advocates, women from diverse backgrounds and situations, and groups of men promoting change. While the expansion of advocates and organizations working on gender equality beyond the Rede Feto network is a valuable asset for the country, investment in greater coordination and dialogue is needed to ensure that advocacy efforts and messages on ending EVAWG reinforce each other for positive change.

Civil society in Timor-Leste maintains a **collaborative relationship with Government**, both in terms of funding and influence. CSOs working on violence against women receive grants under the Prime Minister's Civil Society Fund, from MSSI for providing services to survivors of violence and SEII for advocacy and women's economic empowerment (WEE). This relationship allows for regular policy dialogue and collaboration⁴².

For Rede Feto, other women's groups and many civil society organizations, the **dependence on Government funding** however can also, at times, limit their ability to raise concerns with the Government, related to its implementation or gaps in action. The funding available to women's organizations working on VAWG is generally inadequate to meet the **diverse needs of survivors**. With no dedicated funding to women's organizations nor any requirement that Government funding of CSOs must aim to promote gender equality.

Despite their important role, women's organizations in Timor-Leste are historically **under-funded and overly reliant on traditional funding sources** that do not meet their core organizational needs. This contributes to organizations splintering their time to meet donor demands rather than focusing their efforts on meeting the needs of women and girls- the primary beneficiaries. It limits the organizations' core capacities (of strategically managing its resources and people) and weakens their ability to deliver on their mission in the most meaningful and impactful way. Women and girls with disabilities, young mothers, groups representing Lesbian and Bisexual women and Transmen, domestic workers and girls' groups have had less support to establish organizations, and often, they might not meet the language or education criteria or have knowledge of the processes to access opportunities for funding and exposure to EVAWG practices.

⁴² As illustrated by the designation of specific CSOs to coordinate each of the NAP GBV pillars and in the Inter-Ministerial NAP GBV Commission



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Low investments in women's organizations over time, coupled with growing demands by donors for visibility has meant the overall sector has not flourished as well as sectors that have benefitted from more generous unrestricted resources. In addition, many local organizations are perpetually having to prove themselves as a viable partner for donor investment, rather than being recognized for their expertise.

This context creates **barriers to sustained collaboration between women's organizations** beyond project-based activities and reduces the potential impact of each organization. Given the competition and limited funding for EVAWG, many CSOs have not been able to invest in internalizing their EVAWG work, which at times contributes to organizations and advocates perpetuating harmful gender norms and use of power over others.

With regards to knowledge-sharing, stakeholders highlighted that despite coordination mechanisms on gender equality, there is a need for stronger **sharing of CSO knowledge on lessons in EVAWG programming**, and exposure to promising global practices, which often is limited to larger NGOs or international NGOs. This reduces the sustainability and impact of efforts to prevent and respond to EVAWG and limits the potential contribution of the women's movement in Timor-Leste.

The SI in Timor-Leste's dedicated focus on CSOs and the women's movement creates an opportunity to address these barriers, strengthening relationships of solidarity and shifting the power imbalances within the women's movement and across CSOs. This investment will build on the lessons learned from the *Pacific Fund to end Violence Against Women* - that provide significant guidance for CSO support in EVAWG⁴³ including:

- Advocating for awarding larger grants for multi-year strategic approaches, as this allows organizations to implement long term behavior change programs
- Ensuring that grants are coupled with capacity building and organizational development
- Recognizing that support is needed to both technical EVAWG implementation (response and prevention) as well as organizational development which include programme and financial management and monitoring and evaluation support
- Partnerships need to be strengthened between organizations working to prevent and responds to VAWG so that they can support each other.
- Ensuring that existing tools for EVAWG response and prevention are made effectively available to organizations – notably local and grassroots CSOs - to increase their capacity to include women with disabilities.

The SI will build on the unique history and context of CSOs in Timor-Leste, regional evidence of what works, and utilize the UN's convening power to build a new model of investment for the women's movement and civil society that is driven by feminist principles, is sustainable beyond the 3-year investment and expands the space for new groups and voices to contribute to eliminating VAWG in Timor-Leste.

III. Program strategies and theory of change

A. Summary

The Spotlight Initiative in Timor-Leste will use a **comprehensive multi-sectoral, survivor-centred and do no harm approach** to the implementation of interventions in the six Pillars/Outcome Areas, taking an explicit approach to integrating the experiences of women and girls who face multiple forms of discrimination, in line with the SDG principle of Leaving No One Behind (LNOB). This has resulted in a programme where 64% of the overall activities intentionally target these women and girls, with continued attention to developing clear strategies under each pillar to ensure that the SI in Timor-Leste is effecting change in the lives of the most marginalized women and girls.

⁴³ The Pacific Fund Story: *Learning from Evidence and Results, 10 years of granting and partnership*, Pacific Regional Facility Fund in support of organizations and actions to eliminate violence against women (Pacific Fund), Australian Aid Program and UN Women Fiji Multi-Country Office, 2018 *Draft*

This will be based on the socio-ecological model for addressing DV/IPV and will adopt a life-cycle approach, recognizing that, while all forms of VAWG are rooted in gender inequality and unequal power relationships between men and women, relationships change over a lifetime, as do the specific risks and protective factors that contribute to both victimisation and perpetration of VAWG.

Considering investments to date, the analysis of barriers to women and girls accessing their right to a life free of violence, the demographics of the Timorese population and physical and social infrastructure in the country, the Programme will invest significantly in preventing violence before it begins. This will begin with young people and engage families and communities. It will influence the wider policy environment and social norms that accept VAWG. Focused investments will be made to solidify support to service delivery, to increase survivor-centred accessibility to services.

The SI will provide a comprehensive approach to developing institutional capacities across sectors, utilizing the developed policy frameworks, systems and coordination mechanisms that exist, while deepening government ownership and investments on VAWG to sustain efforts beyond Spotlight. Civil society and the women's movement will receive an unprecedented attention under the SI in Timor-Leste, providing crucial organizational capacity development, alongside support to transformative processes and technical skills for more impactful EVAWG programming. This will strengthen connections between organizations, both those emerging and those well-established, incentivize collaboration over competition and create new space for conversations, knowledge-sharing and creating a more sustainable environment for funding the sector over time.

Legislation and policy developments will facilitate space for survivors, women and girls often left out of the decision-making process, to voice their experiences and guide future actions. This will be complemented by stronger investment in production and use of data and evidence on VAWG, both qualitative and quantitative, to ensure that programmes respond to the actual experiences of women and girls, and public discourse is shaped by these realities.

The SI in Timor-Leste aims to **effect change at the individual and inter-personal level**, while shifting **institutional practices and social norms which are more gender equitable** and supporting greater **enforcement of existing legislation** in line with international human rights standards, especially on violence against women and girls and accelerating TL's achievement of SDG 5 on Gender Equality and the broader 2030 Agenda.

The interventions across the six pillars will complement each other to engage a range of actors and institutions at the national and sub-national levels, with nine activities being implemented at national level, thirteen at sub-national level and twenty-eight at both national and sub-national levels, ensuring that actions at the national level are influencing change at the sub-national levels and that local actions and voices are informing decisions at the national level.

Pillar 1- Legislation Summary

The SI is designed to consider the unique context of Timor-Leste as a young country, which has made significant legislative and policy commitments to EVAWG. As such, it will seek to **enrich the implementation** of the legislation by analyzing more deeply the current reach and impact of existing laws, and importantly involve women and girls who are at risk of violence or who have had direct experiences with the legislation. The work will also seek to **inform new legislation** –integrating an understanding of VAWG and the voices of women and girls into the development of mainstream laws related to labour, justice and decentralization and the overall NAP GBV.

Considering the influence that social norms have on shaping laws and policies in a society and the norm-setting role that laws and policies can have on behaviour over time, the work on Pillar 1 is closely related to the work of the other pillars. For example, the work in pillar 3 on prevention, will help to ensure the key elements of behaviour change are applied in capacity development activities of Committee F. It will also ensure that the groups working on prevention, institutional change and services are part of the consultative meetings for any legal revisions.

Pillar 2 -Institutional Strengthening Summary

In addition to legislative improvements, **institutional capacity** to deliver on the State's obligations will be supported through targeted investment within the relevant sectors as well as through support for inter-ministerial coordination of EVAWG efforts. The connections that SI can strengthen in Timor-Leste



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will **support better service delivery at the national and municipal levels**, recognizing the local actors are closer to communities and have great influence over how communities perceive and seek services.

Stronger institutional capacities to integrate gender-based violence commitments into sector plans and budgets is also critical for accelerating progress on the SDGs, considering the Government's Roadmap places gender equality and Goal 5 as a cross-cutting Goal across the 3 phases of the SDG Plan. In Timor-Leste's 2019 Voluntary National Review of the SDGs, gender-based violence and strengthened investment in institutional data analysis and monitoring capacities were highlighted among the priorities for the country to focus in the coming period. As the Government has adopted a report on its Development Finance Assessment (DFA)⁴⁴, and is entering the phase of DFA implementation, the gender dimension of financing will be an important element to address the actioning of recommendations.

The capacity development and institutional strengthening activities prioritized under SI in Timor-Leste have been decided based on the needs and identified gaps in each Pillar, building on the work carried out to date and followed by a preliminary institutional analysis that was conducted and which considered: (i) the needs of key institutions; (ii) other obstacles beyond capacity (such as structural issues, lack of resources, social norms or a mix of these); (iii) how capacity development will contribute to more effective results and action; and (iv) behaviour change and strategies to ensure that individual capacity built is retained within key institutions. The capacity development approach proposed under each Pillar is detailed in the following sections, where relevant.

Pillar 3 – Prevention Summary

A deeper investment will be made in **preventing violence before it begins**, recognizing the need to break the cycle of tolerance of VAWG among young people and support protective factors among the young women and women who are at risk of IPV. This involves a **whole-of-society approach**, providing the skills and tools for individuals to act as agents of change, from the home, to the school, to religious spaces and the wider community. This will importantly strengthen connections with service providers and diffuse positive messages to generate a critical mass of advocates and shift the perception that VAWG is sometimes justified. It will also take an intersectional approach to prevention, raising the visibility and inclusion of diverse women in creating a narrative of what prevention should look like for their different realities. This will ensure women and girls with disabilities, young mothers, domestic workers in the capital or farmers in rural areas, are equally protected against violence, embracing their diversity of identities, life experiences and opportunities.

The SI approach to prevention is based on the existing knowledge of gender norms in the country. Various sources of information exist and will be utilized for the co-creation of a stakeholder-led prevention strategy. A review of existing research on root causes of gender norms will be carried out. This, together with the planned study of prevalence and behavioral impact of consumption of pornography, will inform the prevention strategy.

To ensure impact, the Initiative will focus on interventions at the various stages of the life cycle and will seek to address prevention through interventions targeting wide segments of society including, students, parents, community leaders, religious groups as well as out of school youth, given that free standing interventions are unlikely to produce sustainable social norms change.

Box 2: Life cycle approach

⁴⁴ The Development Finance Assessment (DFA) in Timor-Leste was supported by UNDP and the EU.



Spotlight Initiative
To eliminate violence against women and girls

Initiated by the European Union and the United Nations:



The SI recognizes that women and girls may be exposed to violence across each stage of the life cycle, through childhood, adolescence, young adulthood and to older ages, which requires relevant strategies for preventing and eliminating violence and supporting survivors depending on their particular age, among other factors. Children exposed to violence suffer psychologically and are more likely to become perpetrators of violence or accept violence in the household as a norm, continuing violence across generations. Hence, the Initiative will include activities focusing on parenting and children as they form gender norms in and out of school settings.

In Timor-Leste, unwanted teenage pregnancy is reported to be rapidly rising. To prevent teenage pregnancy and sexual violence among adolescents, the Initiative will have a strong component on Comprehensive Sexuality Education and will also work with a whole of school approach to reach adolescents and their families. Prevention of teenage pregnancy results in higher educational attainment and a better financial outlook for girls as they move into adulthood. These also serve as protective factors for girls against abuse.

Addressing the widespread prevalence of gender-based violence among adult women, various interventions will provide support to adults, but also to younger women to reduce repeated experiences of violence, including through health, psycho-social and judicial services.

Pillar 4- Essential Services Summary

Improving **quality and accessibility of services** that respond to the specific needs of diverse women and girls will be a key approach to be used across the Outcome Areas during the implementation of the Programme. For **women and girls with disabilities** in particular, these approaches include: strengthening the ability of key service providers (health, police, social workers, among others) to communicate and engage with women, girls and children with different types of disabilities and ensuring organizations of persons with a disability (DPOs) and women and girls with disabilities are able to contribute to legislative reviews, policy and other development processes, among others. Through support for national, municipal and sub-national coordination on the NAP GBV (Pillar 2), the SI will strengthen coordination among service providers. Institutional systems will also be supported by analyzing the **MSSI social protection measures** that work with survivors of DV and other forms of GBV, alongside other social protection measures. This can facilitate eventual increase in the scope and coverage of support services, including to advance women's economic empowerment and their entry /re-entry in the workforce.

Accessibility to **health, justice and social services remains a challenge to women and girls living in rural areas** due to the location of these services, which are often far from the villages where communities reside. In addition to integrating a range of survivor-centred support services within the health facilities that are accessed by women and girls in rural areas, the SI in Timor-Leste will expand the reach of justice services through Access to Justice Clinics and a Women and Youth Paralegal programme for outreach to rural areas across in the target Municipalities (Ermera, Bobonaro and Viqueque). Mobile Courts will be made available to the 9 municipalities where there are no fixed courts, considering the country has only four courts (in the Municipalities of Dili, Baucau, Bobonaro and Oecusse). Capacity development of judicial actors and monitoring of experiences will complement expanded services to reduce bias and discrimination that women and girls might face when accessing justice.

Pillar 5: Data Summary

The SI will strengthen the consistency of data collected on VAW, through mapping of administrative data systems and contributing to **better prevalence data** in forthcoming data collection exercises. This will be complemented by increased support for data users to **understand VAW data** and utilize the **data for monitoring the NAP GBV**, and **improved data literacy** and **institutional data management systems**, beginning with justice toward better influencing State budget allocations, as well as shaping general public discourse and perceptions on VAWG.

Pillar 6: CSOs and the Women's Movement Summary

Across these pillars, the **role of CSOs will be key as partners and advocates for change**. The SI will equally invest in CSOs and the women's movement to create an enabling environment and support individual capacity strengthening, while recognizing the progress made by CSOs to date. The intervention will importantly create space for new and previously marginalized CSOs to access the knowledge and opportunities to contribute to the EVAWG efforts, and encourage collaboration across the sector, and toward more systematic dialogue on EVAWG with development partners, which has not been done to date.

The strategy **builds on successes to date, expanding efforts of the UN family, the EU Delegation (EUD) and their partners**, while building bridges between stakeholders and opportunities for exchange on interventions that have not yet been shared more widely. It will also create an important space for groups at risk of violence whose voices have not been heard and ensure that grassroots and local organizations are recognized for their role and expertise in the EVAWG space in Timor-Leste.

Considering the sensitive nature of violence against women, the UN in Timor-Leste will ensure that RUNOs and personnel implementing the Spotlight Initiative have at least a minimum level of awareness and capacities on implementing ethical approaches to violence against women programming, in line with the Joint UN Essential Services Framework for Addressing Violence against Women and Girls. In this regard, UN Women, as Chair of the GTG, is contracting a specialist organization in Timor-Leste to deliver introductory training to the UN family and partners in 2019 to gain basic awareness on domestic violence, sexual harassment, prevention of sexual exploitation and abuse, and strengthen understanding of referral pathways and support available to survivors.

In 2020, RUNOs will pool funds to support workshops for the Spotlight Team and responsible partners on the "*Do no harm*" approach and ensuring that all activities that might involve disclosures of violence or responding to survivors have risk mitigation plans to minimize potential revictimization and have measures in place to ensure personnel and partners are equipped with the information to support referrals and survivor-centred responses.

B. Geographical scope

The Spotlight Initiative in Timor-Leste will have a **twin-track approach of interventions at the national level with key institutions and stakeholders, leveraging high visibility and agenda-setting activities in the capital Dili for wide reach, alongside focused and integrated interventions in select sub-national communities**. This approach will enable the SI to showcase its impact as an SDG demonstration fund, while also catalyzing national-level change that can be sustained beyond the three-year intervention.

Most of the interventions identified as a priority to achieve the goal of "women and girls enjoying their right to a life free of violence, within an inclusive and gender equitable Timor-Leste" will be implemented both at national and sub-national levels, while ensuring that actions at the national level are influencing change at the sub-national levels and that local actions and voices are informing decisions at the national level. This will contribute to the elimination of DV/ IPV by responding to the needs of women and girls, especially those facing multiple forms of discrimination, and addressing the underlying causes of violence against women and girls using a multi-sectoral and intersectional approach across the ecological model.

Specifically, to ensure effective and meaningful impact of the Spotlight Initiative in Timor-Leste, the Programme will focus on a comprehensive set of actions at the national level, including agenda-setting, strengthened processes for developing laws and policies, multi-sectoral coordination, planning and budgeting, capacity development of key institutions for preventing VAWG and delivering services for survivors (in health, justice, security), improving data systems and monitoring of VAWG, supporting CSOs and the women's movement and launching high-visibility mass media campaigns in the capital Dili.

This will be complemented by community-based interventions in three municipalities, focusing on municipal-level VAWG Planning, Budgeting, Coordination and Referral; rolling out prevention



interventions for in-school and out of school settings, reaching teachers, students and parents, mobilizing youth networks and faith-based influencers and improving access to quality services and facilities (particularly, health, security and justice).

The following criteria has been identified by the UN in consultation with CSOs, Government stakeholders and the EUD to determine target municipalities for the SI in Timor-Leste.

Geographic isolation – rural areas and spread across regions
High Prevalence of IPV/DV, High tolerance of IPV, High poverty
Population size for wider reach to larger population
Existence of other EAWG programmes
Commitment of local government /authorities (police, health, social services)
Existence of local CSOs with potential to engage, network and share good practices
Prioritizing ‘furthest behind in VAWG response’ and inclusive development

Based on these criteria, a **preliminary mapping** was done using available Census and DHS data, including:

- i) data on population aged 15-19;
- ii) percentage of women who believe husband is justified in hitting or beating his wife;
- iii) percentage of women victims of violence who never sought help/told anyone;
- iv) percentage of women with a disability and
- v) percentage of women in the labour force.

The results of this mapping, which are summarized in Table 1 below, were refined in consultations held in July with the EUD, Government, CSOs and other Development Partners (as detailed in Annex 1), based on the **implementation of other EAWG programmes by the UN Family and other development partners (to promote synergies and avoid duplication), the current provision of essential services, the Government commitments and CSO engagement.**

This analysis and discussions resulted in the identification of three priority Municipalities for the implementation of SI in Timor-Leste: Ermera, Bobonaro and Viqueque – as detailed in the table below, while also **working in Dili for national-level activities** such as legislative reviews, institutional capacity development and mass media outreach.

Table 1: Criteria for Municipalities Selection

Municipality	Prevalence of IPV (DHS 2016)	Population size Census 2015	Population of youth 15-19 (2015 Census)	% Women who believe husband justified hitting his wife (DHS 2016)	% women never sought help/told anyone (DHS 2016)	Poverty headcount ratio (TLSLS 2014)	Women with disability (Census)	% women in labour force (2015 Census)	EVAWC programs by Municipality
Ermera	58%	125,702	15,704	94.1%	80.7%	58%	1,961	53.5%	UNICEF/MSSI Parenting Program
Dili	29%	277,279	33,267	70.8%	61.6%	29%	1,870	34.8%	UNICEF/MSSI Child and Family Welfare Program Phase 2 Nabilan (services/ prevention) TAF-DFAT; and potential UN Programming through KOICA
Bobonaro	39%	97,762	9,695	77.1%	65.5%	51%	1,481	48.9%	Government owned shelter run by FOKUPERS
Liquica	51%	71,927	8,178	75.0%	78.1%	41%	1,380	48.0%	UNICEF/MSSI Child and Family Welfare Program Phase 2
Oecusse	65%	68,913	6,804	89.7%	67.5%	61%	1,409	59.6%	UNICEF/MSSI Child and Family Welfare Program Phase 2 Nabilan (services/ prevention) TAF-DFAT; and potential UN through KOICA
Viqueque	26%	76,033	8,370	42.9%	88.4%	38%	1,708	46.0%	UNICEF/MSSI Child and Family Welfare Program Phase 2 & Parenting Program
Baucau	25%	76,033	14,423	64.7%	79.1%	31%	2,570	42.9%	UNICEF/MSSI Child and Family Welfare Program Phase 2
Covalima	51%	65,301	7,727	65.3%	78.3%	52%	1,421	51.6%	Nabilan (services/ prevention) TAF-DFAT
Manufahi	52%	53,691	6,435	78.5%	80.3%	48%	766	49.6%	Sasa! Letefoho - TAF-DFAT aldeia-level KOKOSA (TAF- DFAT)
Lautem	38%	65,240	7,689	81.4%	71.4%	31%	1,185	42.0%	Not yet identified
Ainaro	46%	63,136	7,458	75.6%	83.4%	42%	663	59.6%	UNICEF/MSSI Child and Family Welfare Program Phase 2
Manatuto	30%	46,619	4,938	66.3%	77.2%	41%	859	44.4%	UNDP: Manatuto is a priority for MSA; it will be part of the decentralization work from 2020.
Aileu	33%	48,837	6,184	85.2%	75.3%	34%	705	51.8%	Boys as champions of change (Plan Intl, Mane ho Visaun Foun, Alfela) - EC)

These target municipalities were selected following the principle of “leaving no one behind”, combining the data on prevalence of violence, low levels of reporting / help-seeking by victims of violence, poverty and remoteness with reduced investment on EVAWG programming.

Table 2: details of priority Municipalities for SI sub-national implementation

AREA	ERMERA	BOBONARO	VIQUEQUE
Prevalence of IPV (DHS 2016)	58%	39%	26%
Population (2015)	125,702	97,762	76,033
Youth 15-19 (2015)	15,704	9,695	8,370
% Women husband is justified hitting his wife (2016)	94.1%	77.1%	42.9%
% women never sought help/told anyone (2016)	80.7%	65.5%	88.4%
Poverty headcount ration (TLSLS 2014)	58%	51%	38%
Women with disability (Census)	1,961	1,481	1,708
% women in labour force (2015 Census)	53.5%	48.9%	46.0%
Other Large EVAW Donor Investments	No	No	No
UN Programming/Presence	Yes	Yes	Yes
Distance to Dili	2-4 hours	3-6 hours	6-8 hours

Local consultations with municipal stakeholders were organized in August and held in Bobonaro, Ermera and Viqueque the first week of September. These consultations were organized among all RUNOs to ensure a participatory, inclusive and meaningful consultation. The teams included also representatives of the EUD and members of the interim CS-NRG.

Municipal Presidents, Post Administrators, local government representatives and CSOs, including representatives of women’s movements contributed to the consultations. They validated the target municipality selection and reinforced the relevance of the SI’s selected municipal and sub-municipal activities. The meetings included a presentation of the SI in Timor-Leste, extensive discussions and mapping exercises that supported the refinement of the SI programme design – as reflected in the following section of the Results Chain by Outcome Areas (for details on the methodology and results of consultation, please refer to Section D of Annex I).

The Municipal consultations also supported the UN SI Country Team to refine the approach to the sub-national implementation, to ensure the most disadvantaged areas within the target Municipalities are included while ensuring scale and impact of the intervention. Sub-national activities will therefore cover all the administrative posts in target Municipalities and “sucos” where health, VPU (police) and pre-secondary/secondary school facilities exist. Where possible, community outreach activities have been designed to cover all “sucos” within the municipalities (notably the parenting programme intervention). Where that reach is not possible, the SI will prioritize activities in areas that, based on available DHS and Census data, show higher rates of risk factors for VAWG (education levels, household poverty, literacy, etc.). This analysis is currently taking place and will be validated before implementation, notably during the baseline.

C. Results Chain by Outcome Areas

The following section provides a description of the Results Chain, the scale and scope of the work to be undertaken in each Pillar, and the implementation approaches to be used. The total estimate of direct beneficiaries impacted by SI in Timor-Leste is (341,231), and the programme has been designed to indirectly reach the total population of Timor-Leste (1,183,643). The methodology used to make these estimates is detailed under each Pillar. These estimates will be refined during the baseline and once baseline data, milestones and targets are identified and approved by the National Steering Committee, the final targeted beneficiaries will be adjusted.

Outcome 1 - Legislative and Policy Framework

Outcome: Legislative and policy frameworks, based on evidence, and in line with international human rights standards, on all forms of VAWG and harmful practices are in place and translated into plans.

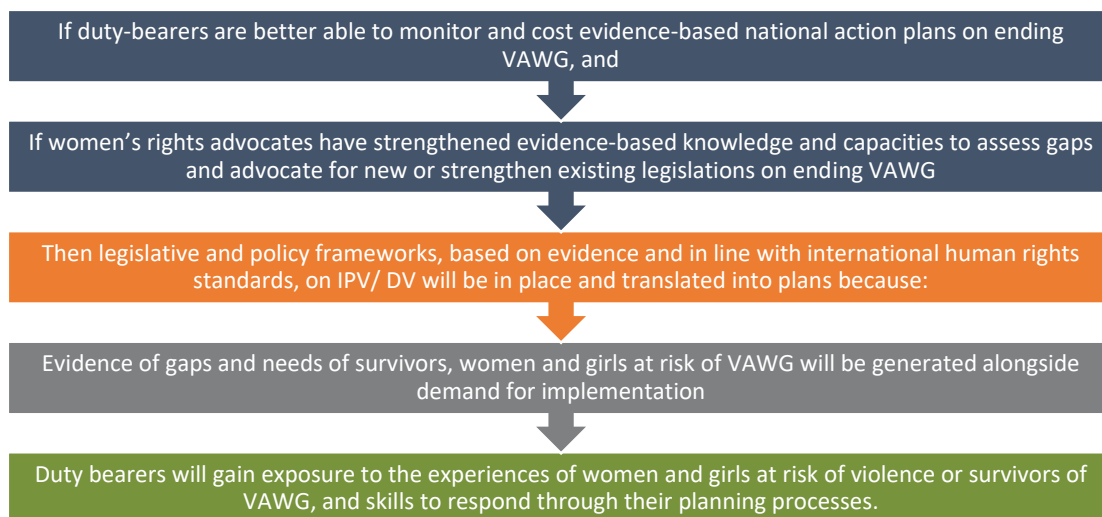
Problem: Despite the existence of a legal and policy framework addressing VAWG in Timor-Leste through the equality articles under the Constitution, Penal Code, LADV and NAP GBV 2017-2021, there are gaps in implementation by state actors that prevent women and girls to access their rights to live free of violence. Key implementation gaps identified include:

- Disconnect in how customary law, criminal law, labour law and potential revision of legislation adequately protects women and girls from domestic violence (especially cases of IPV). This includes addressing the linkages between laws regarding VAWG and other laws, such as social protection or land laws, among others.
 - The Parliamentary Committee F has the mandate to propose legislation in this area. The identification of the gaps in the current legislation, and the request from the National Parliament justifies the need for strengthening Parliamentary analysis in this area.
- Low demand for state actors to implement the NAP GBV and weak monitoring of the law's implementation (illustrated by the lack of annual NAP GBV progress reports to Parliament)
- Inconsistent knowledge by authorities/ stakeholders at national and sub-national levels on the LADV and NAP GBV
- Limited abilities of institutions with implementation obligations on costing plans to end VAWG

Solution: Based on a deeper gender analysis of existing legislation building on the previous recommendations of other legal CSOs to be done as a baseline, participatory action research supported by CSOs with women survivors of violence and women and girls at greater risk of violence will generate recommendations that can improve the inclusiveness of legislative consultative processes. While legal reform takes time, the SI will contribute to influencing a process whereby survivors of GBV and those facing intersecting forms of discrimination are engaged as stakeholders to inform any proposed revision and strengthening of the legal framework. The engagement of rights-holders (notably women and girls at risk of violence) with the Inter-ministerial NAP GBV Commission and Parliament and technical assistance to these bodies in understanding evidence-based plans and legislation on VAWG will improve the quality of laws and plans developed.

Considering that the implementation of legislation is a key challenge, this process will contribute to generating greater attention to legislative processes and potentially increasing demand for oversight bodies to convene consultations with diverse groups of women and girls and seek reports on implementation. Legislative reform is both influenced by social norms and society, and it can also influence future behavior. The attention to legislative revision processes, including on the NAP GBV, will be complemented by Pillar 2 activities on awareness-raising among rule of law institutions, traditional leaders and Suco chiefs, and allocation of resources through GRB on VAWG, as well as enhancing essential services under Pillar 4. The SI will importantly link with the work done by ILO on the legal framework related to labour with the justice system reform, which are often developed via parallel processes. This can also reinforce a survivor-centred and rights-based approach to the legal reform process, which can contribute to better implementation by rule of law institutions, as well as traditional justice practices.

Theory of Change:



How it works:

Output 1.1 National partners (particularly Parliamentarians, the national human rights institution and women's rights advocates) have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG, including DV/IPV, and/or gender equality and non-discrimination that respond to the rights of the most groups facing multiple and intersecting forms of discrimination and are in line with international HR standards and treaty bodies' recommendations.

This will be advanced through:

- Participatory Action Research and analysis of legal gaps on DV, facilitated by training rights holders to analyze and provide feedback on the experiences of groups representing women survivors, women at risk of IPV and marginalized groups (notably women with disabilities, young women, women in rural areas), in regards to the protection the Penal Code, LADV, NAP GBV and related legislation offers and gaps (including in the context of alternative dispute resolution and customary justice). This will also align and increase demand related to Timor-Leste's commitments to CEDAW, the CRC, and the SDGs, aiming also to strengthen the capacity for monitoring the implementation of relevant laws.
- Technical support to strengthen capacities of key stakeholders to develop and/or revise existing legislation, based on the results from the Participatory Action Research and analysis of legal gaps on DV. This will involve:
 - Providing longer-term support to the Parliament's Committee for Health, Education, Culture, Veterans, and Gender Equality (F) to strengthen their technical expertise and skills in drafting and approving gender-sensitive and survivor-centered legislation
 - Developing recommendations for concrete revisions of existing legislation related to criminal law, penal procedural code and the link between customary and formal laws. This will be based on 1) needs identified in the NAP GBV consultation (Jan 2019), 2) the results from the Participatory Action Research and 3) previous reviews of gender justice by the UN and CSOs, to ensure adequate response to the rights of survivors of GBV and children (notably those suffering intersecting forms of discrimination).
 - Supporting the Secretariat of State for Vocational Training and employment (SEFOPE) to: 1) undertake a review of national labour laws, regulations and frameworks⁴⁵, based on guidance from the new ILO International Labour Standard on Eliminating Violence and Harassment in the World of Work (C190), and 2) strengthen the capacity of ILO tripartite constituents (SEFOPE, Chamber of Commerce & Industry of Timor-Leste and

⁴⁵ Including occupational safety and health, (in consultation with ILO tripartite constituents, women's groups and other relevant partners).

Timor-Leste Trade Union Confederation) to advocate for the necessary reviews, development and implementation of laws and policies that recognize, respond to and address the impacts of domestic violence in the world of work, both with a view to promoting its ratification. This recognizes that the world of work provides a key entry point to address IPV and contribute to a cultural change towards a world free from violence and harassment.

- As part of the process of reviewing/developing legislation to EVAWG, the SI in Timor-Leste will create opportunities for rights-holders from target groups/ municipalities to conduct advocacy and brief oversight bodies (Parliament and Provedoria for Human Rights and Justice) on legislative gaps and processes for forthcoming legislation, in line with Timor-Leste's commitments to CEDAW, CRC, and the SDGs. This will be made possible through the consultative processes on the legislative gaps, opening new spaces for the legislators to hear the voices and meet survivors of GBV and advocates, especially those facing intersecting forms of discrimination, with a view toward establishing a more systematic link between rights holders and legislators.

Output 1.2 National and/or sub-national partners (key government/national decision makers -Heads of State, Finance Ministers, Ministries of Justice and Police, Security Ministers and relevant planning institutions) including women's rights advocates, are better able to develop and cost evidence-based national and/or sub-national action plans on ending VAWG, including DV/IPV, in line with international HR standards with M&E frameworks, and responding to the needs and priorities of groups facing multiple and intersecting forms of discrimination

This will be advanced through:

- Supporting SEII to provide technical M&E assistance/ accompaniment to the NAP GBV Inter-Ministerial Commission and 8 institutions with responsibilities under the NAP GBV. This will include collaboration with MoF and UPMA to monitor and evaluate progress against the current NAP GBV in order to develop and cost the next Plan in 2022, leveraging the Public Finance Management Reforms, application of the Gender Marker and gender indicators related to the NAP GBV in the Programme Budgeting online system (titled *Dalan Ba Futuru*) to complement GRB efforts (under Pillar 2) for resourcing the NAP GBV implementation.
- Strengthening the capacity of women and girls who are furthest behind to monitor NAP GBV implementation and provide recommendations to oversight bodies (Parliament and Provedoria for Human Rights and Justice) on its revision, including its costs. This will involve coordination with the Human Rights Advisor's Unit - HRAU (for details please refer to section VII below).

Target Groups:

- **Direct beneficiaries:** The estimate number of direct beneficiaries considers: 1) Parliamentarians (65), 2) key officials and departments within government ministries, institutions and commissions (NAP GBV inter-ministerial commission, SEFOPE, Chamber of Commerce, KSTL) who have the authority to implement change (350), and well as 3) representatives from women and youth groups and other CSOs (including women and girl survivors of violence) that will be organizing and participating in consultations (460).
- **Indirect beneficiaries:** The total population of Timor-Leste, disaggregated by sex and age, according to the Census 2015.

Outcome 1		
Indicative numbers	Direct	Indirect
Women	412	303,547
Girls	75	278,984
Men	353	304,083
Boys	35	297,029
TOTAL	875	1,183,643

Signature interventions:

1. The **participatory analysis of legislative gaps by women and girls at risk of violence and dialogue with legislators and oversight bodies on the recommendations** for bridging the formal and customary justice systems is an empowering and survivor-centred approach to development of new legislation. This leverages the momentum of ongoing judicial reforms by the Government, while recognizing the need to invest in strengthening the capacities of women's groups and civil society to undertake analysis of the laws, prior to the drafting of legal revisions. In this way, the process will be more meaningful and have a greater impact on the relevance and application of the law. The capacity development of Commission F of the Parliament will not only focus on strengthening their legislating expertise but will also seek to address unconscious bias and promote behavior change based on the prevention strategy under Pillar 3, introducing a more holistic way to develop legislator capacities.
2. The SI **engagement with employers and workers and through social dialogue** (in public administration and beyond) to understand legal gaps in the labour laws, regulations and frameworks and use of the new international labour standard concerning the elimination of violence and harassment in the world of work (ILO Convention No. 190) can transform the way that workplaces engage with women at risk of violence and men, who are most often the perpetrators of intimate partner violence.

Estimated costs: US\$400,000 (Phase 1)

Lessons Learned: Establishing a link between the survivors (and other marginalized groups) and the legislators does not happen systematically as part of legislating and public decision-making processes. The SI will create positive experiences and connections for such consultative processes that can be integrated as part of a standard approach to legislative development/reform. Revising legislation related to the criminal and penal code has the aim to also address the lessons from the national consultation and the rule of law institutions, highlighting the lack of possibility to have any pre-trial procedures in the Timorese legal system, which leads to a high backlog of cases. The need to improve the link between the traditional and formal justice is a focus identified through all consultative processes. The SI in Timor-Leste also seeks to respond to evidence in the literature that many justice professionals and community leaders do not have adequate understanding of existing legislation, which is a barrier to implementation of the law. As such, the SI will invest in awareness raising and institutional capacity development under Pillars 1 and 2.

Sustainability: Any change in legislation will set the stage for further implementation on national level, thus ensuring sustainability of the implementation. However, considering the low capacity of the institutions to implement the laws, the focus on establishing connections and more collaborative processes, alongside increasing the demand and ability of rights-holders to engage with legislators will contribute to sustaining attention to implementation beyond SI, which will be complemented by more explicit capacity development in Pillar 2.

In addition, considering the NAP GBV will end in 2021, the Spotlight Initiative will provide technical assistance to the existing Inter-ministerial NAP GBV Commission, under leadership of the women's machinery, to evaluate the current NAP GBV, including its coordination mechanism. Through the accompaniment of the Commission in year 1 of the Initiative, SEII will be supported to assess the resources required for effective operation of the Commission and through the work under Pillar 2, will support SEII and line ministries to ensure adequate resources are requested in the 2021 State Budget to support its future role for any subsequent NAP GBV developed.

Outcome 2 - Strengthening Institutions

Outcome: National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to VAWG, including DV/IPV, including in other sectors.

Problem:

Despite the existence of a legal and policy framework on VAWG, an evidence-based NAP GBV 2017-2021 with responsibilities for line ministries and state institutions, and an Inter-ministerial Commission mandated by a Council of Ministers Resolution, there are significant gaps across line ministries to deliver against their obligations. Identified priority areas include:

- Knowledge and capacity of national and sub-national institutions in the justice, social, statistics, police and health sectors, employment-related institutions (employers and workers' organizations) and at the community level to plan and implement evidence-based programmes that prevent and respond to VAWG, including DV/IPV.
 - With regard to rule of law institutions, the lack of institutional capacity is often related to harmful social norms and the limited understanding of the legislation and regulations, which varies depending on the institution and its existing resources. Preliminary analysis shows that some institutions have capacity, but lack resources to institutionalize that capacity. In these cases, the SI will provide seed resources and support for GRB, such as free legal aid and litigation, with a view for the State Budget to take forward over time. Other institutions lack basic understanding of the legal rights for survivors, which negatively affects the quality of services provided. This will be addressed through the broader capacity development work under SI.
- Understanding of women and girls' intersectional experiences of discrimination and violence, and the institutional responses needed by marginalized women and girls due to their unique circumstances.
- Ability of implementing ministries to use GRB to allocate budget for DV/IPV, as well as capacity of Parliament, Employers and Workers Organizations and CSOs to apply GRB tools for analyzing expenditures and advancing State resourcing on EVAWG.
- Limited sub-national coordination mechanisms on DV/IPV - despite existence of gender mechanisms and mandate for its integration into plans at the municipal level.

Solution: Enhanced individual and collective capacities on implementing the NAP GBV, engaging implementing institutions, CSOs - as capacity development and monitoring partners - and oversight bodies to ensure coordination mechanisms are functional and institutions feel the benefit of collaboration.

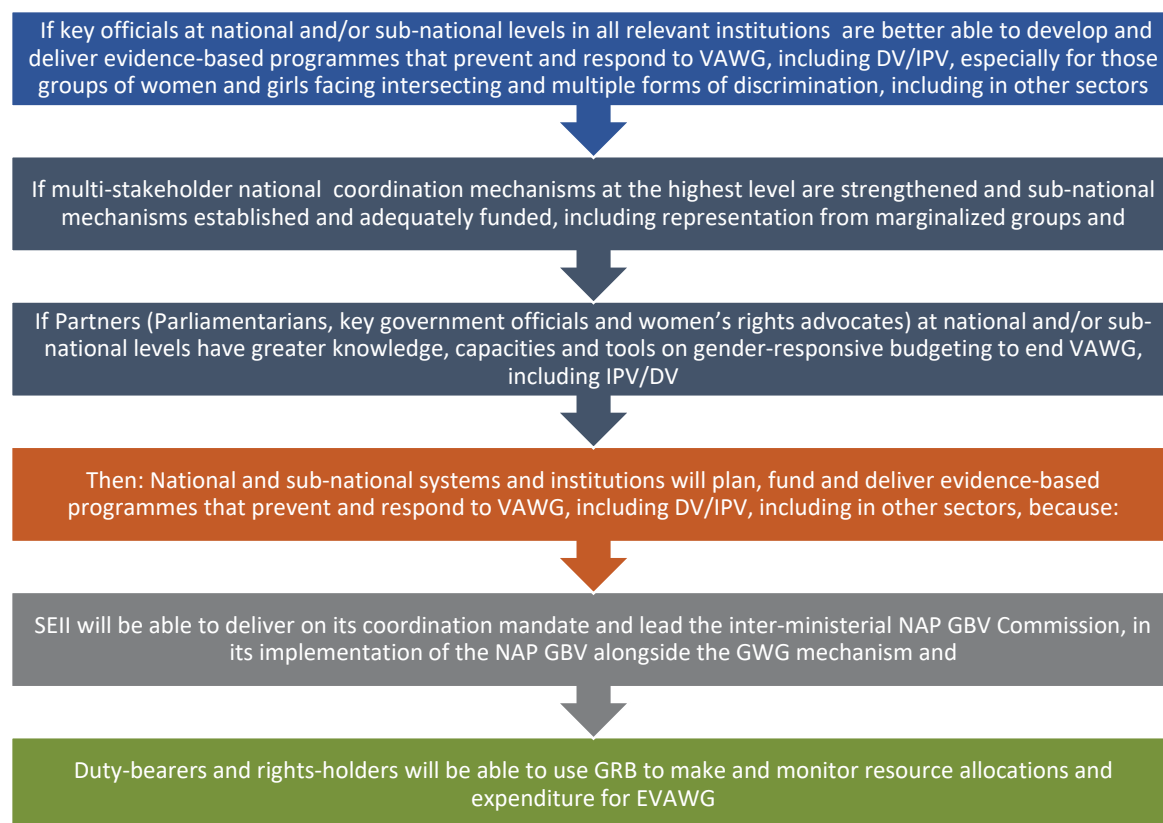
The institutional work with the Parliament on the national level will make links with voices from the sub-national level through consultative processes under Pillar 1. The socialization of the legislation to implementing bodies will reach both national and subnational levels. Namely, the training centers of the police and the judiciary will be partners on national level to ensure sustainability and national outreach, while localized activities with the Suco chiefs, the capacity of the VPU (as well as building safe spaces) and the capacities of district courts, mobile courts and free legal aid will target change at the subnational level.

Organizations representing particular groups of women and girls (those with disabilities, living in remote areas, young mothers, LGBTI persons, among others) will be directly engaged in facilitating and contributing to dialogue and capacity development efforts (including assessments) with NAP GBV institutions to ensure that they have space and platforms to directly present their concerns and recommendations to the State institutions with obligations to protect them. This will utilize existing mechanisms, such as the Gender and Inclusive Budgeting Working Group, which involves organizations of persons with disabilities (DPOs) in the analysis and advocacy of the State Budget. The Initiative will also work to create opportunities for the NAP GBV Coordination mechanism and sub-national coordination groups to include representatives from these groups as a more systematic approach to their inclusion in planning and coordination platforms.

The approach under this Pillar will support work at different levels of planning and budgeting, from the initiation of line ministry action plans to the budget allocation by National Parliament and monitoring of delivery of the allocations. Considering the diverse partners the RUNOs will be supporting, the Spotlight Team will coordinate on messages related to the integration of DV and IPV into sector plans, so that

guidance developed with the Planning and Monitoring Unit of the Prime Minister’s Office (supported by UN Women), will be reinforced through the institutional Health Sector response planning (supported by UNFPA), the social protection support with MSSl (supported by ILO) or the Ministry of Education planning supported by various RUNOs. Additionally, the Gender and Inclusive Budgeting Working Group analyses the budget by sector and will similarly reinforce the needs of women and girls at risk of DV/IPV in their advocacy with sectors.

Theory of Change:



How it works:

Output 2.1 Key officials at national and/or sub-national levels in all relevant institutions (E.g. justice, statistics, police, health, community based, etc.) are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, including DV/IPV, especially for those groups of women and girls facing intersecting and multiple forms of discrimination, including in other sectors.

Based on the gaps and needs identified in the situation analysis⁴⁶, consultations with the Legal and Judicial Training Center (LJTC), Public Prosecutor and Public Defender, building on the research and consultations carried out under Pillar 1, this will be advanced through:

- Strengthening the capacity of judicial professionals LJTC, Public Prosecution Office and judges in district courts, to interpret and enforce the LADV and other related legislation. To ensure sustainability and facilitate future capacity development, investments will strengthen the materials and curricula for education of the judges, prosecutors and defenders at the national training institution (LJTC) and additional awareness raising of judicial actors and provision of psychological support (aligned to Pillar 4) will improve the rights of GBV survivors in court.
- Enhancing the knowledge and capacity of local authorities with key roles in traditional justice processes to strengthen implementation of the LADV.

⁴⁶ The literature highlights the need for judicial officials to better understand the LADV and the criminal code in this area.

- Many local authorities and traditional leaders are unable to define DV/IPV, have limited understanding of the LADV and who is at risk of VAWG. Considering their heavy traditional judicial mandate, there is a need for engaging these authorities to close the gap in implementation. The municipal consultations reinforced the need to address the role of bias in influencing responses by local authorities and leaders and the SI will not only support raising awareness of the Suco Councils (led by the Suco Chiefs with broader community representation⁴⁷) about the formal judicial system, increasing knowledge on the LADV, and ensure that this is coordinated with broader training and awareness raising on gender equality, women's rights and social norms change interventions. This will enable Suco Chiefs and local leaders to use their traditional justice mandate and community resources to increase community awareness and promote implementation of the LADV, strengthen coordination with the Vulnerable Persons Unit (VPU) and Community Policing as first rule of law response institution and facilitate Suco Council understanding on the importance of the formal judicial system. Activities will be implemented by IOM as an Associated Agency in parallel to formal justice activities (mobile courts and access to justice clinics) under Pillar 4 and activities on rule of law (VPU and Community Policing) under Pillar 2 to reinforce the ability of law enforcement agencies to assess and coordinate responses to IPV.
- Supporting and enhancing the quality of work of the VPU and Community Police in the target municipalities to respond to and monitor GBV/IPV cases of those most vulnerable and marginalized in rural areas, building on work undertaken in the context of the WPS Agenda. This will involve enhancing the training materials within the Police Training Centre (PTC) for sustained capacity development beyond SI.
 - The Vulnerable Persons Unit has the mandate to protect survivors and investigate GBV cases, although their outreach capacities within communities is very limited and communities know little about their role. The SI will increase PNTL gender sensitivity when working with survivors of GBV in early stages of investigation as part of institutional training. The training modality will be done in collaboration with the Australian Federal Police's model on behavior change, hierarchy and personal bias. Each municipality has 2 PNTL trainers which will undertake capacity development activities and collaborate with experts to develop materials for the PNTL training centre. The approach will importantly strengthen the links and complementarity of PNTL education on community policing and education on GBV.
- Working with youth leaders, notably by strengthening the capacity of the Youth Parliament to address VAWG and IPV to advocate for adolescent-specific policies and programmes on VAWG and DV/IPV with national government institutions and ensure the participation of adolescent girls from rural areas and girls with disabilities.
 - The Youth Parliament members will be trained on respectful relationships, empathetic masculinities, VAWG, online safety and other relevant topics. These training modules will likely become part of the standardized curriculum of the Youth Parliament, ensuring that the content will also be transferred to new cohorts in the future. The Youth Parliament members, which come from the country's 65 administrative posts and include 2 members with disabilities, will be supported to carry out their own youth-led online and community-based campaigns, involving other grassroots groups of young people, which will generate action and behavior change to the wider youth population, reaching young people most left behind. This will importantly link to the mass media campaigns developed and complement extra-curricular and community activities with students and Scouts under Pillar 3.
- Supporting the MSSSI, tripartite groups and women's organizations to review its existing scheme on "*Support to Victims of Gender-Based Violence and Domestic Violence*" toward improving its scope and coverage, with specific emphasis on support for workplace re-entry and self-employment.
 - The recommendations and consultations will provide a strong input into the ongoing work stream of MSSSI social protection reforms, to ensure that social protection

47 Targeted audience includes women and youth representatives of the Suco Councils, Community Police officers, religious leaders and VPU officers.

schemes and supports for survivors of violence are well-planned and visible in future reforms, and actioned as part of MSSSI's work, with ongoing support from ILO.

- Supporting the Civil Service Commission, to review, revise and promote its policies and regulations towards eliminating violence in the world of work, in line with Convention 190, with potential development of services for workers experiencing GBV (including IPV) to be confirmed and detailed during subsequent consultations. A detailed capacity assessment of the CSC in regard to addressing DV/IPV will be undertaken in the Baseline.

Output 2.2 Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups.

This will be advanced through:

- Preparing municipalities for linking NAP GBV obligations to municipal strategies and annual workplans, building on progress made by the municipal Gender Working Groups and following the mandate they will receive under the new decentralization law.
 - Based on the work done identifying the gaps and needs at the sub-national level to inform and validate the SI programme design, the municipal consultations confirmed the need to align municipal strategies in the target municipalities with the NAP GBV, supporting municipal authorities to incorporate and prevent and respond to GBV as part of their annual workplans. There will be a clear strategy to target those most left behind and also to guarantee that this investment supports a better link between the needs and challenges faced at local level to inform the decisions made at national level.
- Strengthening and supporting MoH with its internal coordination mechanism to enable geographic and inter-divisional coordination related to IPV case management and referral.
 - This includes: (i) Review and revision of reporting tools for cases attended by Health Facilities; (ii) Sensitization on key role in promoting a response to GBV within the health sector (in line with MoH approved National Guideline for Health Care Providers to address Gender-based Violence Including Intimate Partner Violence); (iii) Support to mainstream GBV/IPV information prevention and responses in other Maternal Child Health programmes (including Adolescent Reproductive Health Services, Family Planning services, HIV/STIs, ANC and disability activities); (iv) Conduct of quarterly MoH Internal Coordination meetings, discussing data on the number and types of GBV cases attended and referral through health facilities for better understanding on the trend, improve effective and better services.
- Supporting SEII to strengthen Inter-Ministerial NAP GBV Coordination at national and municipal levels, which municipal consultations reinforced as a priority. This will involve a capacity assessment of Inter-Ministerial NAP GBV Commission and raise visibility of NAP GBV Commission within the Council of Ministers. The assessment will map extent to which municipal and sub-municipal coordination mechanisms exist and operate and their member capacities, toward improving multi-sectoral coordination and resources for NAP GBV.

Output 2.3 Partners (Parliamentarians, key government officials and women's rights advocates) at national and/or sub-national levels have greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, including IPV/DV.

This will be advanced through:

- Strengthening national capacities for planning and budgeting on GBV, providing targeted technical assistance to UPMA, SEII, MoF to allocate resources on DV and monitor impact of allocations by responsible line ministries (MoE, MoH, PNTL, MoJ, MSSSI) to improve gender-responsive planning and budgeting. This also enables the GRB Working Group can conduct analysis and present it as part of its State Budget advocacy and subsequent monitoring.
 - The evolution of GRB at the national level demonstrates the increasing capacity of

GRB Working Group and results of capacity development by UN Women⁴⁸. The SI would further apply this good practice using an incremental approach directed at different groups involved in NAP GBV budget planning, execution and oversight, ensuring diverse stakeholders gain skills to enforce the Plan's implementation. The approach is applied across the budget cycle to ensure plans end with results which are also aligned to international Human Rights Treaty obligations (e.g. CEDAW) and the SDGs. Pre-post assessments and targeted co-design of workshops ensures capacity development meets diverse stakeholder needs.

- Increasing understanding of GBV and GRB into Municipal Gender Working Group (GWG) in the target municipalities as part of GWG capacity development and annual planning and budgeting processes.⁴⁹ This will enable SEII to integrate municipal contributions into annual NAP GBV reports, and strengthen local relationships between civil servants, service providers, Women's Association and CSOs working on NAP GBV.
 - Increased capacity of GWG ensures that gender is on agenda for municipal plans and investments across sectors. Initial consultations with Municipal Authorities and their continued involvement via the SI Multi-Stakeholder Steering Committee will encourage sustained political will and ownership. Capacity development will strengthen municipal planning and budgeting, monitoring of results and help target development partner supports where resources are most-needed. This leverages UN Women's extensive experience with SEII in developing institutional gender analysis and planning capacities, with tailored training methodologies and processes for measuring changes over time (including guidelines and checklists as self-assessment tools). Innovative practices, such as the 'Gender Awards' for line ministries, could potentially be adapted under the SI as incentives to Government institutions to be more gender-responsive. This could be re-launched as part of the 16 Days Campaign, when the State budget is near approval, complementing the mass media campaigns on VAWG under Pillar 3 and encouraging institutional transformation.

Target Groups:

- **Direct beneficiaries:** similar to the approach taken on Pillar 1, the estimate number of direct beneficiaries includes Parliamentarians and a deliberate targeting of key officials and departments within government ministries, courts, police, Youth Parliament, GWG members and local authorities who will participate in training and capacity development, including also CSO representatives involved in the GRB Working Group and community members involved in municipal planning and monitoring sessions.
- **Indirect beneficiaries:** Based on the selection of target municipalities and the wide reach of the interventions with the youth parliament, the Inter-ministerial NAP GBV commission and GRB, the SI interventions under this Pillar 2 are expected to reach 70% of the population in the three target municipalities but also benefit 10% of the population in general with the national-level activities.

Outcome 2		
Indicative numbers	Direct	Indirect
Women	1,412	86,960
Girls	1,662	63,412
Men	1,554	110,527
Boys	1,182	69,328

⁴⁸ See also Corporate thematic evaluation of UN Women's contribution to governance and national planning <http://www.unwomen.org/en/digital-library/publications/2019/06/corporate-evaluation-of-un-womens-contribution-to-governance-and-national-planning>

⁴⁹ A 2016 UN Women needs assessment of GWGs in Baucau, Covalima and Oecusse highlighted the need for technical support and limited resources for SEII's Focal Points to support this work.

TOTAL	5,810	330,227
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Signature interventions:

1. The **collaboration with the Civil Service Commission on violence in the world of work** and taking action on domestic violence with Public Administration personnel is an innovative way to connect the role of the institutions in implementing the LADV with the behaviours and practices of individual personnel. This will not only build on existing commitment of the Commission on addressing workplace sexual harassment, but it will offer a new target to continue being the leader in the public service of transformational change. With targeted guidance and working through one or two champion institutions, the SI in Timor-Leste also aims to advance the gaps in protection for marginalized groups of workers and strengthen accountability measures for duty-bearers.
2. The **identification and strengthening of sub-national NAP GBV coordination mechanisms** is an opportunity to bridge the coordination gap between the existing service provision referral networks, and the Municipal Gender Working Group, which has a role to influence the planning and budgeting processes. By working at national and municipal levels on inter-sectoral coordination and within specific sectors (such as the health and police coordination), the SI will strengthen connections between policy planning, and service provision, importantly leveraging the existing role of civil society at the municipal level to increase demand for services and monitoring of results.

Estimated costs: US\$1,270,414 (Phase 1)

Lessons Learned: The institutional capacity and decision making will need to be closely related to the work done in other pillars. Namely, the work in pillar 1 would need to engage the inputs of the institutions and would eventually rely on the institutions to implement the legislation. Considering that the institutions also have challenges as a result of biases, the training and capacity building would need to be related to the work of pillar 3. Finally, lessons learned on the gaps in decision-making of the institutions would need to involve work in pillar 5 and quality data information and analysis within the institutions. The existing coordination mechanisms on NAP GBV at national and municipal levels include both Government and civil society stakeholders but have not received the institutional support to function effectively. In allocation of resources to VAWG, increasing allocations are visible, but the know-how to utilize these resources effectively need greater investment to make real change for women and girls. Both these aspects are part of the SI pillar 2 approach.

Sustainability: Ensuring sustainability in the capacity development activities will be done by using the national training structures for the institutions and by producing knowledge materials to institutionalize that capacity. This will be complemented through the work with the Coordination mechanisms, where duty-bearers will have an opportunity to apply their knowledge and build important partnerships across sectors, but also involving civil society groups, where the voices of women and girls affected by DV/IPV can help shape the planning and decision-making process. By using existing structures and capacities, the SI contributions will be sustained beyond the initial investment.

Outcome 3 - Prevention and Social Norm Change

Outcome: Gender inequitable social norms, attitudes and behaviours change at community and individual levels to prevent VAWG, including DV/IPV.

Problem: Investments in the prevention of violence and promoting positive norms and attitudes towards women and girls in Timor-Leste to date have often been ad-hoc, with limited connections to evidence or promising practices, including taking a life-cycle approach. Where they are evidence-based, they are often at pilot-scale, disconnected from each other and under-funded so limited in their impact. Efforts do not effectively engage key community influencers, including the media, parents, caregiver and young people, which has meant that gender inequitable social norms are perpetuated, and that investments to date have had limited if not negative impact on community and individual behavior change.

Solution: Based on the socio-ecological model, a holistic and evidence-based approach to influencing social and behavioral change to prevent violence before it begins involves interventions at individual, inter-personal and community/societal and institutional levels, linking these levels to ensure sustainability. There is also compelling evidence that shows that prevention of violence efforts needs to break the intergenerational and cyclical nature of violence in the household and IPV. Therefore, utilizing global evidence of effective violence prevention interventions will engage young people as they are forming their ideas about gender norms; caregivers and teachers who play an important role in the formation and perpetuation of gender norms and promote gender-equitable and respectful relationships using school-based approaches while influencing the wider social norms that perpetuate victim-blaming, tolerance of violence and men's control over women as acceptable behaviours through media (including social media) and key influencers, such as faith based groups. Additionally, a network of trained Community Development Officers and Trade Union Leaders will provide outreach to communities by promoting prevention measures among workers and their partners in the target municipalities.

Theory of Change

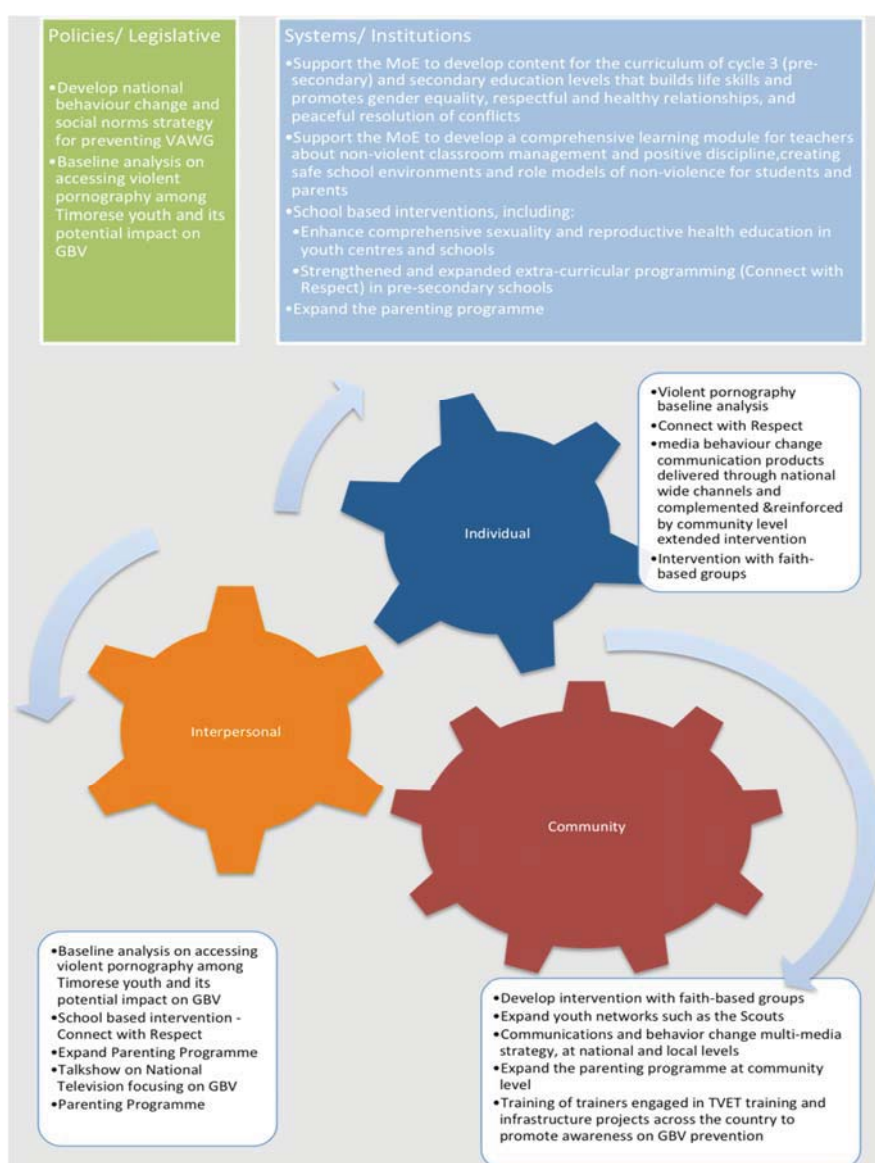


How it works:

Output 3.1 National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours, including on Comprehensive Sexuality Education in line with international standards, for in and out of school settings.

This will be advanced through an overarching support to knowledge-building on primary prevention and developing a national VAWG prevention strategy for behaviour and social norms change which covers holistic programming across the ecological model (summarized in Figure 9 below). The approach will cover national-level interventions that will benefit all schools, such as curriculum development on Comprehensive Sexuality Education and life skills, including peaceful resolution of conflicts, and school-based interventions in the 3 target municipalities promoting positive gender norms, attitudes and behaviors at pre-secondary levels.

Figure 9: SI ecological model diagram



This will be achieved by:

- Facilitating knowledge-building on promising approaches to prevent VAWG for government, CSO and development partner stakeholders working on the issue, to co-develop a

comprehensive national behaviour change strategy for VAWG prevention that works across the ecological model.

- A review of existing research on root causes of gender norms will be carried out. This, together with the planned study of prevalence and behavioral impact of consumption of pornography, will inform the prevention strategy.
- Supporting the MoE to develop content (including multi-media) for the curriculum of cycle 3 (pre-secondary) education level that builds life skills and promotes gender equality, respectful and healthy relationships, and peaceful resolution of conflicts. The new content will be developed alongside the current curriculum reform so that these topics are also mainstreamed in the different subject areas.
- Enhancing whole school approaches to VAWG prevention in the 3 target municipalities with young girls, boys, teachers, school administrators, staff and parents/community members to address underlying norms for preventing and reduced perpetuation of VAWG, covering:
 - Comprehensive sexuality and reproductive health education in targeted youth centres and basic education and secondary schools (including developing in-school GBV /IPV module for Basic and Secondary Education levels in line with the national curriculum; GBV /IPV module in Boys and Girls Circles Manual; enhancing GBV module in Healthy Relationship manual (with Secretary of State for Youth and Sport);
 - Expanded extra-curricular programming (Connect with Respect) in pre-secondary schools, engaging students, teachers and the teacher-training centre INFORDEPE for sustainability, administrators, and parents in sessions on gender equitable and respectful relationships, in collaboration with MoE and CSO partners.
- Supporting the MoE to develop a comprehensive learning module for teachers on non-violent classroom management and positive discipline, for teachers to become key actors for creating safe school environments and role models of non-violence for students and parents.

Output 3.2. Community advocacy platforms are established/strengthened to develop strategies and programmes, (Including informing parenting skills around gender socialization through early childhood development programmes) including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem and transforming harmful masculinities

This community/social change will be addressed through mass media behaviour change communication products that will be delivered through national wide channels (TV, national and community radio, social media, etc.), and complemented and reinforced through community level face-to-face extended interventions for behavior change. This will target different groups, notably through parenting programmes, youth networks such as the Scouts and influential actors, such as faith-based groups. These will promote gender-equitable norms, attitudes and behaviors, healthy relationships, self-esteem and respectful masculinities. This will be facilitated via:

- Developing a national multi-media communication strategy for social and behavior change, targeting different groups at national level (through a national TV public service announcements, programmes and talk-show focusing on IPV), and at local level (targeting basic education students, high-school students, parents, teachers, Social Welfare professionals, community leaders, survivors, perpetrators, health facilities). The materials will be informed by the behavior change strategy (Output 3.1) and utilized across the different SI activities under the Prevention pillar to ensure the same overarching strategy while tailoring targeted messages for different groups. Capacities of media actors and guidelines will be developed to ensure reporting and journalism is women and girl survivor-centered and institutionalized in the Press Council and other media outlets. In line with the principle of leaving no one behind, materials will be informed by and tailored to reach persons with disabilities and varying literacy levels. Additionally, the work with media will be strengthened to enhance GBV survivor-centered reporting and journalism.
- Delivering evidence-based community interventions such as:
 - Expanding the parenting program to include topics related to gender stereotypes, gender socialization through childhood and adolescence, respectful relationships

within the family and the impact on DV/IPV on children and adolescents. This will be delivered through community sessions to fathers, mothers and other caregivers, multi-sectorial home-visits to at-risk families, and public drama engaging out-of-school youth. This will be complementing the parenting work done at the schools.

- Developing an intervention with faith-based groups as community influencers involving inter-generational dialogue and adapting from evidence on couples' and community mobilization programming.
- Promoting awareness on GBV prevention, DV and IPV through training community development officers as trainers engaged in TVET training and infrastructure projects across the country to initiate dialogues in communities related to practices and behaviours that perpetuate VAWG and reinforce messages from the mass communication strategy.
- Working with the National Scouts as advocates for change – focusing on target municipalities while leveraging national networks through adaptation of the Women And Girl Guide Scouts curriculum *Voices against Violence*.

To deliver the various prevention activities prioritized by the SI in the same geographic areas, building on the different expertise and networks of the RUNOS, the interventions will be planned and implemented in a systematic and coordinated way, promoting cooperation, sharing of experiences and efficient use of resources (not only from SI in Timor-Leste but also from the communities and local Government). The approach to community interventions will be mapped and refined during the inception phase and throughout programme implementation. After submission of CPD V2, this will be further elaborated by RUNOS, and validated with the Government, CSOs and community members in the final design, and via the sub-national consultations.

Target groups:

- **Direct beneficiaries:** considering Prevention is a priority pillar in SI Timor-Leste, the estimation takes into account various factors, based on interventions at various levels, and it considers; 50% of 10-19 years old in the 10 non-target municipalities, reached by the activities which will impact all the such as development cycle is 50% secondary is multi-media people; 70% of the 3 target by the activities the specific target adults in the 10 municipalities, reached by the multi-media campaign (32% listens to radio daily (2010), 30% watches TV daily (2010), 75% of population has a Facebook account); 40% of adults in the 3 target municipalities, reached by the multi-media campaign plus the activities for adults in the target municipalities.

Outcome 3		
Indicative numbers	Direct	Indirect
Women	57,655	303,547
Girls	97,033	278,984
Men	56,187	304,083
Boys	102,444	297,029
TOTAL	313,320	1,183,643

schools in the country, curriculum (enrolment rate for third (2017) and for 35% (2017)) and the campaign for young the 10-19 years old in municipalities, reached mentioned above plus activities for youth in the municipalities; 20% of non-target

- **Indirect beneficiaries:** considering the expected wide impact of the SI Timor-Leste media and communication efforts, it is anticipated that this intervention will reach the entire population.

Signature interventions:

1. The investment in **whole-school interventions** brings high possibility to create transformative change on gender norms for the future generation. The evidence-based intervention brings the work of UN Women, UNICEF and UNFPA together, covering in-school and extra-curricular programming at basic education through secondary education, including the engagement of students as agents of change, parents, teachers, school administrators and mechanisms such as the Student Councils. It will be implemented in collaboration with the MoE to ensure sustainability of skills and tools developed, while maintaining the role of CSOs and stakeholders across the ecological model as partners for prevention.
2. The **Hametin Familia (Strengthening Families) programme** aims to empower parents and caregivers and generate positive changes in their behaviour in Timor-Leste as it relates to positive gender norms. The program is designed around a growing body of research⁵⁰ that shows how men's positive involvement in caregiving benefits mothers, can prevent violence against women and children within households, and positively impacts family relationships and well-being. The focus of this intervention under the SI in Timor-Leste is to encourage participants and community members to question beliefs and social norms related to rigid gender roles including notions of masculine authority, female subordination and obedience, and specifically men's authority to discipline women and children – as these are strongly linked to the level of abuse.⁵¹

Estimated costs: US \$2,253,050 (Phase 1)

Lessons Learned: One of the most significant challenges for eliminating and preventing VAWG remains in the persistence of attitudes and behaviours in society that perpetuate stereotypes, discrimination, gender inequality and the normalization of VAWG. Addressing this challenge, including other structural causes of IPV/DV, lies at the core of prevention work. The SI will build on promising practices and bring prevention interventions to scale. Building on years of work on violence prevention through education, communities and media, the SI will engage in changing toxic gender norms in multiple social settings and across all age groups. It will also build and strengthen partnerships with a range of national and community stakeholders as well as explore the innovative use of communication technologies and entertainment education as potential strategies to be rolled out at regional and country level.

In addition, the SI in Timor-Leste recognizes that adolescence and young adulthood is a critical period of opportunity to engage boys and young men (as well as girls and young women) to shift dominant norms and ideas about gender and masculinity, and challenge patriarchal beliefs, practices, institutions and structures that drive inequality between men and women. Innovations in media, communications, entertainment education and ICT also allow reaching the general public (as well as specific target groups, including the most marginalised) in new and innovative ways, while supporting and amplifying community and social movements. Similarly, faith-based organizations are particularly central to everyday life and play a uniquely influential role in determining values in the country.

Based on global and local evidence, and local experience, the planned interventions in Timor-Leste under Pillar 3 will include activities with young people, families, faith-based groups, school and community level to influence attitudes, norms and behavior change on VAWG. Prevention efforts need

50 [Barker G, Ricardo C, Nascimento M. Engaging men and boys in changing gender-based inequity in health: Evidence from programme interventions. Geneva: World Health Organization; 2007.](#) Ellsberg M, Arango DJ, Morton M, Gennari F, Kiplesund S, Contreras M, et al. Prevention of violence against women and girls: what does the evidence say? *Lancet Lond Engl.* 2015 Apr 18;385(9977):1555–66.

51 [2] [Fulu E, Warner X, Miedema S, Jewkes R, Roselli T, Lang J. Why Do Some Men Use Violence Against Women and How Can We Prevent It? Quantitative Findings from the United Nations Multi-country Study on Men and Violence in Asia and the Pacific. Bangkok: UNDP, UNFPA, UN Women, and UNV; 2013.](#)

to be implemented alongside VAWG services, going beyond awareness-raising to actually build skills of personnel engaged in this work and linking awareness-raising with essential services.

Sustainability: Planned work in schools will be implemented with the Ministry of Education and mainstreamed through their schools across the country. This will ensure the long-term sustainability of the school related interventions. Similar work with parents and caregivers, will be implemented in collaboration with local governance channels at municipal levels. The impact and sustainability are ensured by linking awareness-raising, skills building and norm change work with increased awareness, trust and capacity on essential services (under Pillar 4). The institutional partnership with MOE, as a member of the NAP GBV Commission, will also contribute to ensuring the resources needed for carrying out these activities in the future are budgeted (linked to work under Pillar 2).

Outcome 4 - Quality Services

Outcome: Women and girls who experience VAWG, including DV/IPV, use available, accessible, acceptable, and quality essential services including for long term recovery from violence

Problem: Access to survivor-centred health, social and justice services are limited, notably due to victim-blaming, family and social barriers, distance, cost and time factors. Services are also centralized and not accessible for women with disabilities, young women survivors of IPV. Case management practices are inconsistent across and within sectors and there is weak coordination between service providers. There are also no mechanisms for monitoring and evaluating how specific service providers, such as PNTL officers, respond to DV cases. In addition, perpetrators often receive suspended sentences, and given limited monitoring of suspended sentences, this can be perceived by community members as impunity for perpetrators of DV. Despite the requirement for economic support to DV survivors, service providers often lack programmes and supports that lead to women's economic empowerment and solutions to enable survivors to enter or re-enter into productive employment or self-employment. The connections between services to survivors of violence and those within the world of work are weak, not yet recognizing the spillover effects of domestic violence can potential have on the health, safety and welfare of workers as well as on productivity.

Solution: By closely following the NAP GBV, the initiative will work with partners to implement the actions in this plan. Much of the NAP GBV has not been fully implemented due to shortage of funds and low prioritization and capacity of service providers to deliver quality survivor-centred services. As such, the SI in Timor-Leste is placed to provide solutions to a long-standing problem through an inclusive and **multi-sectoral approach. Specifically, by focusing on ensuring that duty bearers have the knowledge and capacity** to deliver high quality services to survivors in line with the NAP GBV identified priority areas (health, security and justice), there can be significant improvement in terms of services for survivors. Furthermore, care-seeking behavior is low in Timor-Leste so demand can be increased through community outreach through CSOs.

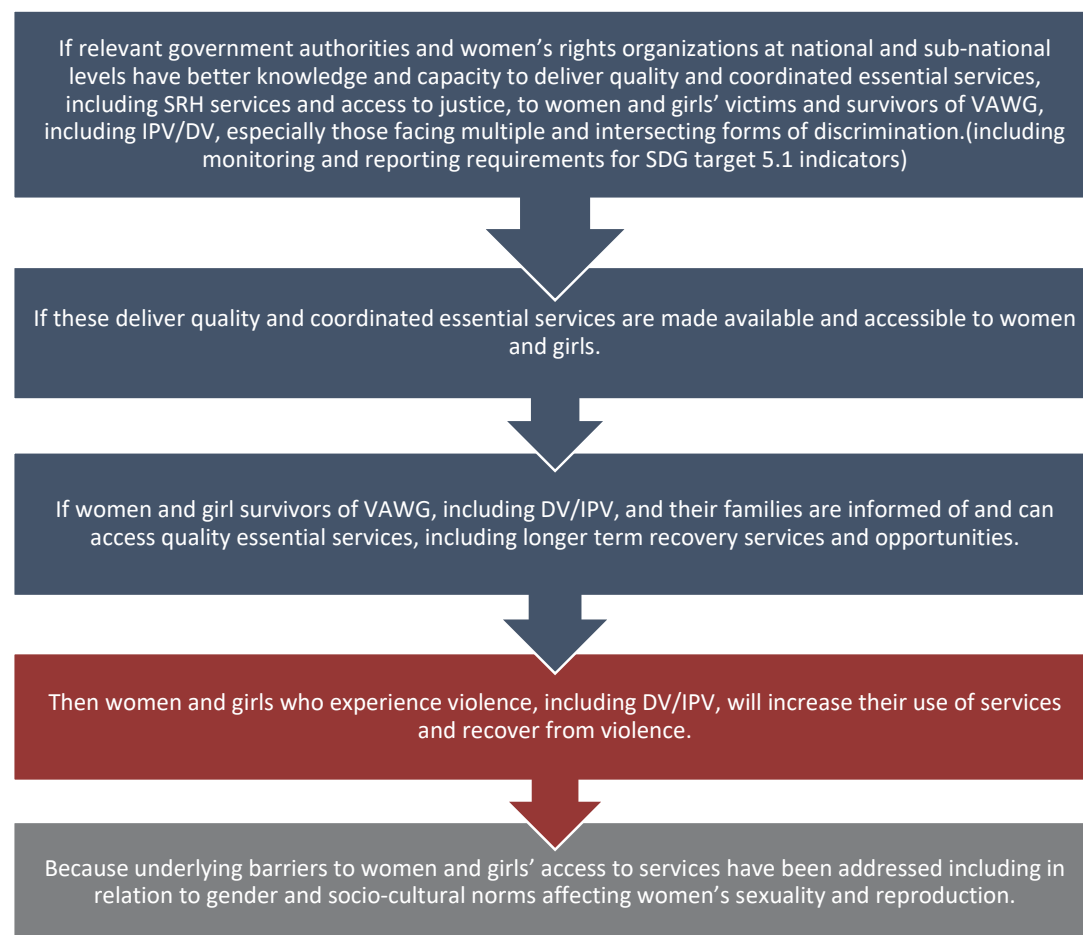
To ensure integration of the different components of the SI, activities under Pillar 4 will be implemented in coordination with the Pillar 2 activities to enhance existing coordination and multi-sectoral referral mechanism at all levels. This will improve the quality of services by responsible service providers in line with existing government mandates for future sustainability, and improve linkages between the first point of contact, the health sector and the judicial sector and complement the visibility of survivors in influencing future policies (via Pillar 1).

To increase help seeking behavior and increase individual awareness of their rights and of services available, the SI will partner with CSO/s to conduct grass roots advocacy activities within communities. This will include information and sensitization related to health and judicial services available. Similar support will be provided on a larger scale at the Municipal level. The community level work will be specific in terms of cultural and linguistic needs through partnership with local CSOs. The activities related to awareness of rights and services will focus attention to those most vulnerable such as young girls and girls and women with disabilities.

Adolescence is a pivotal stage of life. While bringing new opportunities and risks for both girls and boys, it intensifies many gender inequalities that result in lifelong negative consequences for girls and women. In Timor-Leste, adolescent girls face heightened risks and obstacles due to the risk of teenage

pregnancy, violence, lack of access to dignified menstrual care and barriers to education and skills. Under pillar 4 of the SI, UNICEF will provide Life Skills Education and financial literacy modules, specifically targeted towards adolescent girls at heightened risk and survivors, to equip them with important skills to transform vulnerabilities into opportunities with positive effects for the girls, their families and communities. Integrated services will also target adolescent girls and girl survivors of violence.

Theory of Change



How it works:

Output 4.1 Relevant government authorities and women's rights organizations at national and sub-national levels have better knowledge and capacity to deliver quality and coordinated essential services, including SRH services and access to justice, to women and girls' victims and survivors of VAWG, including IPV/DV, especially those facing multiple and intersecting forms of discrimination.

This will be advanced through:

- Increasing access to formal justice for IPV and GBV-survivors, especially those in rural areas, by:
 - Supporting Mobile Courts as a closer option for formal justice for survivors of GBV from the rural and marginalized groups, considering that there are only four fixed courts in the country. This will include more accessible and survivor-centred case processing in Mobile Courts.
 - Enhancing access to quality information on justice for IPV survivors by scaling up existing Access to Justice clinics (AJCs) and providing Women and

Youth Para-legal services. The AJCs provide free legal aid services and facilitate access to justice to vulnerable groups in line with their human rights. The training of women and youth paralegals can empower women and the youth and raise the visibility of their roles as agents of change. The limited budget of the Public Defender will be supported through seed funds to Access to Justice Clinics, which will aim to be institutionalized after SI. Advocacy for State funds will be coordinated with UN Women GRB activities under Pillar 2 and utilize analysis developed under Pillar 5 on data to increase planning and costing skills and results.

- Improving the quality of police facilities to receive survivors by creating short-term safe spaces within the municipal Vulnerable Persons Unit. This will equip, refurbish and/or operationalize rooms available and accessible to IPV-survivors, including persons with disabilities.
- Strengthening accessible and timely essential health services for survivors by conducting cascade training to build capacities of health staff, including related to confidentiality and delivering targeted services for distinct groups of women and girls. This will be complemented by developing supervision capacities and establishing a safe room/space within prioritized health facilities to provide LIVES and other components of essential health service package, monitoring service provision and distributing information on services available for survivors.
- Delivering an empowerment program tailored to the specific needs of adolescent girl survivors and those at heightened risk, following a tailored Life-Skills Based Education model that would also include Parenting Education and financial literacy. This programme will be developed in collaboration with MSSJ and CSOs providing support services and place particular attention in working with girls with disabilities, out-of-school, teenage mothers, LGBTI+, survivors living in their communities, and other adolescent girls facing intersecting and multiple forms of discrimination.
- Empowering women with disabilities to advocate and develop capacities of service providers to improve survivor-centred responses and making their services more accessible to target groups. This will involve partnership with an organization of persons with disabilities (DPO) and will be linked also to advocacy for improved policies and inclusive budgeting under Pillars 1 and 2.

Output 4.2. Women and girls' survivors of VAWG, including DV/IPV, and their families are informed of and can access quality essential services, including longer-term recovery services and opportunities.

This will be advanced through:

- Partnering with community-based organizations to conduct community awareness activities on the health impact of GBV - including IPV - and the availability of services, including the health sector and justice sector responses (to be conducted with UNDP).
- Linking the work of the municipal GWG on the NAP GBV obligations for service provision to the administrative posts, a lower level of governance, closer to the survivors. This is a pilot activity linked to the activities on municipal coordination, to support the implementation of prioritized actions in the action plan designed at municipal level (linked with Pillar 2).
- Supporting the Chamber of Commerce and Industry, trade unions and the Association of Women in Business (AEMTL) to develop policies, actions and programmes in support to integration/re-integration of women survivors into the workforce; and in collaboration with MSSJ, providing training and supports for women survivors leaving the shelter system, including women with disabilities, through SEFOPE and other relevant organizations.

Target groups:

- **Direct beneficiaries:** this estimate was calculated based on baseline data and reports on service provision to victims of violence looking particularly at the justice, police and health services data. The estimates calculate the reach of SI's interventions in improving information and access to essential services, and community awareness of the impact of GBV on health, considering a focus on women and families reached.
- **Indirect beneficiaries:** are estimated based on the populations in the municipalities of Ermera, Viqueque, and Bobonaro, considering that 33% of the total population of Bobonaro, Ermera

and Viqueque will be indirectly impacted by the increased access to information and improved services, and considering also the 2021 GDS medium population projections based on 2015 Census.

Outcome 4		
Indicative numbers	Direct	Indirect
Women	7,234	100,509
Girls	2,861	58,101
Men	5,029	96,688
Boys	2,755	63,470
TOTAL	17,879	318,768

Signature interventions:

1. Considering the lack of access to justice to the rural areas and those most marginalized, the SI in Timor-Leste will strengthen several models to increase access to justice and rule of law institutions targeting those most left behind. The **Mobile Court, the Access to Justice Clinic and the Women and Youth Paralegal Programme** will reach rural areas providing free legal aid, awareness raising of the rights of survivors under the current legal framework, and formal justice proceedings. This can increase the options available for survivors to access formal justice, considering there are only four fixed courts in the country. The action will be informed by survivors who have used the justice system on how the mobile courts and the Access to Justice Clinics can better meet their distinct needs, moving away from traditional approaches to formal justice institutions, which do not empower or reflect the experiences of survivors.
2. World of work organizations have a significant role to support women who experience violence to be protected in the workplace and to enable **women survivors to get in and/or stay in the work force. In Timor-Leste, these organizations have** largely been absent from EVAWG efforts, although emerging work on sexual harassment offers an entry point for SI to expand their engagement. Tailor made skills development and entrepreneurship programmes can play a decisive role in helping women become/remain active in the world of work, hence providing them with economic empowerment opportunities which can be key in enabling them to gain access to work and life in a violence free environment. This will be complemented by the efforts to enhance institutional policies on DV/IPV under Pillar 2.
3. As detailed in the situation analysis, improved health service delivery is crucial to responding to VAWG in Timor-Leste. Under the SI in Timor-Leste this will be achieved by strengthening accessible and timely essential health services for victims/survivors (both by improving infrastructures and building capacities of health staff at all levels) and supporting the health sector to meet its commitments under the NAP GBV. However, this will also be combined with **community awareness activities on the impact of GBV - including IPV – on health and the availability of services as part of the strategy to ensure the impact and effectiveness of the multi-media behaviour change prevention campaign**, which can contribute to increased demand and creation of more care-seeking behaviour.

Estimated costs: \$1,713,359 (Phase 1)

Lessons Learned: Limited investment in health sector responses have meant that there is limited help seeking behavior among survivors. Capacity and knowledge of health care providers on GBV are limited in most areas making survivors less likely to seek help. In areas where limited services are available, health facilities could be and often are the entry point for survivor to seek assistance. Therefore, it is crucial that health care providers are equipped with skills and adequate knowledge to effectively identify, treat and refer to other services that survivor may wish to access. A lack of dedicated space for survivor is another challenge that often discourages survivors to seek further assistance. It is therefore equally important to not only strengthen the capacity of the health professionals but also to ensure that safe space is established within health facility in order to attend to the cases. Similar barriers are seen

in justice and social protection sectors, where bias, facilities and social pressures reduce help-seeking and positive experiences of survivors.

Sustainability: The proposed sector activities will be led by the respective line ministries and institutions, which will strengthen their continuation post SI. For example, the Ministry of Health through the establishment of the internal coordination which involves various departments within the ministry under pillar two will ensure the critical role that the health system and health-care providers can play in terms of identification, assessment, treatment, documentation, and referral and integrated within national health programmes and policies is working well. The ministry needs to report against a dedicated GBV indicator in its annual work plan and established a gender unit which reflects their political commitment. This can be further strengthened through the gender responsive budgeting (Pillar 2) and similar engagement models will be used for the justice and private sector engagement under this pillar.

Outcome 5 - Data availability and capacities

Outcome: Quality, disaggregated and globally comparable data on different forms of VAWG, including DV/IPV, collected, analysed and used in line with international standards to inform laws, policies and programmes

Problem: Despite investments in data collection in Timor-Leste - which include VAWG data and research focusing on the prevalence, incidence and drivers for IPV collected in the DHS and prevalence studies carried out with support from international agencies, there is not an integrated and coordinated approach to data collection across national collection survey instruments, including harmonised definitions and indicators. Main data gaps include:

- availability of disaggregated data (based on age, ethnicity, location, socio-economic status, disability and gender identity, etc.)
- proportion of women aged 15-49 who make informed decisions on their sexual and reproductive health and rights
- data and analysis on policy, legislation and workplace practices
- data on cultural norms that underlie reproductive coercion in the region
- data on case management and its standardization to rule of law institutions.

In addition to data gaps, there is low utilization and weak analysis capacities of existing data on VAWG. As validated during a recent Gender Statistics workshop with data users and producers (both government and civil society), there is significant wastage of data collected, which is never used, there is low awareness of how to access and analyze existing data sets related to VAWG, and ability to communicate VAWG data for improved monitoring of legislation and policy influence limits the impact of the data collection investments.

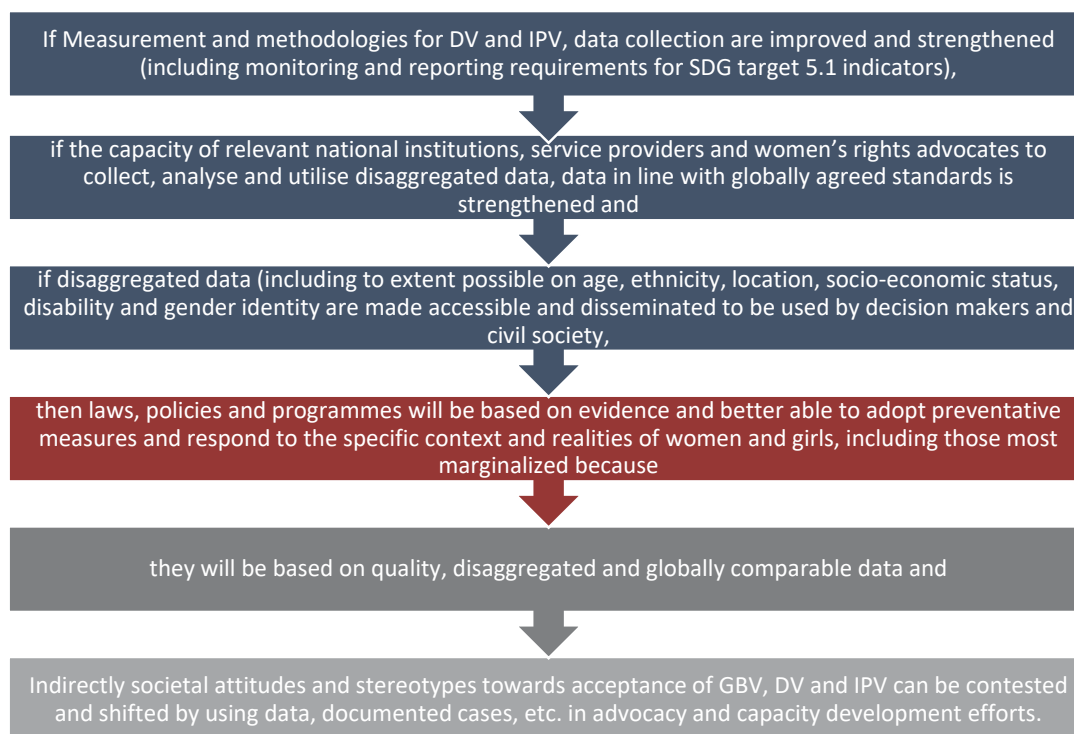
Solution: By analysing and focusing on addressing data gaps and strengthening the capacity of institutions and CSOs to utilize data for planning and design of EVAWG interventions, the SI in Timor-Leste will ensure that Government policy-makers and civil society actors, including survivors of violence and groups with limited data literacy, are able to engage effectively in accessing and using the data for improving the services and situation for women and girls in Timor-Leste.

UNFPA will lead on ensuring that ethical practices are followed whilst undertaking activities under this Pillar. Data on violence against women and girls is highly sensitive and can result in extreme harm for women and girls if information is not collected, stored and shared with due care for individual confidentiality, particularly in relation to survivors of GBV. This also impacts on the trust and integrity of the system, which can result in women and girls being less willing to share information or even seek the support from the system. Therefore, it is crucial that confidentiality is assured for data on individuals, both within and between government agencies, development partners and civil society, and through dissemination. UNFPA will explore and advocate for use of secure, state-of-the art methods for de-identifying data for the protection of individual confidentiality. The data mapping will include a sector-based component around ethics and confidentiality to assure that the approach is sector-specific whilst protecting the individuals involved to the highest degree. A hierarchical set of guiding principles for sharing different forms of data will be determined and be specific to the sensitivity of the data to be shared. The training activities undertaken by the consultants will have sessions on ethics with a strong emphasis on capacity building on sound ethical practices in relation to GBV data, including on collection

of data from individuals. There is an overarching ethical basis to the strategy to further analyse and update instruments for data collection through surveys and administrative sources, as the purpose is to better serve the population by improving the statistical system with regards to GBV.

The analysis undertaken on GBV and other forms of discrimination data on women and girls from existing survey (and potentially administrative sources) will strive to fully scrutinize the available data, with disaggregation by age and sex wherever possible. Data gaps will be identified and highlighted so that future rounds of data collection are as comprehensive as the latest methods and ethical considerations will allow. Administrative sources will be fully assessed to determine gaps and other data quality shortcomings. Data literacy will seek to ensure that participants are made fully aware of the situation of women and girls (as per the analytical results) and why it is necessary to improve the scope and functionality of data collection, analysis, storage, and dissemination systems so as to ensure that GBV issues can be fully understood and addressed through policy, planning and other interventions. Most information collected is quantitative, however, this can only tell part of the story and cannot, for example, explain underlying reasons behind behavior at the individual level, for which qualitative methods are better suited. Thus, addressing gaps will factor in enhanced future use of mixed methods (quantitative and qualitative) so as to address GBV more effectively at the community level.

Theory of Change



How it works:

Output 5.1 Key partners, including relevant statistical officers, service providers in the different branches of government (Statistics offices, justice, security and health sector) and women’s rights advocates have strengthened capacities to regularly collect data related to VAWG, including DV/IPV, in line with international and regional standards to inform laws, policies and programmes.

This will be advanced through:

- Improving and socializing the internal case management systems of the Rule of Law institutions for better data analysis and usage to ensure sustainability in future budgeting and service provision. Depending on the preliminary assessment of selected institutions, this activity will aim at creating linkages between RoL institutions’ internal case management systems, an initial step to establishing a coordinated mechanism at the national level that collects service data on VAWG from across sectors.

- Mapping of data and analytical gaps related to GBV in national collection survey instruments, with a revision of the instruments to match with new intended standards related to GBV (with a focus on the DHS DV Module, but also covering Labour Force Survey and other relevant instruments identified during the baseline) and harmonization of the definition of indicators in administrative data sources. This will include increasing access to knowledge on DV data through partnership with the General Directorate of Statistics and support to its data access on its website.

Output 5.2. Quality prevalence and/or incidence data on VAWG, including DV/IPV, is analysed and made publicly available for the monitoring and reporting of the SDG target 5.2 indicators to inform evidence-based decision making

This will be advanced through:

- Providing data literacy training to relevant government institutions and CSOs to increase evidence-based programming, advocacy and policy making.
- Strengthening the capacity of line ministry statistics/SDG and planning Focal Points from NAP GBV institutions to understand and use gender statistics for better NAP GBV monitoring, budgeting and reporting. This will build on the skills developed by the data literacy activity and reach government and civil society (including survivors of VAWG).

Target groups:

- **Direct beneficiaries:** this estimate includes national Governmental data/planning focal points, IT officers in justice institutions (excluding PDHJ and PNTL), university students, women’s CSO representatives, media, DPOs/ LGBTI/ domestic worker and other groups directly involved in training and skills building.

- **Indirect beneficiaries:** estimates considered expected users of the data produced by the programme (or as a result of programme’s activities). This using the 2015 Census main employment data (Government, State Owned enterprise, Non-Government bilateral institution staff by sex), estimating that 6% of this group the population will benefit from improved data and data accessibility.

Outcome 5			
Indicative numbers	Direct	Indirect	
Women	450	23,285	
Girls	10	13,909	
Men	387	48,858	
Boys	10	15,228	
TOTAL	847	101,280	

Signature interventions:

1. The proposed action improving the use of the **internal case management system for the rule of law institutions** is important as it focuses on linking the work from the other pillars in order to ensure sustainability of the institutions providing services. As some of the institutions are currently still using paper-based systems for tracking of cases, this action is transformative in putting the online system in use and standardizing the use of the system among the rule of law institutions, making it possible for them to coordinate and improve decision making for GBV response in the future.
2. The **involvement of academia and survivors as the sources of data** in activities related to data production and use is a new approach that looks to transform the traditional power relationship between the individuals collecting the data and the individuals providing information to data collectors. This will also strengthen the quality and ethical collection of data by ensuring women and girls are not seen as subjects of research, but experts and resource persons for any data exercise.

Estimated costs: \$ 485,083 (Phase 1)

Lessons Learned: In many countries, there are challenges with administrative data collection both within service providers and coordination of data sharing between service providers which impacts on case management, referral and advocacy. Where referral systems and response services are in place there remains a need to support administrative data systems both within and between service providers which are in compliance with minimum standards and principles. Service providers collect data in incompatible ways and disaggregate data in different ways which makes it difficult to coordinate and monitor policy implementation. Question design does not meet international standards. Data is not consistently disaggregated by age, so it is difficult to get reliable data on how many young women are accessing services. There are many institutional barriers between Government departments sharing data and very little use of the data that is collected. Where there has been investment to improve referral and administrative data, the data has improved. This has been seen in Timor-Leste. Capacity building and funding is also needed for government women's machineries to use and manage data for coordination and monitoring of EVAWG and gender policies and for the Ministry of Justice to measure the implementation of the LADV.

Surveys collect data inconsistently, there are data gaps and the data are not fully utilised for monitoring and evaluation, planning and policy making in Timor-Leste, the initiative will set out to remedy this, including by ensuring that data are collected using the most recent methods to international standards.

Sustainability: A comparative analysis of VAWG prevalence data across at least 11 of the Pacific countries to determine the patterns of VAWG prevalence in the Pacific Region is also critical to support a regional understanding of VAWG. Data on VAW is currently only available in individual country reports. There does not yet exist a publication that compiles all of the existing data that has been collected in a comparable way into one document, and which re-analyzes country data as needed to ensure comparison while also exploring patterns in the various sub-regions linking them to the specific socio-cultural and geographical contexts. To enhance sustainability, it would be very important to fully analyse and utilize data for monitoring and evaluation, policy design and planning. It will also serve as an important and unique opportunity to produce a detailed sub-regional analysis of the situation, identify knowledge gaps and promote further advances in measuring VAWG.

Outcome 6 - Strengthening the Women's Movement

Outcome: Women's rights groups, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/ marginalisation, more effectively influence and advance progress on GEWE and ending VAWG, including DV/IP.

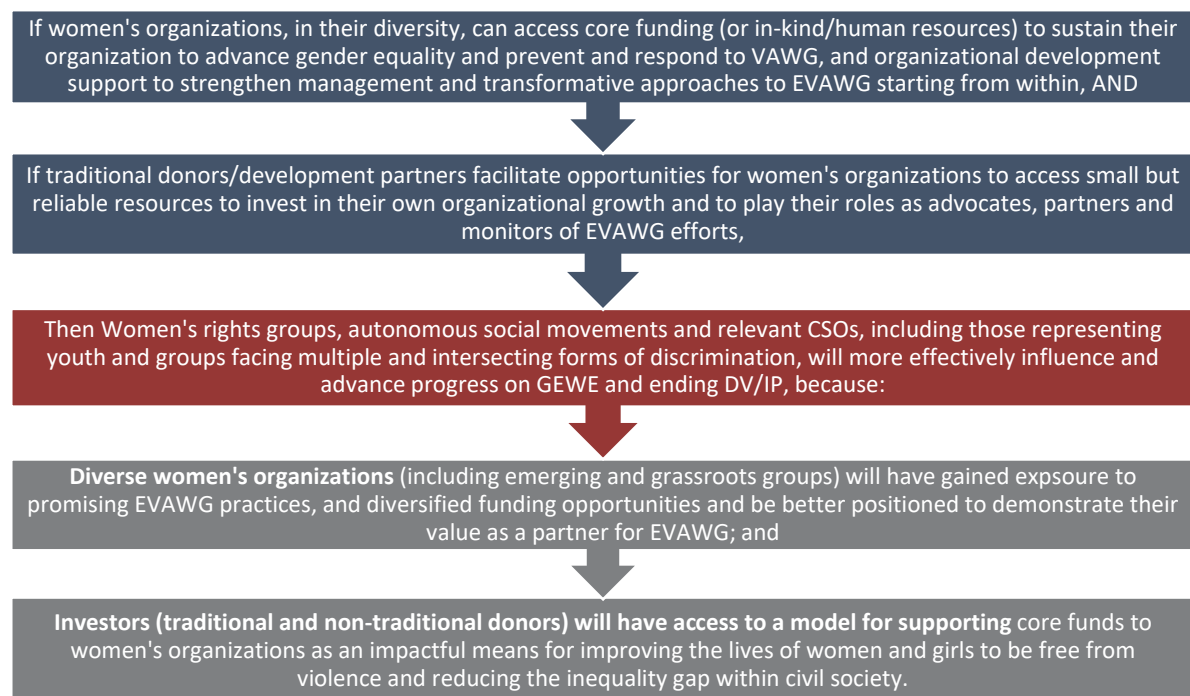
Problem: Despite the relevance and historic impact of women's movements and CSOs to advance women's rights, promote gender equality and support the efforts to EVAWG, these movements and local organizations are under-funded and overly reliant on traditional funding sources that do not meet their core organizational needs. This reduces their ability to meet the needs of diverse women and girls-the primary beneficiaries, limits the organizations' core capacities (to strategically manage its resources and people) and weakens their ability to deliver on their mission in the most meaningful and impactful way. The breadth of women's organizations and groups representing civil society in Timor-Leste does not always create space for younger women, women with disabilities, grassroots groups based in rural areas, LGBTI activists, informal groups of activists or groups without English or Tetum-speaking skills to be visible within advocacy on gender equality and women's empowerment. Unconscious bias and power hierarchies based on age and social status limit the transformative potential of gender equality and efforts to end VAWG by members of the women's movement.

Solution: Investing in strengthening CSOs' institutional capacities on EVAWG programming and creating opportunities for a wider range of national and grassroots CSOs, feminist advocates and activists to share knowledge, network, partner and jointly advocate will be supported by the SI. This will be guided by the principles of inclusivity, diversity and leaving no one behind and will require engaging beyond the usual civil society partners, opening space for critical reflection on existing partnerships and purposefully targeting organizations and groups to ensure that all women and girls, particularly groups facing intersecting forms of discrimination, including survivors of VAWG, are represented.

At the same time, the intervention should simultaneously support groups to have wider access to sustainable and diversified funding opportunities, helping these organizations to have the capacity and

opportunities to significantly influence and advance greater progress on GEWE and ending VAWG, including DV/IP, in Timor-Leste.

Theory of Change



How it works:

Output 6.1 Women's rights groups and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending VAWG, including DV/IPV, with relevant stakeholders at sub-national, national, regional and global levels.

This will be advanced through:

- Promoting visibility of VAW experts and evidence-based practices across Timor-Leste by facilitating knowledge-exchange and capacities of CSOs and grassroots organizations – inclusive of the CSOs selected as implementing partners under Pillars 1 to 5, and also a wider range of civil society representatives. This will further strengthen linkages between women's rights groups and DPOs, domestic worker associations, LBT and informal youth and girls' networks and support skills-building and organizational development. A national CSO partner will be engaged to:
 - develop tailored mentoring and accompaniment on reflective practices on power and VAWG, rights-based programme design, M&E, and self-care practices;
 - strengthen existing peer support networks/ communities of practice on EAWG;
 - establish a national EAWG Forum for: a) improving collaboration and solidarity across diverse groups working on EAWG, b) documenting promising EAWG practices (through poster presentations, graphic recording, performance art), including with groups not traditionally working on VAWG (domestic workers, farmers associations, women in business, and men's groups, etc.) and c) raising visibility of CSO support to accountability of service providers in VAW response (monitoring VAWG services, recognizing what is working in responses); and c) sharing lessons learned using virtual (YouTube/ Podcasts) and face to face platforms.

Output 6.2. Women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalisation have strengthened capacities and support to design, implement and monitor their own programmes on ending VAWG, including DV/IPV.

This will be advanced through:

- Enhancing CSO capacity to design and manage EAWG programmes and access diversified funding for their EAWG efforts. This will involve collaboration with existing women's funds (Mama Cash; Frida; Urgent Action Fund; UNTF VAW, etc.) or an institution with capacity to:
 - deliver technical assistance for emerging CSOs and grassroots groups representing marginalized women and girls, activists and advocates (on transformative leadership, rights-based programme design, monitoring, advocacy, finance, etc.) to increase readiness to access EAWG funds.
 - design and manage small grants for CSOs (on EAWG M&E practices, self-funding initiatives, transformative leadership, self-care, support for the women's movement/solidarity, etc.)
 - develop guidelines to support VAWG granting within the Prime Minister's CSO fund;
 - identify the potential for a self-sustaining fund for women's rights, informed by local organizations: assessing barriers to accessing funds, identifying new mechanisms for sustainable funding, and awareness of regional and global funding on EAWG); and
 - facilitate dialogues with development partners, government and private sector donors for strengthening CSO ownership of EAWG efforts.

The SI will ensure good practices with CSOs are documented, including the model of capacity development and diversification of funding as an innovative practice for movement strengthening.

Target groups:

- **Direct beneficiaries:** Estimation is based on number of personnel from CSOs collaborating through SI across pillars and related stakeholders in knowledge-sharing (including the EAWG Forum), organizational development support, and CSO beneficiaries. This considers the UN's initial mapping of 30 national CSOs, and 15 international NGOs with dedicated EAWG work (June 2019). This estimates 5-10 community-based organizations have dedicated efforts on EAWG in targeted municipalities at sub-national level⁵². The estimate assumes more women are engaged in CSOs working on EAWG (80% women) and beneficiary groups are likely to involve more women than men (60% women and 40% men).

- **Indirect beneficiaries:** Considering NGOs and CSOs with dedicated work on gender equality and EAWG represent less than 10% of CSOs in Timor-Leste, the indirect estimate considers that knowledge-programming 12% of the 8% of men and population. beneficiaries of Pillar 6 sharing and will benefit an estimated women and girls, and boys across the

Outcome 6		
Indicative numbers	Direct	Indirect
Women	1,200	36,426
Girls	600	33,478
Men	300	24,327
Boys	400	23,762
TOTAL	2,500	117,993

⁵² As a broader comparison, as of August 2014, the national NGO Belun registered in its Database over 600 CSOs in the country, with half (321) local NGOs; one-third (209) community-based organizations, 12% (78) international NGOs; and (17) academic organizations.

Signature interventions:

1. The establishment of a **VAW Conference or Forum** will be a new way to raise the visibility of local expertise and good practices on VAWG and foster collaboration among groups. The knowledge-sharing and mentoring will encourage solidarity and co-creation of initiatives, and the multi-stakeholder dialogue will be a way to reduce an environment of competition among CSO partners. It will also be a space to showcase and support newer groups representing diverse voices within the women's movement, strengthen use of data on VAWG (Pillar 5) and increase the quality of advocacy on VAWG (Pillar 2) for more effective social norms change (Pillar 3). The process will also foster a journey of change from within to ensure that gender equality advocates are "*walking the talk*" for transformative change.
2. The **SI partnership with women's funds for developing the organizational capacities** of women's groups and CSOs on EVAWG and the identification of possible avenues to diversify funds and reliance on traditional donors will be empowering Timorese CSOs to lead the development of EVAW initiatives based on needs within communities and strengthen their own capacities as expert voices and accountable organizations. The dialogue with donors initiated as part of the SI design process will continue to be facilitated by SI and be a first of its kind as part of Timor-Leste's efforts to guide its own development processes. The model of partnership and capacity development with women's funds will be documented as a case study, using Most Significant Change and reflective practices to capture learning and processes that can be replicated or adapted to other contexts as relevant.

Estimated costs: \$908,000 (phase 1)

Lessons Learned: The proposed approach to Pillar 6 under Spotlight recognizes the potential of civil society and the women's movement to connect and drive the agenda on ending VAWG as national and local experts, while acknowledging the real challenges and capacity limitations faced by many organizations in the country. The approach creates space to support organizations strengthen their internal capacities (both in regards to organizational development and in EVAW programming), with important attention to the individuals within these organizations who will be driving the change and need time and support to take their teams through a process of individual transformation and organizational development in areas such as financial management and monitoring and evaluation support. The Pillar will seek to incentivize collaboration and minimize competition for resources by promoting and actively creating opportunities for joint knowledge-sharing and work in partnerships. It will also importantly address the issue of core funds and donor dependence by building an explicit strategy for CSOs to diversify their funding base as they strengthen their technical EVAW capacities.

Sustainability: Through initial discussions with the Prime Minister's Office Civil Society Unit and SEII, there is interest in working collaboratively to support national civil society and women's groups, recognizing the challenges they face and organizational capacity limitations. In this regard, UN Women will explore with the PMO CS Unit their involvement in the call for grants, in the selection and monitoring, with a view to demonstrating the impact of the approach whereby core funds are supported alongside EVAW programming funds. UN Women will also explore whether the Unit can cost-share granting to dedicated EVAW programmes by year 3, as a priority area of focus for the country, with State Budget funds and invite other donors to contribute to the mechanism after Spotlight ends.

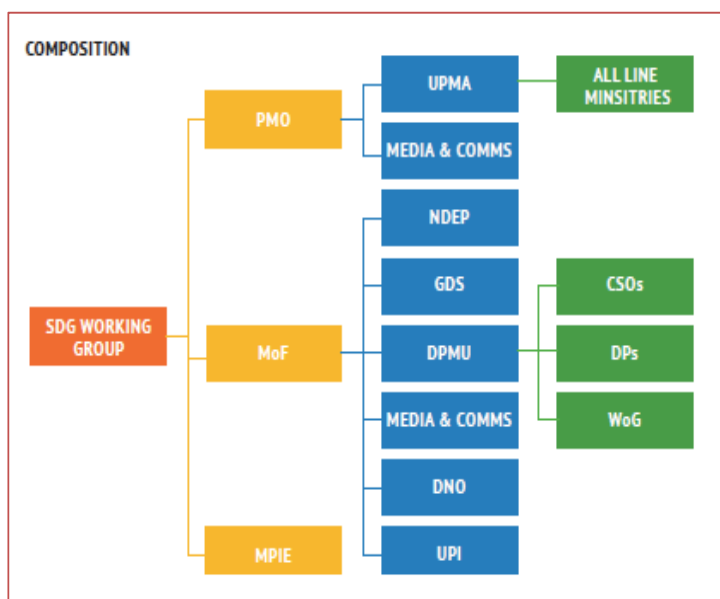
IV. Governance

A. Alignment with SDGs and National development Frameworks

The Spotlight Initiative in Timor-Leste will actively **contribute to the 2030 Agenda for Sustainable Development**. This is well-aligned with the Government's ongoing efforts in the dissemination and implementation process of the Agenda, in coordination with national and local governments, as well as other development partners – which the UN in Timor-Leste has been actively supporting.

This process included establishing an SDG Working Group⁵³ tasked to identify ways in which the new global goals of the 2030 Agenda could be harmonized with the SDP and integrated into the VIII Government's Programme. The SDG Working Group is chaired by the Prime Minister's Office (the Planning, Monitoring and Evaluation Unit, which also coordinates the integration of GRB in the State Budget). The Working Group has strong representation from the Ministries and units responsible for planning, budgeting, monitoring and implementation of the SDP – as summarized in the figure below (including the women's machinery, SEII).

Figure 10: SDG Working Group Composition



The Working Group also identified responsible Government agencies for each of the 169 SDG targets, along with the other Ministries and agencies that share the responsibility for achieving the target. Notably, a CSO Advisory Group for the SDGs has been established, including a few representatives from women's organizations.

For the Spotlight Initiative, special consideration has been given to the set of priority targets comprising each of the 17 SDGs. Therefore, this Initiative has been defined as a contribution to the different plans and programmes for accomplishing the 2030 targets, not only as it relates to **SDG 5** on Gender Equality, but also **SDG 3** "Health and Well-Being", **SDG 4** "Quality Education", **SDG 8** "Promote inclusive and sustainable economic growth, employment and decent work for all", **SDG 10** "Reduced Inequalities", **SDG 11** "Sustainable Cities and Communities", **SDG 16** "Peace, Justice and Strong Institutions" and **SDG 17** "Partnerships for the Goals."

The Spotlight Initiative in Timor-Leste is grounded on the core rallying principle of the 2030 Agenda for Sustainable Development – leaving no one behind and reaching the furthest behind – by designing interventions that target the most marginalized (rural, poor, disabled) or include groups that face multiple or intersecting forms of discrimination.

The main contributions of the UN and EU Systems in supporting the Government to make progress on the SDGs are reflected in the UN Development Assistance Framework (2015-2020 UNDAF), in the EU Agenda for Change pillars and in the EU Timor-Leste National Indicative Programme (2014-2020) (NIP). The Spotlight Initiative in Timor-Leste aligns with the four outcomes of the current UNDAF and NIP, with dedicated results areas on social protection and good governance, and indicators related to women's experiences of gender-based violence. Furthermore, the SI in Timor-Leste is fully aligned with the EU Gender Action Plan, specifically with thematic pillar 1 aiming at "ensuring girls' and women's physical and psychological integrity".

⁵³ Under Government Resolution 34/2015

The SI will support the implementation of the Timor-Leste's National Strategic Plan 2011-2030, which demonstrates the explicit commitment to tackling DV and promoting gender equality. It is also connected to Timor-Leste's existing international gender equality and human rights obligations as they relate to VAWG. In particular, during the Programme design process, the key national legal and policy frameworks to EVAWG (including the Law against Domestic Violence, the Penal Code, the National Action Plan on Gender-Based Violence 2017-2021, the National Action Plan for Children 2016-2020 and National Youth Policy) were thoroughly reviewed and provided the basis for programming. The Spotlight Initiative in Timor-Leste will therefore complement and reinforce existing Government efforts, contributing to greater sustainability of contributions in advancing these national frameworks.

B. Governance arrangements

As the highest governance structure for the Spotlight Initiative in Timor-Leste, the Country Programme Steering Committee (CP-SC) will be tasked with providing strategic leadership and oversight to the Programme. The CP-SC will have the authority to make decisions that are in accordance with the objectives, approach and scope of the programme once the Spotlight Initiative Timor-Leste Programme Document is approved.

The CP-SC is expected to make key Programme decisions, guide the implementing partners and responsible parties in the execution of the Programme, and ensure effective oversight through review of, and feedback to strategic programme documents (for example, Annual Workplans, Evaluation Management Responses, and potential revisions of the Programme Document, as relevant).

The specific roles and responsibilities of the CP-SC will be validated through further consultation during programme design, under the following guiding principles:

- Ensuring accountability, effective management and implementation of the SI through proper communication and coordination, in alignment with Timor-Leste's priorities and considering UNDAF and European Union's pillars and priorities.
- Approving annual work plans, reviewing output level results and adjusting implementation with the aim of ensuring maximum programmatic impact.
- Reviewing and approving periodic and annual joint programme narrative reports submitted by the technical team.
- Approving programmatic or budgetary programme revisions within the limits of the approved programme document by the Operational Steering Committee.
- Reviewing risk management strategies and ensuring the programme is proactively managing and mitigating risks.
- Managing stakeholder relationships at country level.

The composition of the CP-SC (summarized in the diagram below) has been discussed with the PMO and SEII following the submission of the CPD V1. The proposed membership leverages Government institutions that oversee State priority setting, planning and budgeting, inter-governmental and SDG issues, as well as the technical agencies involved in the NAP GBV to ensure the SI contributes to a whole-of-government approach to ending VAWG that also directly contributes to existing national commitments and the Inter-Ministerial NAP GBV Coordination mechanism. As such, the CP-SC will involve representation of key EU-UN stakeholders, Governmental partners and civil society as below:

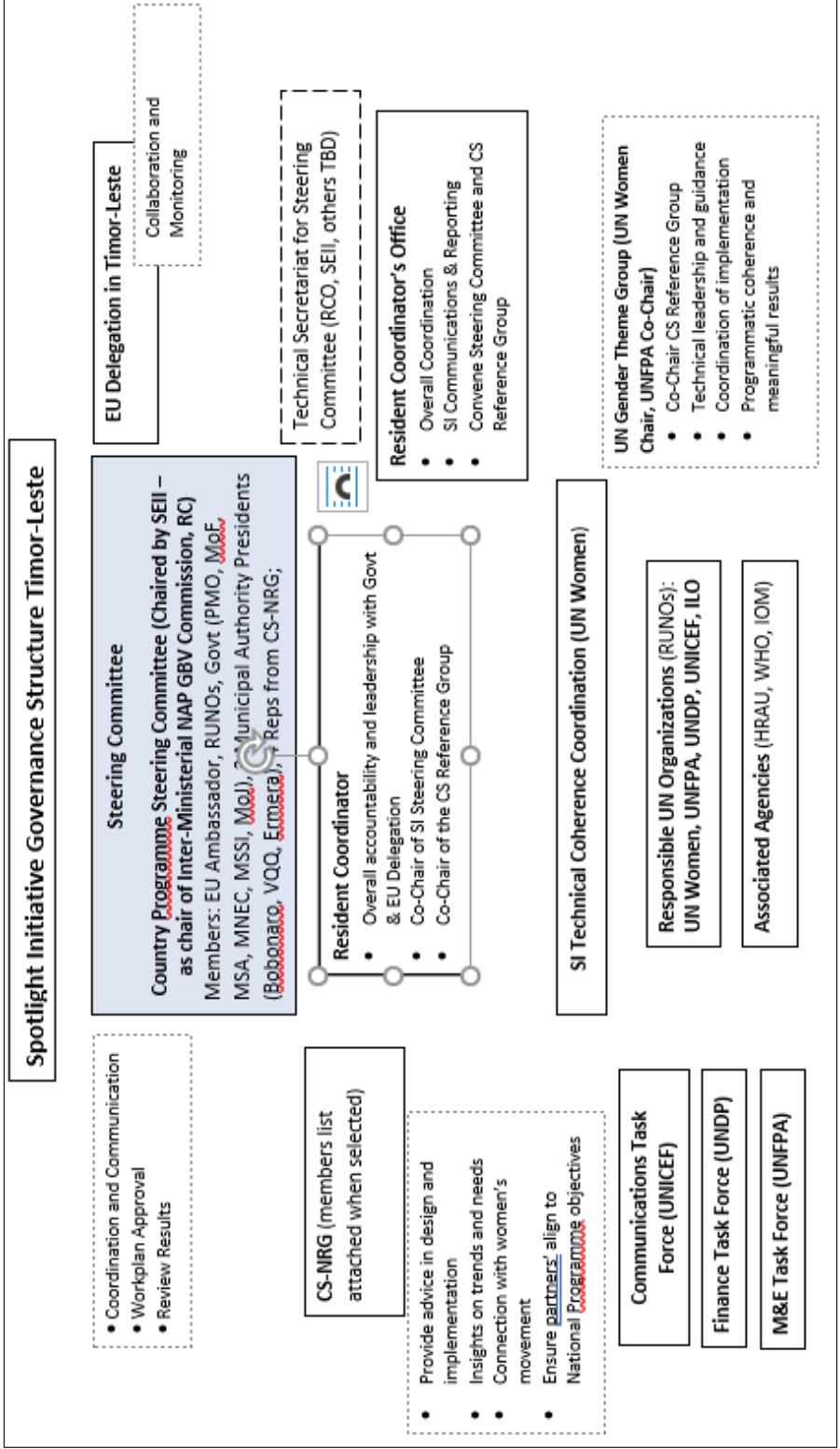
1. UN Resident Coordinator (co-chair)
2. Secretary of State for Equality and Inclusion (SEII) (co-chair), as proposed by the Prime Minister, with the coordination role and leadership of the NAP GBV
3. European Union Ambassador to Timor-Leste (or representative)
4. Chief of Cabinet from the Office of the Prime Minister (or representative)
5. Director General from the Ministry of Foreign Affairs (or representative)
6. Director General from Ministry of State Administration (or representative)
7. Director General from the Ministry of Finance (or representative)

8. Director General from Ministry of Justice (or representative)
9. Director General from Ministry of Social Solidarity and Inclusion (or representative)
10. Municipal Authority Bobonaro (*non-transferable to a representative*)
11. Municipal Authority Ermera (*non-transferable to a representative*)
12. Municipal Authority Viqueque (*non-transferable to a representative*)
13. Head of Office from UN Women (or representative)
14. Country Representative of UNDP (or representative)
15. Country Representative of UNICEF (or representative)
16. Country Representative of UNFPA (or representative)
17. Country Representative of ILO (or representative)
18. Civil Society National Reference Group representative nominated by the CS Reference Group⁵⁴
19. Civil Society National Reference Group representative nominated by the CS Reference Group
20. Civil Society National Reference Group representative nominated by the CS Reference Group
21. Civil Society National Reference Group representative nominated by the CS Reference Group

As the Ministry of State Administration oversees the Municipal Authorities that will be included in the CP-SC (Bobonaro, Ermera, Viqueque), the four representatives will have a combined vote in the event that a consensus on decisions is not possible within the CP-SC. In addition, other stakeholders may be invited to participate in meetings related to planning, deliberation and monitoring roles of the Committee. This includes relevant development partners, representatives from academic/research institutions, local communities and/or the private sector.

Any changes made to the structure will ensure that civil society has a 20 per cent representation on the CP-SC (with the necessary adjustment to the number of representatives from the CS-NRG).

⁵⁴ The role that the CS-NRG will have in the CP-SC is detailed in section VI.



The CP-SC will be co-chaired by the Secretary of State for Equality and Inclusion and the UN Resident Coordinator. It will operate as a sub-group of the existing Inter-Ministerial NAP GBV Commission (Chaired by SEII), which was established by Council of Minister Resolution and aligns to the Prime Minister's Office request to use and align SI to existing mechanisms rather than creating new mechanisms. This will ensure stronger functionality of the Inter-Ministerial NAP GBV Commission, with reporting from the SC to the wider Inter-Ministerial Commission and subsequently to the Council of Ministers. The Multi-Stakeholder Steering Committee will be formally invited upon submission of the Final CPD.

Secretariat

The CP-SC operation will be supported by a Technical Secretariat, involving staff and coordination from the Offices of the UN Resident Coordinator and SEII, and related Spotlight partners. The details of the Technical Secretariat will be defined by the submission of the Final CPD.

Frequency of Meetings

The SC will meet bi-annually at the highest representation to review progress and discuss overall strategy of the SI in Timor-Leste. Senior technical representatives delegated by the high-level SC members will meet at least twice a year to discuss progress on implementation, review opportunities and risks, and prepare for the annual SC meeting.

C. Accountability

The **Resident Coordinator** (RC) is responsible for overall programme performance and accountability of the Spotlight Initiative Timor-Leste, providing leadership and interacting with the highest Government authorities, the EU representative and other related partners. The RC has the final decision-making authority within the UN and is responsible for the overall strategic direction and oversight of the SI Count⁵⁵ (RUNOs). The RC is accountable to the UN Deputy Secretary-General for the overall design, set-up, implementation and reporting on the Country Programme, including ensuring national ownership at the highest level, sustainability of results, complementing resource mobilization and broad engagement with the EU and other relevant partners and stakeholders.

The **Resident Coordinator's Office** (RCO) will support the RC's leadership role and will report progress on the Spotlight Initiative in Timor-Leste to the Secretariat. The RCO is responsible for the political and institutional coherence of the Initiative as well as the coordination, working jointly with RUNOs, EUD and other associated Agencies in the implementation. The RCO will also provide secretariat support to the Country Programme Steering Committee and the Civil Society-National Reference Group (CS-NRG), while the Technical Coherence Agency (UN Women) will support day-to-day engagement with the CS-NRG in support of work by RUNOs with civil society. The RCO will streamline interactions and communications with the Executive Office of the Secretary General, Spotlight Initiative Secretariat, Timor-Leste's Government, EU Delegation, development partners and the CS-NRG.

The RCO will coordinate execution of the Programme and will play a key role in ensuring coherence between outcomes and coordination between the persons responsible for implementing activities and monitoring the Initiative, including joint annual EUD-UN-Government monitoring missions. A **Coordination Officer** (supported by the RCO) will oversee communication, monitoring and evaluation efforts, and will support the consolidation of joint workplans. They will lead actions towards systematic information and knowledge management, working closely with the Technical Coherence Specialist.

⁵⁵ These functions include: a) strategically managing the Initiative and its oversight; b) approving the Programme Document and confirming selected RUNOs, programme partners and associated agencies; c) facilitating collaboration among UN agencies, governmental authorities and EU Delegation for Initiative implementation; d) overseeing the progress of Initiative implementation; e) approving periodic reports, as well as budget revisions and funding reallocation, in accordance with Spotlight Initiative's TOR and Operational Manual; f) intervening in the resolution of conflicts which may arise out of coordination between the Recipient Agencies; g) intervening in the resolution of conflicts which may arise between institutional counterparts, in the event they may not be solved by the Country-level Steering Committee; and h) leading efforts to mobilize additional resources

The **RC and the Heads of UN Recipient Organisations** (RUNOs), which are (UN Women, UNFPA, UNICEF, UNDP and ILO) are jointly accountable to the Government and the people of Timor-Leste for the delivery of strategic results of the Country Programme. The Heads of RUNOs are accountable to the RC. The RC will convene a meeting of the Heads of RUNOs quarterly to periodically review the progress of Country Programme implementation, provide feedback, discuss and agree on issues that require strategic decision-making. In addition to the Country Programme Steering Committee, communications and regular field monitoring visits, the Spotlight Initiative in Timor-Leste will also introduce beneficiary feedback mechanisms to ensure accountability.

The RC entrusts the programmatic and technical coherence and programmatic coordination of the Country Programme planning, implementation, monitoring and review to the UN Women Head of Office, as Technical Coherence Agency and the UN Chair of the Timor-Leste Gender Theme Group (GTG). This will be supported by UNFPA as Co-Chair of the GTG. The UN Women Head of Office provides day-to-day oversight to the **Technical Coordination Unit**, which is accountable to the RC and the Heads of RUNOs.

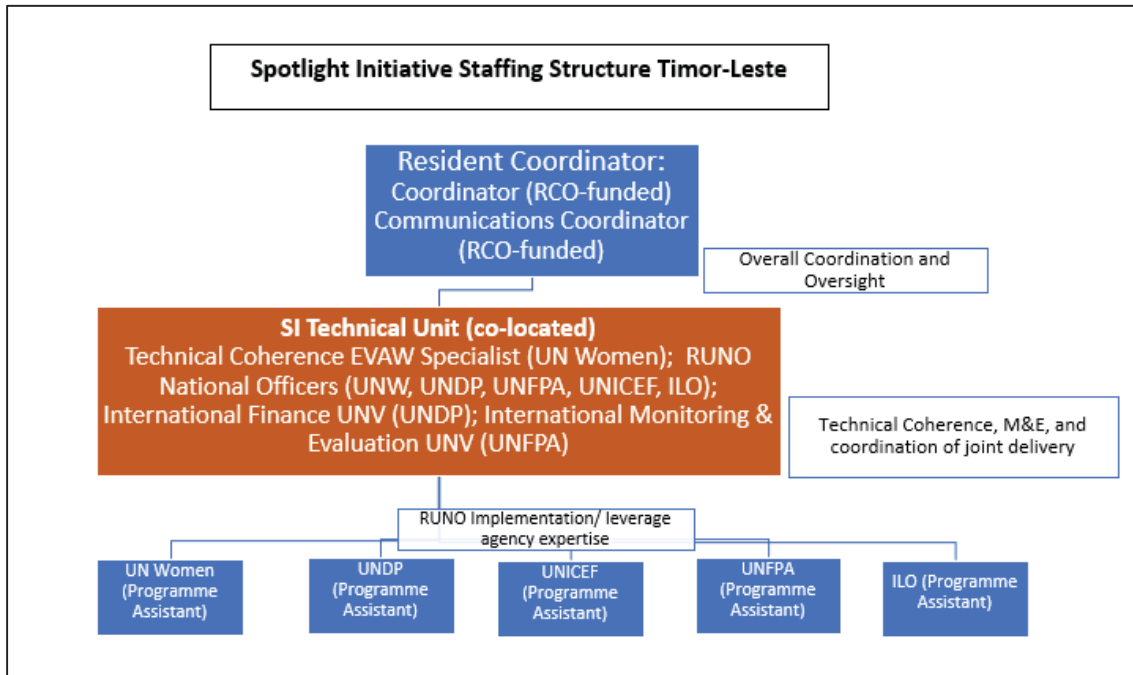
Technical Coherence Coordinator (EVAW Technical Specialist), UN Women will be responsible for guaranteeing the programmatic coherence, integrity, and quality of the six Pillars of the Spotlight Initiative in Timor-Leste, as well as to provide specialized gender expertise and advice for each of the agencies to achieve such objectives. As UN Women coordinates the inter-agency GTG, it will play a key role in informing other UN Agencies which collaborate in the implementation of activities within the framework of Spotlight, on the progress of the Initiative. It will lead the development of a multi-annual work plan and joint annual work plans, consolidating annual reports and, in collaboration with UNFPA, coordinate overall monitoring and evaluation (mid-term and final evaluation not included). It will propose the criteria for preparing a Baseline and a monitoring plan and provide support in preparing annual work plans aimed at achieving the Pillars. The Technical Coherence Agency will seek to ensure joint programming both at a national and local level aligns with the new UN Cooperation Framework for Timor-Leste results framework and its contribution to the implementation of the 2030 Agenda.

The SI Technical Unit will be co-located in a space within the UN Compound and liaise closely with the Coordinator Officer based at the RCO, who will lead RCO coordination of the SI in Timor-Leste. The Unit will liaise with a Communications Coordinator at the RCO who will convene the inter-agency Communications Task Team. The SI Technical Unit will involve a full-time Technical EVAW Specialist (UN Women, with secondary reporting to the RC) who heads the Unit, a National EVAW Programme Officer (UN Women), and National Programme Officers from other RUNOs (UNDP, UNFPA, UNICEF and ILO) with distinct expertise to support implementation (e.g. Child Protection, Labour, Justice, etc.).

This level of staffing is critical considering the young age of the country and its institutions, which require greater time of personnel for accompaniment and capacity development support. The Unit will include an M&E and Knowledge Management International UNV (UNFPA, with secondary reporting to the RC) who will lead the inter-agency M&E Task Team (involving relevant M&E personnel from RUNOs) and International UNV on Finance (UNDP, with secondary reporting to the RC) who will lead the Inter-Agency Finance Task Team.

The EVAW Technical Specialist will convene weekly SI meetings to coordinate and ensure progress against work plans, discuss priorities and address any issues or concerns. The Specialist will provide monthly updates to UN Women and the RC on implementation progress and present quarterly progress updates to the RCO, after holding quarterly meetings with the Heads of RUNOs, together with the M&E and Finance Officer. The Technical Specialist will not replace the technical expertise that agencies require to implement their activities under the SI, **but rather will support and ensure coherence in the technical delivery of the six SI pillars.**

The National Officers and Programme Assistants recruited by each of the RUNOs will be responsible for the agency-specific activities of SI implementation in Timor-Leste, leveraging the agency expertise and ensuring the programme benefits from the existing networks and partnerships and can deliver across the various agency systems and procedures.



V. Implementing agencies and partners

UN Agencies

The UN has a long history and established relationships in Timor-Leste, with 11 agencies having offices in Timor-Leste. Within the UN System in Timor-Leste, UN Women coordinates the UN's efforts related to gender equality, including on VAWG, through the Gender Thematic Group and the UN family has strong partnerships with Government institutions and CSOs working on VAWG. Specifically, the RUNOs (UN Women, UNFPA, UNDP, UNICEF, and ILO) have experience in joint programming, including on gender equality.

ILO in Timor-Leste works with its tripartite partners, the Secretary of State for Vocational Training and Employment Policy (SEFOPE) the Chamber of Commerce and Industry of Timor-Leste (CCITL) and the Confederation of Timorese Trade Unions (KSTL). In addition, the Ministry of Social Solidarity and Inclusion and the Ministry of Public Works are key partners. Through its ERA-Agroforestry (EU-funded) and R4D-Roads for development (DFAT funded) programmes, across 12 municipalities in rural areas, ILO contributes towards improving rural employment, infrastructure and access to services, while indirectly contributing to women's economic empowerment and the enabling environment for implementation of the NAP GBV. The ILO is also supporting the government on strengthening further its social protection systems, with significant implications on gender equality. The new ground-breaking ILO Convention No. 190 and the accompanying Recommendation No. 206 recognize that, although domestic violence may originate in the home, it affects the world of work with devastating impact on workers' physical and mental health, on their capacity to entering into and remaining in, work, as well as on productivity. The world of work provides a unique entry point to mitigate the effects of domestic violence, to economically empower women and girls to stop an abusive and violent situation, and to contribute to a cultural change towards a world free from violence and harassment. ILO has significant outreach and technical capacity and will deliver key outputs under laws and policies (pillar 1), institutions (pillar two), prevention (pillar three) and services (pillar 4). ILO in Timor-Leste operates with a team of 65 and an annual programme budget of USD 5.7 million. A full-time technical expert on social protection arrived in July 2019 under the Action/Portugal Phase II programme. A decent work technical team based in Bangkok, Thailand also provides ongoing technical support to deliver the country priorities and operations, in addition to the Country Office in Jakarta.

UNDP's Timor-Leste programme delivery reached USD 8.8 million USD in 2018. The focus area of Peace, Justice and Strong institutions accounted for 46.5% of the share and was delivered in

collaboration with the legislature, executive, and judiciary branches of Timor-Leste. UNDP has a successful track-record of projects supporting the Parliament, Justice Sector, Security and the National Police, national human rights institutions and human rights organizations, journalists, and as broad governance lead in decentralization. More specifically, in Timor-Leste, UNDP has supported national partners to develop and implement the required legal and policy frameworks to combat sexual and gender-based violence since the beginning of the country's existence in 2002. UNDP's contribution to gender equality in Timor-Leste in the past includes improving access to justice for survivors of gender-based violence, ending impunity for perpetrators and providing survivors with multi-sectoral support services. The work in the field of gender equality, economic empowerment and democratic governance has been focused on service delivery and capacity building of the justice institutions, the national police, national prisons, Electoral Management Bodies, inclusive processes for the municipal governments, empowering women entrepreneurs. This reflects UNDP's expertise as a RUNO in the Spotlight Initiative focusing particularly on the outcome areas of Laws and Policies, Institutions, and Service Delivery. 99 staff are currently deployed in UNDP Timor-Leste.

UNFPA has supported the Government of Timor-Leste to develop the Law Against Domestic Violence, to establish the referral networks and related SOPs, to develop, implement and monitor the National Action Plans on GBV, and provides ongoing support to the health sector's response to GBV, having also supported the MoH to develop national guidelines for the health sector response to GBV, approved in late 2018. The Spotlight Initiative in Timor-Leste relies on a functioning referral system and UNFPA was the key partner in working with the Government (at national level) to develop Referral pathways to support survivors. Historically, UNFPA has supported CSOs as sub-recipients of its Implementing Partners. For technical support in the health sector, UNFPA works closely with WHO. Furthermore, in the health sector response, UNFPA supported the MoE to develop the CSE teaching materials for in school use and has conducted assessment of CSE in Timor-Leste School curriculum. In 2019, guidelines for CSE for out of school youth will be rolled out in all municipalities with support from UNFPA. Hence, UNFPA's role in prevention is closely linked to its comparative advantage working on education and will be implemented in close collaboration with UNICEF and UN Women. In 2018, UNFPA reached 2.4 million USD of programme delivery and currently has 20 staff employed.

UNICEF's Timor-Leste annual programme delivery is approximately USD 8 million. With 57 staff currently deployed, UNICEF has a substantial delivery capacity in the country, with the ability to mobilize communities and families in the most inaccessible areas. As a key partner of both the MoE and the MSSSI, UNICEF has been strengthening the National Education System, with initiatives that include zero violence in schools, and the Child Protection System to strengthen its protection, early intervention and case-management service delivery of girls and boys victims of violence. At the moment, UNICEF is also supporting the Social welfare workforce capacity development programme and delivering a Parenting Programme that promotes healthy family relationships. UNICEF programming addresses adolescent protection and participation, including support to the National Youth Parliament, support to Life Skills Basic Education and initiatives to raise the voice and influence of adolescents in decisions that affect them. UNICEF's strengths will therefore be primarily mobilized to the outcome areas on Prevention and Services.

UN Women has been in Timor-Leste since 2001 (previously as UNIFEM) and has contributed to national legal and policy frameworks addressing gender-based violence, provided direct support to civil society organizations driving the advocacy behind the legislation (Rede Feto, Fokupers, Asia-Pacific Support Collective Timor-Leste, Alola Foundation, etc.), while providing technical assistance to the women's machinery (now Secretary of State for Equality and Inclusion), since its establishment under the Office of the Prime Minister. UN Women provided direct support to the development of the two National Action Plans on Gender-Based Violence (2012-2016, 2017-2021), mentoring and accompaniment for monitoring, evaluating and costing the Plans. UN Women's contributions have influenced the current state of GRB in Timor-Leste, with over ten years of investment in the policy environment, technical know-how and civil society engagement on gender-responsive planning and budgeting. UN Women, with its coordination mandate, has also supported SEII to establish the Gender Equality Coordination Group in 2016 to address gaps in multi-stakeholder coordination of gender equality issues, including around GBV. The Office has supported line ministries to understand their commitments and increase engagement on the issue (with Ministry of Social Solidarity in Costing the NAP GBV 2015-2017, Ministry of Interior in its leadership of the NAP on Security Council Resolution 1325 on Women, Peace and Security, with Statistics on the Gender and SDG Brief, 2017-2018, and with the Police, supporting its first Gender Strategy). UN Women has produced studies and analysis

with national partners on the situation of VAWG, contributed to capacity development of stakeholders on evidence based EVAWG programming and has designed approaches to prevention of violence (with Association of Men against Violence, Alola Foundation 2014-2016, with MoE 2018-2019), arts-based advocacy (Laloran Festival- 2015), work with media (Search for Common Ground HerStories- 2015). UN Women facilitates platforms for marginalized groups to gain visibility (violence against LGBTI and domestic workers) and has facilitated groundbreaking efforts on various forms of VAW (e.g. on sexual harassment with the Civil Service and national CSOs). UN Women's experience, proven expertise in Timor-Leste and globally and collaborative approach enable it to contribute to meaningful and lasting change for upholding women's rights to live free of violence. The Timor-Leste CO delivered a budget of USD 1.8 million in 2018, with a team of 18 gender experts (including 2 national officers on EVAW and GBV Prevention).

Associated Agencies

The Human Rights Adviser's Unit (HRAU) will be an Associated Agency and with UN Women, will be engaged in the identification of rights-holders for the Participatory Action Research and in sharing the findings and recommendations of the research with civil society through the NGO Human Rights Defenders Network and in human rights training of Police and Defense Forces that is conducted jointly with the Provedoria for Human Rights and Justice (PDHJ) (under Pillar 1). It will support advocacy on GRB and inclusion of the PDHJ in the monitoring of the NAP GBV (under Pillar 2) and as part of forthcoming Treaty Body Reporting (CEDAW, UPR, etc.). The HRAU, jointly with UN Women, will work with Government, the PDHJ and civil society to ensure that violence against women is brought to the attention of the various UN human rights mechanisms and will conduct advocacy for follow up to the recommendations in this area that come from these mechanisms.

The World Health Organization (WHO) will collaborate with UNFPA in rolling out the Health Sector Response to VAWG, building on its existing programming and assistance to the Ministry of Health.

The International Organization for Migration (IOM) will collaborate with UNDP for the increased engagement and awareness of the village councils, building on its existing outreach to communities as part of its disaster-risk reduction work.

Government

The Spotlight Initiative in Timor-Leste is being designed using a **whole-of-government and whole-of-society approach** to ensure coordination for impact and sustainability of the interventions.

As further detailed in section VI below and in Annex 1: Multi-stakeholder consultations, during the design of this draft of the CPD, high-level meetings were held with the Prime Minister of Timor-Leste, followed by consultation meetings with the most relevant Government partners in the efforts to end VAWG (Ministry of State Administration, Secretary of State for Equality and Inclusion, Ministry of Interior, Public Defender Office, National Parliament, Police, Ombudsperson (Provedoria for Human Rights and Justice). These meetings aimed first at presenting the Spotlight Initiative to the stakeholders, discuss gaps and priorities for Timor-Leste under the relevant SI Pillars and make a preliminary assessment of opportunities for engagement and collaboration.

Validation meetings and additional consultation took place in July and throughout the programme design, to further detail Programme partners and how they will be engaged in the activities, ensuring intersectionality across pillars. Based on the situation analysis and the consultations for programme design, the following partners are being considered for the Spotlight Initiative in Timor-Leste:

1. **Office of the Prime Minister** – As the Head of the Government, the Prime Minister's Office is responsible for overall implementation of the Government's Programme, including its commitments on gender equality. SEII sits directly under the PMO, and as the PMO currently is leading both the Programme Budgeting Reforms, the Social Audit of service delivery and the Civil Society Fund Unit, it's involvement is critical to best connect the six pillars of the SI with sustainable options for continued support and transformative change.
2. **Key Government partners working to address GBV**, which include:
 - a) **the NAP GBV Line Ministries** (national and target municipalities)
 - *Secretary of State for Equality and Inclusion (SEII)*, which is responsible for coordination on gender equality, including the NAP GBV. The Council of Ministers established the Inter-ministerial Commission on the NAP GBV under leadership of SEII as a legally-mandated

coordination mechanism to oversee the Plan's implementation. Lack of investment in SEII historically has limited its capacity to fulfill its mandate on coordinating the Government's efforts on gender equality and the SI is a critical opportunity to overcome this barrier and enable SEII to reach a milestone in leading the Government's efforts on VAWG. It should be noted that the Secretary of State for Equality and Inclusion has been highly engaged in the Programme design, having supported the initiative since its early stages, co-leading the national consultation held on June 21st, and participating actively in the VCD, where she welcomed the initiative and highlighted the Government's commitment and effort to EVAWG, recognizing the gaps and the urgency to have a coordinated effort to prevent and respond to GBV. UN Women will be the RUNO directly engaging with SEII at national and municipal levels.

- *Ministry of Social Solidarity and Inclusion (MSSI)* is the lead government agency responsible for family welfare and child and GBV protection, including providing protection and response measures specific to survivors, as well as broader safety nets. They have dedicated human resource units for gender and child protection at national and municipality levels (gender focal points, child protection officers and social animators). MSSI, with UNICEF's support, is currently strengthening the overall Child and Family Welfare System by building the capacity of the Social Welfare Workforce and delivering a Parenting Programme. MSSI is also working to strengthen its social protection system with support from the ILO and the ACTION/Portugal Phase II programme, including an indicator on 'a national social protection strategy that is in line with international labour standards and gender equality' and in an effort to 'leave no one behind'. UNICEF and ILO will be the RUNOs engaging directly with MSSI at national and municipality levels.
- *Ministry of Health*, responsible for the health sector response to GBV in Timor-Leste. As part of its commitment, the MoH has developed the National Guideline aligned with the Essential Service Package, which was approved in late 2018. Providing essential health service including LIVES is one of key commitments of the Ministry. In the SI consultation held on June 21, the Ministry through the Director General expressed its support on the initiative and recognised the need to strengthen the capacity of health sector for both prevention and response to GBV as well as strengthening coordination within the health sector and with other sectors. UNFPA will be the RUNO directly engaging with MOH.
- *Ministry of Education, Youth and Sports* is in the process of further integrating gender issues and CSE into its curriculum, building on past efforts which were supported by the UN. Violence in schools has been prioritized within the ministry, undertaking efforts to reach all schools with messages around violence, early marriage and related gender and personal relationship issues. UNICEF has been supporting the MoE to strengthen student councils and PTAs as a means for greater leadership and engagement in school activities, including extracurricular activities, where pilot gender equality promotion and violence prevention initiatives are being rolled out and could be further expanded. The Ministry has adopted a Zero Tolerance for violence in schools. UNICEF, UNFPA and UN Women will engage with MoE at national and municipality levels. Pre-secondary (grades 7-9) and secondary (grades 10-12) schools will be particularly reached through the SI.
- The *Secretary of State for Youth and Sports* is the institution responsible for leading the implementation of the National Youth Policy and coordinates programmes for out of school youth through its Youth Centres. This also includes the Youth Parliament. UNICEF and UNFPA will work with SSYS in SI at national and municipality levels.
- *Ministry of Justice*, which is responsible for general coordination of the various actors in the justice sector (Office of the Prosecutor General, Public Defender's Office, Court of Appeal, Legal & Judicial Training Centre, among others). The Ministry of Justice sent a representative to participate at the discussion among the service providers held at the national consultation on June 21st. Beyond bilateral meetings and collaboration with individual justice actors, the Ministry of Justice will be key in ensuring sustainability through budgeting for the specific justice institutions, coordination and cohesion in UN's implementation of the SI in Timor-Leste within the justice sector. UNDP and UN Women (with regards to policy and planning), will be engaging with the Ministry of Justice for the implementation and delivery of the Spotlight Initiative both at the national and municipal levels.

- *Ministry of Finance* leads the State Budgeting process, and guides line ministries in their allocation and expenditure of funds. In addition, the MoF coordinates development partner contributions and aid transparency, and considering the SI vision to be a demonstration fund for the SDGs, engagement with the MoF is important for sustainable funding on EVAWG, but also strengthened connectivity between donor initiatives and funding on VAWG and their alignment to national plans and policies. UN Women will engage with the MoF as part of the State Planning and Budgeting Process at national level and in support of decentralization.
 - *National Police (PNTL) and Ministry of Interior* - PNTL is one of the actors at the forefront in the response to GBV and IPV cases. They have been engaged in the consultative process from the beginning and have been further consulted to align the proposed activities with their needs. Throughout this process, the highest levels of management of the institution have expressed their strong receptivity and commitment to IPV and other forms of GBV. More specifically, the Vulnerable Persons Unit (VPU) and the Community Policing parts of the PNTL have specifically been consulted as among the first responders to survivors of violence. PNTL will be critical in increasing the quality of the services and protection survivors of IPV access. Falling under the Ministry of Interior, the latter actor will be instrumental in securing political will for the active participation of PNTL throughout the Spotlight Initiative. UNDP and UN Women will be engaging with the National Police (PNTL) and the Ministry of Interior for the implementation and delivery of the Spotlight Initiative both at the national and municipal levels.
 - *Secretariat of State for Professional Training and Employment* is responsible for training and for articulating national employment policies and programmes. Under the Decent Work Country Programme (2016-2022), one of the three priorities is the strengthening of the National Social Protection System, through a national social protection strategy that is in line with international labour standards and gender equality (see MSSI above). They are the lead government agency on the world of work (also linked to SDG 8) and are responsible for technical and vocational training. ILO will be engaging SEFOPE for SI implementation and delivery.
- b) **Ombudsperson Office** (also known as the *Provedoria for Human Rights and Justice*), is the independent state body monitoring, investigating and preventing human rights violations by state institutions. The Ombudsperson has expressed great interest and willingness to take part in the Spotlight Initiative. Acting as an umbrella monitoring and accountability body, the Ombudsperson Office has a critical role in ensuring government institutions uphold their responsibilities towards survivors of DV/IPV and other forms of GBV.
- c) **National Parliament** is the legislative body of the country. The National Parliament has welcomed their involvement by the onset in the Initiative. This partner will be crucial in assessing the gaps, holding consultations with the relevant citizens as their elected representatives, and finally drafting revisions to create an enabling legislative environment for adequate response to the rights of DV/IPV survivors across the country. In addition, the National Parliament has a crucial role in gender-responsive budgeting as part of their accountability and oversight function to the Government proposed annual state budget.
- 3. Civil Society** – a broad range of civil society groups ranging from women’s rights groups, child rights organizations, human rights organizations, community-based women’s groups, civil society groups focused on thematic issues EVAWG, men and boys, disability, LGBTI, trade unions, and individual gender equality advocates, among others, will be implementing partners across the six Pillars/Outcome Areas. Civil society networks such as the National Scouts Association, and networks such as the women’s network Rede Feto, or advocacy groups such as 100% Hau Prontu, the GRB/Inclusive Budgeting Working Group, CEDAW Shadow Reporting Group, and informal groups, such as the Bui Mau and Grupu Feminista will also be engaged. The Spotlight Initiative in Timor-Leste will intentionally seek to engage civil society organizations that represent women and girls who face multiple forms of discrimination (e.g. organizations of persons with a disability, LGBTI organizations). Interventions within the Outcome areas will engage civil society groups at national and sub-national level in several ways, both as implementing partners (most significantly in Pillars 3, 4 and 6) and as target beneficiaries (particularly in Pillars 4 and 6). This will be further refined in consultations and validation meetings in August and during programme inception.

4. **Academic Institutions** – global evidence indicates – and national consultations confirmed – that academic institutions can be a strategic partner to support the impact and sustainability of SI Timor-Leste, notably in strengthening the capacity of civil society on qualitative research and the collection, analysis and use of data; among others. Building on the existing partnership that exists with the UN in Timor-Leste, the National University of Timor-Leste, including potential engagement with its Human Rights Center, Center for Gender Studies or Community Development Center and Programmes on Community Development, Journalism, and Statistics, will be among the potential stakeholders reached. Other Universities and Academic Institutions will be explored further in consultations in August and during programme inception.

5. **Private Sector** - Chamber of Commerce and Industry of Timor-Leste is a tripartite constituent of the ILO and the main private sector association, and as a member-based organization, provides services to enterprises and has an outreach to the private sector. They are well positioned to play a leadership role in eliminating violence and harassment in the world of work and voted favourably for the recently adopted C190 to eliminate violence and harassment in the world of work, including gender-based violence. The *Associação Empresarial de Mulheres Empresárias* is a key network for outreach to women entrepreneurs in the country. They can be role models and active promoters of women's empowerment and EAW through their networks.

6. **Faith-based and Traditional Leadership Organizations** - the engagement of these organizations is critical considering that most women still seek justice for GBV, particularly DV/IPV cases in their communities. Their choice to rely on the customary justice system instead of the formal one, despite general bias by traditionally patriarchal structures in the former, is motivated by a number of factors, among which:
 - the common misperception that bringing a case to the formal system automatically leads to imprisonment for the abusive spouse, which is not an outcome most victims necessarily welcome, and may lead them to avoid reporting cases;
 - the lack of access to free and accurate legal advice and assistance in many parts of Timor-Leste, as the Public Defender's Office is not present in the whole territory nor is its role clearly understood by the communities;
 - the lack of access to formal justice in many parts of Timor-Leste, as the district courts are present in only four municipalities of the country;
 - the risk for women who choose to approach formal systems without the support of decision-makers within the family (usually older males) of losing this family network and of social isolation, often accentuated by their economic dependence on the perpetrator.⁵⁶

7. **Municipal Level Stakeholders in Bobonaro, Ermera and Viqueque** are listed below, indicating which are the RUNOs that will be engaged in the implementation and delivery at this level:
 - a) Head of Municipal Authority (UN Women)
 - b) SEII Focal Points (UN Women)
 - c) Municipal Women's Associations (UN Women)
 - d) Gender Working Groups of each municipal authority (UNDP, UN Women)
 - e) PNTL Vulnerable Persons' Units at the municipal and sub-municipal levels (UNDP)
 - f) Community Policing Centers and Community Policing Officers at the suco level (UNDP)
 - g) Suco Councils (UNDP)
 - h) Access to Justice Clinics - through the Public Defender's Office (UNDP)
 - i) Mobile Courts - judges, prosecutors, public defenders (UNDP)
 - j) Municipal Centre for Social Solidarity and Inclusion - Director, Child Protection officers, GBV focal points and Social animators (UNICEF, UN Women)
 - k) MoE officers - Director of Education, Superintendent, School inspectors, Teachers (UN Women, UNICEF)
 - l) SSYS focal points (UNICEF)
 - m) MoH - Directors and officers (UNFPA)
 - n) CSOs and grassroots networks, gender equality advocates (UN Women)

⁵⁶ UNDP, "Breaking the cycle of domestic violence in Timor-Leste: Access to justice options, barriers, and decision-making processes in the context of legal pluralism", 2013, p. xii.

Discussions are ongoing to refine strategies and processes when multiple RUNOs are engaged with Government and non-governmental implementing partners for the implementation and delivery of the SI in Timor-Leste.

VI. Partnerships

By working in partnership with the EU Delegation, the Government of Timor-Leste, CSOs, journalists, the media, religious groups, survivors of IPV, the private sector and other development partners, the Spotlight Initiative has the potential to build critical momentum and opportunity for eliminating violence against women and girls in Timor-Leste.

During this stage of programme design, consultative meetings with different stakeholders were organized for exchange of knowledge and lessons learned, as well as to coordinate and build on the joint efforts and interventions to address GBV in Timor-Leste. Working with the EU Delegation has been instrumental from the initial process in advancing dialogue, considering a strategy and direction to ensure cross-pillar coherence and maximizing the impact on interventions in synergy with existing interventions by the Government, CSOs and other development partners. This will be further developed, and expanded, for example, connecting to other EU Member States with presence or programming in Timor-Leste.

The sustainability of the SI in Timor-Leste goes beyond the first and second phase of activity implementation and is dependent on the full ownership by the Government of Timor-Leste. During the first days of the programme development, during the initial high-level meetings between the Prime Minister of Timor-Leste, the EU Ambassador, and the UN Resident Coordinator, the Spotlight Initiative has received strong commitment from the Government, also confirming Government strategies on further investment. The Minister of Foreign Affairs and Cooperation of Timor-Leste jointly with other government officials participated to regional launch of the SI in Western Samoa. This commitment continued in the meeting of representatives from the Prime Minister's Office and the Ministry of Foreign Affairs with the Spotlight Secretariat during the mission for the High-level Political Forum in New York in July 2019.

The local private sector will be engaged at two levels: (i) through the leadership of the RC, private sector will be involved as a potential partner for funding and expanding the reach of specific components of the SI in Timor-Leste and (ii) under the programme implementation through the work with the Chamber of Commerce, Women's Business Association (AMETL), local civil society contractors, but also fostering connections with companies signed on to UN Women-led Women's Empowerment Principles (WEPs) under the Global Compact, the UNDP-led innovation and entrepreneurship lab for youth (Knuu Juventude) and the recently launched Accelerator Lab (UNDP and UNICEF).

Interim Civil Society Reference Group

In promoting the principle of leaving no one behind, CSOs in Timor-Leste are key partners to the Spotlight Initiative. The meaningful engagement of relevant CSOs, including those representing young women and groups facing intersecting forms of discrimination (rural, women and girls living with disabilities, LGBTIQI persons, among other groups) is a key principle of the Spotlight Initiative. During the first stages of programme design, an interim CS-NRG has been established as part of the programme structure to advise the Spotlight Country Programme from the very beginning and advocate and partner for the realization of its objectives. The interim CS-NRG was established by RUNOs mapping individuals from civil society with knowledge and capacities on EAWG. Among individuals mapped, the RUNOs selected 20 individuals representing communities including faith-based service providers, women's rights organizations, girls' rights organizations, LGBTI persons, women with disabilities, justice advocates, EAWG programmes, youth groups, senior male and female human rights and feminist activists, among others. Among the 20 individuals identified, a group of 13 individuals responded to the invitation to be part of the CS-NRG and met in June before the submission of the CPD V0. Subsequently, the group nominated a Chair and Co-chair and has met 3 times since July. The Group established internal procedures of coordination and working to be able to effectively respond to the development of the CPD.

The Interim CS Reference Group participated in the VCD and met to give feedback on the Draft Programme Design and confirm the selection of the target municipalities. An additional Civil Society

Reference Group and open multi-stakeholder discussion was organized on 31 July with the Spotlight Secretariat, enabling diverse civil society partners to engage in the design process. The Chair of the Interim CS-NRG noted her appreciation for the consultation process used for the SI as a good practice that she will apply in her own organization (Plan International) and acknowledged the learning she was gaining by being a member of the Reference Group.⁵⁷

In addition, representatives of the CS-NRG were involved and actively participated in the Municipal consultations that were carried out in the three target Municipalities (further details on these consultations are in **Annex 1: Multi-stakeholder consultations**).

This is in line with the core tasks of the Interim Reference Group as follows:

- i. Contribute with ideas to design and draft the Country Programme,
- ii. Support the TOR for the formal CS-NRG and agree on a process for the nomination/selection of the members of this group, **following the principle of civil society leadership of this process, transparency and diversity**, and
- iii. Propose a budget to the RC for activities of the CS-NRGs (including funding to support the coordination and convening of all stakeholders, participation in meetings/ consultations/outreach as well as for the preparation of an annual monitoring report).

The Interim CS-NRG met in September before the submission of CPD V2 and based on the active participants to date, with the details of representatives are presented in the table below:

#	Name	Representation
1	Casimiro dos Santos	Justice sector
2	Lizzie Adams	EVAWG Prevention/ SASA! Facilitator
3	Laura Afonso de Jesus	LGBTI rights/ justice
4	Norberta Vicente Soares da Cruz	Persons with disabilities
5	Dillyana Ximenes	Girls and youth programming
6	Judith de Sousa	Youth and women's empowerment programming
7	Manuela Leong Pereira	Survivors of past violence, EVAW TF Grantee
8	Me. Santana de Oliveira	Religious group/ Support services to survivors
9	Silverio Pinto Baptista	Former Provedor
10	Natalino Guterres	LGBTI/ Youth mobilization
11	Judite Dias Ximenes	Women's movement
12	Guilhermino Pinto	Men's advocate
13	Berta Antonieta	Feminist/ Activist

In this meeting the process for the formation of the permanent CS Reference Group was discussed and agreed, with a time-line of actions to ensure the permanent CS-NRG is in place by December 2019, with selection of the individuals that will represent the group in the Steering Committee. The ToR for the permanent CS-NRG is attached as **Annex 2: Civil Society Reference Group**, with agreement that the roles of the CS-NRG are:

- o Provide advice on current ending violence against women and girls (EVAWG) related issues in Timor-Leste as well as on the strategic direction of the Spotlight Initiative and relevant policy issues in Timor-Leste
- o Serve as partners in the advocacy and communication activities, including dissemination of the Spotlight Initiative messages to the public, especially youth and media
- o Provide guidance on possibilities for scaling-up and addressing challenges to addressing domestic violence and intimate partner violence in Timor-Leste
- o Serve as an interactive space and open forum for dialogue/learning between the Spotlight Initiative and women's rights' organisations working on EVAWG
- o Provide information, analysis and lessons learned that could feed into the future programming and advocacy efforts of the Spotlight Initiative
- o Support monitoring efforts of the Timor-Leste Spotlight UN Country Team and advise on the implementation of programming, including by raising risks and proposing mitigation measures, as well as providing feedback to the Timor-Leste Multi-stakeholder Country Programme Steering Committee, as relevant.

⁵⁷ Dillyana Ximenes, Interim Civil Society Reference Group Chair, 30 July 2019.

- Select 3 members to represent the CS-NRG as part of the Steering Committee and report back to the CS-NRG on decisions taken.

It was also agreed that the RC will propose mechanisms to avoid conflicts of interest, should a CSO member of the CS-NRG be selected as an implementing partner of the Spotlight Country Programme, with agreement that CS-NRG Members should not participate in discussions on Calls for Proposals where they are part of organizations that might submit a Call for Proposals.

Through a broad national consultation with multi-stakeholders, co-hosted with the SEII, the Spotlight Initiative in Timor-Leste gathered over one hundred representatives of Government, development partners, CSOs, community and religious leaders, and alternative stakeholders including non-traditional partners such as GBV survivors. Key line ministries and government service providers⁵⁸ demonstrated ownership of the programme development by taking active part in the discussion panels as committed partners to address this issue from different perspectives. Details on the national consultation process are also included in Annex I below.

In addition to the open civil society consultation and the multi-stakeholder consultations both held in June 2019, various bilateral consultations with a broad range of Government stakeholders, CSOs and development partners were organized in the development phase of the CPD. Discussion points and outcomes of these bilateral consultations can be also be found in Annex 1 below. Most of these meetings were aimed at getting the highest political will for implementation of the Initiative, for consultations of gaps and priority needs, for validating activities and for coordinating developmental efforts in the similar development space. An additional Civil Society Reference Group and open multi-stakeholder discussion was organized on 31 July with the Spotlight Secretariat, enabling diverse civil society partners to engage in the design process. The Chair of the Interim CS Reference Group noted her appreciation for the consultation process used for the SI as a good practice that she will apply in her own organization (Plan International) and acknowledged the learning she was gaining by being a member of the Reference Group.⁵⁹

Finally, the people served under the Spotlight Initiative are the most important partners. Without the courageous voices of survivors, the Spotlight Initiative in Timor-Leste will not be able to accelerate efforts to eliminate all violence against women and girls. Therefore, and following the principles of Human-Centered Design additional consultation will take place after the submission of this CPD draft, notably to ensure the voices of women and girls in rural areas and those affected by disability, as well as LGBTQI persons continue and more explicitly are heard and that their perspective is included in the Initiative's finalization and inception.

VII. Outcome framework

Programme's Results Matrix (Table 1): A programme results matrix is enclosed herewith as Table 1.

VIII. Intersectional approach to discrimination

Addressing VAWG holistically requires attention to the intersecting forms of discrimination and violence faced by particular groups of women and girls. The SI aims to address the intersectional experiences of violence by confirming initial understanding of the situation of groups most often left behind, involving women and girls representing these groups in a meaningful way through the SI's inception and implementation, and ensuring that interventions include explicit strategies to address the barriers and concerns of these groups and ensuring programme activities are inclusive and accessible.

This will include partnerships with communities in rural areas, young women, women and girls with disabilities, and members of the LTBI community. Specific attention will be given to groups such as adolescent girls, pregnant girls under 24, women in vulnerable employment, women and girls with disabilities, survivors of violence and women and girls living with HIV, as a priority to meet the principle

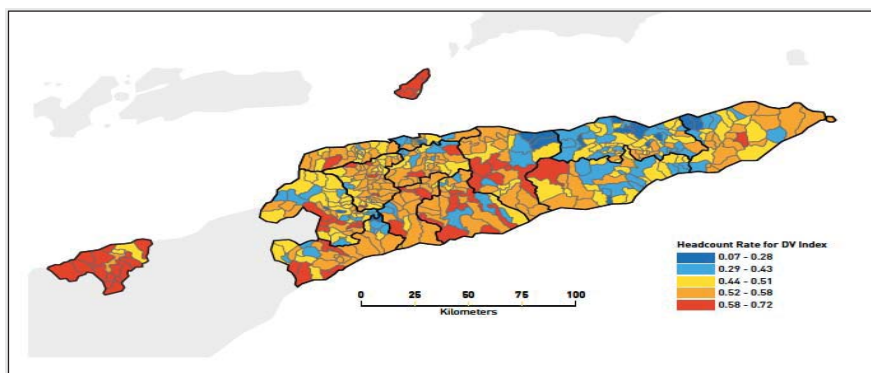
⁵⁸ Including PMO, MoJ, MoH, Ministry of Interior, Public Prosecutor Office, PNTL, among others

⁵⁹ Diliyana Ximenes, Interim Civil Society Reference Group Chair, 30 July 2019.

of LNOB. These groups face multiple and intersecting forms of discrimination and multiple risks factors of exposure to violence. Although comprehensive data on these groups and experiences of IPV is lacking, qualitative studies and the quantitative data that exists already indicate that these groups represent those left furthest behind.

The prevalence data on VAWG in Timor-Leste the available analysis on the intersectional highlights some of the common factors that increase women and girls' experiences of violence. In line with global evidence, the Nabilan Study found that in Timor-Leste, "*women who had experienced physical and/or sexual intimate partner violence were significantly more likely to be at risk of disability.*"⁶⁰ Moreover, women in rural areas aged 15 to 19 were identified as being at the highest risk of intimate partner violence in the pasts twelve months (as identified in both the Nabilan study and 2016 DHS). Additionally, 14 percent of all women said their first sexual experience had been forced or coerced, with girls who had sex before 19 being more likely to have been forced or coerced.⁶¹

Beyond factors related to age and abilities, the Nabilan study found that women earning cash were significantly more likely to experience physical and/or intimate partner violence than women not earning cash. And while there were not statistically significant findings of prevalence between rural and urban areas, the World Bank's Gender and Poverty Mapping modeling suggests that women and girls in rural areas are at higher risk of domestic violence.



Source: World Bank, 2019. A Gender-Sensitive Insight of Poverty Mapping for Timor Leste
Beyond the factors identified above, women and girls representing other marginalized groups, such as women in vulnerable employment (domestic workers, vendors, etc.), young mothers or girls who marry before the age of 18, young female farmers, who have higher illiteracy rates than other young women, and women and girls who identify as LGBTI, are also likely to have higher risk of experiencing intimate partner violence, although data on experiences of IPV and DV among these specific groups is not available.

Considering this context, the SI will explicitly seek to identify the barriers faced by women and girls with these diverse experiences as part of the baseline and inception period and adapt the design to ensure their needs are equally met by the interventions across the six pillars. This requires integrating an intersectionality analysis into the legislative reviews and mapping, which will be facilitated by the Participatory Action Research, which will involve a diversity of women and girls. It will also require elaborating the monitoring frameworks on the NAP GBV to ensure the experiences of women are contextualized by age, and other factors, as well as creating opportunities for women and girls representing the groups considered left behind to be part of institutional capacity development processes and to inform policy development. In transforming social norms and increasing protective factors for all women and girls, activities will need to be tailored to the realities of different groups. For example, girls who identify as LGBTI have raised the concern that some girls have dropped out of school due to the sex-specific uniforms and the bullying they faced when forced to wear clothes that did not align to their gender identity. The SI in Timor-Leste will also include activities for audiences with varying levels of literacy and starting with needs assessments, accessibility checks and making an effort to

⁶⁰ The Asia Foundation. 2016. Understanding Violence against Women and Children in Timor-Leste: Findings from the Nabilan Baseline Study – Main Report. The Asia Foundation: Dili, p. 93.

⁶¹ Ibid.

reduce the time burden, financial and opportunity costs for women and girls to engage in programme activities.

In relation to interactions between pillars, there are close connections between institutional strengthening under Pillar 2 and improved service delivery under Pillar 4, with a focus on ensuring that institutional capacity development includes a strong component of planning and budgeting to ensure sustainability. The interventions on prevention under Pillar 3 are designed to have a significant impact on behavior and norms change that also aims to have an impact at the institutional level. In addition, the support to women’s movements and CSOs under Pillar 6 has been designed to support the implementation activities under Pillars 1 to 5, as implementing CSOs will benefit from the sharing, learning and capacity building that will be provided under Output 6.1, while CSOs and community organizations / informal groups will be supported to strengthen their EVAWG work under Output 6.2. Pillar 5 is a cross-cutting area that not only supports the implementation of activities across the SI pillars, but is expected to benefit from the improved institutional capacity developed under Pillars 1, 2 and 5. The strengthening of laws and policies – and improved planning and costing – under Pillar 1 is a foundation for the efforts of State institutions across the programme.

The following table contains information currently available (further validation will be held after the submission of CDP V1 and further analysis will be conducted during the inception phase):

Relevant “at risk” groups	Outcome areas where specific approaches are required	Key challenges for inclusion	Indicative approaches and methodologies for inclusion	Total numbers (by women, girls, men and boys when possible)
Survivors of violence	All pillars	The voice and agency for survivors is central to the Spotlight Initiative. However, a specific challenge remains with reintegration to communities, engaging survivors in an ethical way that does not trigger trauma and creating spaces for survivors who may not have time or be familiar with policy frameworks to inform legislation, institutional practices and prevention and referral mechanisms	A survivor voice will be explored through the CSO Reference Group and through inclusion of survivors where possible in analysis and capacity development efforts.	TBD after finalization of geographic area
Girls 12 to 24	All pillars, particularly Pillar 3	This group is generally lacking in agency and representation in mainstream women’s groups	CSO reference group and other broader consultations, part of school activities and in consultative processes, including programme monitoring	ibid
Women and girls with disabilities	All pillars	The disparity in education and access to services makes this group particularly vulnerable to VAWG. An ongoing joint UN programme is working to support DPOs and a policy brief series developed by a joint approach identified recommendations to reduce barriers. The government also recognizes the group as vulnerable	Inclusion in the Interim CSO reference group and other broader consultations, partnership in implementing activities and in consultative processes, including programme monitoring	ibid
Women in vulnerable employment	Pillars 1, 4 and 6	The time available for workers to engage in programmatic activities, familiarity with policy frameworks,	Through CSO reference group and as participants for	ibid

(domestic workers)		and risks of their disclosure to their employment	analysis and advocacy activities	
LBTI Community	All pillars	Stigma, higher school drop-outs, family trauma and violence. The group is recognized by government, but a conservative social setting makes continued support critical.	Ibid	Ibid
Girls who marry before 18	All pillars	Less mobility, control over time, might face isolation and lack of family support, pressure from in-laws and economic dependency	Ibid	Ibid

IX. Risk Management (Table F)

This section sets out the main risks that may jeopardize the Spotlight Initiative in Timor-Leste's implementation, their likelihood, severity, and risk management, including responsibility for risk management/ mitigation. It also includes protection considerations related to those engaged in the programme either at grassroots level or at high visibility levels. For details see table F below.

X. Consistency and alignment with other programmes

As detailed in the Situation Analysis there is commitment from Government, development partners and civil society to address GBV, notably DV/IPV, in Timor-Leste. In addition to the Government's efforts to address GBV – notably, as detailed above, by SEII, the Ministry of Health, Ministry of Education, Ministry of Justice, National Police and Ministry of Interior, as well as Ombudsperson Office and National Parliament for Oversight, currently, the largest comprehensive EAW programmes are implemented by the international NGOs The Asia Foundation – *Nabilan Programme* (funded by the Government of Australia for 32 million AUD from 2014-2022) and Plan International – *Say no to Gender Based Violence* (at 400,000 USD funded by the EU) as detailed below:

- The *Nabilan programme* is now in its second phase (running from 2018 to 2022) and aims to reduce the proportion of women experiencing violence in in the previous 12 months, with focus areas in the Municipalities of Manufahi, Dili, Suai, Oecusse, Maliana, and Baucau, while also improving the wellbeing for an increased number of women and children who have been affected by violence. The program works with individuals, communities, civil society, and the government toward long-term change, through three main pillars: service delivery, social norms change, and research⁶². Nabilan has produced a number of evidence-based knowledge products about what works to reduce VAWG in Timor-Leste, which will be part of the reference materials mapped through the Spotlight Initiative baseline. A representative from Nabilan is on the interim CS Reference Group and the team was consulted on the municipal selection and will continue to be engaged.
- The EU funded *Say NO to Gender-based Violence in Timor-Leste*, implemented by Plan International (running from July 2018 to July 2021) focuses on promoting gender equality, women's rights and preventing gender-based violence. Its overall objective is to contribute to the creation of an enabling environment for women and girls to claim and access their rights for a life free from GBV. The specific objective is to develop a replicable model to prevent and fight against GBV in Timor-Leste.

A number of national civil society organizations are already implementing elements of the Spotlight Initiative pillars⁶³ (where they complement the NAP GBV Pillars) and many are involved in the *Nabilan*

⁶² See the 2019 Nabilan Newsletter for more details: <https://asiafoundation.org/wp-content/uploads/2019/07/NablianEndingViolenceAgainstWomenandChildreninTimorLeste2019.pdf>

⁶³ Civil Society Organizations involved in efforts to address GBV include the Alola Foundation, Fokupers, Alfela, Men with a New Vision, Pradet, Casa Vida, JSMP, Ba Futuru, Belun, Empreza Diak, Rede Feto members, as well as international NGOs such as Plan International, The Asia Foundation, World Vision, Caritas Australia, among others.

and *Say no to Gender Based Violence* initiatives. However, the Spotlight Initiative is distinct from these efforts, as they are not comprehensive EAWG programmes with an explicit strategy to institutionalize the approach within the State. As such, the UN is uniquely positioned to convene and coordinate partners across Spotlight, in line with its mandate and current contributions to multi-sectoral coordination and support to the NAP GBV Commission. In this regard, the SI in Timor-Leste is able to leverage the work done to date and to address gaps that existing efforts are not covering. The Spotlight Initiative will therefore work closely and coordinate with these two programmes, as well as other organizations with EAWG programming, who have been heavily involved in consultations for programme design to date and will continue to be engaged to ensure synergies are promoted and duplication of efforts is avoided.

In addition, it is important to highlight that:

- Since September 2018, the UN, under leadership of UN Women, in collaboration with UNFPA, UNDP and IOM, is in discussion with the Korea International Cooperation Agency KOICA on a potential joint UN programme in support of the NAP GBV in 3 municipalities (Baucau, Covalima and Oecusse). The UN convened the EUD, DFAT and KOICA for discussions on each agency's programming on EAWG in January 2019 during a KOICA assessment of the proposal and met the Ambassador of Korea and KOICA in July 2019 with the Spotlight Secretariat to continue a consultative and coordinated approach to developing the partnership. Discussions on potential collaboration and joint efforts will continue as the process with KOICA and Spotlight evolve.
- The Australian Federal Police - a strategic supporting partner to the PNTL, among others, with a focus on gender equality and the response of the VPU to GBV cases, is currently working on supporting the capacities of the training centers of the PNTL on national level and are creating municipal training centers for the municipal commands. They have also built a few VPU safe spaces, especially in Dili, and together with UNDP in Baucau, with a specialist on VPU response to GBV. The work proposed on capacity building for the police and the VPU safe spaces by UNDP is coordinated and is building on the efforts by AFP.

The Timor-Leste EU Delegation (EUD) has a strong interest in GEWE, which is confirmed by the development of the "TL Gender Analysis" (2016), the "EU-Timor-Leste GAP II" (2017-2020), the regular annual reporting on the overall GAP II and the CSOs Road Map. Currently, the EUD does not have direct programme collaboration with UN on ending VAWG, although the EU funded previous GBV interventions with the UN (from Brussels to UN Women in Timor-Leste). Two EU financed CSOs Calls of GEWE are undergoing and additional three sector's contracts are foreseen during 2019. Once these interventions are approved, the SI will explore synergies and opportunities for sharing learnings and experience, as appropriate and relevant.

Considering the above and given existing resourcing to international NGOs (Plan International- via EUD and The Asia Foundation, World Vision via DFAT) which also support local CSOs, it is important that national institutions and organizations directly benefit from institutional capacities and social norms change efforts so they can be sustained beyond the SI. This is where the EU-UN's partnership with Government and civil society can lead to long-term changes for women, girls and families across the country.

A summarized table of relevant EAW programmes (or initiatives with EAW components) currently being implemented in Timor-Leste include:

Title of Initiative	Key donor(s)	Overall budget USD	Geographic coverage	Years of implementation	Implementing organization(s)	Overall objective of the initiative	How initiative complements SI in Timor-Leste	Pillar it relates to
Say NO to Gender-based Violence in Timor-Leste	EU	\$400,000	Aileu	2018- July 2021	Plan International	Promoting gender equality, women's rights and preventing gender-based violence	SI will build on the work developed by this initiative on strengthening an enabling environment for women and girls to claim and access their rights for a life free from GBV. The programme design – particularly on Pillar 3 - has benefited from the learnings shared by this initiative. This sharing will be strengthened during programme inception and in the implementation of the SI prevention activities and CSO strengthening initiatives.	Pillars 3 & 6
Partnership to improve service delivery through strengthened Public Finance Management and Oversight (PFMO)	EU	\$33 million	Timor-Leste	2017-2021	Instituto Camões	Improving sustainable development through <i>“enhanced effectiveness, integrity, transparency, accountability and citizen-orientation of public service delivery in Timor-Leste”</i> (Program Document) in line with the national SDP.	SI in Timor-Leste is expected to complement the work done by the PFMO on strengthening the planning, management, auditing, monitoring, accountability and oversight of the use of public finances for a better delivery of public services, exploring synergies with the work by PFMO on checks and balances' capacity of non-state actors (including CSOs and Media), and with the social audit initiative. Synergies will also be explored considering PFMO's focus on promoting gender sensitive planning and policies and their entry points with Parliament.	Pillar 2

Enhancing Rural Access (ERA) Agro-Forestry Project (ERA-AF)	EU	12.2 million Euros	Baucau Viqueque Lautem Manatutu	2017-2021	-Ministry of Public Works -Ministry of Agriculture, Forestry & Fisheries -The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) -Konfederacao Sindicato De Timor-Lest (KSTL) -Chamber of Commerce and Industry of Timor-Leste (CCITL)	The Project aims to contribute to a peaceful, inclusive and sustainable development in Timor-Leste, through improved rural access, the creation of employment, economic and domestic revenue opportunities through agro-forestry development, and a durable reduction in food insecurity and malnutrition in rural areas.	ERA-AF focus on improving rural roads access which are the foundation for stimulating local social and economic development – including access to social services such as education, health and markets. Thereby creating an enabling environment for the delivery of the Spotlight Initiative in Timor-Leste -The ILO can also leverage this existing strong community present to conduct advocacy, community mobilization, key stakeholders' and local civil contractors' engagement on the prevention VAWG, including IPV in line with international standards and evidence on preventing VAWG, including IPV.	Pillar 3
Strengthening Families Programme	H&M Foundation (through UNICEF Sweden) to UNICEF Timor-Leste	\$250,000	Ermera and Viqueque	Since 2017	MSSI	To empower families with the skills and knowledge to provide care and protection to their children. This is done through parenting sessions at community level, home visits and public dramas involving out-of-school youth.	A SI activity will develop 2 new modules about respectful relationships within the family, peaceful conflict resolution, gender stereotypes and gender socialization, that will be included in the curriculum. Home visits and public dramas will also address GBV.	Pillar 3

Child and Family Welfare (Social Welfare Workforce)	UNICEF Global Thematic Fund for Child Protection to UNICEF Timor-Leste	\$800,000	Dili, Viqueque and Oecusse	2015 - 2019	MSSI	To reform and consolidate the overall child and family welfare system, to reach full implementation of the <i>Child and Family Welfare Policy</i> , developed in 2015. The process will be done over a period of 6-7 years. This programme covers Phase I in 3 municipalities.	This Programme ends in 2019 and is being replaced by the new Programme for the Child and Family Welfare, detailed below.	Pillars 3 & 4
Child and Family Welfare (Social Welfare Workforce)	UNICEF Australia and UNICEF Global Thematic Fund for Child Protection to UNICEF Timor-Leste	\$1,200,000	Oecusse, Dili, Liquica, Ainaro, Viqueque, Baucau, Manatuto	2019-2022	MSSI	To reform and consolidate the overall child and family welfare system, to reach full implementation of the Child and Family Welfare Policy, developed in 2015. The process will be done over a period of 6-7 years. This programme covers 7 municipalities (Dili, Viqueque, Oecusse, Liquica, Ainaro, Baucau and Manatuto).	SI will build on the work developed by this initiative, particularly in Viqueque, where the social welfare workforce has been trained on how to implement a more holistic approach to survivors of VAWC. Given that this programme was designed for a period of 6-7 years, through a phased approach that takes into consideration the limited human resources capacity of MSSJ, SI Country Team opted to focus on developing the individual capacity of different service providers in target municipalities (such as health, justice and police) to address the needs of survivors of violence. The ongoing Social Welfare Workforce programme will address the coordination between the different actors involved in case management.	Pillars 3 & 4
Empower for Change: UN Partnerships for	UN Multi-donor TF on Rights of	\$400,000	Dili, National reach	2018-2020	UN Women, UNFPA, UNICEF, WHO	Reduce discrimination and violence against women and children with	Supporting DPOs to develop Toolkit on delivering accessible services to women and girl	Will support capacity developme

the Rights of Persons with Disabilities (PRPD)	Persons with Disabilities					and HRAU with MSSI, National Centre for Rehabilitation, Disability Association of Timor-Leste, Timor-Leste Leprosy Mission, Community-Based Rehabilitation Network	disabilities and support ratification of CPRD.	survivors of VAWC.	nt activities under Pillars 2 and 4.
Regional Program me: Stepping Up: School-based violence Prevention	Republic of Korea and DFAT	\$159,435	Dili/ Liquica	2018-2020	UN Women Ministry of Education	UN Women Ministry of Education	Roll out Connect with Respect extra-curricular respectful relationships and GBV prevention intervention for students and parents	Connect with Respect will be expanded under SI to pre-secondary schools in Ermera, Viqueque and Bobonaro	Pillar 3
Safe Cities and Safe Markets for Women's Economic Empowerment and EVAW	UN Women	\$300,000	Dili/ Baucau	2016-2020	Municipal Administrators, Public Works, SEII, CSOs TOMAK, CSC	Municipal Administrators, Public Works, SEII, CSOs TOMAK, CSC	Preventing GBV in public spaces and promoting women's and girls' mobility in public spaces	Supports gender-responsive laws, Institutions (including through GRB) and social norms change for Prevention of GBV	Pillar 2 and 3
Enhancing Women's Meaningful Participation in Peacebuilding and Statebuilding in TL	Embassy of Japan	\$2.8 million	Dili, Baucau, Covalima, Oecusse	2016-2020	UN Women with Ministry of Interior, SEII, PNTL, Ba Futuru, Belun, ACBIT	UN Women with Ministry of Interior, SEII, PNTL, Ba Futuru, Belun, ACBIT	Implementing the NAP 1325 and the Women, Peace and Security Agenda in TL	Supported PNTL Gender Strategy, Alternative Justice Research, Transformative Leadership training, and support to women's movement/CSOs, GRB and monitoring of DV as part of community early warning.	Pillar 1, 2, 3, 5, 6
Nabilan Programme Phase 2	Australian Government ²	\$9,803,92	National + Manufahi, Dili, Suai, Oecusse, Maliana, & Baucau	2018-2022	The Asia Foundation	The Asia Foundation	Reduce the proportion of women experiencing violence in the previous 12 months while also improving the wellbeing for an	During programme design the priorities on improving essential service delivery were determined in close coordination with Nabilan (considering Nabilan's extensive investment in service delivery).	Pillar 1, Pillar 2, Pillar 3, Pillar 4 (justice, health &

								increased number of women and children who have been affected by violence. The programme works towards increasing access to services, including access to justice, and invests also in linking response to violence with prevention efforts.	The SI prevention work will build on the learnings from Nabilan's work on social norms change while fostering partnerships and synergies between the programmes. There will also be synergies with community policing, expanding work done under Nabilan and linking it to the formal police structures.	social services), Pillar 5
Roads for Development (R4D)	DFAT	\$ 18 million	Dili, Liquica, Manatutu Aileu, Manufahi Ainaro, Bobobaro Emera, Covalima Baucau, Viqueque Lautem	2017-2021	-Ministry of Public Works -Konfederacao Sindicato De Timor-Leste (KSTL) -Chamber of Commerce and Industry of Timor-Leste (CCITL)			The overall goal of the program is to ensure that women and men in rural Timor-Leste are derive social and economic benefits from improved road access.	R4D Improve rural road access to selected rural communities in the 12 municipalities including targeted access to essential social services such as health facilities, schools and other public services. Thereby creating a foundation for the delivery of the Spotlight Initiative in Timor-Leste.	Pillar 3
Action II	Portugal	\$762,062	Timor-Leste (National)	2019-2021	ILO, MSSSI			Strengthening of the Social Protection Systems	National Social protection Strategy	Pillars 1, 2, 3, 4
Strengthening the Capacities of the National Police of Timor-Leste -	UNDP	\$110,698	Baucau	2013 - 2019	UNDP Timor-Leste			The second phase of the PNTL project focuses on five key areas: Strategic planning, IT, Public	This project is coming to an end at the end of 2019. However, the pilot work undertaken in Baucau with the VPU Office has already	Pillar 4 (police and justice)

<p>specifically the Vulnerable Persons Unit</p>	<p>UNDP</p>	<p>\$250,000</p>	<p>Timor-Leste</p>	<p>2017 - 2019</p>	<p>UNDP Timor-Leste</p>	<p>Relations, Fleet management, and a special pilot programme in Baucau on gender mainstreaming and Vulnerable Personal Unit support. The pilot programme was aiming to transfer the capacities developed specifically to the district command in that municipality.</p>	<p>provided a lot of lessons learned and is used as a background for scaling up and improving the implementation of activities with VPU's under SI in the suggested three municipalities.</p>	<p>Pillar 4 (justice)</p>
<p>Justice Support Programme - mobile courts more than 50% of cases are GBV</p>						<p>Phase IV ('Consolidating the Democratic Rule of Law and Peace through a strong Justice System in Timor-Leste, 2014-2018') focuses mainly on assistance which concentrates on access to justice and the development of legal professionals.</p>	<p>The Justice Support programme is ending at the end of 2019. However, the programme's work with mobile courts and access to justice clinics has been key in designing our interventions with a focus on GBV survivors in the legal aid sector. Indeed, more than 50% of cases registered in mobile courts are GBV-related, hence our activity with mobile courts to ensure GBV survivors still get access to formal justice. Regarding AJCs, under SI, there will be a specific perspective added to work with the GBV survivors, which will be scaled-up to ensure they reach even more the Timorese most left behind.</p>	<p>Pillar 4 (justice)</p>

XI. Monitoring & evaluation

Once initial feedback is received on the design of the logical framework and the theories of change, the Spotlight Initiative Team will develop a full M&E Framework as well as design a specific M&E Strategy. At this stage of programme design, the following principles have been agreed, following the guidance from the Pacific Spotlight Initiative Investment Plan:

- A comprehensive baseline survey will be initiated by September 2019. The baseline will help establish the baseline, milestones and targets for the results framework indicators, as well as collect data in areas where gaps for effective programme management and design may be missing. An institution with significant experience on survivor-centred VAWG programming will be selected for this part of the Initiative.
- To best ensure that the objectives of the SI in Timor-Leste are achieved, the management of the Programme will consistently track results at the output and outcome levels, enabling appropriate results-based management that allow adjustments to program components.
- SI personnel will receive an orientation on ethical approaches to monitoring VAWG programming, considering attention to considering principles of survivor-centred and human-rights-based approaches to monitoring, 'do no harm' and the specific approaches that need to be tailored to interventions with children under 18 (parental consent) and making monitoring processes and tools accessible for partners with disabilities or with mixed-literacy levels.
- The effectiveness and sustainability of programme benefits need to be monitored closely. Ownership by programme stakeholders will ensure that benefits are both effectively delivered and continue beyond program-completion. Implementing partners and stakeholders involved in the development results being tracked will be engaged in determining the best approaches to report on changes identified to incorporate the aspirations and challenges of targeted communities and be truly relevant to their needs.
- RUNOs will be responsible for continuous monitoring and evaluation of the Programme, which will be done in accordance with existing United Nations monitoring and evaluation policies and based on Results Based Management principles as well as the principles set out by the Spotlight Initiative. To ensure this, programme staff members will be responsible for overall coordination of monitoring activities (including Joint EU-UN-Govt monitoring) and will be working closely with the Monitoring and Evaluation Task Team under the International UNV for Monitoring and Evaluation and Knowledge Management
- The information from the Spotlight Initiative in Timor-Leste will be consolidated by the Secretariat into a central, results-based management system, which is why the result indicators selected come from a common "menu of indicators"⁶⁴. After the current CPD draft is submitted additional discussions and consultation will be held to determine the need to develop additional Timor-Leste specific indicators, which following to Spotlight guidance should be kept to a minimum.
- A ToR for the Baseline Assessment was developed and will advertised in September 2019, incorporating an initial review by RUNOs to map gaps in the existing baseline data (from the Population Census, DHS) and to undertake baseline studies/data collection when data is not already available. Given that the expected timing of the next Demographic and Health survey in 2021, close links will be made for the end line evaluation of the Spotlight Initiative in Timor-Leste. Activities to support this are included in the proposed workplan. When funding is available, RUNOs and counterpart government will initiate such data collection exercises to obtain data as early as possible.
- The partners of the initiative, the EU, UN, civil society, Government etc. will be kept informed of progress and challenges identified through the Monitoring of the Initiative, and joint annual UN-EU and Government monitoring will be organized as part of the existing coordination

⁶⁴ This Menu has been chosen by the EU-UN HQ teams and cannot be changed at the Country level.

mechanism (the Technical version of the CP-SC). Additional actors, such as CSOs, or media, will be invited to participate in monitoring activities as they are carried out and as relevant. Regular updates will be a standing agenda item for the Steering Committee which includes all relevant actors at the highest level.

External evaluations and results-based assessments are required to assess the performance of each programme Pillar and will be conducted mid-term and at the time of programme closure. Evaluations are used to analyze programme performance and test the Spotlight Initiative's global and regional theories of change. The Operational Steering Committee will commission the mid-term results-based assessments and final evaluations, which will be managed centrally by the Spotlight Secretariat to assess the overall performance of the Spotlight Initiative, inclusive of its design, management, and performance against global objectives. During this evaluation, specific recommendations may be provided to the Operational Steering Committee to guide any revisions to the theory of change, governance arrangements, and/or programming cycles.

While no woman or girl is immune from violence, the risks and experiences for some are greater and the responses to their specific needs may be non-existent or weak. Women and girls in certain stages of life (adolescents and older ages), women and girls living with disabilities and those living in rural areas, among others, are often the most discriminated against, creating overlapping inequalities and situations of multiple and intersecting disadvantage, explaining how and why certain groups are systematically left behind. Recognising this, the Spotlight Initiative in Timor-Leste has placed at its centre the principle of "leave no one behind". The M&E Framework will take this into consideration and integrate its principles in the overall vision and in specific mechanisms.

As a result, the Spotlight Initiative M&E framework will include the following priorities:

- Design of specific mechanisms for data disaggregation. As for the SDGs, the Spotlight Initiative indicators should be disaggregated, where relevant, by income, sex, age, race, ethnicity, migratory status, disability and geographic location, or other characteristics. When disaggregated data does not exist, it is important that activities under the Programme (most likely under pillar 5) be focused on the production and disaggregation of such data, in line with international standards.
- Set-up specific mechanisms to track and ensure the meaningful participation of women and girls, including those facing intersecting forms of discrimination, and the groups that represent them (CSOs) in decision-making and in the design of the Spotlight Initiative.
- Develop methodologies for the inclusion and participation of selected CSOs (particularly those involved in the CSO Reference Groups) in monitoring processes and monitoring visits.
- Build on lessons learned on other national, regional and global programmes to design strategies that measure the impact of innovative approaches in changing the lives of target groups, notably considering the innovative social impact assessment tools.
- Ensuring that not only good/ promising practices are effectively documented and shared, fostering scalability and replicability, but also that lessons learned on less effective strategies of the interventions are equally documented and shared, to ensure knowledge for the SI implementation but also benefiting other EVAWG programming.
- The UN approach to programming follows the Human Rights Based Approach. Hence, the Monitoring and Evaluation methodology will ensure that an improved ability of rights holders to claim their rights and of duty bearers to provide for those rights will be at the centre of all monitoring and evaluation activities as per standard programming under the UNDAF and the future Coordination Framework.

XII. Innovation

Programmatic innovation - 'Business as usual' has proven unsustainable in the quest to prevent GBV and particularly IPV, especially as often this issue has commonly been addressed through parallel vertical processes and many actors working in silos.

To break away from conventional approaches, the Spotlight Initiative in Timor-Leste will adhere to key principles of fostering innovative practices and solutions, drawing on the specific expertise from the RUNOs and Associated Agencies, but also in building new arenas by combining diverse partners that have not worked together before to jointly address this common issue.

More specifically, this can be seen in the areas where the health and the rule of law sectors need to be aligned together when working on service delivery or socialization. The approach is clearly also combined with the inputs by and participation of the civil society and complemented by the voices of VAWG survivors. This method in building a joint programme addresses intersections with gender that otherwise create blind-spots in understanding and delivering services to target groups, designing for scale and enhancing sustainability of interventions.

To accelerate impact, the programmatic activities and solutions focus especially on innovative methods used in preventive interventions, through the whole-school approach, or through targeted approaches working with specific groups and with a combination of media outlets to address different angles of the issue. One of the methods will include working with boys in same sex groups as well as mixed-sex groups to inspire positive and healthy practices of masculinity. Past research proves the impact of working with new partners to prevent IPV and the Spotlight Initiative in Timor-Leste can accelerate this impact through activities on prevention engaging young boys and girls in schools⁶⁵. In addition, SI in Timor-Leste will innovate by allying prevention efforts and response to VAWG, notably in the health service provision arena.

The UN is also doing path-breaking improvements to the delivery of services in Timor-Leste. Considering the rural nature of the country, and taking a survivor-centered approach, the SI in Timor-Leste is strengthening Mobile Courts and a special programme for women and youth paralegals to support access to justice in the most rural areas rather than the conventional and costly approach of bringing survivors to services. These approaches are a means to generate demand and options for survivors alongside advocacy for longer-term formal justice services and infrastructure can be provided, whereby the voices of survivors and partnership with women's organizations will be critical for supporting the development of sustainable justice solutions for women in rural areas, aligned with the principle of leaving no one behind.

The SI in Timor-Leste will also include an innovative approach to the response efforts by fostering linkages with the Employers and Workers organizations to support the re-integration and economic empowerment of women in collaboration with SEFOPE. This intervention will be further in consultation with women survivors and key stakeholders (from Government, private sector and CSOs) in July and during program inception.

By investing in raising the visibility of local expertise and good practices on VAWG in Timor-Leste and fostering collaboration among groups – including women's movement and local CSOs – with the creation of an innovative women's funds for developing organizational capacities on EVAWG, the SI in Timor-Leste will foster a unique journey of change from within to ensure that gender equality advocates are walking the talk for transformative change.

Finally, to ensure innovation in the SI in Timor-Leste is effective, the programme must create a conducive environment to generate this innovation and push stakeholders to explore new avenues and test methodologies. This can only be done if there is recognition that innovation requires using iterative approaches where new ideas are tested and results – both positive and negative – are analysed, discussed and integrated in the reflection of how to move forward. This will be part of the partnerships established under the SI implementation, as well as integrated in the M&E and Knowledge Management strategies, for both the RUNOs and the implementing partners.

Operational innovation: The operational setup of the SI is a historic SDG partnership. It is a break-away from UN operations and 'business as usual' in line with the UNDS Reform agenda. It aims to deliver the Spotlight Initiative in Timor-Leste as demonstration of how the new generation of UN Country Teams with common business operations and delivery of programs, projects, and in the case of the Spotlight Initiative, also activities. In Timor-Leste, the operational setup of programme coordination will be introduced through joint communications (including with the EUD), joint workplanning, monitoring and evaluations, and potentially joint operations. Utilizing a structure led by the RC and overall Technical Coherence rather than the standard language of Lead Agency, each of the RUNOs will be

⁶⁵ UNFPA. 2013. 'Engaging Men and Boys: A Brief Summary of UNFPA experience and lessons learned; USAID. 2015.' 'Working with men and boys to end violence against women and girls: Approaches, challenges and lessons learned.'

able to demonstrate their leadership and expertise across outcomes and in the development of specific actions. The SI in Timor-Leste will also trial an innovative approach of inter-agency teams sharing a dedicated SI space within the UN Compound. This will fast track efforts to break agency silos and strengthen more effective delivery of the SI.

The participatory formulation and a strong intervention of the entire UN System in Timor-Leste will aid in sustaining commitments during implementation. This setup is expected to accelerate impact by generating efficiencies, streamlining business, building new partnerships that include civil society, and fostering new ways to finding solutions to complex problems such as VAWG including IPV.

The Programme design is also innovative as it is based on the engagement of different Agencies which will contribute, according to their mandate and technical expertise, to the following:

- calling actors with whom they have closer bonds and/or liaising with them;
- sharing responsibility in implementing some actions within the Programme;
- providing technical support in preparing a base line and developing M&E actions, as well as communication and knowledge management.

Additionally, the technical knowledge acquired throughout the design and implementation process will be systematized and shared with Government, the EU, Development Partners and Civil Society, as a mechanism to boost the international cooperation efforts aimed at addressing GBV and specifically DV/IPV in Timor-Leste. This also seeks to increase the Resident Coordinator's leadership capacities, with strategic direction, unbiased oversight and accountability. Furthermore, it promotes the creation of new mechanisms that enable Timor-Leste to guide whole of government actions, guaranteeing more coherence, transparency and responsibility for the outcomes, as well as the effective contribution of actions to sustainable development.

In addition, the SI in Timor-Leste is being designed putting women and girls at the heart of the process. In the preliminary stage of design RUNOs have built on their experience – and leveraged their partnerships in country - to bring the challenges and needs of survivors of violence, and in particular women and girls facing different intersecting forms of discrimination, to the center of the design. Throughout programme design, the SI in Timor-Leste has sought close collaboration with key actors from the Government, Development Partners and CSOs, investing time to co-create the interventions with EVAWG experts and representatives of the civil society and women's movement, including organizations representing groups facing multiple forms of discrimination. This will remain a priority throughout the programme design (with further consultation and co-creation activities planned) and during the programme implementation, to ensure women and girls consulted in meaningful ways as engaged in an empowering and impactful manner.

As previously described, the SI in Timor-Leste builds on and is in aligned with the NAP GBV (2017-2021), the planning and programming of different key programmes in health, education and justice areas and the main strategic lines that guide gender areas management in the Municipalities covered by this Initiative. Furthermore, the Initiative follows the guidelines of and is in accordance with the goals defined within the framework of the Agenda for Sustainable Development (2030 Agenda) and the Development Assistance Framework (2016-2020 UNDAF).

The SI Technical Unit will establish different criteria and measures to identify innovative practices and experiences within the implementation of the SI in Timor-Leste. It will also prepare a document intended for RUNOs, Associated Agencies, governmental and civil society implementing partners to support the detection and development of ideas which might be transformed into innovative experiences, as well as practices which might escalate in other contexts. Throughout the programme implementation, additional efforts will be made to explore strategies and methodologies for approaching women and girls facing multiple forms of discrimination, including identifying and supporting innovative experiences aimed at these women and girls.

The implementation strategy will seek to guarantee intervention cohesion and a holistic approach. Therefore, the involvement of different institutional and civil society actors as programme partners is essential. During the Initiative's work plan preparation, the role and responsibilities of these actors in the implementation of the different actions will be further established. The goal is to guarantee that, through different consultations, programming is done in accordance with the priorities defined in the Initiative and does not oppose other initiatives or actions developed. It is expected to achieve a cohesive strategy with a comprehensive and integrated approach to eliminate all forms of violence against

women and girls in Timor-Leste and, in particular, DV/ IPV.

In addition, as mentioned above, throughout the implementation of the SI in Timor-Leste, documents will be prepared to systematize good and promising innovative practices, using post-activity debriefs, Most Significant Change methodologies and reflective analyses and brainstorming. The goal is to build an environment of creativity and support an innovation cycle, that also disseminates and encourages the replication of any successful experiences.

Finally, replicability and scalability of the intervention has been a concern in the programme design process but will need to be further developed throughout the CPD development and in the programme inception phase. Similarly concerns with impact assessment will have to be refined, notably with the development of the M&E strategy, ensuring that the changes that the SI in Timor-Leste is effecting in women and girls lives are being meaningfully considered and guide the programme implementation.

XIII. Knowledge management

The SI in Timor-Leste recognizes the critical role knowledge management plays in ending violence against women by making accessible the expertise and knowledge of what works to prevent and respond to violence. The programme will therefore aim to capture, store, share and adapt the lessons learned throughout programme implementation (with knowledge generation and exchange explicitly proposed under Pillar 1, Pillar 3, and Pillar 6), so that these can provide for more relevant, coordinated and integrated policy and programme responses – both for SI in Timor-Leste and in future interventions. This is expected to result in better prevention and response to GBV, DV/IPV.

A knowledge management strategy will be further developed during programme design and in the inception phase, including clear roles and responsibilities as well as targets and principles, including 'do no harm'. The Strategy will derive from the principles that evidence-based data, learning and advocacy, based on rigorous data and analysis are key elements to fostering positive change in addressing GBV, DV and IPV. The M&E plan will have a 'knowledge register' which will help to track and disseminate new knowledge generated.

The following objectives are being currently discussed and will be further refined during programme design consultations and during the inception phase: (1) ensure that knowledge generated is looped back to policy making and capacity development, both within and outside of the SI; (2) communicate and share good practices and lessons that emerge through the implementation of the SI interventions/activities; (3) generate locally relevant, context-specific and informed knowledge on 'what works' and 'what does not work', which can be shared at national, regional and global levels, notably through virtual knowledge platforms relating to GBV, DV and IPV, and on SI regional and global knowledge platforms; and (4) to strengthen women's rights groups', civil society organizations, Government's, Workers' & Employers' Organizations and other stakeholders' capacity to generate, disseminate and use GBV, DV and IPV data, as well as link with other relevant data and knowledge in order to advocate for, develop and implement evidence-based and relevant policies (5) and finally to increase awareness and understanding of the SI's implementation and impact in Timor-Leste.

Within the Strategy, the RUNOs and relevant partners will play a critical role to ensure the outreach and dissemination of the knowledge generated, utilising their respective entry points into their areas of influence to disseminate and discuss the various knowledge products generated. Key dissemination partners will be identified for the knowledge generated to reach a broader audience, packaging key messages in an accessible and gender-sensitive manner for specific target audiences.

Specific activities currently being considered include:

- Facilitating the transfer of knowledge and lessons learned from SI in Timor-Leste across the UN system, using the Gender Thematic Group and the wider UNCT.
- Developing knowledge products for internal and external audiences based on research and data generated (engaging specific groups of women and girls, conducting policy advocacy, etc.).
- Facilitating documentation of promising VAWG prevention practices (under Pillar 3) and sharing among stakeholders

- Establishing a VAW Conference or Forum (under Pillar 6) that will aim not only at improving collaboration and solidarity across diverse groups working on EVAWG but also sharing lessons learned and promising EVAWG practices, including with groups not traditionally working on VAWG (domestic workers, farmers associations, women in business, and men's groups).
- Strengthening the capacity of programme stakeholders to effectively utilize knowledge generated under the SI in Timor-Leste (including related to VAWG data under Pillar 5)
- Supporting and/or undertake research in: establishing the role of traditional, religious and cultural practices to regulate and govern the role of customary justice in IPV; Participatory action research on the analysis of legal gaps on DV by rights holders, especially civil society groups; documenting 'good or promising practices' on addressing GBV, DV or IPV in the world of work; undertake scans of laws and frameworks in relation to GBV, DV, IPV.

XIV. Communication and visibility

All communication and visibility at national and sub-national levels will be aligned with the Spotlight Initiative's Communication and Visibility Strategy. Annual Communications and Visibility Plans should be developed and implemented by the UN Resident Coordinator and engaged RUNOs to ensure the visibility of the Spotlight Initiative.

The Spotlight Initiative in Timor-Leste will have four communications objectives:

- Raise awareness of violence against women and girls – focusing on DV/IPV – and its prevalence
- Illustrate and promote the impact and results of the interventions supported by the SI in Timor-Leste
- Provide communications for development support to strengthen the SI programme design and implementation
- Ensure visibility for the Spotlight Initiative, its donors and partners at national and local levels in Timor-Leste and also at the regional and global arena.

Spotlight Initiative Timor-Leste Brand Guidelines and stylebook will also be developed to support all communications efforts and activities. The Brand Guidelines will conform with existing UN and EU branding and visibility policies and must be strictly adhered to. See Annex 3 for more details on communications objectives, messages, audiences and channels.

Given that communication is a mainstreaming component, toward more coordinated communications, a Spotlight Communications Task Force has been created - led by the RCO with support from UNICEF. Further consultations with RUNOs, Associated Agencies, the EUD in Timor-Leste and the Interim CS-NRG will further detail its roles and responsibilities and determine its operation, notably with regards to: following up the actions included in each outcome to ensure internal coherence among all outputs and actions, especially in reference to Pillar 3, which includes developing and enacting a multi-media communication strategy for social and behaviour change and advocacy, public awareness raising and dialogue, and community-level behaviour change activities and Pillar 4 related with dissemination of services for women and girls at risk of IPV.

The Interagency Group on Communications will be consulted in order to validate the Annual Work Plan on Communication and Visibility and in relevant situations such as to validate the communication strategy for Pillar 3.

Communication campaigns will also be developed jointly with the population groups prioritized (targets), including the groups facing multiples forms of discrimination. Communication activities will focus on: a) disseminating achievements and advances made through several platforms and media, and b) supporting advocacy and incidence activities.

Annex 2 provides a more detailed breakdown of the draft Communications and Visibility Plan for the Spotlight Initiative in Timor-Leste, which will be subject to further validation and detail following the submission of this CPD draft.

TABLE E – RESULTS MATRIX

XV. Budgets – see excel document attached

Table A – 3-YEAR WORK PLAN

Table B – BUDGET BY UNDG CATEGORY

Table C – BUDGET BY OUTCOME

XVI. Annexes

TABLE 1 – PROGRAMME'S RESULTS MATRIX

Impact: All women and girls, particularly those most vulnerable, live a life free of violence

Impact Indicators⁶⁶

Direct

- SDG 5.2.1 Proportion of ever-partnered women and girls aged 15 years and older subjected to physical and/or, sexual violence by a current or former intimate partner, in the previous 12 months, by form of violence and by age; (Tier II)
- SDG 5.2.2 Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner since age 15 in the previous 12 months, by age and place of occurrence; (Tier II)

Indirect

- SDG 16.2.3 Proportion of young women and men aged 18–29 years who experienced sexual violence by age 18; (Tier II)

Baseline for Timor-Leste⁶⁷:

SDG 5.2.1: **47% of women aged 15-49 who had ever been in a relationship experienced physical and/or sexual violence by a partner** in the last 12 months

SDG 5.2.2: **9.5% of women aged 15-49 reported to have experienced rape or gang rape by a non-intimate partner in the last 12 months.** Age and place of occurrence not available.

SDG 16.2.3: **24% of women** (nationally) and **42% of men** (from urban and rural sites) experienced child sexual abuse (*Note this is not exactly matched with SDG Indicator 16.2.3*)

NOTE- although different organizations contribute to each outcome/output, the guidelines require one RUNO to be responsible

⁶⁶ Based on Global ToC and as per Pacific Investment Plan

⁶⁷ Baseline Direct Impact Indicators from The Asia Foundation. 2016. Understanding Violence against Women and Children in Timor-Leste: Findings from the Nabilan Baseline Study – Main Report. The Asia Foundation: Dili

OUTCOME 1 Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of VAWG and harmful practices are in place and translated into plans			
Outcome Indicators	Data source	Means of Verification	Responsible RUNO
Indicator 1.1 Timor-Leste has laws and policies on VAWG, including DV/IPV, that adequately respond to the rights of all women and girls are evidence-based and in line with international human rights standards and treaty bodies' recommendations ⁶⁸	Legislation	Assessment report	UNDP
Indicator 1.2 Timor-Leste has national and/or sub-national evidence-based, costed action plans and monitoring and evaluation (M&E) frameworks on ending VAWG, including DV/IPV, that respond to the rights of all women and girls and are developed in a participatory manner	NAP Progress Report, revision of costs	Assessment report	UN Women
Output Indicators	Data source	Means of verification	Responsible RUNO
Output 1.1: National and regional partners⁶⁹ have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG, including DV/IPV, and/or gender equality and non-discrimination that respond to the rights of the most groups facing multiple and intersecting forms of discrimination and are in line with international HR and labour standards and treaty bodies' recommendations			
Indicator 1.1.1 Number of draft new and/or strengthened laws and/or policies on ending VAWG, including DV/IPV, and/or gender equality and non-discrimination developed that respond to the rights of women and girls, particularly those facing intersecting and multiple forms of discrimination, and are in line with international HR standards	Legislation, policies, draft legislation	Official Gazette, Parliamentary committees	UNDP
Indicator 1.1.3 Proportion of draft laws and/or policies on VAWG, including DV/IPV, and/or on gender equality and non-discrimination, which have received significant inputs from women's rights advocates	Legislation drafted and inputs provided by women's rights groups	Process review with women's rights advocates and reports by women CSOs	UN Women
Output 1.2 National and/or sub-national partners⁷⁰ are better able to develop and cost evidence-based national and/or sub-national action plans on ending VAWG, including DV/IPV,			

⁶⁸ Progress towards international standards will be measured through an analysis of specific components ("degree to which") as described in the Methodological Notes

⁶⁹ Parliamentarians, human rights institutions and women's right advocates

⁷⁰ Key government/national decision makers (Heads of State, Finance Ministers, Ministries of Justice and Police, Security Ministers and relevant planning institutions) including women's rights advocates

in line with international HR standards with M&E frameworks, and responding to the needs and priorities of groups facing multiple and intersecting forms of discrimination			
Indicator 1.2.1 Number of draft evidence-based national and/or sub-national action plans on ending VAWG, including DV/IPV, developed that respond to the rights of groups facing intersecting and multiple forms of discrimination with M&E frameworks and proposed budgets	Institutional and CSO reports	Assessment report	UN Women

OUTCOME 2 National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to VAWG, including DV/IPV, including in other sectors			
Outcome Indicators	Data source	Means of Verification	Responsible RUNO
Indicator 2.1 Timor-Leste has functioning national and/or sub-national coordination and oversight mechanisms at the highest levels for addressing VAWG, including DV/IPV, that include representation from marginalized groups	Minutes of NAP GBV Commission	Review of reports	UN Women
Indicator 2.2 Timor-Leste allocates x% or more of national budgets to the prevention and elimination of all forms of VAWG, including DV/IPV	State Budget allocation/ AAP	Analysis of budget	UN Women
Indicator 2.3 In Timor-Leste VAWG, including DV/IPV, is integrated in 6 other sectors (health, social services, education, justice, security, culture) development plans that are evidence-based and in line with globally agreed standards	Development Plans	Review/analysis of Annual Action or Sectoral Plans	UNDP
Output 2.1 Key officials at national and/or sub-national levels in all relevant institutions⁷¹ are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, including DV/IPV, especially for those groups of women and girls facing intersecting and multiple forms of discrimination, including in other sectors			
Indicators	Data source	Means of Verification	Responsible RUNO
Indicator 2.1.1 Number of institutions that develop strategies, plans and/or programmes to prevent and respond to VAWG, including DV/IPV, including for women and girls facing intersecting and multiple forms of discrimination	SSYS report about Youth Parliament, Public Service Commission, Ministry of Social Solidarity and Inclusion policies and regulations on GBV (incl.	Review of report for integration of DV/IPV, Policy Gap analysis report, Policy tools and guidance	ILO

⁷¹ E.g. justice, statistics, police, health, community based, etc.

	IPV)		
Indicator 2.1.3 Number of strategies, plans and programmes of other relevant sectors that integrate efforts to end VAWG, including DV/IPV, developed in line with international HR standards	Development Plans	Review and analysis of Plan	UNDP
Output 2.2 Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups			
Indicator 2.2.1 Proportion of supported multi-stakeholder coordination mechanisms established at the highest level and/or strengthened composed of relevant stakeholders, with a clear mandate and governance structure and with annual work plans	Mapping of coordination mechanism and functionality	Survey of coordination mechanisms	UN Women
Output 2.3 Partners (Parliamentarians, key government officials and women's rights advocates) at national and/or sub-national levels have greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, including DV/IPV			
Indicator 2.3.1 Proportion of dedicated and multi-sectoral programmes developed that include proposed allocations of funds to end VAWG, including DV/IPV	Multi-sectoral plans and existing budgets	New multi-sectoral programmes and plans	UN Women

OUTCOME 3

Gender inequitable social norms, attitudes and behaviours change at community and individual levels to prevent VAWG, including DV/IPV

Indicators	Data source	Means of verification	Responsible RUNO
Indicator 3.1 Percentage of people who think it is justifiable for a man to (subject) beat his wife/intimate partner (to violence), by sex and age	DHS	Review of DV Module	UNFPA
Indicator 3.3 At least 3 evidence-based, transformative/comprehensive prevention strategies/programmes that address the rights of those marginalized are developed in a participatory manner	Mapping of prevention programmes	Review of programme approaches/ interviews	UN Women
Output 3.1 National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours, including on Comprehensive Sexuality Education in line with international standards, for in and out of school settings			
Indicator 3.1.1 Timor-Leste drafts new and/or strengthens Comprehensive Sexuality Education programmes in line with international standards	UNFPA in and out of School programme reports	Review of reports/ monitoring	UNFPA
Indicator 3.1.2 Number of young women and girls, young men and boys who participate in in and out of school programmes that promote gender-equitable norms, attitudes and behaviours and exercise of rights, including reproductive rights ⁷²	Ministry of Education, UNFPA, UNICEF and UN	Reports on the national and sub-national programmes	UNICEF

⁷² Including peer-to-peer, promoting gender transformative and human rights'-based attitudes/beliefs,

	WOMEN programme reports	developed for inclusion in educational curricula	
Output 3.2: Community advocacy platforms are established/strengthened to develop strategies and programmes,⁷³ including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem and transforming harmful masculinities			
Indicator 3.2.1 Number of women, men, girls and boys who regularly attend community programmes to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction	Community programme reports, community data collection tools, UNICEF reports about parenting programme and UNFPA reports on Girls and Boys Circles	Community programme reports, community data collection tools	UN Women
Indicator 3.2.2 Number of people reached by campaigns challenging harmful social norms and gender stereotyping	Campaigns and advocacy program internal reports (based on anecdotal evidence from the census and 2011 media report)	Survey or poll of recall for messages (TBC)	UNICEF

OUTCOME 4 Women and girls who experience VAWG, including DV/IPV, use available, accessible, acceptable, and quality essential services including for long term recovery from violence

Indicators	Data source	Means of verification	Responsible RUNO
Indicator 4.1 Proportion of women, including those facing intersecting and multiple forms of discrimination, who report experiencing physical or sexual violence who seek help, by sector ⁷⁴	DHS	Review of DV Module	UNFPA

respectful and equitable relationships and the expression and exercise of their rights, including reproductive rights

⁷³ Including informing parenting skills around gender socialization through early childhood development programmes

⁷⁴ This indicator should be measured for women seeking services within the past 12 months, in order to measure progress and change over time—as lifetime prevalence of violence is not a sound measure of change over time.

Indicator 4.2.a Number of cases of VAWG, including DV/IPV, reported to the police, b. proportions of cases reported to the police that are brought to court, c. proportions of cases reported to the police that resulted in convictions of perpetrators, all during a specific time period (e.g. past 12 months)	VPU reports	CSO Monitoring reports, Court of Appeal reports, PDHJ, OPG, PDO	UNDP
Output 4.1: Relevant government authorities and women's rights organisations at national and sub-national levels have better knowledge and capacity to deliver quality and coordinated essential services, including SRH services and access to justice, to women and girls' survivors of VAWG, including DV/IPV, especially those facing multiple and intersecting forms of discrimination			
Indicator 4.1.2 Number of women and girls with access to programmes developed to integrate VAWG, including DV/IPV, response into SRH, education and migration services	implementation Reports from line ministries	Analysis of reports from line ministries	UNFPA
Output 4.2 Women and girls' survivors of VAWG, including DV/IPV, and their families are informed of and can access quality essential services,⁷⁵ including longer term recovery services and opportunities			
Indicator 4.2.1 Number of women and girls' survivors of VAWG, including DV/IPV, that have increased knowledge of and access to quality essential services ⁷⁶	Reports on number of survivors who accessed Shelters, Police, Courts and Health services	Survey of services Reports, Shelter Reports, Police reports, Courts reports, MOHCC HMIS	UNDP

OUTCOME 5 Quality, disaggregated and globally comparable data on different forms of VAWG, including DV/IPV, collected, analysed and used in line with international standards to inform laws, policies and programmes			
Indicators	Data source	Means of verification	Responsible RUNO
Indicator 5.1 Timor-Leste has globally comparable data on the prevalence (and incidence, where appropriate) of VAWG, including DV/IPV, collected over time	DHS	Review of DV Module	UNFPA
Indicator 5.2 Timor-Leste has publicly available data, reported on a regular basis, on various forms of VAWG, including DV/IPV, at country level	Directorate of Statistics	Review of IMS	UNFPA
Output 5.1 Key partners, including relevant statistical officers, service providers in the different branches of government⁷⁷ and women's rights advocates have strengthened capacities to regularly collect data related to VAWG, including DV/IPV, in line with international and regional standards to inform laws, policies and programmes			
Indicator 5.1.1 Number of National Statistical Officers who have enhanced capacities to produce data on the prevalence of VAWG	Capacity assessment	Standardised SGBV / HP - field/ data collection protocols	UNFPA

⁷⁷ Statistics offices, justice, security and health sector

including SGBV/HP, and incidence where appropriate	reports	and manuals	
Indicator 5.1.2 Timor-Leste has system to collect administrative data on VAWG, including DV/IPV, in line with international standards, across different sectors	Admin Data System	Administrative data collection frameworks in place and operational	UNDP
Output 5.2 Quality prevalence and/or incidence data on VAWG, including DV/IPV, is analysed and made publicly available for the monitoring and reporting of the SDG target 5.2 indicators to inform evidence-based decision making			
Indicator 5.2.1 Number of knowledge products developed and disseminated to the relevant stakeholders to inform evidence-based decision making	Mapping of products	Knowledge products inclusive of policy briefs, fact sheets, etc.	UN Women

OUTCOME 6 Women's rights groups, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalisation, more effectively influence and advance progress on GEWE and ending VAWG, including DV/IPV

Indicators	Data source	Means of verification	Responsible RUNO
Indicator 6.1 Number of women's rights organizations, autonomous social movements and relevant CSOs, ⁷⁸ that increase their coordinated efforts to jointly advocate on ending VAWG, including DV/IPV	Campaign and coalition reports	Rede Feto reports, other consultation reports, media coverage of advocacy, etc.	UN Women
Indicator 6.3 Proportion of women's rights organisations, autonomous social movements and CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, that report having greater influence and agency to work on ending VAWG, including DV/IPV	CSO reports	Programme Reports, survey of SI CSO partners	UN Women
Output 6.1: Women's rights groups and relevant CSOs,⁷⁹ have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending VAWG, including DV/IPV, with relevant stakeholders at sub-national, national, regional and global levels			
Indicator 6.1.2 Number of official dialogues with relevant government authorities with the meaningful participation of women's rights groups and relevant CSOs, including representatives of groups facing multiple and intersecting forms of discrimination	Reports of dialogues	Review of dialogues	UN Women
Output 6.3: Women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalisation have strengthened capacities and support to design, implement and monitor their own programmes on ending VAWG, including DV/IPV			
Indicator 6.3.1 Number of women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalization that have strengthened capacities and support to design, implement, monitor and evaluate their own programmes on ending VAWG, including DV/IPV	Capacity assessment reports	Analysis of reports against baseline capacity assessments	UN Women

⁷⁸ Including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization

⁷⁹ Including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization

Table E in the Budget Template contains the Results Matrix.

TABLE F - PROGRAMME RISK MANAGEMENT MATRIX

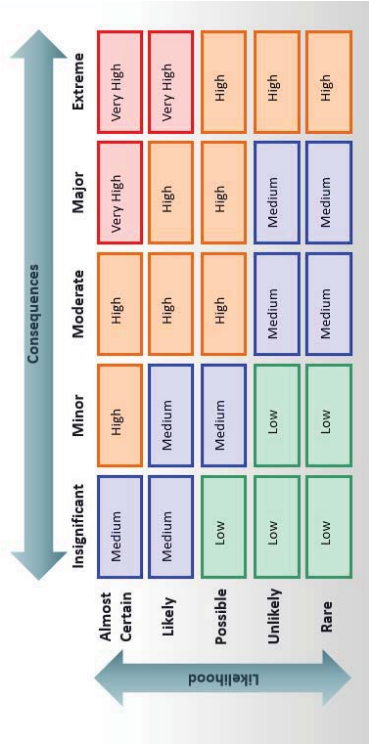
Risks	Risk Level: Very high High Medium Low (Likelihood x Impact)	Likelihood: Almost Certain - 5 Likely - 4 Possible - 3 Unlikely - 2 Rare - 1	Impact: Extreme - 5 Major - 4 Moderate - 3 Minor - 2 Insignificant - 1	Mitigating measures	Responsible Unit/Person
Contextual risks					
Local conditions of peace and stability allow for continued work on this sensitive area	Low	2	4	Advocacy at the highest level on this work of the UN in Timor-Leste and communicating that VAWG, DV and IPV have important impacts on development impacts as well as social and economic returns. Also, reinforce with key partners the alignment with country priorities, including delivery on the NAP-GBV (2017-2021)	Resident Coordinator; EU Ambassador
Limited national ownership	High	Possible (3)	Major (4)	For the ownership and commitment of governments in this initiative, there should be a clear understanding of what this programme wants to achieve in complementarity to other actions and its added value. Strong consultation and engagement with Government and all other key stakeholders, to ensure ownership, motivation and sustainability. Provide support to existing regional and national networks and mechanisms.	National and local partners from all sectors, UN agencies
Resistance from family, community, traditional and religious leaders	High	Likely (4)	Moderate (3)	Support existing programs involve with engagement of men especially from family, community elders, world of work, traditional and religious leaders. Support existing programs focused on sensitization and	Local partners, CSOs

Programmatic risks									
The expected change may be too ambitious and take longer to achieve in municipalities than expected	Medium	3	4			empowerment of women, traditional/political leaders to understand, mobilize against violence against women		UN agencies, partners	
						Promote tried and tested and evidence-based approaches Concentrate efforts in fewer municipalities in order to deepen impact. Leverage and further consolidate available capacity, in particular with CSOs and government partners. Leverage existing programmes and partnerships with complementary networks and delivery channels.			
Low support from influential leaders and youth. Risk of retrogression and limitations on access to communities	Medium	3	3			Advocacy and visibility of support at the highest level; SI will work with CSOs and community leaders, as well as through Community development officers to ensure enabling environment for the programme rollout.		Resident Coordinator; SI Steering Committee	
Resistance from individuals to change current power relations	Medium	3	3			National allies and champions as front line of advocacy		National and local partners, CSOs	
Communities view SI interventions as 'foreign' interference in cultural and traditional systems	Medium	4	4			Co-create interventions in collaboration with community members and the respected leadership and opinion leaders at community levels		UN agencies and Implementing Partners, civil society	
Delays in implementing the Programme because of its complexity/sensitivity and the involvement of multiple actors.	Medium	4	3			Holding regular exchanges with key partners at a national and municipal levels Signing Letter of Agreement with national Government and with local communities		Resident Coordinator; SI Steering Committee;	
Delays in start-up due to timeframes required for institutional processes	Medium	3	4			Prepare joint implementation plan as part of preparations and seek guidance from corporate units where standard timeframes need to be revised to enable maximum delivery.		UN agencies, Heads of RUNOs	
Funds are not expended	Very	Likely (4)	Major (3)			Engage with partners frequently to monitor		National and local partners, CSOs	

at optimal level due to limitations and bottlenecks in absorption capacity at national and municipal levels	High			implementation Adjust programmatic approach as needed Have a balance of high and lower capacity partners Consider granting through existing grant mechanisms	National and local partners, CSOs
Funding and services not available after Initiative ends due to lack of resources	High	Possible (3)	Major (4)	Involve all Ministries including Ministries of Women from the outset, to create space for permanent government support and action, including increasing incremental budgetary allocations to VAWG Embed capacity of service delivery inside of key agencies Ensure financing and sustainability strategy from outset and foster ownership through civil society's engagement	
Institutions unable to engage in timeframes due to limited understanding of VAWG and GBV capacities to respond, and weak coordination mechanisms	Medium	3	3	Capacity needs assessed during inception phase	UN agencies, partners
Institutional risks					
Budget cuts/insufficient budget allocations to key sectors and institutions that address GBV, DV, IPV and service provisions to victims	Medium	4	4	Strengthening the advocacy and lobbying capacity of a wide-range of civil society organizations and citizens' groups; plan for exit strategy and incremental cost-sharing with Government as part of intervention design	UN agencies, CSOs, Independent Commissions
Senior officials in positions of power involved in implementing the programme and/or in institutions with GBV and DV mandates are perpetrators of violence	High	4	4	Strengthening the oversight and monitoring functions of key implementing institutions, including initial orientation sessions and codes of conduct. Some capacity development activities support institutions (who are also implementing partners) to align their policies and practices to prevent, address and eliminate GBV and enhance their awareness on DV and	EU Ambassador, Resident Coordinator, line Ministries;

Limited availability of recent data, data gaps in reproductive coercion, VAW against women with disabilities and limited capacities of state institutions to develop and analyse data and coordinate administrative data	High	Likely	Moderate	IPV. Organising joint monitoring visits. Adopt common classifications and indicators to enable cross references; Support regional analysis of primary and secondary comparable data Roll out capacity development on data literacy for authorities Convene technical meetings of relevant regional institutions to report on progress and include on agenda of annual regional meetings of government bodies	National partners, Statistical offices, UN agencies
Fiduciary risks					
Corruption/Mismanagement of Funds	Medium	2	4	Strong and harmonized financial management system; spot-checks on IPs and regular financial assessments on the use of funds	UN agencies
Disbursements of resources to small stakeholders (CSOs) and national implementing partner have the potential to provide incentives for diversionary activities.	Medium	Possible (3)	Minor (2)	Funding to the grass-roots level CSOs under pillar six can be operationalized through existing mechanism in the region, which can channel the resources to grass-root level CSOs, based on an open and transparent process Channel funding to national institutions will be done using UN agency systems for partnerships and capacity building	UN agencies, partners
Corruption/Mismanagement of Funds	Medium	2	4	Strong and harmonized financial management system; spot-checks on IPs and regular financial assessments on the use of funds	UN agencies
Assumptions:					
<ul style="list-style-type: none"> • No major change in the political situation in the region will affect implementation of the Spotlight Initiative • The Spotlight Initiative has significant political and administrative support, which should facilitate the involvement and commitment of government and civil society organisations • Spotlight will effectively collaborate with and add value to existing Regional and Country VAWG programs such as the Pacific Partnership 					

The risk-management methodology is depicted below, where the risk level is measured as the product of Likelihood and Consequence.



Likelihood	Occurrence	Frequency	Consequence	Result
Very Likely	The event is expected to occur in most circumstances	Twice a month or more frequently	Extreme	An event leading to massive or irreparable damage or disruption
Likely	The event will probably occur in most circumstances	Once every two months or more frequently	Major	An event leading to critical damage or disruption
Possibly	The event might occur at some time	Once a year or more frequently	Moderate	An event leading to serious damage or disruption
Unlikely	The event could occur at some time	Once every three years or more frequently	Minor	An event leading to some degree of damage or disruption
Rare	The event may occur in exceptional circumstances	Once every seven years or more frequently	Insignificant	An event leading to limited damage or disruption

Consequences					
Likelihood	Insignificant (1)	Minor (2)	Moderate (3)	Major (4)	Extreme (5)
Very likely (5)	Medium (5)	High (10)	High (15)	Very High (20)	Very High (25)
Likely (4)	Low (3)	Medium (6)	High (12)	High (16)	Very High (20)
Possible (3)	Low (2)	Medium (6)	High (9)	High (12)	High (15)
Unlikely (2)	Low (1)	Low (4)	Medium (6)	Medium (8)	High (10)
Rare (1)	Low (1)	Low (3)	Medium (3)	Medium (4)	High (5)

Level of risk	Result
Very High	Immediate action required by executive management. Mitigation activities/treatment options are mandatory to reduce likelihood and/or consequence. Risk cannot be accepted unless this occurs.
High	Immediate action required by senior/executive management. Mitigation activities/treatment options are mandatory to reduce likelihood and/or consequence. Monitoring strategy to be implemented by Risk Owner.
Medium	Senior Management attention required. Mitigation activities/ treatment options are undertaken to reduce likelihood and/or consequence. Monitoring strategy to be implemented by Risk Owner.
Low	Management attention required. Specified ownership of risk. Mitigation activities/treatment options are recommended to reduce likelihood and/or consequence. Implementation of monitoring strategy by risk owner is recommended.

TABLE 3: BUDGETS and COUNTRY RESULTS FRAMEWORK – see excel document attached.

This attachment includes the following tables:

- **Table 3 A – 4-YEAR WORK PLAN**
- **Table 3 B – BUDGET BY UNDG CATEGORY**
- **Table 3 C – BUDGET BY OUTCOME**
- **Table 3 D – MENU OF PILLARS/OUTCOMES AND OUTPUTS**
- **Table 3 E – RESULTS FRAMEWORK**

ANNEX 1: Multi-stakeholder engagement in the Country Programme development process

This Annex summarizes meaningful consultations undertaken for the design of this draft of the CPD and their key recommendations. Section A provides an overview of the bilateral meetings and section B a summary of the Interim CS-NRG and Multi-Stakeholder National consultation.

Section A – bilateral meetings

Consultation 1: Consultation with the Secretary of State for Equality and Inclusion to introduce the Spotlight Initiative and discuss co-organization of the multi-stakeholder consultation on the 21 June 2019.

Key recommendations: Valued the initiative as a contribution to the NAP GBV and appreciated the consultation as a way to map out who is working in what areas on EVAWG. Encouraged the initiative's focus in areas where others are not working and supportive to collaborate as a partner in the initiative.

Name of organisation/ agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultations
Secretary of State for Equality and Inclusion (SEII)	Her Excellency Ms. Maria Jose Fonseca Monteiro	Gender Equality/ NAP GBV	Government	June 7
	Mrs. Filomena Babo, National Director of Policy	Gender Equality/ NAP GBV	Government	June 7

Consultation 2: Consultative meeting with the Vice-Minister of state Administration to present the Spotlight Initiative, June 13th

Key recommendations: His Excellency showed great enthusiasm for the Spotlight Initiative and will gladly give any political support for its implementation, particularly in areas falling under the scope of his Ministry. Building on this political will, the country programme has ensured to work at the municipal level as well, in close cooperation with the Ministry of State Administration, aligning with the national strategy of decentralization.

Name of organisation/ agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultations
Ministry of State Administration	His Excellency Mr. Abilio Caetano, Vice Minister	Decentralization	Government	June 13
Ministry of State Administration	Mr. Aderito Guterres, Head of Secretariat of Support Installation of Municipalities	Decentralization	Government	June 13
Ministry of State Administration	Mrs. Dulce Junior Guterres, Director of National Programme of Suco Development (PNDS)	Decentralization & Suco development	Government	June 13

Consultation 3: Consultative meeting with the Provedora for Human Rights and Justice to present the Spotlight Initiative, June 14th

Key recommendations: Her Excellency shared that over recent years, the number of domestic violence cases has increased and that there is a need for more prevention work, through civic education, workshops and seminars. The Provedora concluded that the Spotlight Initiative would be the opportunity to strengthen the institution on how to respond to VAWG and IPV. Consequently, the country programme has planned to collaborate with the Human Rights Advisory Unit in Timor-Leste to strengthen the involvement of this national human rights institution in NAP GBV coordination mechanisms, to collaborate with this institution to provide training to the police on survivor-centred responses, and to improve and socialize their case management system to inform decision-making for service provision to survivors of GBV and IPV.

Name of organisation/agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultations
Provedoria for Human Rights and Justice	Her Excellency Ms. Jesuina Maria Ferreira Gomes, Provedora (Ombudsperson)	Human rights violations	National Human Rights Institution	June 14

Consultation 4: Consultative meeting with the President of the National Parliament to present the Spotlight Initiative, June 14th

Key recommendations: His Excellency shared his awareness that domestic violence is a recurring problem in Timor-Leste and that more needs to be done to change mentalities. The President also reflected on the links between the justice sector reform and domestic violence. By facilitating the access to justice, communities will be given the means to complain and the necessary support from the state. In response to these recommendations, the country programme has included a mass multi-media campaign for social and behavioural change, targeting different groups. Regarding the access to justice, mobile courts will be run to increase access to formal justice for IPV and GBV survivors. Additionally, Access to Justice Clinics will be scaled up to the pilot municipalities to provide free legal aid and outreach of the Public Defender to IPV survivors in rural areas.

Name of organisation/agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultations
National Parliament	His Excellency Mr. Arao Noé da Costa Amaral, President of National Parliament	Legislation	Government	June 14

Consultation 5: Consultation Meeting with Director General for Service Delivery, Ministry of Health

Key Recommendations: Dr. Viegas recommended that importance of linking the initiative with MoH's commitment reflected in the NAP GBV and emphasized the need for establishing space in health facilities to attend to GBV cases and the to strengthen both knowledge and skills of health providers in the area of GBV.

Name of organisation/agency	Name and title of representative	Area of focus of work	Type of organization	Dates of consultation
Ministry of Health	Dr. Odete da Silva Viegas, Director General for Service Delivery	Health Sector Response to GBV	Government	June 17

Consultation 6: Consultative meeting with the Public Defender General to present the Spotlight Initiative, June 18th

Key recommendations: The Public Defender General recommended to support the Access to Justice Clinics to ensure the access to legal aid to rural communities. Consequently, the country programme will scale up Access to Justice Clinics to the pilot municipalities to provide free legal aid and outreach of the Public Defender to IPV survivors in rural areas.

Name of organisation/ agency	Name and title of representative	Area of focus of work	Type of organization	Dates of consultations
Public Defender's Office	Dr. Cancio Xavier, Public Defender General	Judiciary	Government	June 18

Consultation 7: Consultative meeting with the Minister of Interior to present the Spotlight Initiative, June 18th

Key recommendations: His Excellency supported working with PNTL and recognized the role of institutional disciplinary measures and regulations to guide standards and behaviours within security institutions. The meeting introduced the country programme and explained its links with the current NAP on WPS and NAP GBV and focus on PNTL as a key institution in the pillars on Institutions and Service Delivery. It will work on supporting and enhancing the work of the Community Policing as well as of the Vulnerable Persons' Unit to investigate and respond to GBV/IPV cases, it will strengthen capacities for budgeting on GN, and improve as well as socialize their case management system to inform decision-making for service provision to survivors of GBV and IPV.

Name of organisation/ agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultations
Ministry of Interior	His Excellency BG. Filomeno da Paixao de Jesus, Minister	Security	Government	June 18
Ministry of Interior	Director General on Conflict Prevention	Conflict Prevention	Government	June 18

Consultation 8: Consultative meeting with General Commander of the National Police of Timor-Leste to present the Spotlight Initiative, June 19th

Key recommendations: His Excellency shared the ongoing work with the Australian Federal Police (TFPDP) in building/renovating VPU offices throughout the country, where UNDP support would be highly appreciated. Moreover, he explained that PNTL's current Information Management System, based on the Penal Code's classification of crimes, impedes the correct registration of domestic violence cases. He shared the example that if a woman comes to the police office because she was beaten by her husband, the police officer would have to file it as "physical assault" and not intimate partner violence. He recommended the need to update the system to ensure the collection of good administrative data on GBV and domestic violence, including intimate partner violence. Building on these recommendations, the country programme will improve safe spaces for survivors within the Pilot municipal Vulnerable Persons' Unit (PNTL) in coordination with the Australian Federal Police and improve as well as socialize their case management system to inform decision-making for service provision to survivors of GBV and IPV.

Name of organisation/ agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultations
Policia Nacional de Timor-Leste	His Excellency Faustino da Costa, Commissioner	Police	Government	June 19

Polícia Nacional de Timor-Leste	Mr. Ricardo da Costa, Chief of Vulnerable Persons' Unit	Vulnerable Persons' Unit	Government	June 19
Polícia Nacional de Timor-Leste	Ms. Daria Ximenes, Head of Gender Office	Gender	Government	June 19
Polícia Nacional de Timor-Leste	Mr. Agostu Tilman, Head of International Relations	Police	Government	June 19

Consultation 9: Consultative meeting with the Head of the Vulnerable Persons' Unit at PNTL to discuss suggested activities for Spotlight, July 02nd

Key recommendations: The Chief welcomed the support to VPU and was suggesting supporting the creation of safe spaces for the survivors in the VPUs around the municipalities in the country and that we should coordinate and support the efforts of the Australian Federal Police (AFP). Concerning the mandate of the VPU, the Chief requested possible support in the socialization of their mandate and making sure that people are more aware of the role and the mandate that VPU has, which has been included in the country programme.

Name of organisation/ agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultations
Polícia Nacional de Timor-Leste	Mr. Ricardo da Costa, Chief of Vulnerable Persons' Unit	Vulnerable Persons' Unit	Government	July 02

Consultation 10: Consultative meeting with the Director of Municipal Settlement at the Ministry of State Administration to discuss suggested activities for Spotlight, July 02nd

Key recommendations: Mr. Guterres mentioned municipalities would need support to implement their municipal strategies, to be launched by September this year, especially in incorporating GBV and Domestic Violence, potentially through the Annual Action Plans. Moreover, he positively responded to the establishment of municipal one-stop information centres. He mentioned the Cabinet of Technical Support, under the President of Municipal Authority, which is in charge of gender and social inclusion. They have a gender focal point but no staff is currently responsible for answering to IPV/GBV survivors' queries. A suggestion was to strengthen this Cabinet by establishing a person who would be responsible of sharing information on the referral network to the community. Building on these recommendations, the country programme will ensure support is provided to the pilot municipalities to implement their municipal strategy, with a focus on response to GBV and domestic violence, including IPV.

Name of organisation/ agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultations
Ministry of State Administration	Mr. Aderito Guterres, Head of Secretariat of Support Installation of Municipalities	Decentralization	Government	July 02

Consultation 11: Consultative meeting with the Head of the Australian Federal Police to discuss suggested activities for Spotlight, July 03rd

Key recommendations: The recommendations were to make sure that we have stronger cooperation in the field of support to the PNTL, especially in the field of gender work. Their recommendations were focused on making sure the programme will address strategic and long-term work with the PNTL, therefore all capacity building activities to be done in cooperation with the long-term training centres for the municipal or national police. They currently have a GBV expert working in the VPU in Dili and we will have an additional meeting with her scheduled.

Name of organisation/ agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultations
Australian Federal Police	Mr. Geoff Turner Mr. Ross Williams	Support to the National Police of Timor-Leste, specifically to gender equality and Vulnerable Persons Unit	Government of Australia	July 03

Consultation 12: Consultative meeting with The Asia Foundation to discuss suggested activities for Spotlight, July 03rd

Key recommendations: Socialization and understanding of the LADV is important. The community often does not know much of the VPU role and the fact that there are shelters for survivors, and where those VPU shelters are. Therefore, better information and communication between these two groups is necessary. They are planning on working on creating a better curriculum for GBV with the police and are meeting AFP on this issue. The recommendation on better communication has been included in the country programme under the one-stop municipal centre, where information for GBV/IPV survivors on referral networks and VPU mandate will be provided.

Name of organisation/ agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultations
The Asia Foundation	Ms. Anna Yang, Team Leader for Ending Violence Against Women Programme Nabilan	EVAW Programme Nabilan	Civil Society	July 03
The Asia Foundation	Mr. Robin Perry, Team Leader for Community Policing Support Programme	Community Policing Support Programme	Civil Society	July 03

Consultation 13: Consultative meeting with the National Directorate for Inclusion and Community Reinsercion, Ministry of Social Solidarity and Inclusion, to discuss suggested activities for Spotlight, July 08

Key recommendations: This Directorate is very interested in collaborating with the UN under Spotlight Initiative. Regarding the Parenting Program, Mr. Florencio suggested to engage Forum Teatru, a theatre group within the department of conflict prevention, that has experience in gender-based violence and in facilitating community dialogues. About home visits to families that could benefit from individualized support, Mr. Florencio suggested with an inter-sectorial approach across Ministries, particularly the Ministry of Health. With reference to the targeted municipalities, Mr. Florencio noted that Ermera, Viqueque and Dili would be very good choices because of the structure and capacity that already exists there, which would allow the delivery of the programme.

Name of organisation/ agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultations
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National Directorate for Inclusion and Community Reinsertion, MSSJ	Mr. Florencio Pina Gonzaga, Director of the National Directorate for Inclusion and Community Reinsertion, MSSJ	Child Protection	Government	July 08
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Consultation 14: Meeting with H.E. Secretary of State for Youth and Sports and his team to inform on the spotlight initiative and to receive feedback on the proposed collaboration between the RUNOs and the Secretary of State. Meeting was held on 23 July 2019 and was attended by UNFPA (represented by Dr. Domingas Bernardo, Mr. Mario Ximenes, Ms. Carla da Costa) and UNICEF (represented by Mr. Domingos da Costa Sousa and Ms. Maria Lemos).

Key recommendations: Following the presentation on the proposed interventions, in which it was highlighted the attention to youth under this initiative, the Secretary of State provided the following feedback and recommendations:

- Government has a National Youth Policy that has a component on violence- Civic Education. The proposed activities could be in support of this policy.
- In relation to communication, it is important to find all possible venues to ensure that GBV messaging are spread including on sports events. He provided examples such as: messaging on team's sports t-shirts, posters, banners, etc.
- It is important to be innovative in creating advocacy materials particularly given high numbers of young people have access to social media.
- SSYS continues to work closely with church in order to finalize the Healthy Relationship Manual. However, decision will need to be made soon by SSYS if the finalization process is taking longer than expected. He welcomed the additional module on GBV to be added into the manual.
- It is important to invest on training and capacity building activities and special focus on civic education for young people.
- UN Agencies could consider working with youth centers, youth led organizations, National Youth Council and even the commission of Santa Cruz Massacre (12 de Novembro) to introduce new way of thinking on how to develop the country.
- SSYS has an existing activity: "Utiliza Internet Saudavel" (Healthy Internet Use) that is for both in and out of school youth. The Secretary of State suggested the inclusion of a module about this topic in the training for the Youth Parliament, as part of the activity that UNICEF proposed for Spotlight.
- SSYS has an existing agreement with TVTL where SSYS has a one-hour TV slot each month. The first publication with TVTL will commence on 31 July 2019. UN may consider utilizing this time for advocacy messaging related to GBV. UN may produce materials and SSYS can support with the publications (liaising with TVTL). Discussion and negotiation with GMN are ongoing.
- As for target municipality, the following municipalities may be considered: Liquica, Viqueque, Baucau, Ermera, Oe-cusse. He emphasized the importance to consider the prevalence rate in selecting municipalities.
- Lastly, he requested for the UN to share with SSYS the draft CPD and to meet with his technical team to further discuss the youth component in the country programme.

Name of organisation /agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultation
Secretary of State for Youth and Sports	H.E. Mr. Nelio Isaac Sarmento, Secretary of State	Youth	Government	July 23

Secretary of State for Youth and Sports	Mr. Marcos da Costa, Interim National Director of Youth	National Director of Youth - OIC	Government	July 23
Secretary of State for Youth and Sports	Ms. Maria Luisa Monteiro, Acting Director General	Technical and Administration	Government	July 23
Secretary of State for Youth and Sports	Ms. Dionisia Maria Savio, Chief of Staff	General support	Government	July 23
Secretary of State for Youth and Sports	Mr. Evangelisto Gantry, National Advisor	Communication	Government	July 23

Consultation 15: Meeting with Pauline Tweedie, director of The Asia Foundation and Anna Yang, Nabilan Program on 5th of July 2019. Spotlight was represented by Roy Trivedy (RC), Lumena Freitas (UN Women) and Alex Tilman (RCO). This meeting was an opportunity to brief TAF on the roll out of SI and to find common grounds for cooperation.

Key recommendations:

- TAF is aware of SI and says that it is important for the UN and TAF to work together on this issue.
- There are a lot of initiatives, which can be confusing. More discussions are needed to avoid overlaps, reduplication and confusion.
- More investment on EVAW is always good. TAF is prepared to work together, share and learn from each other.
- TAF has ongoing partnership with UNDP (police) and UNW (developing a manual)
- TAF does not have programs in Viqueque. Aileu is not recommended as it is already saturated with programs.
- Australia is committed to supporting Nabilan project
- TAF has developed a local Theory of Change and has partnered with PRADET, Alfela, Casa Vida and JSMP.
- An agreement with Raising Voices and accreditation are needed to implement SASA! Ideally, SASA! needs at least 3 years to implement. PNG spends \$500,000 per year on SASA! It can be done on a more modest budget, but it is time intensive
- TAF has MOU with Raising Voices to implement SASA! In TL, TAF has translated and adapted the program for TL. Translation will be completed within a month. TAF offered the use of its SASA! materials.
- SASA! Is being piloted in a village in Manufahi. It is going start phase 3 (*support*) in August. The Manufahi project is being implemented without local partners.
- SASA! will be launched in Dili this month through local partners PRADET and CODIVA.
- TAF does not recommend more funding to services. So far, \$1 million has already been channelled to this area through TAF. TAF is trying to push the government to fund services; pushing MSSl to do more monitoring of implementing partners.
- Pushing more money to the same service providers is not necessarily a good strategy
- TAF has pulled back from the area of access to justice
- Currently working with SEll on prevention as well as providing technical assistance in training and facilitation

Name of organisation/ agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultation
The Asia Foundation	Pauline Tweedie, Country Representative	EVAWG, justice, police	INGO	5 July 2019
	Anna Yang, Team Leader for Nabilan Project	EVAWG		

Consultation 16: Meeting with Australian Federal Police on the 12th of July and on the 19th of July. The first meeting was with the Chief Commander, Geoff Turner and the Training Focal Point, while the second meeting was with the specialist on police work with vulnerable persons and safe spaces. Spotlight was represented by Tuya Altengerel and Maja Stojanovska (UNDP).

Key recommendations:

- AFP would like to contribute to the legislation revision on the criminal and penal code
- AFP in institutions they have been working with strengthening the curricula of PNTL's Training Centre, which they believe is very good and for the purpose of sustainability, should be used for training, instead of doing direct trainings outside the Training Centre.
- They have deployed 2 PNTL training offers in each district, therefore recommending for all capacity building to be done through these training centres
- They have hired a specialist to work with the VPU in Dili, but to support the VPU work in general to focus on making the safe spaces more accessible useful and sensitive to the needs of survivors. They have built a two story VPU in Dili, and we can work together on replicating some lessons learned for building the other safe spaces in the other districts
- They work with behaviour change model for the police, focusing on hierarchy and biases that shows good long-term results

Name of organisation/ agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultations
Australian Federal Police	Geoff Turner, Chief Commander	TLPDP Manager, capacity building of police.	Public Administration	12.07.2019
Australian Federal Police	Ross Williams	Capacity building and training responsible		
Australian Federal Police	Leesa Alexander	Specialist on Vulnerable Persons and Safe Spaces		19.07.2019

Consultation 17: Meeting with the Legal and Judicial Training Centre (LJTC) on the 24th of July with the Director of the LJTC and the DG for cooperation. Spotlight was represented by Maja Stojanovska and Nelita Fernandes (UNDP).

Key recommendations:

- They are getting restructured by a new law and getting a new curriculum, and they are trying to add specific training on gender
- The magistrate course hasn't started yet, they expect the course to start in January, with three separate courses for defenders, prosecutor, judges.
- LJTC recognized this is a difficult question for the legal professionals and that their capacity is low, and therefore welcomes our support

- LJTC would like to continue the collaboration with UNDP on the continued education for existing judges. We can organize capacity building through continued education for existing judicial actors on GBV in the future, not only for judges
- LJTC would like to have an international prosecutor with GBV expertise to support them in creating a course
- LJTC suggests that hiring a psychologist in the courts to help the judges with understanding the domestic violence cases and the survivors with facing the offenders

Name of organisation/ agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultation
Legal and Judicial Training Centre (LJTC)	Dr. Antonino Goncalves	Director of LJTC	Public Administration	2.07.2019

Consultation 18: Consultative meeting with the Advisors of the MoE to discuss suggested activities for Spotlight, August 9th. SI was represented by Scott Whoolery (UNICEF), Leotes Helin (UNICEF), Sandra Gusmao Martins (UNICEF), Lumena Freitas (UN Women), Jeremias Gomes (UN Women) and Carla da Costa (UNFPA) and Mario Ximenes (UNFPA).

Key recommendations:

- UNICEF, UN Women and UNFPA representatives met with H.E Minister of Education Youth and Sports and her team on 15 July 2019. The objective of the meeting was to inform on the spotlight initiative and to receive feedback on the proposed collaboration between the RUNOs and the ministry. Scott provided an overview of the Spotlight Initiative and stated the important and crucial attention to work in the school settings under this initiative and followed by each agency's short presentation on proposed interventions related to work in schools under this initiative. Following the presentation on the proposed interventions by the RUNOs, the Minister and her team provided the following feedback and recommendations:
- It is important to link with the ministry's priorities, particularly the five years programme of MoEYS.
 - It is important to involve relevant national directorate in discussions during the development of the country programme.
 - She encouraged to have a discussion with FBOs
 - She encouraged to have a consultation with SSYS.
 - It is important that activities in different pillars are linked.
 - It is important to articulate SI activities with other existing interventions supported by other development partners.
 - For pillar 5, the ministry suggested it is crucial to strengthen this area. Data collection and analysis remain a challenge and the ministry will welcome the support in this area.
 - The minister proposed for Spotlight Initiative to support the curriculum revision for cycle 3 of basic Education and for Secondary Education and the issue on GBV/IPV could be considered.
 - Lastly, she requested for the UN to share with MoEYS the draft CPD and to meet with her technical team to further discuss the work in schools.

Name of organisation/ agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultations
Ministry of Education Youth and Sports	H.E. Ms. Dulce de Jesus Soares, Minister of Education, Youth and Sports	Education, Youth and Sports	Government	15 July 2019
Ministry of Education Youth and Sports	Ms. Debbie Katzman, Senior Advisor	Curriculum unit-Curriculum development, Basic Education, Inclusive Education, EMIS, Human Resources	Government	15 July 2019
Ministry of Education Youth and Sports	Justino Marlin, Advisor	Policy, Planning, Monitoring and Evaluation including EMIS, Partnership and Cooperation, Policy and Planning, ESP	Government	15 July 2019
Ministry of Education Youth and Sports	Ms. Sonia Moniz, Advisor	Pre-School Area	Government	15 July 2019

Consultation 19: Meeting with the Office of the Prosecutor General (OPG) on the 26th July, more concretely with the Prosecutor General: José da Costa Ximenes and his Director General for domestic cases. Spotlight represented by Maja Stojanovska and Nelita Fernandes (UNDP).

Key recommendations:

- The Prosecutor highly values the support by UNDP, especially the last year on the work done together for the education to the investigators in the PNTL on GBV investigation
- The Prosecutor would like to continue education and awareness raising on domestic violence cases to the PNTL, the Suco chiefs and the community leaders
- The Prosecutor would like to have two people seconded to the Baucau and Suai district, to support the Access to Justice Clinics with referring GBV cases to be investigated instead of mediated
- The Prosecutor would like to work on prevention of GBV by producing promotional materials, and possibly launching a publication on domestic violence next year, including incest, child sexual violence. They work with NGOs on this.
- The Prosecutor would like to see host foreign experts (especially from ICC) in this area for a seminar with the judicial professionals

Name of organisation/ agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultation
The Prosecutor General	José da Costa Ximenes, The Prosecutor General	Investigation and Prosecution	Public Administration	July 26

Consultation 20: Meeting with the SEFOPE was undertaken by Spotlight team representative Joni Simpson (ILO) and Lita Octavio (ILO-Jakarta).

Key recommendations:

- They are pleased to see a programme including world of work organizations on this thematic topic in light of the new ILO Convention – and would like to see a more connected delivery of services.
- Municipalities suggested: Dili, Baucau, Bobonara, Ermeraa

Name of organisation/ agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultation
SEFOPE	Aniceto Leto Soro Director General	Management and Planning	Government	July 10, 2019

Consultation 21: Meeting with KSTL (trade union) undertaken by Joni Simpson (ILO) and André da Silva Gama Nogueira (ILO-new Social Protection Advisor based in MSSJ). It has 3,000 members made up of workers from diverse sectors, including domestic work, health, construction, public service, etc.

Key recommendations: They are ready to work together to outreach to female workers facing GBV, including IPV and DV. The need for a common understanding of Domestic violence and violence in the world of work through awareness-raising and training of trade union leaders would be suggested so that trade union leaders can replicate training among members. Tools should be accessible.

Name of organisation/ agenc y	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultation
KSTL	Almerio Vila-Nova	President (male)	Trade Union	July 30, 2019
KSTL		Treasurer (female)	(CSO)	July 30, 2019
KSTL	Bernardo	Secretary General (male)		July 30, 2019
KSTL		Vice President		July 30, 2019
KSTL		Vice Secretary		July 30, 2019

Consultation 22: CCITL and AEMTL - CCITL has 19 professional associations as members as well as 30 non-members. AEMTL is a member of CCITL – AEMTL was tasked to take a lead on the meeting. The meeting was led by the VP, who is also the President of AEMTL.

Key recommendations:

- The importance of women’s economic empowerment to enable them to gain power at the family level and/or leave abusive relationships if they so choose. AEMTL does work with shelters on confidence building and business mindset. Also, the issue of women facing sexual harassment on the job was said to be an important problem.
- CCITL and AEMTL are both interested in this collaboration and mentioned CCITL’s forthcoming strategic planning as an opportunity to further capture this possible collaboration. It was also suggested that we could look at the policies of CCITL regarding
- C190 is an appropriate entry point for working on this and identifying the role of business and professional associations in addressing domestic violence and exploring their role in providing safe work environments and support to survivors of domestic violence or GBV.

- AEMTL reinforced the message that the WEPs can be a good tool to promote women`s economic empowerment.

Name of organization/ agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultation
CCITL	Guida I. C.B. Araujo Monteiro	Executive Director	Professional Association, Non state actor-(CSO)	July 30, 2019
CCITL/AEMTL	Hergui Luina Fernandes Alves	Vice-President CCITL and President AEMTL	Non state actor (CSO)	July 30, 2019

Consultation 23: IADE - on linking on skills training and services to survivors, in collaboration with MSSJ and other service providers.

Key recommendations:

- They have several tools/approaches that are relevant for rural women/community outreach. Some tools also relevant for semi-literate populations (LNOB).
- Although they don`t have content on domestic violence as of yet, they are ready to integrate this into tried and tested tools.
- They suggest that they can leverage their network of accredited trainers, many of whom were certified by ILO.
- GET Ahead is one of the tools they roll out. They suggested organizing a refresher training.
- They didn`t have views on the municipalities but said that they have outreach there.

Name of organisation/ agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultations
IADE	Director	Business training management	Government Technical training provider	July 30, 2019

Consultation 24: Consultative meeting with the Advisors of the MoE to discuss suggested activities for Spotlight, August 9th. Spotlight was represented by Sandra Gusmao (UNICEF), Maria Lemos (UNICEF) and Carla Fernandes da Costa (UNFFPA).

Key recommendations:

- The Advisors informed us that the Government started the revision of the curriculum of Cycle 3 (pre-secondary level) and next year will start the revision of the curriculum of Secondary education. They requested our support in the development of the curriculum content and media materials (that could include short movies, for example) related to life-skills for personal development, including gender-based violence. These topics would be addressed as separate modules and/or mainstreamed in the different subjects that students will have. The new curricula will be implemented nationwide, which would ensure the sustainability of the activity and its high impact.
- Knowing that teachers are fundamental actors for creating safe school environments and for changing attitudes related to violence and gender, the Advisors also requested our support for the development of a comprehensive module about non-violent classroom management and positive discipline, to be included in the standard teachers training provided by INFORDEPE.
- The Advisors also recommended us to work with parents on positive discipline and GBV. We explained that we are working with parents through MSSJ and the activity Connect with Respect, by UN Women, will also involve parents.

- UNFPA presented the proposal to conduct the research on impact of violent pornography on GBV, including IPV and the advisors confirmed that the ministry would like to partner on the research.

Name of organisation/ agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultations
Ministry of Education, Youth and Sports	Debbie Katzman, Senior Advisor	Curriculum unit-Curriculum development, Basic Education, Inclusive Education, EMIS, Human Resources	Government	August 9
	Justino Marlin, Advisor	Policy, Planning, Monitoring and Evaluation including EMIS, Partnership, Cooperation, Policy and Planning, ESP		August 9
	Sónia Moniz da Silva, Advisor	Pre-School Area		August 9

Consultation 25: Consultative meeting with the Director for Youth (Secretary of State for Youth and Sports) to present SI and discuss the proposed activities. UNICEF was represented by Andreza Guterres and Maria Lemos.

Key recommendations:

- The activity with the Youth Parliament should target not only the Youth Parliament members, but also the Alumni of the Youth Parliament (currently with over 350 members from all Administrative Posts). The Alumni of the Youth Parliament are very good at leadership and facilitation skills. When they are trained on a topic, they are able to organize trainings for their peers by themselves.
- The new modules to be developed for the Youth Parliament should take into consideration the already existing life skills modules. More discussions are needed to understand how to incorporate the new modules into the new curriculum that will be developed soon. The Director will take into consideration the recommendations provided in the Evaluation of the Youth Parliament supported by UNICEF, the recommendations by the Church and the Resolution of the Youth Parliament (Government Resolution No.47/2017).
- This Resolution states that Youth Parliament Members have a 3-years mandate and after that they will automatically be part of the Alumni of Youth Parliament (APFTL). The curriculum should consider Youth Parliament and Alumni of Youth Parliament age groups.
- The activities of SI should be sustainable after SI programme ends and they should be well articulated across Pillars. More discussions should happen about how the other activities that will engage or target young people will be articulated.

Name of organisation/ agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultations
Secretary of State for Youth and Sports	David Tomas de Deus, Director for Youth	Youth	Government	August 19

Consultation 26: Consultative meeting with the Director for Inclusion and Community Reinsertion and an officer of the Department of Social Cohesion, (Ministry of Social Solidarity and Inclusion), to discuss the details of the activities. SI was represented by Domingos da Costa Sousa (UNICEF), Maria Lemos (UNICEF) and Andre Gama (ILO).

Key recommendations:

- Engage Teatru Forum in the Parenting Programme. Teatru Forum can work in two ways: either write a script and perform a drama based on the issues identified on the ground by talking with communities, or work with young people in a more open modality where the communities find the solutions for the problems they face by co-creating the performances.
- Home visits to identified families at risk should be done by a team of a social animator (from the administrative post), a GBV focal point (from the municipality), a child protection officer (from the municipality) and a health promotor or education officer, according to the needs of the family.
- We also discussed a possible activity to support a coordination mechanism at municipality level between the Social Welfare Workforce team and the Municipal Gender Working Group. The Director mentioned that this coordination mechanism would be important to strengthen case management.
- The activity ILO is proposing to MSSJ was also discussed. Further discussions are needed to better understand how the current social protection programme that provides financial support to victims of GBV works, and how it can be improved to benefit more women.

Name of organisation/ agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultations
National Directorate for Inclusion and Community Reinsertion, MSSJ	Mr. Florencio Pina Gonzaga, Director of the National Directorate for Inclusion and Community Reinsertion, MSSJ	Child Protection, Gender-based violence, Support to vulnerable groups	Government	August 21
National Directorate for Inclusion and Community Reinsertion, MSSJ	Ms. Imelda, Officer in the Department for Social Cohesion (previous name of the department)	Teatru Forum	Government	August 21

Consultation 27: Consultative meeting with the Director General For Secretary of State for Equality and Inclusion (SEII) to discuss the details of the activities in partnership with UN Women. SI was represented by Sunita Caminha (UN Women), Liliana Amaral (UN Women).

Key recommendations:

- Agreed to activities included for partnership with SEII and proposed to support development of a system to assist SEII to manage the data in addition to analysing and using data
- Proposed for Municipal work to support capacity of Women's Associations in targeted municipalities
- Noted that PMO Civil Society Fund has agreed to include funds for women's economic empowerment, political participation and prevention of GBV in its 2021 budget, which could be entry point for Pillar 6 activity sustainability

Name of organisation/ agency	Name and title of representative	Area of focus of work	Type of organisation	Dates of consultations
Secretary of State for Equality and Inclusion	Armando da Costa, Director General	Gender equality, NAP GBV	Government	12 September

Section B – Interim CS-NRG

The first meeting to present the SI in Timor-Leste to civil society and establish the Interim CS-NRG was a key milestone in the design process since the selection of this group already aimed to meaningfully engage women's rights groups and relevant civil society organisations, *including those representing young women and groups facing intersecting forms of discrimination (rural, women and girls living with disabilities, LGBTQI persons)*. List of invited individuals / attendances of the first meeting held in June 19 in the table below.

CS Representative	Organization - for reference	Sex	Consultation Wed 19/06	Participated in CP Design Workshop Wed 26/06	Engagement
Dillyana Ximenes	Plan International	Female	Yes	Confirmed, present	Chair
Alzira dos Reis	Alola (former)	Female	Yes	Confirmed, present	Co-chair
Guilhermino Pinto	Mane ho Visaun Foun	Male	No	Confirmed, present	Member
Maria Jose Guterres	Fokupers	Female	Yes	Confirmed, absent	Member
Manuel dos Santos	Pradet (health)	Male	No	No	Not engaged – should not be considered
Joãozito dos Santos	RHTO	Male	No	No	Not engaged – should not be considered
Luis Oliveira Sampaio	JSMP	Male	Yes	No – suggested Ana Paula	Need to engage her
Judite Dias Ximenes	Rede Feto	Female	Yes	No	Member
Suzana Ximenes	Casa Vida	Female	No	No	Not engaged – should not be considered
Me. Santina Soares, SSps	Uma Mahon Salele	Female	Yes	No	Member - based 6 hour drive outside capital so needs to be involved virtually where possible
Juliana Marçal (on maternity leave)	Ba Futuru	Female	Replaced by Judite Maria de Sousa	No	Need to confirm if this change makes sense
Sara Fatima	BELUN	Female	Replaced Jesuina Abel)	No	Confirm if change makes sense
Laura Afonso de Jesus	CODIVA/Ex-Alfela/ Grupu Bui-Mau	Female	Represented by Romiati	No	Need to confirm if Laura will be engaged
Zaulino Gomes	Youth Parliament Alumni	Male	Yes	Confirmed, absent	Member
Pe. Herminio de Fatima Gonçalves	Comissão da Paz e Justiça	Male	No	No	If not engaged discuss who else
Lizzie Adams	The Asia Foundation	Female	No	In Manufahi, Anna Yang confirmed - but was absent	Not engaged – revisit consideration

Understanding these experts' views and concerns and having their commitment to the broader consultation and Country Programme Design is key to ensure not only the transparency of the process but also its relevance to EAWGs in Timor-Leste, while "leaving no one behind".

To follow-up this initial consultation and ensure the Interim CS-NRG contributes actively and meaningfully to the CPD Design the following actions were held:

- Discussion and election of the group's chair and co-chair
- Participation of the Interim CS-NRG – represented by its chairwomen, in the VCD
- Second meeting of the Interim CS-NRG on July 4 (attended by 6 members, including the voices of service providers in rural areas, church representative, organizations working with youth, and reference women's movement representatives) to:
 - o Review and approve the group's ToR
 - o Provide feedback on the programme strategy, as presented in the VCD presentation document, which was translated to the local language Tetum for meaningful engagement. These are summarized in the points below, and were considered in the programme design, as appropriate, noting that some of the recommendations are being further clarified:
 - Pillars 2, Intervention 3: Develop capacity of state and CS actors to use GRB for allocation on EAW – recommendation to add Girls. Also recommended develop capacity of state (duty bearers) in national and municipality level on Gender Equality and GRB in order to increase the understanding of the needs of survivors for better decision making. For future work plan it was also discussed to build the specific department on Gender Equality so they can provide comprehensive knowledge on Gender Equality to decision maker and also young people.
 - Pillar 3, Gaps number 2, recommended using women's rights-based approaches (because we also take boys and men accountable) to changes Feminist approaches (because it has 4 feminist approaches so it will create various perspectives).
 - Pillar 4 intervention 2: recommended including all vulnerable girls, which include not only girls with disability, but also survivors of violence, early marriage and early pregnancy girls, girls living with HIV-Aids and LBT girls.
 - o Discussion of RUNOs and RC on how to strengthen the Interim CS-NRG, ensuring that members have experience and EAW knowledge and civil society engagement but also that there is representation of the **autonomous women's rights movement**, that **geographic balance** is ensured, and that **youth and men & boys are involved**. From these discussions additional members were identified for further engagement and included in advance of the CPD V1 submission.

On July 31 the Interim CS-NRG was convened to receive information on the progress of the programme design and to discuss the priority interventions identified in CPD V0 for SI in Timor-Leste, as well as the target municipalities selected. This meeting also an opportunity for interaction between the Interim group and the Secretariat, during its mission in Timor-Leste. It opened with a brief welcome from the RC, followed by a presentation of the CPD V0. The Secretariat also talked about the Spotlight Initiative in general and what it means in Timor-Leste in particular. The group was also informed about the next steps in the programme design process and their future involvement.

Participants from the interim group at this meeting as listed below, and represented diverse groups of civil society, with significant EAWG expertise.

1. Casimiro dos Santos, JSMP
2. Lizzie Adams, TAF
3. Laura Afonso de Jesus, CODIVA
4. Norberta Vicente Soares da Cruz, CBRN-TL
5. Dillyana Ximenes, Plan International
6. Judith de Sousa, Ba Futuru

7. Manuela Leong Pereira, ACBIT
8. Me. Santana de Oliveira, SSpS, Uma Mahon Salele
9. Silverio Pinto Baptista, former Provedor
10. Natalino Guterres, Hatutan
11. Judite Dias Ximenes, Rede Feto

Participants exchanged views on Spotlight and heard responses from the Secretariat and from the UN family about the country program document. Key comments and questions included:

- Criteria for municipalities selected – with clarifications being provided on selection method used in this process.
- Comment regarding the risk of the government using this programme to withhold or redirect its own funding to EAWG programs.
- Dillyana of Plan International said that, although Plan will not have direct involvement with SI activities, there is a lot to learn through her and others' participating in this process. Important lessons have been drawn from this exercise. She also confirmed that Plan International does not have any programs in the target municipalities selected, validating the need to invest in these areas.
- Manuela from ACBIT praised the Initiative
- Madre Santana, from the Uma Mahon Salele shelter, raised the question of limited focus in investing in survivor's shelters

Section C - Multi-stakeholder National Consultation

The Multi-stakeholder National Consultation event, co-led by the UN and the Secretary of State for Equality and Inclusion (SEII) was attended by over hundred representatives of Government, development partners, CSOs, community and religious leaders, and alternative stakeholders including non-traditional partners such as GBV survivors. This was an opportunity not only share the key information and get the support of Government, State Institutions, Civil Society, Church representatives and Media but, most significantly, to involve them in the Country Programme Design.

To this end, the Consultation activities were designed to build on the extensive recent national consultation co-organized by the Government (led by SEII) and the UN (led by UN Women, with UNFPA, UNDP and IOM) as part of a KOICA Feasibility Mission on the National Action Plan on Gender Based Violence (NAP-GBV) – in January 2019 – and do a deeper dive by:

- ensuring diverse voices were heard in the Pillar 4 of Essential Services Provisions
- identifying existing plans and programs/initiatives (notably based on the NAP-GBV priorities) that fall under the 6 Spotlight Pillars
- identifying priorities of action, by engaging stakeholders in prioritizing Spotlight Timor-Leste outputs
- giving a platform to CSOs / Women’s Movements to share key achievements and learnings in the fight against VAW in Timor-Leste
- having a stage to start discussing emerging issues – such as working with adolescents, engaging men and boys, investing in women’s economic empowerment and connecting to broader opportunities related to decentralization and the Government’s commitment to the SDGs.

Questions, suggestions and recommendations from the consultation were collected and considered in this phase of programme design. A master document was prepared and is included below, in draft form, for reference. This will be refined during programme design and, following the SI Timor-Leste goal of ensuring effective knowledge management, will be shared with partners and relevant stakeholders.

Notes from event/ groups’ discussions

Time/Session	Notes
8:45-9:00 Registration	No note taking Gender self-assessment conducted and analyzed
<p>Welcome Remarks and Opening Secretary of State SEII, Simone Le Grand from the EU and Roy Trivedy from the UN opened the event <u>Key messages from each:</u></p> <p>UNRC – Roy Trivedy</p> <ul style="list-style-type: none"> o This initiative is to end violence against women and girls particularly that of among intimate partners. o In my opinion, this issue is not yet having enough resources or proper attention from dev institutions. SPI is an initiative to provide opportunity for all of us to work together to really look into this matter. o GBV is a matter that have impact on all sectors and communities. o Tackling this issue is not just for women and girls but also improves lives of men and boys of the country. o We need good attitude and behaviors to become champion to demonstrate proper, best behaviors. o If we really take it seriously we can achieve all the aspiration the country has. If we work together, we’re strong. 	

- Inclusive analysis of data, secondary data workshop in BKK in 2018
- Minister visited Fiji a few months ago, to ensure TL is included?
- We don't yet all have the willingness to share the work among all institutions and I have a role in that
- This program is very important for us to be able to work together with other programs.
- SPI is important for the next 3 years. It needs to be practical and have great outcomes.
- Appreciate that many participants came today to put their worries on GBV.

EU Representative - Simone Le Grand

- EU fights against any types of violence, especially against women and girls. VAWG is a violation of rights of citizens.
- Gender equality contributes to all aspects of development of TL.
- EU is proud in the last year, we're committed to continue helping TL in all kinds of VAWG. EU also help strengthening CSOs as well as MoH which benefit women and girls.
- Strong attentions to work on integration of gender in all development program are needed. All of our programs include gender dimensions in programming.
- Maternity rates remain high, inequality exist in global market. So need to continue to work in all these areas as well.
- We also have agroforest program where women play special role.
- Mentality changes in professional attitude is needed.
- MOFA went to Fiji on discussion of future of EU cooperation on SDG.
- Globally, 500 mil euro that EU decided to implement on GBV.
- Important to ensure that we have a good balance between national govt and dev partners.

Secretary of State for Equality and Inclusion

- As an institution having mandate of gender equality and inclusion, we're very happy with this initiative. We all have same idea that we have to work on this issue.
- We have a constitution, law against domestic violence, national action plan for GBV. It's an ongoing effort to eliminate GBV. We have great results so far, thanks to partners.
- However, we continue to see that the laws not making changes because the root cause of domestic violence is gender inequality. Institutions are not adequate; thus we are currently improving institutions on how they deal with DV.
- 70% of Timorese women believe that their husband has reasons to conduct violence against his wife and children. Such social norms make it difficult for us to eliminate DV.
- At community level also, the response capacity remains limited. Difficult to make changes at govt level even though we provide budget.
- Not only GBV victims, but also colleagues here who deal with those victims everyday are also traumatized. We need to provide support to these colleagues as well.
- TL has a commitment to implement SDGs in relation to gender equality. The govt of TL alone is not able to achieve SDGs, partners like UN, EU, and others are very important for us.
- If we want to achieve our dream to end VAWG, we have to start coordination mechanism which includes govt institutions. We also have a referral mechanism, which helps to reduce DV.

- o So SPI is important and today's consultation is important too, because we can share everything we learned and our experiences. If we can put all the effort together we can make this a reality.
- o I hope that today we're able to listen to range of ideas and we can complement each other to improve the situation and move toward to EVAW, so that women and girls can live free from violence.

UN Women Initiative overview

No note taking
Tetum and English presentations to attached if necessary

Register name and organization asking questions and the points made – also the replies

- Q: Celia- **CJNTL** – do have data on the violence suffered by youth, including boys?
A: (Domingas) 25% youth population. 15-19yrs, prevention focused on youth, they have to understand what is GBV and its impact (Scott) 15-19 is the highest reported age of girls who experienced violence.
- Q: Jonu, **Belum** - Didn't see any information on family, it's an important agent. What is the role of family?
A: (Scott) Family is a key focal point of VAWG. Violence affect the whole family therefore we have to take a holistic approach. 15-19 years old highest reported rate on violence, boys' and girls' parents, family is key focal point to reduce violence.
- Q: Evelina/Alola foundation: Comment regarding pillar 6, organizations which work in the area have some overlap or not considering identifying the areas that are not covered. I suggest you have to identify the target areas linked to govt policy which changes every 5 years.
A: (Maya) extremely important to raise sustainability, law should manage to sustain GOV. WORK in the country. CSOs are very important, the program aims to strengthen CSOs.
- Q: Laura/Rede Feto : Funds for CSOs are limited. We need to share the \$ cake. Recognize Rede Feto effort on advocacy for GBV and support to CSO in rural area
A: (Sunita) Recognized the work done by Rede Feto. Explained that CSOs have a role to play in each pillar but recognizing their key role there is also a specific pillar for CSO/Women's Movements strengthening.

Talk Show on Essencial Services – MoH (Sra Odete), Director of Human Rights and Citizenship (Flavio Moniz), Church (Madre Santana), survivor goes to campus (Esmeralda), Fokupers (Maria José); Public Prosecutor Office (Marcia xxx)

Q1: Your perspective/ideas on the fight to eliminate VAWG. And what do you do?

- o (Madre Santana) Congregation conference is held in Rome in every 5 years to identify global issues. Over 10 years ago it was agreed that we must support women and children's lives including people with disabilities. We also need to support voiceless people's voices to be heard. That was way the shelter in Suai (Salele) was done.
- o (Dr Odete) MOH plays important role in tackling GBV. Starting in 2015 we have a roadmap, assessment and deeper understanding of how to include health issues in the NAP GBV. MoH has commitment to integrate GBV into national health policy. Comparative study with Sri Lanka was conducted. We approved the guideline on GBV in 2018 and its implementation is ongoing. National policy will communicate with CSOs, parliament etc. on health sector budget allocation. Victims are allocated to 5 referral hospitals in 13 municipalities. Division of the cake must be balanced. Things that must be improved:
 - Ability to conduct autopsies for cases of violence (only happening in referral hospital)

- The services provided to women victims of violence that go to health centers (already happening in health center/clinic but needs to be improved)
- Have indicators on GBV in MoH's programme plan
- Need to identify and investigate case of GBV, Domestic violence by police which work with community and family and refer to MoH health further examination - the point is that relevant institutions (Police, MoH, etc) and community need to work better together to eliminate GBV.
- o (Maria Jose FOKUPERS) In 2018, 272 GBV cases were reported. Numbers of victims in our shelters are 185. Children's cases are complicated, need to provide continuous assistance so that children can be encouraged. What we can provide to victims in shelter are training and support. Victims should know their legal rights and progress of legal proceedings. Victims sometimes need to stay longer in transition house or shelters (sometimes for periods of 2 years).
- o (Esmeralda) Experience in shelter - We have an individual counselor, legal assistance, and legal information. Service providers assisted us well during our stay. Unable to share much more.
- o (Dr. Marcia) There is a system in place. We provide support to children, victims, and suspects as well. Sometimes public defenders get protested because we support suspects. There is law against DV. Victims are assisted by FOKUPERES, referral network, etc.
- o (Flaviano) Work since 2010 to implement DV law. Focus in rural areas because we noticed GBV occur more in rural areas. When meetings are held in municipal level, women participation is very low – need to improve. DV is a public crime but people are not encouraged to report it – and sometimes when it's reported, people don't take any action. So it is difficult for women to report the cases. For the future our communities must be better equipped to deal with cases of DV.

Q2: Highest priority areas to be improved in the future.

- o (Flaviano) Awareness raising. Local authorities have important role to play in improving the lives of community. Shelter – if we build more shelters we are sending the wrong message.
- o (Dr Marcia) Socialization. At a court, the sentence for perpetrator is sometimes suspended because during the time of suspension he can't do any activities. But it is to educate the perpetrator to change their behaviors and remind them if they committed violence they have to go in jail. Also women are sometimes abandoned by their husband and left with child. We want DNA test to be available.
- o (Esmeralda) Legal procedures take a long time. While in shelter, we didn't get access to education.
- o (Maria Jose) Access to education is complicated. 1. Ensure privacy. Our advocacy focuses on this. Victims having been treated at hospitals, how to keep it secret. 2. Advocacy. Linked to funds. We don't have specific room in the courts for victims to attend trial process. Thus victims sit in the same room as perpetrator and they get afraid. Need to invest in counselors for victims.
- o (Odete) Complexity of DV – health services providers need more knowledge and capacity. The coordination mechanisms should also be improved - MoH performs our role but other ministries need to perform as well. MoH wants to integrate GBV awareness in maternity and infant program package. Govt should allocate budget to program.
- o (Sister) We receive victims from all 13 municipalities from partners to our shelter. We do counseling, also monitoring once a week. We build center for hope in shelters and provide education to young girls. But integration from shelter into the community, parents, home, is needed – focus on economic empowerment and skills building. Sometimes perpetrator is father, he has to assume responsibility for his crime. We follow up with legal process, accompany victims to courts. In the future, health space or center eg. maternity center is needed.

Q3. In your experience, what would be the good way to prevent the violence from partners? What type of prevention do you recommend?

- o (Sister Santana) Should start with family. The root is in the family. Also people with disabilities are very vulnerable to and victim of such violence.
- o (Odete) Start from the family. We should work with the other party as well. We must do monitor and evaluation of services. Need guidance on comprehensive package to provide counseling. We need skilled counselors and psychologists. If we build safe houses, then we need equipment and facilitators to operate the safe house.
- o (Maria Jose) Invest in children. Gender awareness. Otherwise they will become the victim. Need to train service providers. And Media. Headline news sometimes create more confusion rather than solution.
- o (Esmeranda) I request people to prevent the young girls so that they don't experience violence.
- o (Marcia) Should strengthen network of support (referral network) so that victims can find ways to get support services. Legal procedure should be improved. Need to have a specific room for a victim in the court. Infrastructure in hospitals, shelters, etc need to be improved to ensure the good protection of the victims.
- o (Flaviano) Not easy to end GBV. 1. Need more awareness of parents/family that 'GBV is bad'. So we can break the chain of violence. 2. There're 4 types of Violence. In addition to physical and sexual violence, economic and mental violence also exist. Need to invest in economic empowerment

Q&A- Questions from participants to the panel

Questions: What supports are provided from the Govt from which institutions? What are the priorities for the govt support? What needs to improve in the future to improve the sentencing/compliance by perpetrator?

Answers:

Esmeralda: The perpetrator should be accountable for the crime. Victims feel justice is not made.

Maria Jose-FOKUPERS: Support from 50% from Ministry of Social and Inclusive (MSI) and 50% from donors. For prevention program we get support from Secretary of State and civil society funds.

Sister Santana: Shelter is supported by Govt of Australia. We also received support from government \$ 22,000 equal share 2009-2014

government civil society fund. Our capacity is limited, if the support stop, should we close the shelter?

Dr. Marcia : Perpetrator is still being free until the final decision is made at the court? Finally, the perpetrator get sentence, but they are still relative of victim? Usually the way justice handle the case in phases. If the penalty is over 3 years the perpetrator will immediately go to prison. If the penalty less than 3 years, the preparatory still being free with control from authority in case the perpetrator commit another crime until final decision is made (One of the consideration is the perpetrator is the only person can sustain their family -breadwinner).

Flaviano-MoJ: Tribunal-Court is the one decides the sentences and it is the work of the Court not MoJ. Some perpetrator is sentenced for 10 or 15 years in prison. Training for local authorities for 6-7 times so they have knowledge on such a situation within the community. The local authorities tend not to bring the case to formal mechanism and go to informal mechanism instead, which is a problem.

Dr. Odete – DG MoH : There is a need to train the doctors to assist and handle basic cases and services in case difficult to reach specialist doctor . We think of establishing the room in 13 municipalities in referral hospitals.

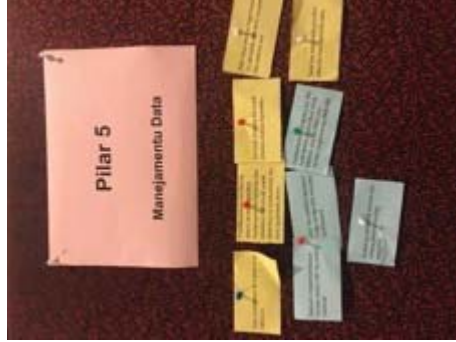
Antonio Soares -focal point of Bobonaro: Please accelerate the legal proceedings otherwise perpetrator escape abroad. Also establish the team of special doctors and counselors. Just to propose that instead of the victim visit the clinic, why don't the doctors and counsellor visit the shelter to provide their assistant and support.

Salvador / focal point of VQQJ: MoJ and National Parliament should do more to socialize the law – people have limited or no understanding of

DV law. Need better strategy for community to understand the law, the process and know the consequences.

Present initial UN stocktaking of situation in TL and ideas for SI & Refresher from NAP GBV
Activity matching the priorities identified in NAP GBV consultation with SI Pillars.

- Blue cards had NAP-GBV priorities and yellow cards evidence/good practices



Series of short-videos from TL related to VAW – Only short video on Consent is like Coffee (translated by TAF to tetum)

Pillar Outputs Discussion – Summary from reporting back (details in notes on Pillar Outputs Discussion below)

Pillar 1:

- From the range of stakeholders listed, priority given to strengthen capacity of parliamentarians
- Focus on strengthening DV law - needs implementation of protection of victim.
- Gaps identified / needs for improvement:
 - Law considering the rights of LGBTI;
 - Disability needs wider protection;
 - Juvenile justice law
 - Women's economic empowerment
 - Need technical advisor to support better awareness raising at community level

Pillar 2:

- Important to strengthen mechanisms for coordination of work. Should conduct survey to identify needs for coordination.
- Capacity building for entities, policy, public ministries is key
- Each institution has data so should share / synchronize data.
- Victims and Family of victims don't understand what the roles of service providers are.
- Govt and CSO should facilitate information.
- Budget should be used properly.
- Capacity building of agencies, otherwise institutions cannot understand/ manage the budget. Capacity building in M&E is also needed
- Regular meetings are being held by CSOs, but sometimes not include the govt. To fill the sense of the ownership that it is a national plan of TL, govt should be included.

Pillar3

- Priority – 2. Advocacy on community level. Promotion of norms and attitude that respect gender equality. 3- traditional leaders etc to advocate to prevent GBV.
- Experiences – have to start by small scale such succo. At primary education and secondary level, provide guideline on curriculum materials what attitude teachers should have regarding GBV. Socialize DV law in the society – they want to separate husband and wife? Convery such messages through familiar measures such as music etc.
- Mindset – understanding DV. Is it normal? And people think its family affairs and don't take it as a legal issue. It linked to economy of family as well, for example if husband goes to jail, who will support the family?
- Some focused more on Outcome3 focus on capacity – local leaders, policy makers.
- How to convey message that don't confuse people

Pillar 4

- Standard procedures they're using, importance of those who are assisting survivors – *More info on final conclusions*

<ul style="list-style-type: none"> - Provision of laboratory equipment (DNA) is needed <p>Pillar 5</p> <ul style="list-style-type: none"> - 1. Capacity of data, related to GVAW. Capacity to provide statistics. Improved analysis of data and of relation to reporting. - Also Want to give priority to 2nd goal. Importance of taking data. Need to have ability of consequences are ...collect ...data needs to be transparent, correct and accurate. Types of violence, etc. Interministerial communication of data is also a problem.? - Dept of the Govt the power...he has the power to coordinate <p>Pillar 6</p> <ul style="list-style-type: none"> - Advocacy is important because must look at databases, women movement is not yet involved in this. Monitoring of data VAW. Databases are important as a basis for good advocacy. - Community – starting from mothers but also men. Take bottom-up approach not top-down. To create awareness, should include legal xxx. Important to include mothers for good parenting, reproductive health curriculum, etc. Women movement approaches juvenile justice policy, return to school policy, zero tolerances on violence, xxx. - Budget – If information is provided, they don't just wait for budget but they can plan. Need to have gender sensitive budgeting group. 	<p>Summary of the detailed discussions by Pillar</p> <p>Pillar 1</p> <p>General Observation on the result 1.1; 1.2 and 1.3:</p> <ul style="list-style-type: none"> - All the results are interconnected to each other. It is suggested to harmonize all the results. Result 1.1. related to the development and establishment of the law and the mechanism for the implementation. The result 1.2 and 1.3 will do and monitor the implementation of the law or policies itself at all level. <p>Key discussions & recommendations:</p> <ul style="list-style-type: none"> - Most of the laws and policies are approved at the parliament therefore, investment and focus should be prioritizing the involvement of the Member of the Parliament. In the first round of discussion the group prioritized outcome 1.1. - There is a need to do amendment or revision to Domestic Violence Law particularly the classification of the type of the violence and damage cause as well as the sanction or penalty. - There is a need to alter the law on Incest – the sanction should be strong as the consequence will affect the rest of the life of the victim. Urge to the parliamentarian to revise the law. - In Timor-Leste, we have a lot of law and policies in place however, the implementation of the laws, code and policies itself is very weak for example the child protection code – not benefiting all children - After the law or code is endorsed there is a need for the socialization of the law or the code itself to the population at all level – national down to aldeia level - There is a need to create protection mechanism both for victims and the author. The law should protect everyone the same regardless of the ideology, religion, ethnics etc. - There is a need of capacity building for human resource on the justice to handle cases regarding the sensitivity of the case.
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	<ul style="list-style-type: none"> - Consideration on the right for the LBGTI group - People with disability requires especial protection - There is need for Juvenile Justice law - In many cases of the domestic violence, the victims withdraw the case before it proceeds to the court as the victims (wife/women) has a great dependency on her partners in term of economy. Many of the victims state that “who is going to feed the family if her partners is in jail?.” - Patriarchal system contributes to some extent to the domestic violence (people still unclear how much) <p>In the second round of discussions the second group generally agreed with the above. However, they expanded the discussion on output 1.2.</p> <ul style="list-style-type: none"> - Budget planning should be submitted to national Plan to avoid exclusion for the implementation of the plan - Need institutional capacity strengthening - Urgent to raise awareness of the community on the gender-based violence - The implementation of the law need to be strengthened at all level - It was suggested to Parliament member to have an advisor to analyze the content of the law. Most of the parliamentarian were chosen based on the political vote not on the knowledge on particular subject therefore for some cases the parliamentarian need an advisor to provide input to the member of the parliament. - Capacity building to member of parliamentarian regarding the law for LGBTI group - There is a need to put budget to procure DNA test machine to facilitate and accelerate the process of the cases. There is a case last for 6 years just because of the DNA test should be tested out of the country which consume a lot of time and money.
<p>Pillar 2</p>	<p>Key points of discussion:</p> <ul style="list-style-type: none"> - The two groups agreed to mostly prioritize outcome 2.2 which was focus on investing and strengthening coordination mechanism from the national level and rural areas, including involving marginalized groups (note the voting was to prioritize Output 2.1). - In addition, they agreed that the most important things to focus on to improve coordination are: <ul style="list-style-type: none"> o Budget allocation to strengthen the capacities of various actors, including key actors of the implementation of NAP GBV such as justice sector, MPs, statistic, Police, Health, women’s right activists, and Community group – also important to socialize their roles to community so that communities understand where they should report to, whenever they encounter domestic violence or violence against women and girls occur in their community; o Need to develop Syetem Operation Procedure (SOP) in order to strengthen the coordination and promote regular monthly meetings/discussion to identify the progress and gaps that often occur o Harmonise data of violence against women and girls (Domestic violence) at national level, including training on how to analyse data (using data base); o Provide adequate equipment in order to facilitate the cases moving towards a formal justice include DNA test;

	<ul style="list-style-type: none"> o Establish steering committee to monitor and evaluate the implementation of the six pillars in order to measure the progress and its impact to community through conducting a survey and assessment.
<p>Pillar 3</p>	<p>Key points discussed & recommendations:</p> <ul style="list-style-type: none"> o Create a uniform manual/guideline on gender equality (build on work from Rede Feto, Alola, etc) & implement it starting with children, family and community (focus on having some standardized materials across institutions) o Socialize using simple language for community to understand – notably create a joint team to socialize the Law Against Domestic Violence o Develop, strengthen, and empowering is important to prevent Violence against women and girls o Prevention changes attitude through entertainment activities o A need to ensure a curriculum for the state on gender and development with 6 academic credit to provide better knowledge on gender and development being initiated by UNTL, UN Women and SEPI. o Strengthen national curriculum on GBV o Integrated services for prevention o Strengthen national and local program to provide in-depth knowledge on gender equality as a common understanding for everyone. o Strengthen universal platform as a guideline for everyone to use from national to local level. o Use of modern media (Facebook) for campaign to disseminate information, specifically targeting young people o To prevent, it is a must to find solution in family involving the elder as well as local authority. o To prevent, it must also be acknowledged that many type of cases/violence against women and girls occur due to Timor-Leste's patriarchal system. o Ask for the church and all community leaders, teachers, traditional leaders to say that violence is harmful o Provide training to local authority on the importance of LADV so that they are responsive to Domestic Violence crime o Continue to raise public awareness through training and distribute pamphlets to the public. o Dissemination/ campaign through sharing information to public or community about laws, rights and responsibilities. o Strengthen norms through producing the legislation and its enforcement to prevent GBV.
<p>Pillar 4</p>	<ul style="list-style-type: none"> - Most people agreed it's key for government authorities and women's rights organizations at national and sub-national levels to have better knowledge and capacity to deliver quality and coordinated essential services (Output 4.1) so that services have better quality care and feel safe and protected - Support to women's economic empowerment was also agreed as a key strategy so women can sustain themselves and their families when they leave the shelters <p>Priorities:</p> <ul style="list-style-type: none"> o more qualified staff to support victims o having clear guidelines for institutions that support victims to ensure good quality standardized services, notably in the safe-houses – and make sure people have a clear idea and message about GBV/DV/IPV – TAF mentioned in the

discussion that these guidelines exist (SoP on referral and case management) by MSSJ, but many may have not received the information therefore there is a need to advocate for more of dissemination.

- o creating better reintegration conditions for women when they return home
- o help women to better understand their legal rights, notably through the referral network
- o better training to people at shelters and less rotation of staff
- o more advocacy with local authorities and leaders
- o more and better counseling to the victims so they feel empowered when they return home.
- o The key ministries should allocate budget to support victims of GBV.

Result 4.2:

- Establish a proper condition to support the victims of GBV when they re-integrate.
- The need focus on legal assistance and the victims should be made aware of legal issues.
- Through Rede Referral/Referral network to disseminate information on legal assistance.
- Do not often change the officer/person who has been assigned the responsibility to support the GVB victims, its impact for the continuation of the services.
- Local authorities need be putting importance on GBV issue and disseminate to the wider community particularly on the legal part.
- Provide proper and quality counseling service to the GBV victims to support their the process of re-integration.

Following the discussion, recommendations were grouped into four areas:

1. Social

- Strengthen government institution, civil societies and agencies that are responsible for issues related to women, girls and women with disability.
- Strengthen the existing SOP for save house
- To strengthen institutional system: communication/coordination between relevant ministries, improve the quality of human resources therefore are able to provide support to Victims of GBV.
- Economic empowerment support to victims when they re-integrate.
- Conduct socialization/awareness raising on GBV and support families on the re-integration process to enable them to be acceptance of their family who are victims, to return home to support them to recover).

2. General:

- The need for capacity building to service providers therefore they are knowledgeable in providing services.
- Strengthen/improve existing system/mechanism.
- Sanction/penalty for staff who fail to follow procedures/guideline when providing services to victims.
- Prepare resources: infrastructure and human resources
- Government and relevant institutions need to have standardized/uniformed guideline/procedures.
- The need for legal basis for human resources, equipment, system, management.

	<ul style="list-style-type: none"> • Continuous support to victims after re-integration by both relevant government institutions and CSOs. • Strengthen referral network at both national and local (municipality) in order to ensure that victims receive immediate assistance. • The need for clear guidance from central government down to rural areas. • Advocacy to family, community and community leader. • Training to staff who provide assistance to victims of GBV, and girls and women with disability • Strengthen inter-ministerial coordination. <p>3. Justice:</p> <ul style="list-style-type: none"> • Strengthen referral network • Legal assistance from relevant government/institutions to support victims with just and fair. • Dissemination of information on existing services. • Advocacy and awareness raising to community leaders and local authorities • Develop procedures on the importance of rights of women, girls and women with disability. <p>4. Health:</p> <ul style="list-style-type: none"> • Capacity building and training to health staff who provide services (staff who are in the health facilities) • Improve condition of health facilities and equipment in order to provide better assistance to victims in the long run. • Establish appropriate Fatin Hakmatek (safe space/room) with complete facility in health facilities in order to provide quality and worthy service to victims of GBV.
<p>Pillar 5</p>	<p>In the first round of discussion most group members agreed that data analysis is more important than capacity building on how to collect data. key points:</p> <ul style="list-style-type: none"> ○ Need to find out the data on the root cause of violence – then do the analysis of the root cause. ○ Importance of raising awareness on laws and policies in order to enable people understanding of their actions and consequences of their actions. ○ Need to collect data from all relevant institutions in order to know prevalent types of violence in Timor-Leste – it is also important to collect data from municipalities and analyze them accordingly. ○ Establish integrated system on data management and SEII can become place where all data can be centralised (All UN agencies can support) – SEII can become the only data sources on violence against women and girls. ○ All data should be transparent (However, it is important to ensure confidentiality) ○ The government should have technical specialist in data analysis in order to analyse data and include important indicators in the data collection process. ○ Data collected needs to be accurate (mention specifically the types of violence. ○ Establish good coordination among relevant ministries.

	<p>In the second round of discussions the majority found that 5.1 should be the priority, although they argued that both outputs had to be linked. Key points:</p> <ul style="list-style-type: none"> ○ Need to collect a good data to be able to have good analysis - there should be a capacity building to ensure the quality of data collection. ○ There should be a follow up survey on the implementation of laws, policies and/or National Action Plan (i.e., LADV implementation, NAP GBV, etc) ○ It is important to have data disaggregated by age and vulnerability across Timor-Leste. ○ Establish integrated system on data management (second group suggested that data information can be centralised at the Ministry of Interior) ○ More investment needed to improve quality of data shared
<p>Pillar 6</p>	<ul style="list-style-type: none"> ○ 19 participants in discussions, mostly prioritized output 6.2: <i>Women's rights groups and relevant CSOs are better supported to use social accountability mechanism to support their advocacy and influence on prevention and response to VAWG, including DV/IPV and GEWE more broadly.</i> ○ Reasons & recommendation: <ul style="list-style-type: none"> ● There's need to strength the advocacy works – by creating a mechanism of the advocacy work for the women's movement. ● Share information or doing research on EVAWG in the country, by engage more in the referral networks which lead by SEII and MSSII (National Direction for Social Development) to monitor GBV cases (DV/IPV) Cases, evaluation and reporting. Example - create a survey/research for EVAW data. ● There's lack of funding for the women's movement – for GE and EVAWG works, women's networks every 4 years conduct congress, there's opportunity for Government and donors to allocate resource/fund to support that women's network congress. And with limited fund and resource/people, there's GRB network not really work and need to be reactivated and strengthened. ● Advocate for the national policy/law to prevent and response in to EVAWG in the country through: <ul style="list-style-type: none"> ○ Women's movement – Rede Feto need to approach MERLAP (Ministeriu da Reforma, Lejislativa e Asuntus Parlamentaria) on Juvenil Justice Law, ○ Advocate for the ministry of Education to create/integrate of the health reproductive in to the curriculum (pre-school – University), and Reintegration policy. ○ Take part of the monitoring of the suspended case for VD. ● Target of the advocacy works on the ground (villages, Municipals level) not only at the national level), and should empower mothers/women, engaged couple/ husband/men in the project, ● The advocacy works should link with women's empowerment (economic empowerment program) and parenting education approach. ● Advocacy strategy should be collective, involve everyone/group and all level from sub village to national, approach differences community leaders to empower women.

	<ul style="list-style-type: none"> • Women's movement need to share their role and coordinate in relation to promote women's rights and access data as well relate to VAW/G (currently SEII is the one central for women information and data for every area for women issues) • Create and strengthen the donor coordination work, lobbying collectively the donors who support for the women's movement activities. • Create or activate Case Referral network so there can be one result on referrals with linked data • Better monitoring and evaluation on referrals networking cases to increase networking <ul style="list-style-type: none"> ○ Then 10 people chose 6.1. as <i>second priority</i> - reasons & recommendations: ○ Important to establish partnerships and review the Women's movement's capacity, by sharing learnings and connect with each other to strategize on how to prevent respond to VAWG - through strengthen the networks, ensure women participate in all activities, ensure that women's movement access to fund and resources ○ Continue socialization on international framework (such as CEDAW, Human Rights, NAP-GBV, including GBV, etc.) ○ Not only to focus on problem but also find the way on how to resolve and achieve progress ○ Continue to Socialization on EVAW and HR ○ Strengthening institutional capacity and make sure women organization can be sustainable and have their resources on good governance ○ Most young survivors of violence leave school/ have no access to pursue their education- women movement to focus on advocacy for Ministry of Education on the Reintegration policy/politika Fila hikas ba Eskola.
<p>Plenary session – to prompt new issues/ successes - TAF (key findings from Nabilan), Plan (girls voices), Empreza Diak (WEE), others who want to bring issues to the plenary</p> <ul style="list-style-type: none"> • Asia foundation 'SASA' - In Africa it's usually used for HIV prevention. Awareness raising, mobilisers, who are paid? People feel DV and GBV are something normal. Thus help community to raise awareness on VAWG. Next phase – survivor themselves implement in community meetings, by card games, sitting under trees, etc, which are better than workshops and more sustainable/replicable. • Plan Int'l - Strong focus on rights of girls. Need to talk more specifically about the rights of girls. It's hidden in children rights and women rights. But girls have special needs to deserve proper attention. International policy are gender neutral and don't talk about specifically girls rights. Oroject in Aileu- champion of change methodology – aims to support young boys to become agents of change (partnership with Mane Ho Vizaun Foun). Boys can talk to parents and brothers that fellow girls' have equal rights. <i>IT contribute to positive parenting. Everything should start early (needs clarification).</i> • Empreza Diak - Women's economic empowerment and DV. Pilot in 2011, with support from UNDP, working to support economic empowerment of DV survivors in shelters. Then larger project with big success as well as difficulties – only possible to support 100 people in shelters – most women are not mentally ready to think about economic empowerment. But they suffer when they go back into community if they have no livelihood – makes them vulnerable. ED supported over 400 women but victims live so far that it's difficult to support and encourage them after they leave the shelter, and it is hard to replicate and make support sustainable. • Rede Feto – LGBTI: conducted research about LGBTI. We talk about women and children a lot, but LGBTI people's rights should also be respected. 	

- **MHVF – involving men and boys:** Difficulty of involving man. We particularly focus on men, for them to have respect on gender equality. We facilitate training at suco level, but didn't see much change. Tried to help men to ...to change men to build harmonious families. Have discussion with fathers and mothers about the role of men, women, mother and father, so they understand what is needed for harmonious family.
- **Women from Municipality** – to involved rural women's voices in this process should use referral network, that includes local leaders, municipal administrator, suco chief etc. meeting every month how to bring women's voices into national level.
- **Disabilities** – talking about GBV, people with disabilities suffer high levels of violence. People with disabilities experience violence within family, and it's difficult to take to legal proceedings. Difficult for perpetrators to be penalized. Assistance hasn't been provided properly. Hope in the future the policy will improve.
- **Human trafficking** – is also a part of GBV. Victims are women and men. Asked how this could included – it was explained that since focus of TL's Country Program (Pacific priority) is DV/IPV, trafficking, being a issue that must be targeted, will not be a focus in SI.

Youth –need to include young people as unemployed youth have problems.

Section D – Municipal Level Consultation

- **Municipal President meetings:**

<p>Bobonaro - Sr. Zeferino Soares dos Santos praised the initiative (because DV is still seen as a private matter and there is insufficient data). He was responsive to the support SI will provide to exercise his mandate, notably to activate the GWG that he presides but that has not met. He was not able to identify any obvious risks during the meeting. He suggested that engaging with religious groups should be done through contact with the Diocese. He also confirmed that the scouts in Bobonaro are active and that they are led by him, as president of the Municipal Authority. He not only opened the meeting but attended the full consultation, participating actively in the group discussion and encouraging people to support Spotlight.</p>	<p>Ermera (Sr. Jose Martinho dos Santos Soares) was very supportive of the initiative. In the meeting held in advance, he recommended that SI should target the various actors that play a role in the perpetuation of violence, such as teachers, school leaders, parents, families, and traditional leaders. He emphasized that Ermera has a very young population that should be engaged in activities to prevent violence in the long term. As an obstacle to the application of the Law Against Domestic Violence, he pointed out that the formal law and the customary law do not align, which creates many challenges to law enforcement. The President valued the initiative and appreciated the choice of Ermera as a target municipality. He expressed that the Municipal Authority will be fully committed to collaborate in SI.</p>	<p>Viqueque (Sr. Gregorio Henrique) – acknowledged the importance of the Spotlight initiative and was grateful that Viqueque has been selected as one of the target municipalities. He actively participated in the consultation and recommended for an in-depth study to understand the key determinants of violence in Viqueque. He further recommended for a greater male involvement in the prevention of violence and strengthening the capacity of shelter staff to adequately provide the requisite support to survivors of GBV. The President reinforced the need for local ownership and leadership. He strongly suggested stronger coordination between his Office and the SI team. He expressed his commitment to support the coordination of Spotlight initiative activities with stakeholders and communities in his Municipality.</p>
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- **Municipal consultations**

Session	Bobonaro September 3 rd	Viqueque September 4 th	Ermera September 5 th
SI Team	Justine (UNDP), Emilio and Florentino (UNDP Bobonaro), Gama (ILO), Judite Ximenes and Guilhermino Pinto (CS-NRG)	Simon le Grand (EU), Carla Maria da Costa (UNFPA), Ana Paula (UNICEF), Kudakwashe Dube (ILO), Helio de Araujo (UN Women), Ananias De Saousa Pinto (R4D Community Development Officer in VQQ) , Me. Santana Soares, SSpS (CS-NRG) Almerio Vilanova (KSTL), Valeria Gomes (Ministry of Public Works) , Pantaloé Gahols (R4D Social Protection Officer) and Dirce Correia Martins (R4D	Maria Lemos, Adelino, Yessi, Andreza Guterres, Fati Guterres (UNICEF), Liliana (UN Women), Carla Fernandes da Costa (UNFPA), Sebastiao Freitas (UNDP) Judite Ximenes (CS-NRG)

Welcome Remarks and Opening	Introduction to SI by UN Representative (Secondino), words from the President praising Spotlight and the importance of the programme and encouraging people to participate actively.	Community Development Officer)	<p>Judite Ximenes (CS- Group): We should reinforce the potential stakeholder such as community Policing councils and PNTL VPU.</p> <p>Liliana (UN): This new initiative by the United Nations and European Union is aiming at reducing violence against women and girls. We will collaborate closely with the National and Local Governments and Civil Society. The UN family is working in a new way, where different agencies come together to deliver one coherent and comprehensive programme, by leveraging the expertise and networks of each agency.</p> <p>Ermera Municipality Presidential Authority: This new initiative by the United Nations and European Union is called Spotlight. It means that we are bringing a focus of light, a focus of our attention to the widespread problem of violence against women and girls. We encourage the local authorities (Head of Administrative Posts) to collaborate with the UN family in the implementation of Spotlight Initiative. We all know that the road construction from Ermera to Faubessi is funded by European Union and since Spotlight is also EU funded then we should collaborate well with them so that women and girls are well assisted. We should see the laws and regulation on ODS.</p>
Q&A1 - After the slide presenting the municipality	<p>Dube (UN): Grateful to administrator to welcome and support the initiative and joint the consultation. Emphasize the importance to implement Spotlight Initiative in Viqueque Request for collaboration with all the local authority to implement the program</p> <p>Introducing the implementation of the spotlight in 3 municipalities Thank the EU for the fund</p> <p>Simon (EU): The principal goal from EU to support the SI is due to the serious cases of the violence against women and girls in Timor-Leste which has been considered as a serious human right issue. Explaining the impact of the violence towards children, especially looking at the girls. Stating the occurrence of violence against women and girls around the world Emphasizing the commitment of EU in TL to empower women and girls to stop violence against them.</p> <p>Gregorio Henrique (Administrator): Apologize for being late because was in another event. Recommend to the team to start the consultation on time, as he was wasting his time waiting. Welcome EU and UN team. Acknowledge the importance of the spotlight and grateful that Viqueque has been selected as one of the implemented municipalities. Expecting to invite more community leaders (xefe suku) and women's organization to share their knowledge (they are not invited)</p>	<p>Postu Hatulia: - the challenge that we are facing is it women and girl that provoking violence as there is</p>	<p>Ms. Domingas do Santos (PRADET Coordinator and President of Women Bobonaro Association)</p> <p>Agusto Pinto (NGO Knua Habelar Komunitade) – Bobonaro Association)</p>
Introduction of Spotlight Initiative Presentation			

<p>selection criteria stop and ask:</p> <p>1. do they see Spotlight to be relevant for their communities</p> <p>2. Can you identify risks/challenges in implementing SI in their municipality?</p>	<ul style="list-style-type: none"> - This Spotlight Initiative (SI) is very relevant to current work in PRADET and women association. Since PRADET presence in this municipality, there were more than 600 survivors registered and received assistance. They have regular meeting every quarter to share information with other partners. - This initiative will help them continue socialization of Law Against Domestic Violence to schools and other relevant institutions and communities. The previous socialization has contributed to the increased in reporting cases, because survivors aware of the existing laws and supports available. <p>Mr. Jose Soares Babo, Rep. Ombudsman's Office or PDHJ</p> <ul style="list-style-type: none"> - This initiative is very relevant to PDHJ work. However, he cited that for the prevention it is better to create more work opportunities for people to help relieve them from poverty as a solution for domestic violence and GBV. <p>Ms. Elvira Tavares, VPU Officer</p> <ul style="list-style-type: none"> - This initiative is relevant to VPU work and will support strengthening referral network. The initiative will help VPU to better carry out their duties and responsibilities in providing support to survivors and partners. They need capacity building on how to properly identify victims/survivors. 	<ul style="list-style-type: none"> - The NGO has been working on preventing GBV in Viqueque and Watulari post administrative. - The NGO runs a program call "Men Reduce Violence Against Women" - Aware that the rate of violence against women in Viqueque is considered high and spotlight would be important to address the issue - Lack of NGO or agencies in Viqueque has left out people in the rural area to access the information about GBV <p>Mateus Martins (Watu-Carbau post administrator)</p> <ul style="list-style-type: none"> - When discussing about Violence against Women, we also need to review the "Agreement of May 5th" - As we always discuss about violence against women, we also need to look at the violence against men caused by women. <p>Tomas da Silva (Watu-Lari Post administrator)</p> <ul style="list-style-type: none"> - Requesting for help to disseminate and explain to his community about GBV - As community have been put all the blames to women who kill their unwanted babies, how could we address the problem by also looking at the men who impregnate the women? <p>Alberto Soares (Child Protection Officer at MSSJ)</p> <ul style="list-style-type: none"> - How are we addressing the case of violence against children in our justice system, without victimize them? - How are we addressing unwanted pregnancy and killing of the baby, in the family level by starting to talk to the mothers as well? What can be done by the law to those mothers who their daughters commit to the act of killing their baby? 	<p>no activity for them. What they do at home is gossiping. We should have some prevention activities through workshops by involving more women or we should have home industries for rural women and girls. This has been done by Suco Police council it involves men and women.</p> <ul style="list-style-type: none"> - Involve youth in the SI activities. <p>Adm. Letefoho – Joao Martins de Deus:</p> <ul style="list-style-type: none"> - The SI is relevant to the reality in my administrative post and I hoped that through SI situation could be improved. <p>Adm. Railaco</p> <p>SI is relevant to Ermera.</p> <p>The initiative provides opportunity to contribute to women empowerment.</p> <p>SI should not be in the form or research but does include concrete activities for empowerment of women.</p> <p>Adm. Ermera Villa – Fernando Soares:</p> <ul style="list-style-type: none"> - We the authorities need also to read the regulation and laws. UNICEF, ILO, UNDP. The universal vision of the <p>Gleno Prison director – Nito dos Santos:</p> <ul style="list-style-type: none"> - The initiative is relevant and therefore we request Municipality to accelerate this process. We request to work with every women representative in each Suco and Ermera and please involve them in every process. <p>PDHJ – Jose Soares Babo:</p> <ul style="list-style-type: none"> - the initiative is very relevant and we wish you should share this academics and students as for our research found that the many IPV case happened within the new families or early marriage partners no in the mature couples. <p>Mana Manuela Ribeiro Martins – Protesaun Social:</p>
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	<p>Ms. Rince Nipu, Local NGO-Haburas Moris</p> <ul style="list-style-type: none"> - The SI very relevant to a local NGO work, especially on how to do proper response to survivors. It will help strengthening women in decision making process. She suggested that it is good to empower women in order to support each other. - Student need to know information on DV and GBV and prepare themselves for future family life. - There are two customary practices on dowry in Bobonaro Municipality: matrilineal and patrilineal system affects the roles of women in taking decision in family and rights over family property. <p>Ms. Maria Verdial, Rep. Ministry of Interior, Conflict Prevention Department</p> <ul style="list-style-type: none"> - The initiative is relevant to municipality, - Based on Resolution 1325, ministry of Interior conducted many preventions and mediation activities with community in Bobonaro. - She encouraged women and girls to speak up their voice and involve in women's group associations to gain knowledge and support. There women who have high degrees in education but do not have courage to speak up their voice and raise their concern about life condition. <p>Mr. Geraldo Maubere, HIV Prevention Officer</p> <ul style="list-style-type: none"> - The initiative is very relevant to implement in this municipality. 	<ul style="list-style-type: none"> - How can we create the possibility to enhance women's quality? - Due to lack of facility and the accessibility of road, sometimes we transport the victims using our own motorbike, which is not safe. - Some of the biggest challenge we've been facing and seeing in the fields are: <ol style="list-style-type: none"> 1. Family's livelihood/economy 2. The capacity or knowledge 3. Political influence: political appointment by putting people not in the related background cause them lack of will to work. 4. To re-activate the MoU signed in Delta Nova and to be reviewed by the government institutions. 5. Role of the Traditional village men (lia-nain) because they have such a powerful influence to do intervention in the community dispute or mediation. Can we also provide them training on GVB? 6. The need to review laws because there are gaps that need to be addressed. <p>Paulino (Head of PNTL Investigation unit)</p> <ul style="list-style-type: none"> - In Viqueque, there has been a good collaboration among PNTL, MSSl and shelter. - Our big challenge is the transportation to transport victims - We've been requesting for NGO, agency or organization to support us provide disseminate and strengthen information regarding to Violence against women. <p>Natalino Pinto - person with disability (Raes Hadomi Timor-oan)</p>	<ul style="list-style-type: none"> - In rural areas many early marriage girls and we should empower them so they know the assistance provide in referral systems <p>Feto foinsa'e – Munisipiu Ermera:</p> <ul style="list-style-type: none"> - IPV is higher in Ermera because it is early marriage and they have no opportunity learn <p>Diretur Edukasaun – Carlos Salsinha:</p> <ul style="list-style-type: none"> - The SI is very relevant but sometimes GBV is not well attended. For instance, a girl student is being violated or harassed but then there is no strong punishment. He also does not agree with providing quota for women and girls. He is worried about the sustainability <p>Pontu Fokal Jeneru Munisipiu Ermera/ Ermera Municipality Gender Focal Point – Paulina do Rosario Lemos:</p> <ul style="list-style-type: none"> - The SI is relevant as we purpose that there should activities involving women, men, girls at SUco level. <p>Representative of CVTL</p> <p>Develop activities at suco and aldeia level including capacity building activities and needs to involve women, mothers, husbands, fathers and young people.</p> <p>PNTL Ermera VPU:</p> <ul style="list-style-type: none"> - she is very happy as it is relevant with Ermera Municipality – The invitation should also be given to Suco Security Councils (Suco Police Officers) <p>Ms. Paulina, Gender Focal Point of Ministry of State Administration</p> <p>It is relevant. Cooperation to implement SI is important and needed.</p>
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	<p>- He encouraged all relevant partners who will be part of this initiative to speed the implementation in order to gain trust from donors.</p> <p>- It is important to get full support and commitment from President of Municipal Authority during implementation of this initiative.</p> <p>Mr. Antonio Soares, Focal Point of SEII</p> <ul style="list-style-type: none"> - This programme is very relevant to Bobonaro Municipality - In relation to pillar on data, he suggested that it is better to have a harmonize data to avoid duplication of number of survivors. - Prevention activities should go down to grass-root level (suco and aldeia); - Need to strengthen VPU capacity in managing DV and GBV cases report to them. 	<ul style="list-style-type: none"> - Lots of times, when disabled women are violated, it's hard to organize discussion with the family. How can we build the relationship? - How can you help us to communicate with the person with disability to speak using sign language, in Viqueque. <p>Antonio Gregorio (Viqueque post administrator)</p> <ul style="list-style-type: none"> - There is always discussion on gender and why the blame is always on men? When are we going to talk about violence against men? - Suggested to provide more training to the women group in Viqueque to empower them. - Requested to women's group to gather each other to discuss and talk about GBV. - Requested for women and girls to engage in the church activities and use the opportunity to share and discuss about this kind of issue, as church gather lots of people. 	<p>Needs to involve relevant stakeholders to support implementation.</p> <p>Crispin Maya – Ermera Health Service:</p> <ul style="list-style-type: none"> - The SI is very important as it has relevancy with Health services as we also have services for women and girls. We should involve more rural women and girls, but we should not forget men and boys. Men involvement is key. - We have observed that most of the time it is women who are taking their children to health services and therefore as per our cooperation with Care International to have the activities in Sucos so men are encouraged to participate. - Early marriage happens due to lack of information.
<p>Q&A 2 After the pillars have the second Q&A asking the group to ask questions / concerns about the pillars presented</p>	<p>Mr. Zeferino Soares, Municipality Administrator</p> <ul style="list-style-type: none"> - We need to seriously identify important areas that we would like to focus for this initiative; - Working in close collaboration with all stakeholders to succeed this programme implementation <p>Municipality 2nd Police Commander</p> <ul style="list-style-type: none"> - Need sufficient resources to support all activities; - Human resources, financial, equipment are crucial to implement planned activities; - Police could not carry out their work if no sufficient equipment, 	<p>Estevao (PNDS)</p> <ul style="list-style-type: none"> - In the pillar 2, it doesn't mention community leaders. How could we involve them (xefe suku, etc) in order transfer the information to the relevant entity? In the administrative post, there is a suku council which consisted of local community and the youth. - What is the specification in the collaboration? Who is going to do what and where? <p>Cristina Rosawati Gusmao (Shelter)</p> <ul style="list-style-type: none"> - Appreciate the presentation and the initiative - Acknowledge the importance of the 6 pillars and this vision need to be implemented. 	<p>MSS - Pilar 1:</p> <ul style="list-style-type: none"> - Providing capacity building support to young girls on laws and legislation <p>PDHJ:</p> <ul style="list-style-type: none"> - Pilar 3: Prevention – Our prevention work for Violence against women and girls in Ermera, it should involve local women and girls NGO that have been working for this area for many areas. This is very important to have one voice and having similar data on GBV for better planning and intervention. It is recommended that the prevention work should produce video on effect of domestic violence facing by victims and this is important as the sessions are shorter are making people enjoy.

	<p>sometimes they receive call from survivors but difficult to respond quickly due to lack of facilities to support.</p> <p>Representative from MSSI</p> <ul style="list-style-type: none"> - Training on data entry and managing database for all stakeholders is important to secure and ensure data accuracy; - Source of data and data administrator need to be defined to avoid confusing and secure data accuracy; <p>Mr. Antonio Soares, Focal Point of SEII</p> <ul style="list-style-type: none"> - Suggested to include Suco Council and chefe suco - Representative of Elders (traditional leaders and spoke-person from traditional sacred house), they have authority to influence decision for any cases related with DV and GBV. <p>Ms. Maria dos Santos, President of Women Association</p> <ul style="list-style-type: none"> - Fully support the initiative and added that all pillars are important to implement in Bobonaro Municipality. <p>Noel Afranio, Representative of Alumni of Youth Parliament</p> <ul style="list-style-type: none"> - We need to involve youth parliament in this initiative because two representative (male and female) represent each Administrative Post in Timor-Leste; 	<ul style="list-style-type: none"> - We have done all these works here. We need to be strengthened more. - Our biggest challenge from the shelter is the transportation to help the victim. Most of the time we violate our own rule to transport the victim because we don't have our own transportation. So we put them in the public transportation or in our own transportation. Also, so far, we've renting community's house with less facilities. We have land, but no money to build the house. - Lots of kids are victimized from the divorce parents. Sometimes, the fathers are not being supportive to the kids or hide the kids' certificates or other documents from the mothers. - Appreciate the SI because prioritize the civil societies. <p>Salvador Ximenes (Focal Point SEII)</p> <ul style="list-style-type: none"> - Really appreciate the Spotlight Initiative and looking forward to seeing the implementation. - In order to avoid violence in the family, we request for UN and EU to provide more training or seminar to our youth - We should clearly define the context of the language "sexual violence" against women and men. If two persons (men and women) like each other from the beginning, then the woman get pregnant later, blame will be put into men saying that he has violating the girl. Women need to be referred as abandoned. - There are several groups and community organization that exist in Viqueque. We would like Spotlight Initiative to work with them once its implemented. - How could we also involve those early married youth in the spotlight initiative. <p>Agusto da Silva (Post Administrator Ossu)</p>	<ul style="list-style-type: none"> - Pilar 4: The prevention work should socialize the assistance network of domestic violence as many victims are still not aware how they assisted by the state and government institution. He added that besides socializing the role of assistance network it is to create some productive activities for rural women and girls such as providing sewing machine and training on sewing to them. <p>Ermera Municipality Education Director:</p> <ul style="list-style-type: none"> - Pilar 1: All the initiative should also include the convention on rights of the children - Pilar 2: There is a need also in strengthen the work of Suco Police Officer - Pilar 3: In the area of prevention it is better there should be a specific assistance for victims involving student girls as some are ashamed to back to school after they are being violated. - Pilar 5: It is difficult to report a case involving student girls because the witnesses are afraid to report a case they spotted as thinking of the retaliation - Pilar 6: Providing more assistance to the women network on the understanding of laws and regulation protecting women and girls. It is important as it will encourage to work for protecting student girls.
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<p>After the municipal approach selection</p>	<p>- We need clear indicators to measure the progress and achievements of this initiative, especially on changing mentalities</p> <p>- We should also think about types of social media mostly utilized by young people. If we know that majority of young people are using Facebook apps, we may take this media as medium to upload some videos related to our campaign for young people on Comprehensive Sexuality Education (CSE), on HIV/AIDS Prevention or other civic education materials.</p>	<p>- Appreciate the spotlight initiative</p> <p>- Lots of community in the rural areas are left behind of the GVB information</p> <p>- Prevention to the violence are now getting better with the police's intervention, however in the rural areas is hard for the victims to reach to the police and usually the issue is addressed through cultural way.</p> <p>- So far, Rede Feto has been organizing information session on gender in the post administrative</p> <p>- Recently last month, Viqueque municipality just had the women's association congress</p> <p>- Need to disseminate information on the consequence when commit to crime in order to scare people and not to commit to crime.</p> <p>- Suggested if UN could build a shelter for mental disease treatment.</p> <p>- Which suco is the spotlight going to be implemented</p> <p>Administrator:</p> <p>- As this is the consultation, there should a deeper study conducted to identify the cause of violence?</p> <p>- Think that the cause of violence is started from family. Example: having 2 wives.</p> <p>- How could we explain better to men and involve them more active in the discussion about gender? We need to organize a workshop for all men in each suku.</p> <p>- Please also provide capacity development to all shelter staffs, as they are the one who always talk about GBV and violence against women.</p> <p>- There was a case in Viqueque where a man raped a girl with disability, who then became pregnant. The man had to pay 6 buffalos to the girl's family. How could we solve this and to look after the girl?</p>	<p>1. Active Institutions</p> <ul style="list-style-type: none"> • AFTER: Asosiasaun Feto Ermera • Women groups in Suco councils
	<p>1. Active Institutions</p> <p>CSOs:</p>	<p>1. Active Institutions</p> <ul style="list-style-type: none"> • Knua Haberan Comunidade (KHC) 	

<p>slide start the mapping activity</p> <p>1. Active CSOs /CBOs, institutions, community leaders, etc., active on Gender Equality and EVAWG (ask about scouts and youth groups)</p> <p>2. What are currently the coordination mechanisms that they know of in the municipality and who leads them</p> <p>3. Do they know any current EVAWG practices that are successful and should be replicated.</p> <p>(in Ermera) 4. What would be the best ways to reach women and girls at risk or survivors?</p>	<ul style="list-style-type: none"> • PRADET; UMA Mahon; • OHM (Org. Haburas Moris; • Rede Feto; • RHTO (Disable People Organization); • Religious Institutions (Canossians Nuns and Holy Spirit-SSpS Nuns); • Asistencia Legal ba Feto no Labarik (ALFELA); • PNTL (VPU); • PDHJ (Ombudsman Office); • Secretary of State for Equality and Inclusion (SEII); • Ministry of Interior (National Directorate for Conflict Prevention); • Prosecutor General Office (Ministerio Publico) ; • GBV-Child Protection Officer of Ministry of Social Solidarity and Inclusion (MSSI); • Ministry of Education; and • Ministry of Health <p>Community Leader</p> <ul style="list-style-type: none"> • Community Leader Association (ALCODIP); • Suco Council; • Community Policing <p>2. Coordination</p> <ul style="list-style-type: none"> • Referral Network (PRADET); • Gender Working Group; 	<ul style="list-style-type: none"> • Raes Hadomi Timor-Oan (RHTO) • Centro Joventude Viqueque • OPS • Feto Potensial Viqueque • Asosiasaun Feto Viqueque • VPU • MSSI • FOSHAP • Uma Mahon Pas • Radio Povu Viqueque (RPV) • GTJ • Care International • Tomak NGO • Organizaasaun Mulher Timor (MHT) • Parocu da Paroquia St. Antonio Lacluta • Alola • Red Cross Viqueque • Ministerio Edukasaun • Ministerio Saude • Lia Nain Kultura • APA <p>2. Coordination</p> <ul style="list-style-type: none"> • Meeting in suku level • Catholic church • Pastor and nuns • From MSSI: coordination of our collaboration with the relevant institution going well • From the lia-nain (traditional village men) down to the Xefe suku and to the APA with PNTL/VPU also coordinate well with the church • Referral Protection Network led by MSSI 	<ul style="list-style-type: none"> • Suco Security Councils • Marie Stopes International • Care International • Youth Council Ermera Municipality: CNJE • RHTO • Friends of Ermera • RJM – Fatukero/madre SPCC • STVJ, PNTL, MSSI, Ermera Education • Health Department Ermera and etc. • Edmunds Rice, DNPCCF (Ministry of Interior • SEII, GTJ, MAE, IADE, PDHJ, STAE, CNE, KDL • Veterans, CCT, Political Parties <p>2. Coordination</p> <ul style="list-style-type: none"> • Municipality level – PAM • Administrative Post – APA 5 • Sectoral – 9 (sectorial line) • Suco level: 52 Suco • Referral Network led by Ministry of Social Solidarity • Cooperation of Ermera Health department and teachers • Family Strengthening Program (MSS) • Home to Home <p>3. Practices</p> <ul style="list-style-type: none"> • Parents Association (parents' involvement in Schools) • Providing assistance for vulnerable group (Bolsa da Mae (small scale scholarship for
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<p>Next steps and closing – Additional notes if any</p>	<ul style="list-style-type: none"> Referral Network for Domestic Violence; Victims Support Network Meeting; Child Protection Working Group; Any Socialization in collaboration with local NGOs <p>3. Practices</p> <ul style="list-style-type: none"> Lei Tara-bandu; Sensitization; Regular meeting (quarterly) Assistance provided by: VPU-Police, PRADET, Uma Mahon and AlfeLa; Counseling; Persuasive approach to perpetrators; Monitoring; coordination with local leaders 	<ul style="list-style-type: none"> Advocacy network led by KHC NGO <p>REQUEST FOR CAPACITY DEVELOPMENT:</p> <ul style="list-style-type: none"> Family planning seminar Early marriage in the youth workshop Prevention on Sexual Violence training Engagement of EHD in the PNDS implementation program In the past before the implementation of the PNDS program women are shy to talk, but now lots of them have involved in the plan and implementation of the PNDS Needs to involve more women in the community organized activities Needs to provide more capacity development to the girls Engage more women to build their economy through kooperativa There is a shelter, but local authority and community are not really clear about shelter's role and they rarely refer the case they see to the shelter. 	<p>students who cannot afford to buy school materials)</p> <ul style="list-style-type: none"> Parenting Session/hametin familia Counseling (reflection), literacy Public Fund Transfer/Donors Life Skill Basic Education for boys and girls and also for teachers APFTL is supported by UNICEF on socialization at the Municipality on Child onlin Protection (Social Media and schools and reproductive health <p>4. Reach</p> <ul style="list-style-type: none"> Life Skills basic Education and areas where women and girls are strengthened for having income generating Women Economics activities Involving more youth in sports and church activities Cooperatives Prayer Groups (Catholics) 	<p>Next steps and closing – Additional notes if any</p>	<p>Scouts: União Nacional Escuteiro Timor-Leste (UNETL) led by government and receive support from Secretary of State for Youth and Sports; This organization accumulate all young people in Timor-Leste. In Municipality level led by president of Municipal authority in each municipality.</p> <p>Catholic Church Scout: Catholic youth Scout organization; it is exclusive</p>	<p>Closing: by Administrator</p> <ul style="list-style-type: none"> For the next activities, always have to let me know in advance. So, I can help with coordination and invite potential people to be here and also to invite women as well. For the invitation, please always have to be disseminate through my office, in order to get more participants and conduct it on time. Today, Viqueque potential women group supposed to be here as well, but they don't about it. 	<p>Vulnerable Sucos:</p> <p>Railako: Matata, Liho, Samalete Ermera: Prisaun, Poetete, Humboe, Estado Hatolia: Fatubesi,Asulau, Manusae, Cohate, Laotelo Atsabe: Parami, Lasau, Laubonu, L. Leten Letefoho: Dokurai, Haupu, Catrai Leten</p> <p>-</p>
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<p>for catholic youth in three dioceses in Timor-Leste.</p> <p><u>Closing Remarks:</u></p> <p>President of Municipality in his closing remarks emphasized on continuous collaboration and active participation in the coming meeting throughout this process and active participation in the coming meetings.</p>	<ul style="list-style-type: none"> - We are looking forward to meeting the spotlight baseline study team when they come in a few months. - Thank you to UN and EU <p>Comments, recommendations and suggestions:</p> <ul style="list-style-type: none"> - Spotlight to consult with relevant authority to prepare better conditions to support workers in the field to disseminate information to the community (transportation) - Support fund to facilitate programs in the field - Spotlight consultation is really good. We are looking forward to seeing the implementation in preventing violation against women and children. Violence happens a lot because people are lack of information - I would like the spotlight also to help review the law and policy in the national parliament in order to assure that it really answering the needs of the citizens. - If it's possible, the implementation of the spotlight also has to be in the village and sub-village in order to engage more people with disability as its hard for them to go around. - How do we addressing also the psychological pressure to the suspects, as people keep talking and judging them? - Please also to involve more women in the spotlight activity, so they have the opportunity to enhance their capacity and participate in the development. - Requesting for the spotlight to build a committee structure in the village level as well. - I'd like to request for the spotlight to provide capacity development in the village and family level as well. 		

ANNEX 2: TOR for the Permanent CS-NRG

DRAFT Terms of Reference Timor-Leste Civil Society National Reference Group (CS-NRG) (as of 11 September 2019)

Introduction:

The meaningful engagement of women's rights groups and relevant civil society organizations, including those representing young women and groups facing intersecting forms of discrimination (rural, those living with HIV/AIDS, women and girls living with disabilities, LGBTQI persons, etc.), is a key principle of the Spotlight Initiative. In line with this, the Timor-Leste Spotlight Initiative, as with other priority countries, is establishing a **Civil Society National Reference Group (CS-NRG)** as an institutional mechanism to bring in civil society participation and expertise. **The CS-NRG serves to advise the Spotlight Timor-Leste Programme and to advocate and partner in support of the Timor-Leste Programme to achieve its objectives.**

This ToR has been finalized by the Interim Civil Society Reference Group, as part of its core tasks, which has also agreed on a process for the nomination/selection of the members of this group, **following the principle of civil society leadership of this process, transparency and diversity.**

CS-NRG Roles

The Timor-Leste Spotlight Initiative CS-NRG has the following roles, which will be delivered based on broader consultations with a broad and diverse cross-section of the civil society community:

- Provide advice on current ending violence against women and girls (EVAWG) related issues in Timor-Leste as well as on the strategic direction of the Spotlight Initiative and relevant policy issues in Timor-Leste
- Serve as partners in the advocacy and communication activities, including dissemination of the Spotlight Initiative messages to the public, especially youth and media
- Provide guidance on possibilities for scaling-up and addressing challenges to addressing domestic violence and intimate partner violence in Timor-Leste
- Serve as an interactive space and open forum for dialogue/learning between the Spotlight Initiative and women's rights' organisations working on EVAWG
- Provide information, analysis and lessons learned that could feed into the future programming and advocacy efforts of the Spotlight Initiative
- Support monitoring efforts of the Timor-Leste Spotlight UN Country Team and advise on the implementation of programming, including by raising risks and proposing mitigation measures, as well as providing feedback to the Timor-Leste Multi-stakeholder Country Programme Steering Committee, as relevant.

The CS-NRG should nominate an estimated three of its members to represent civil society on the National Multi-Stakeholder Steering Committee, ensuring that CS representation proportionally represents a minimum of 20% of the total membership of the Timor-Leste Multi-Stakeholder Steering Committee and includes at least one representative from groups facing multiple forms of discrimination. The representatives should regularly report to the CS-NRG, and to civil society more broadly, on the Spotlight Country Programme.

The Resident Coordinator (RC) will propose mechanisms to avoid conflicts of interest, should a CSO member of the CS-NRG be selected as an implementing partner of the Spotlight Country Programme. This might include CS Reference Group Member not participating in discussions on Calls for Proposals, where they are part of organizations that might submit a Call for Proposals.

Membership Criteria

The CS-NRGs are a strategic/substantive network of eminently qualified persons with diverse experience, expertise and perspectives in the priority areas of Spotlight. Membership should reflect **the leave no one behind principle so that all women and girls, including those facing intersecting forms of discrimination, are represented** and so that individuals who represent community-based, local and grassroots CSOs working on EVAWG in particular are well-represented.

To ensure CS-NRG can fulfil the roles identified above, **all members included in the CS-NRG should have strong knowledge, experience, and capacities on EVAWG**. Individuals might come from non-governmental organizations, women's organization networks/coalitions, movements and grassroots/community-based organizations or come as individual advocates, but must be independent of official roles within political parties.

In addition to having expertise or experience with the issue of EVAWG, **members should represent diverse constituencies**, including youth (under 24), sexual and reproductive health and rights activists, LGBTU leaders, advocates and leaders of marginalized, disability rights advocates, local/grassroots organizations, labor/trade unions, progressive faith-based or inter-faith groups and men and boys' working on EVAWG.

CS-NRGs members join the group in their individual capacity, and if they are affiliated with a particular organization, they are not representatives of their organizations. The members' appointment is non-transferrable to other individuals and will be for a fixed period of time (annual), on a renewable basis. The Chair, Vice-Chair and Secretary of the CS-NRG will be selected by members and will be rotational.

Members contribute their time on a voluntary basis and should be able to contribute approximately 2-3 hours of their time (including travel and communications) related to the CS-NRG per month. They should be able to access email or telephone for communicating with other CS-NRG members and contribute their inputs.

Composition of the CS-NRG

- A group of **maximum 15 individuals**, appointed by civil society, following an open and rigorous selection process representing geographical locations that cuts across the country.
- At least **50% of the CS-NRGs (~7)** members should represent the **autonomous women's rights movement**, while the other 50% should represent **key stakeholder groups identified above**.
- Former grantees of UN Trust Fund to End Violence Against Women should be included if possible.

Meetings

The CS-NRG will meet once a month and the locations will rotate based on preference of CS-NRG members. CS-NRG members should appoint a Chair to facilitate the meetings and a Vice-Chair to document and share the outcome of meetings with all members of the CS-NRG. Members who are unable to participate or contribute to meetings more than three months consecutively will need to step down from their role and alternative members will be selected.

The UN will allocate funds under the Spotlight Initiative to support the operation of the CS-NRG operation, including costs for transport for members outside Dili to attend the meetings, refreshments for workshops or events convened by the CS-NRG (ex. related to the handover meeting from the Interim Group), translation of documents or meetings, and printing of materials, including to make them more accessible. This budget will be managed by the UN Spotlight Team and will not involve transfer to any CS Reference Group members.

Process of Selection for the CS-NRG

In line with the Spotlight Initiative Guidance, the formal CS-NRG is set up using an open, transparent and deliberate process that is accountable to and led by civil society to start functioning as soon as programme implementation commences.⁸⁰

A proposed process will involve the following steps:

1. Each member of the Interim CS-NRG can nominate themselves and up to an additional 15 individuals that fit the criteria identified above.
2. The UN (via RCO) will:

⁸⁰ It is anticipated that the Country Groups will not require this much time, they are expected to take around 2-3 months. The Timor-Leste N-CSR is being established in advance of the guidance on the set up of the formal CS-NRG will be shared by the Spotlight Secretariat closer to the start of Country Programme implementation, presently expected to commence in December 2019/January 2020 to ensure the Group is active by the Initiative's launch in March 2020.

- Put out a call for nominations and receive nominations of individuals to be considered for the CS-NRG (via FONGTIL, Rede Feto, Gender Discussion Group, Grupu Feminista, Grupu Bui Mau, Hatutan, Youth etc.) – this could also be done via organizations who were part of the June 21 Spotlight Consultation.
 - Vet the nominations based on agreed criteria
 - Present the list of nominated individuals that meet the criteria for Interim CS-NRG to select the top individuals
3. The Interim CS-NRG ranks for the top 15 Members (and an alternative set of 15 members should there be any turnover of the original 15).
 4. The RC will invite proposed members to join the CS-NRG and support the transition from the Interim CS-NRG with the permanent CS-NRG

To assist in the selection and considering the criteria, there are spaces as follows:

	Criteria	Proposed Name	Reason for Nomination (experience or relevant contributions on EVAWG)
1	Autonomous women's rights		
2	Autonomous women's rights		
3	Autonomous women's rights		
4	Autonomous women's rights		
5	Autonomous women's rights		
6	Autonomous women's rights		
7	Autonomous women's rights		
8	Youth (under 24)		
9	DPOs		
10	LGBTI		
11	Faith-based/ inter-faith		
12	Men and Boys,		
13	Bobonaro grassroots advocate		
14	Ermera grassroots advocate		
15	Viqueque grassroots advocate		
16	Labour/trade unions, Other		

Nomination information to be shared via RCO -social media and through other networks (could use Survey Monkey/ other data collection tool)

ANNEX 3: Communication and Visibility Plan

Overview

This Communications and Visibility Action Plan (CVAP) provides the broad framework within which all communications and visibility actions related to the Spotlight Initiative will take place. It would help ensure the credible and consistent flow of information about the Initiative and its efforts to eliminate violence against women and girls in Timor-Leste. This CVAP also supports other actions that are being implemented under the Spotlight Initiative. The activities outlined in the plan will be coordinated and implemented by the UN Resident Coordinator's Office and engaged Recipient UN organizations (RUNOs).

The Communications and Visibility Plan has two components: 1) increase the visibility of the Initiative, programming by the RUNOs, and highlight the EU's support; 2) support behaviour change communications that would influence attitudes and instigate positive change around domestic and intimate-partner violence.

The plan will be implemented throughout the period of the SI in Timor-Leste, and highlight initiatives and success across the six key pillars – Legislation and Policies; Institutional Strengthening; Prevention of Violence; Available, Accessible and Acceptable Quality Services; Quality and Reliable Data; and Supporting Women's Movements and Civil Society Organisations.

The Action Plan embraces various communications approaches, including media relations and advocacy. It also utilises human interest and impact stories from the field, videos, photography, print

and online publications to achieve the objectives set out in this plan.

The Action Plan will utilize a number of platforms and tools to reach a wide audience within and outside of Timor-Leste. Linkages will also be made with the European Union Delegation’s Communication Officer in Timor-Leste to reach audiences in the European Union.

All communications and visibility efforts of the Spotlight Initiative in Timor-Leste will be aligned with the SI’s Global Communications and Visibility Plan and the Spotlight Initiative Brand Guidelines.

A – Objectives

Overall communication objectives

The Spotlight Initiative in Timor-Leste will have four communications objectives:

1. Raise awareness of violence against women and girls
2. Illustrate and promote the impact and results of the interventions supported by the Spotlight Initiative in Timor-Leste
3. Provide support to social and behaviour change communications
4. Ensure visibility of the Spotlight Initiative, its donors and partners at national and local levels, as well as at regional and global levels.

Messages

Following the results of the baseline KAP survey, which will be conducted before the end of 2019, the key Spotlight Initiative messages for Timor-Leste may alter. The following are initial, evidence-based key messages that have been developed following consultations in the three target municipalities of Viqueque, Ermera and Bobonaro, as well as in the capital, Dili.

Top-line message: Different forms of violence against women and girls (VAWG) persist, across all generations, communities and spheres of our societies, irrespective of age, ethnicity, education, disability or other background. It is one of the most widespread and devastating human rights violations in our world today but can be prevented to ensure that we create a society free from violence so that women and girls can fully realize their human rights.

- School is a place to learn, play and feel safe. It is never OK to be hurt at school.
- Violence against women and girls is never acceptable.
- Home is a place to feel safe and loved. It is no place for violence.
- Children learn from the behaviour of their parents. Treat all members of your family with love and respect.
- It is OK to seek help if you have been hurt by a family member/loved one/teacher.
- Don’t accept violence as part of your life - help and support is available.
- To empower women is to empower entire families and communities.
- Protecting women and girls from violence will result in a stronger Timor-Leste for everyone.
- Do not be afraid or ashamed to speak up about your experiences of violence.
- Beating your wife is a crime.
- It is never OK to hit or beat a woman or child.
- Everyone has a right to be respected and live free from the fear of violence

Audiences

These target audiences are the subjects of the Communications and Visibility Action Plan. The scope is designed to reach not only those familiar with the Spotlight Initiative, violence against women and girls, international development cooperation or the SDGs, but also new, non-traditional audiences, using traditional and non-traditional communications methods.

Traditional	Non-traditional
The media, including community media outlets Government of Timor-Leste Public in Timor-Leste and European Union Youth groups and networks Development partners (including the EUD) Programme beneficiaries (girls, boys, women,	Private-sector entities and actors Those experiencing intersecting forms of discrimination, such as LGBTIQ youth, remote children, and persons with disabilities Government ministries and personnel outside of health and gender

men) Students, teachers and parents Religious leaders Civil society organizations	Survivors of domestic and intimate partner violence Perpetrators of domestic and intimate partner violence Private sector and tripartite institutions
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B - Communication Activities

Content production

A distinct focus will be placed on the quality and relevance of the content produced around the Spotlight Initiative in Timor-Leste. Creative, relevant and high-quality content will feed the communications channels identified for dissemination and regular meetings will be held between the RCO and RUNOs to ensure cohesion, clarity and alignment from all angles, including with regard to the branding of the Spotlight Initiative and the EU.

The following types of content will be developed over the programme period:

- **Stories:** Finding, developing and curating impactful stories on the transformations that have occurred in the lives of survivors and agents of change – the women and girls the Spotlight Initiative serves. Stories will be developed using the Issue, Action, Impact model and will be published across web, printed and social media channels.
- **Video:** To address the enormous and growing demand for online video content, social video – specifically created for social media platforms – will be a focus of the video output of the plan. Video will also be utilised in the documentation and exploration of impact stories.
- **Photography:** High-quality photographs will be gathered and disseminated through online social and webpage channels to illustrate and make more impactful, the stories and messages disseminated throughout the programme period.
- **Infographics:** Used as visual representations of data and critical information, infographics will be a key area in which focus is placed so that complex ideas and issues are delivered to as wide an audience as possible, in an easy-to-understand, easily digestible format.
- **Print and publications:** Factsheets, banners, posters, flyers, booklets and other printed assets will be created in line with the Spotlight Initiative Brand Guidelines and using available templates where relevant.
- **Official communications:** Joint and interagency press releases, statements and media advisories will be created and disseminated in coordination with the Spotlight Initiative Secretariat to ensure consistency.

Channels

- Online channels including the global Spotlight website; the RCO's website; the websites of the RUNOs; the global Spotlight Twitter account; the social media accounts (Facebook, Twitter, YouTube, Instagram) of the RCO and RUNOs where applicable.
- Local, national and international media.
- Non-traditional media (e.g. Whatsapp)
- Community-based outreach in the targeted municipalities as facilitated by partners and community leaders.
- Offline channels such as printed materials (flyers, posters, brochures) and stories in printed publications.
- Municipality-level and national events.
- Municipality-level and national influencers or Spotlight Champions.

Monitoring and evaluation

Please see indicators in the table below (work plan). Baseline and targets will be added when the baseline study is completed.

Provisions for feedback (when applicable)

Feedback would be gathered on communication related indicators during the quarterly joint monitoring visits, as well as being tracked on social media based on likes/followers and comments.

C - Resources

Human resources

- **Communications Coordinator, Resident Coordinator's Office:** This P4 position will coordinate the Spotlight Initiative external advocacy and communications actions, including drafting and disseminating internal and external communications, the promotion of common UN messages under the Initiative, inter-agency advocacy activities, and ensure accurate branding. This post will also coordinate and support, media relations, press statements, the development of information products and the organisation of events under the Spotlight Initiative. This officer will also manage online platforms relevant to the Initiative, coordinating the work of the UN Communications Group (UNCG) and drawing on the expertise of communications specialists from various agencies in order to best carry out special events, public information products and advocacy activities as appropriate. This officer will work in close collaboration with the EU communications counterpart and delegation more broadly in Timor-Leste to ensure consistent, correct and visible representation of the EU's investment and its branding.
- **Gender-Based Violence Communication for Development (C4D) Officer, UNICEF:** This National Officer (NOB) will lead the development of social and behaviour change communications (SBCC) material that will be used widely by RUNOs participating in the Spotlight Initiative. The Officer will work both under the Spotlight Technical Unit in Timor-Leste as well as at UNICEF.
- **United Nations Communications Group (UNCG):** This interagency group spearheads and forges a common (internal and external) identity for the UN system in Timor-Leste and facilitates a cohesive voice that can speak to important development issues related to the Spotlight Initiative. This group will support and advise the **Spotlight Communications Taskforce**, comprising communication personnel from all RUNOs.
- The Communication Coordinator at the Resident Coordinator's Office and Communication staff at Spotlight Initiative RUNOs will be responsible for the implementation of this plan. Consolidated reporting will be done through the Resident Coordinator's Office.

Financial resources

USD\$185,047 has been allocated to carrying out the communications and visibility activities under the Spotlight Initiative, which corresponds to 2% of the overall budget for the Country Programme, including recruitment of communication staff. This amount does not include the multimedia communications strategy for social and behaviour change, which is an activity allocated within Pillar 3 of the programme.

Partnerships

This action plan has been developed and will be implemented in partnership with the RUNOs, the Secretary of State for Social Communications (SECOMS), as part of the Government of Timor-Leste, as appropriate, as well as media organizations and civil society groups.

ANNEX 4: Workplan

Objective 1: To raise awareness of domestic and intimate-partner violence and its prevalence in Timor-Leste.

Indicator(s):

- Outcome indicator 3.3.4 Number of journalists better able to sensitively report on VAWG and GEWE more broadly.
- Percentage of audience with accurate knowledge on the prevalence of domestic and intimate-partner violence.

Activities	Indicators	Timeframe	Audience(s)	Partners
1.1. Number of training sessions held for journalists and media practitioners.	Outcome indicator 3.3.4 Number of journalists better able to sensitively report on VAWG and GEWE more broadly	2020-2022	Media practitioners/journalists and general public	RUNOs, SECOM, Media Association
1.1. Translate Spotlight messages into local languages.	Percentage of audience with accurate knowledge on the prevalence of domestic and intimate-partner violence.	2020-2022	Programme beneficiaries, communities, government entities, community leaders, the media especially community media outlets	Community radio, television and online media in Timor-Leste
1.2. Produce promotional materials with messages on gender-based violence.	Outcome indicator 3.1: Percentage of people who think it is justifiable for a man to beat his wife/intimate partner, by sex and age.	2020-2022	Programme beneficiaries, community leaders, the media	MoE, SSYS, MoH, MSSl, RUNOs, Implementing Partners. Focus Group Discussions with communities.
1.3. Conduct awareness campaigns and events on eliminating VAWG including IPV, utilizing traditional, online and digital media.	Outcome indicator 3.1: Percentage of people who think it is justifiable for a man to beat his wife/intimate partner, by sex and age.	2020-2022	Programme beneficiaries, the general public, government entities	The media, community leaders
1.4. Develop and produce informative radio and TV spots	Percentage of audience with accurate knowledge on the prevalence of domestic and intimate-partner violence.	2020-2022	Programme beneficiaries, the media, community leaders, the general public, CSOs, government entities	SSYS, RUNOs, Implementing Partners.

1.5. Establish media partnerships that will intensify reporting on VAWG.	Percentage of audience with accurate knowledge on the prevalence of domestic and intimate-partner violence.	2020-2022	The media, the general public	SECOM, media institutions (national and community level)
<p>Objective 2: Illustrate and promote the impact and results of Spotlight Initiative-supported interventions by finding, sharing and promoting stories of women and girls whose lives have been positively transformed by Spotlight Initiative-supported interventions.</p> <p>Indicator(s):</p> <ul style="list-style-type: none"> Percentage of identified audiences with accurate knowledge of the Spotlight Initiative. Percentage of identified audiences with positive perception of the Spotlight Initiative. Output indicator 3.3.3: Number of new and other media stories/reports that sensitively report on VAWG and GEWE more broadly. 				
Activities	Indicators	Timeframe	Audience(s)	Partners
2.3. Conduct media tours to project sites for journalists to get human interest stories.	Output indicator 3.3.3: Number of new and other media stories/reports that sensitively report on VAWG and GEWE more broadly.	2020-2022	The media, the general public.	The media, CSO partners
2.1. Organize and facilitate field visits for EU delegations, government actors and UN agencies.	Output indicator 3.3.3: Number of new and other media stories/reports that sensitively report on VAWG and GEWE more broadly.	2020-2022	Government entities, EU delegations, UN agencies	UN agencies, EU delegations
2.2. Find, develop and disseminate impact stories about women and girls whose lives have been positively transformed by Spotlight interventions.	Percentage of identified audiences with positive perception of the Spotlight Initiative.	2020-2022	The general public, government entities, EU delegations	CSO partners, community leaders, communities, programme beneficiaries
<p>Objective 3: Provide communications for development (C4D) support to strengthen Spotlight Initiative's programme design and implementation by influencing the creation and delivery of behavior-change and culture-shift activities, campaigns and initiatives. Indicator(s):</p> <ul style="list-style-type: none"> Output indicator 3.2.2: Number of people reached by campaigns harmful social norms and gender stereotyping. Output indicator 3.2.5: Number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting forms of discrimination, developed and disseminated. 				
Activities	Indicators	Timeframe	Audience(s)	Partners

3.1. Production of learning/job aids such as booklets, briefs, charts, and guides for service providers.	Output indicator 3.2.5: Number of campaigns challenging harmful social norms and gender stereotyping, including of women and girls facing intersecting forms of discrimination, developed and disseminated.	2020	Programme beneficiaries, service providers, CSOs, development partners, government entities	CSO partners, government entities
3.2. Conduct advocacy among parliamentarians, ministers, and other community leaders around VAWG interventions, incl. community outreach.	Output indicator 3.2.2: Number of people reached by campaigns harmful social norms and gender stereotyping.	2020-2022	Government entities, community leaders, communities, programme beneficiaries	CSO partners
Objective 4: Ensure visibility for the Spotlight Initiative, its donors and partners by coordinating consistent and coherent branding, high-profile endorsements from social influencers, top-tier media placements, publicity events and campaigns.				
Indicator(s): Percentage growth of Spotlight Initiative audiences (segmented) & Percentage increase in Spotlight Initiative brand recognition.				
4.1. Develop & disseminate pre-launch comms materials (e.g. radio, TV spots)	Percentage growth of Spotlight Initiative audiences (segmented).	2020	General public, targeted programme beneficiaries,	The media, CSO partners
4.2. Ensure EU logo is used appropriately on all comms materials (banners, printed assets, social media posts, audio-visual assets, etc.)	Percentage increase in Spotlight Initiative brand recognition.	2020-2022	General public, development partners, gov't, EUD, beneficiaries	EU delegations
4.3. Identify and engage Spotlight Champions to share VAWG messages through multimedia platforms and events.	Percentage growth of Spotlight Initiative audiences (segmented).	2020-2022	The general public, programme beneficiaries, development partners, CSOs, government entities	The media, CSO partners

Table A - WORK PLAN (Years 1-3)

SPOTLIGHT COUNTRY PROGRAMME: TIMOR LESTE

Outcome	Output	Outcome/Output Description	TIME FRAME			PLANNED BUDGET				Recipient UN organization	Implementing Partners (only with transfer of funds) (clearly label Gov't and Civil Society)	
			Y1	Y2	Y3	PHASE I (Year 1-2)		PHASE II (Year 3)	TOTAL			
						Spotlight Phase I USD	Agency Contributions (CORE only) Phase I USD	Total Funded Cost Phase I USD	ESTIMATED UNFUNDED GAP, USD (Year 3) Spotlight EU funding, donors and Agency contributions			ESTIMATED TOTAL COST, USD (year 1-3)
A. PROGRAMME OUTCOME COSTS												
1	OUTCOME 1: Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of violence against women and girls and harmful practices are in place and translated into plans											
1	1.1	Output 1.1 National and regional partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG, including DV/IPV, and/or gender equality and non-discrimination that respond to the rights of the most groups facing multiple and intersecting forms of discrimination and are in line with international HR standards and treaty bodies' recommendations	x	x	x	320,000	5,000	325,000	164,848	489,848	UN Women UNDP ILO	Gov (SEFOPE) CSOs
1	1.2	Output 1.2: National and/or sub-national partners are better able to develop and cost evidence-based national and/or sub-national action plans on ending VAWG, including DV/IPV, in line with international HR standards with M&E frameworks, and responding to the needs and priorities of groups facing multiple and intersecting forms of discrimination	x	x	x	80,000	-	80,000	41,212	121,212	UN Women	CSOs
1	1.3	Output 1.3: National, sub-national and/or regional partners have greater knowledge and awareness of human rights obligations and are able to draft laws and/or policies that guarantee the ability of women's rights groups, CSOs and women human rights defenders to advance the human rights agenda				-	-	-	-	-		
Sub-total Outcome 1:						400,000	5,000	405,000	206,061	611,061		
2	OUTCOME 2: National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls and harmful practices, including in other sectors											
2	2.1	Output 2.1: Key officials at national and/or sub-national levels in all relevant institutions are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, including DV/IPV, especially for those groups of women and girls facing intersecting and multiple forms of discrimination, including in other sectors	x	x	x	664,637	-	664,637	342,389	1,007,026	UNDP UNICEF ILO	Gov (SSYS, MSSJ, Public Service Commission) CSOs
2	2.2	Output 2.2: Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups	x	x	x	295,777	-	295,777	152,370	448,147	UNFPA UNDP UN Women	Gov (MoH) CSOs
2	2.3	Output 2.3: Partners (Parliamentarians, key government officials and women's rights advocates) at national and/or sub-national levels have greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, including DV/IPV	x	x	x	320,000	-	320,000	164,848	484,848	UN Women	Gov (SEEI) CSO
Sub-total Outcome 2:						1,280,414	-	1,280,414	659,607	1,940,021		
3	OUTCOME 3: Gender inequitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls and harmful practices											
3	3.1	Output 3.1: National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours, including on Comprehensive Sexuality Education in line with international standards, for in and out of school settings	x	x	x	1,099,280	22,000	1,121,280	566,296	1,687,576	UN Women UNFPA UNICEF	Gov (MoE) CSOs

Outcome	Output	Outcome/Output Description	TIME FRAME			PLANNED BUDGET					Recipient UN organization	Implementing Partners (only with transfer of funds) (clearly label Gov't and Civil Society)
			Y1	Y2	Y3	PHASE I (Year 1-2)			PHASE II (Year 3)	TOTAL		
						Spotlight Phase I USD	Agency Contributions (CORE only) Phase I USD	Total Funded Cost Phase I USD	ESTIMATED UNFUNDED GAP, USD (Year 3) Spotlight EU funding, donors and Agency contributions	ESTIMATED TOTAL COST, USD (year 1-3)		
3	3.2	Output 3.2: Community advocacy platforms are established/strengthened to develop strategies and programmes, including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem and transforming harmful masculinities	x	x	x	1,123,290	-	1,123,290	578,665	1,701,955	UNICEF UNDP ILO UN Women	Gov (MSSI) CSOs
3	3.3	Output 3.3: Decision makers in relevant non-state institutions and key informal decision makers are better able to advocate for implementation of legislation and policies on ending VAWG, including DV/IPV, and for gender-equitable norms, attitudes and behaviours and women and girls' rights				-	-	-	-	-		
Sub-total Outcome 3:						2,222,570	22,000	2,244,570	1,144,960	3,389,531		
OUTCOME 4: Women and girls who experience violence and harmful practices use available, accessible, acceptable, and quality essential services including for long term recovery from violence												
4	4.1	Output 4.1: Relevant government authorities and women's rights organisations at national and sub-national levels have better knowledge and capacity to deliver quality and coordinated essential services, including SRH services and access to justice, to women and girls' survivors of VAWG, including DV/IPV, especially those facing multiple and intersecting forms of discrimination	x	x	x	1,195,839	30,000	1,225,839	616,038	1,841,877	UNICEF UNDP UN Women UNFPA	Gov (MoH) CSOs
4	4.2	Output 4.2: Women and girls' survivors of VAWG, including DV/IPV, and their families are informed of and can access quality essential services, including longer term recovery services and opportunities	x	x	x	538,000	-	538,000	277,151	815,151	UNFPA UNDP ILO	Gov (Municipal Authorities, IADE) CSOs
Sub-total Outcome 4:						1,733,839	30,000	1,763,839	893,190	2,657,028		
OUTCOME 5: Quality, disaggregated and globally comparable data on different forms of violence against women and girls and harmful practices, collected, analysed and used in line with international standards to inform laws, policies and programmes												
5	5.1	Output 5.1: Key partners, including relevant statistical officers, service providers in the different branches of government and women's rights advocates have strengthened capacities to regularly collect data related to VAWG, including DV/IPV, in line with international and regional standards to inform laws, policies and programmes	x	x	x	385,083	-	385,083	198,376	583,459	UNDP UNFPA	Gov (GDS/ MoF) CSOs
5	5.2	Output 5.2: Quality prevalence and/or incidence data on VAWG, including DV/IPV, is analysed and made publicly available for the monitoring and reporting of the SDG target 5.2 indicators to inform evidence-based decision making	x	x	x	100,000	-	100,000	51,515	151,515	UN Women UNFPA	Gov (GDS/ MoF) CSOs
Sub-total Outcome 5:						485,083	-	485,083	249,891	734,974		
OUTCOME 6: Women's rights groups, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on GEWE and ending VAWG												
6	6.1	Output 6.1: Women's rights groups and relevant CSOs, have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending VAWG, including DV/IPV, with relevant stakeholders at sub-national, national, regional and global levels	x	x	x	108,000	-	108,000	55,636	163,636	UN Women	CSOs
6	6.2	Output 6.2: Women's rights groups and relevant CSOs are better supported to use social accountability mechanisms to support their advocacy and influence on prevention and response to VAWG, including DV/IPV, and GEWE more broadly				-	-	-	-	-		

Outcome	Output	Outcome/Output Description	TIME FRAME			PLANNED BUDGET					Recipient UN organization	Implementing Partners (only with transfer of funds) (clearly label Gov't and Civil Society)
			Y1	Y2	Y3	PHASE I (Year 1-2)			PHASE II (Year 3)	TOTAL		
						Spotlight Phase I USD	Agency Contributions (CORE only) Phase I USD	Total Funded Cost Phase I USD	ESTIMATED UNFUNDED GAP, USD (Year 3) Spotlight EU funding, donors and Agency contributions	ESTIMATED TOTAL COST, USD (year 1-3)		
6	6.3	Output 6.3: Women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalisation have strengthened capacities and support to design, implement and monitor their own programmes on ending VAWG, including DV/IPV	x	x	x	800,000	-	800,000	412,121	1,212,121	UN Women	CSOs
Sub-total Outcome 6:						908,000	-	908,000	467,758	1,375,758		
TOTAL PROGRAMME OUTCOME COSTS						7,029,906	57,000	7,086,906	3,621,467	10,708,373		
B. PROGRAMME MANAGEMENT COSTS (Project Office Costs)												
UNDP (incl RCO)												
N/A	N/A		x	x	x	496,733	308,996	805,729	379,122	1,184,851	UNDP	N/A
UN Women												
N/A	N/A		x	x	x	705,269	87,497	792,765	373,022	1,165,787	UN WOMEN	N/A
UNFPA												
N/A	N/A		x	x	x	449,454	146,810	596,264	280,562	876,826	UNFPA	N/A
UNICEF												
N/A	N/A		x	x	x	246,838	134,454	381,292	179,410	560,703	UNICEF	N/A
ILO												
N/A	N/A		x	x	x	139,090	204,028	343,118	161,448	504,567	ILO	N/A
EVALUATION												
N/A	N/A	Evaluation	x	x	x	185,046	-	185,046	92,523	277,569	UN WOMEN	N/A
TOTAL PROGRAMME MANAGEMENT COSTS						2,222,430	881,785	3,104,215	1,466,087	4,570,302		
TOTAL DIRECT PROGRAMME COSTS*						9,252,336	938,785	10,191,121	5,087,554	15,278,675		
Total Indirect Support Cost (7%)*						647,664		647,664		647,664		
TOTAL COSTS						9,900,000	938,785	10,838,785	5,087,554	15,926,338		

Please note that as the figures for Phase II are estimates, we have not included the 7% Indirect Support Costs for years 3 at this stage. They will be added when the detailed budget for Phase II is finalised.

Table B - BUDGET by UNDG CATEGORIES and SUMMARY BY OUTCOME (Phase I: Years 1-2)

SPOTLIGHT COUNTRY PROGRAMME: TIMOR LESTE

UNDG BUDGET CATEGORIES	UNDP		UNFPA		UN WOMEN		UNICEF		ILO		TOTAL USD		TOTAL % by UNDG category
	Spotlight (USD)	RUNO Contrib. (USD)	Spotlight (USD)	RUNO Contrib. (USD)	Spotlight (USD)	RUNO Contrib. (USD)	Spotlight (USD)	RUNO Contrib. (USD)	Spotlight (USD)	RUNO Contrib. (USD)	Spotlight (USD)	RUNO Contrib. (USD)	
1. Staff and other personnel	260,314	233,100	260,314	141,810	580,314	34,000	220,628	129,454	130,315	199,028	1,451,885	737,392	16%
2. Supplies, Commodities, Materials	99,127	-	-	-	46,000	-	115,780	-	24,800	-	285,707	-	3%
3. Equipment, Vehicles, and Furniture (including Depreciation)	4,450	-	-	-	-	-	-	-	-	-	4,450	-	0%
4. Contractual services	532,182	10,000	488,977	5,000	669,316	59,000	573,700	5,000	73,800	-	2,337,975	79,000	25%
5. Travel	260,098	-	39,491	-	117,800	4,954	28,531	-	20,200	-	466,120	4,954	5%
6. Transfers and Grants to Counterparts	985,900	25,000	635,703	-	1,571,000	-	623,226	-	322,400	-	4,138,229	25,000	45%
7. General Operating and other Direct Costs	146,439	70,898	93,461	-	203,885	16,548	81,610	-	42,575	5,000	567,970	92,439	6%
Total Direct Costs	2,288,510	338,996	1,517,946	146,810	3,188,315	114,497	1,643,475	134,454	614,090	204,028	9,252,336	938,785	93%
8. Indirect Support Costs (Max. 7%)	160,196	-	106,256	-	223,182	-	115,043	-	42,986	-	647,664	-	7%
TOTAL Costs	2,448,706	338,996	1,624,202	146,810	3,411,497	114,497	1,758,519	134,454	657,076	204,028	9,900,000	938,785	100%

SUMMARY BY OUTCOME

OUTCOME/PILLAR	UNDP	UNFPA	UN Women	UNICEF	ILO	TOTAL USD
	Spotlight (USD)	Spotlight (USD)	Spotlight (USD)	Spotlight (USD)	Spotlight (USD)	Spotlight (USD)
OUTCOME 1	195,000	-	130,000	-	75,000	400,000
OUTCOME 2	605,777	70,000	400,000	74,633	130,000	1,280,414
OUTCOME 3	161,000	217,000	710,000	1,054,570	80,000	2,222,570
OUTCOME 4	628,000	548,409	100,000	267,430	190,000	1,733,839
OUTCOME 5	202,000	233,083	50,000	-	-	485,083
OUTCOME 6	-	-	908,000	-	-	908,000
TOTAL PROGRAMME OUTCOME COSTS	1,791,777	1,068,492	2,298,000	1,396,637	475,000	7,029,906
PROGRAMME MANAGEMENT COSTS	355,000	334,454	680,353	156,524	139,090	1,665,421
RCO (without COMMs)	-	-	-	-	-	-
EVALUATION and COMMs	94,733	-	185,046	90,314	-	370,093
PREFUNDING	47,000	115,000	24,914	-	-	186,914
Total Direct Costs	2,288,510	1,517,946	3,188,315	1,643,475	614,090	9,252,336
8. Indirect Support Costs (Max. 7%)	160,196	106,256	223,182	115,043	42,986	647,664
TOTAL Costs	2,448,706	1,624,202	3,411,497	1,758,519	657,076	9,900,000

Programme OUTCOME cost	7,586,915
PMC+RCO	1,665,421
	9,252,336

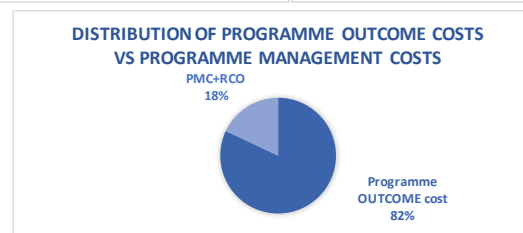
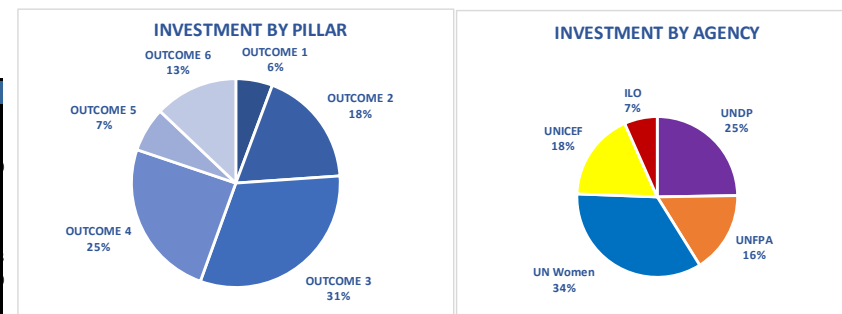


Table C- BUDGET BY OUTCOME - Phase I (year 1-2)

SPOTLIGHT COUNTRY PROGRAMME: TIMOR LESTE

Outcome	Output	Activity	Budget Lines	RUNO	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total Phase I			Narrative description of budget lines	Delivery Modality (select from drop down menu)
											Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)		
A. PROGRAMME OUTCOME COSTS															
OUTCOME 1: Legislative and policy frameworks, based on evidence and in line with international human rights standards, on all forms of violence against women and girls and harmful practices are in place and translated into plans															
Output 1.1 National and regional partners have strengthened evidence-based knowledge and capacities to assess gaps and draft new and/or strengthen existing legislations on ending VAWG, including DV/IPV, and/or gender equality and non-discrimination that respond to the rights of the most groups facing multiple and intersecting forms of discrimination and are in line with															
Activity 1.1.1: Participatory Action Research and analysis of legal gaps on DV by rights holders, especially civil society groups representing women survivors or at risk of intimate partner violence and marginalized groups (women with disabilities, young women, women in rural areas). This will increase understanding of the protection and gaps in the Penal Code, LADV, NAP GBV and related legislation (including in the context of alternative dispute resolution and customary justice practices), and in regards to alignment with TL's commitments to CEDAW and the SDGs.															
1	1.1	1.1.1	Contractual Services	UNWomen	1.0	\$20,000	1	Lumpsum	100%	4	20,000	20,000		Technical support/ training to CSOs on Participatory Action Research & analysis of LADV, gaps & presentation of recommendations	Payment to an Individual Consultant
1	1.1	1.1.1	Transfers and Grant to Counterparts	UNWomen	1.0	\$20,000	1	Lumpsum	100%	6	20,000	20,000		Partners Agreement (PCA) with NGO to conduct analysis of LADV	Payment/Transfer to a CSO
1	1.1	1.1.1	General Operating and Other Direct Cost	UNWomen	1.0	\$12,000	1	Lumpsum	100%	7	12,000	7,000	5,000	Design and Printing of analysis	Other
1	1.1	1.1.1	Travel	UNWomen	1.0	\$3,000	1	Lumpsum	100%	5	3,000	3,000		Travel related costs for staff to municipalities	Other
Sub-Total Activity 1.1.1:											55,000	50,000	5,000		
Activity 1.1.2 Strengthen technical expertise and skills of the Committee for Health, Education, Culture, Veterans, and Gender Equality (F) in drafting and approving gender sensitive and survivor-centered legislation by providing longer term support, incorporating the results from the Action research on A.1.1.1															
1	1.1	1.1.2	Contractual Services	UNDP	1.0	\$20,000	1	Lumpsum	100%	4	20,000	20,000		Expert to support Committee F on specific GBV related issues relevant to the work of committee F.	Payment to an Individual Consultant
1	1.1	1.1.2	Transfers and Grant to Counterparts	UNDP	1.0	\$10,000	1	Month	100%	6	10,000	10,000		Public outreach campaign with the MPs and CSO's on gender sensitive and survivor centered legislation	Payment/Transfer to a CSO
Sub-Total Activity 1.1.2:											30,000	30,000	0		
A.1.1.3 Based on the needs identified on the NAP GBV consultation (Jan 2019), on the results from the research on A.1.1.1 and previous reviews on the gender justice by the UN and other CSOs, work on developing of concrete revisions of existing legislation to ensure adequate response to the rights of survivors of GBV and children (notably those suffering intersecting forms of discrimination) with a focus on criminal law and penal procedural code and the legislation on the practice and link between customary and formal law.															
1	1.1	1.1.3	Contractual Services	UNDP	1.0	\$62,500	1	Lump sum	100%	4	62,500	62,500		Legal expert to support the government in revising the criminal law and penal procedures taking into consideration the gender mapping and include consideration to GBV and IPV	Payment to an Individual Consultant
1	1.1	1.1.3	Contractual Services	UNDP	1.0	\$62,500	1	Lump sum	100%	4	62,500	62,500		Deploy a legal expert in customary and traditional law to assist the members of Parliament to develop a strategy	Payment to an Individual Consultant
Sub-Total Activity 1.1.3:											125,000	125,000	0		
Activity 1.1.4: Support the government (Secretariat of State for Vocational Training and employment -SEFOPE), to: i) Undertake a review of national labour laws, regulations and frameworks, including occupational safety and health, (in consultation with ILO tripartite constituents, women's groups and other relevant partners), and based on guidance from the new ILO International Labour Standard on Eliminating Violence and Harassment in the World of Work (C190) including a specific focus on provisions on recognising, responding to and mitigating where possible the impacts of domestic violence in the world of work. This with a view to promoting ILO-C190 ratification. ii) Strengthened capacity of ILO tripartite constituents (SEFOPE, Chamber of Commerce & Industry of Timor Leste and Timor Leste Trade Union Confederation) to advocate for, and participate in the review, development and implementation of laws and policies on recognising, responding to and addressing mitigating, where possible, the impacts of domestic violence in the world of work, in line with the new International Labour Standard on Eliminating Violence and Harassment in the World of Work (C190) and with a view to promoting its ratification.															
1	1.1	1.1.4	Contractual Services	ILO	1.0	\$400	28	Days	100%	4	11,200	11,200		Expert: To review National Labour Law	Payment to an Individual Consultant
1	1.1	1.1.4	Transfers and Grant to Counterparts	ILO	1.0	\$2,000	24	Months	100%	6	48,000	48,000		Implementation Agreement with Secretariat of State for Vocational Training and Employment	Transfer to Government/Regional Body
1	1.1	1.1.4	Travel	ILO	1.0	\$400	10	Days	100%	5	3,800	3,800		Production of Materials for the workshop, printing, banner, etc.	Other
1	1.1	1.1.4	Supplies, Commodities, Materials	ILO	1.0	\$2,000	1	Days	100%	2	2,000	2,000		Production of Printing Materials for the workshop, printing, banner, etc.	Other
1	1.1	1.1.4	General Operating and Other Direct Cost	ILO	1.0	\$10,000	1	Lump sum	100%	7	10,000	10,000		Workshop for consultation on finding of the national labour law review	Other
Sub-Total Activity 1.1.4:											75,000	75,000	0		
Activity 1.1.5 As part of the process of reviewing/developing legislation to EVAWG the SI in Timor-Leste will organize public consultations and seminars to enhance the consultative process of the specific legislation that is being revised (under activity 1.1.3) with a focus on GBV. These consultations should open space for the legislators to hear the voices and meet the survivors of GBV and advocates, specially those facing intersecting forms of discrimination, ensuring a meeting point for the right target groups.															
1	1.1	1.1.5	Transfers and Grant to Counterparts	UNDP	1.0	\$8,000	1	Lumpsum	100%	6	8,000	8,000		4 public consultations (2000 USD per consultation)	Payment/Transfer to a CSO
1	1.1	1.1.5	Transfers and Grant to Counterparts	UNDP	1.0	\$20,000	1	Lumpsum	100%	6	20,000	20,000		Transfer to a CSO to facilitate and coordinate the consultations with communities	Payment/Transfer to a CSO
1	1.1	1.1.5	Travel	UNDP	1.0	\$12,000	1	Lumpsum	100%	5	12,000	12,000		Travel, DSA, transport	Other
Sub-Total Activity 1.1.5:											40,000	40,000	0		
Sub-Total Output 1.1:											325,000	320,000	5,000		
Output 1.2: National and/or sub-national partners are better able to develop and cost evidence-based national and/or sub-national action plans on ending VAWG, including DV/IPV, in line with international HR standards with M&E frameworks, and responding to the needs and priorities of groups facing multiple and intersecting forms of discrimination															
Activity 1.2.1: Technical M&E assistance/ accompaniment to the Inter-Ministerial Coordination Mechanism/ line ministries/ institutions with responsibilities under the NAP GBV (MoH, MoI, MoE, MSSI, SEII, PNTL, Court and PDO, Prosecutors) in coordination with MoF and UPMA) to monitor and evaluate progress against the current NAP GBV in order to develop and cost the next Plan in 2022. (via LOA with SEII)															
1	1.2	1.2.1	Transfers and Grant to Counterparts	UNWomen	1.0	\$20,000	2	years	100%	6	40,000	40,000		LOA with SEII @20,000 to support M&E and costing of NAP GBV with line ministries; and cost-sharing of a dedicated NAP GBV Coordinator in Year 3 as required	Transfer to Government/Regional Body
Sub-Total Activity 1.2.1:											40,000	40,000	0		
Activity 1.2.2: Advocacy for NAP GBV revision/ monitoring by groups left behind (via briefings to Parliament/ Oversight bodies/ duty bearers); will also coordinate with HRAU.															
1	1.2	1.2.2	Transfers and Grant to Counterparts	UNWomen	1.0	\$25,000	1	Lumpsum	100%	6	25,000	25,000		PCA with CSO to mobilise group left behind and advocacy	Payment/Transfer to a CSO
1	1.2	1.2.2	Contractual Services	UNWomen	1.0	\$10,000	1	Lumpsum	100%	4	10,000	10,000		Consultant to support analysis and advocacy on NAP GBV costs	Payment to an Individual Consultant
1	1.2	1.2.2	Travel	UNWomen	1.0	\$5,000	1	Lumpsum	100%	5	5,000	5,000		Travel & DSA for representatives of community groups from municipalities to Dili	Other
Sub-Total Activity 1.2.2:											40,000	40,000	0		
Sub-Total Output 1.2:											80,000	80,000	0		
Sub-Total OUTCOME 1:											405,000	400,000	5,000		
OUTCOME 2: National and sub-national systems and institutions plan, fund and deliver evidence-based programmes that prevent and respond to violence against women and girls and harmful practices, including in other sectors															

Table C- BUDGET BY OUTCOME - Phase I (year 1-2)

SPOTLIGHT COUNTRY PROGRAMME: TIMOR LESTE

Outcome	Output	Activity	Budget Lines	RUNO	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total Phase I			Narrative description of budget lines	Delivery Modality (select from drop down menu)	
											Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)			
Output 2.1: Key officials at national and/or sub-national levels in all relevant institutions are better able to develop and deliver evidence-based programmes that prevent and respond to VAWG, including DV/IPV, especially for those groups of women and girls facing intersecting and multiple forms of discrimination, including in other sectors																
A.2.1.1 Based on the gaps and needs identified in the situation analysis and building on the research and consultations done in Pillar 1, focus on strengthening the capacity of current and future judicial professionals by 1) improving the GBV-specific curriculum at the Legal and Judicial Training Center (LJTC) to ensure sustainability of teaching on GBV for all future judicial actors; 2) increasing awareness of how to institute legal proceedings in domestic violence cases (GBV/IP, minors and incest), in the Public Prosecution General by using other countries' experience to build training capacity within the Procceution Office and thus withhold capacity within the institution; and 3) enhancing capacity of current judges in district courts to interpret and enforce the Law Against Domestic Violence and other related legislation by training and by providing psychological support to the district courts in understanding the sensitivities of the issue.																
2	2.1	2.1.1	Transfers and Grant to Counterparts	UNDP	1.0	\$50,000	1	Lump sum	100%	6	50,000	50,000		Letter of Agreement (LoA) with LJTC to strengthen LJTC curriculum on GBV response for judges, prosecutors, and lawyers	Transfer to Government/Regional Body	
2	2.1	2.1.1	Transfers and Grant to Counterparts	UNDP	1.0	\$60,000	1	Lump sum	100%	6	60,000	60,000		LoA with LJTC to hire a Prosecutor Lecturer for six months	Transfer to Government/Regional Body	
2	2.1	2.1.1	Supplies, Commodities, Materials	UNDP	1.0	\$8,000	1	Lump sum	100%	2	8,000	8,000		Printing and communications	Other	
2	2.1	2.1.1	Travel	UNDP	1.0	\$14,000	1	Lump sum	100%	5	14,000	14,000		Travel, DSA, transport	Other	
2	2.1	2.1.1	Transfers and Grant to Counterparts	UNDP	1.0	\$15,000	1	Lump sum	100%	6	15,000	15,000		LoA with LJTC to hire an (International) prosecutor with expertise in GBV to share expertise with the Public Prosecutors Office	Transfer to Government/Regional Body	
2	2.1	2.1.1	General Operating and Other Direct Cost	UNDP	1.0	\$13,000	1	Lump sum	100%	7	13,000	13,000		Seminars for justice actors in Dili	Other	
2	2.1	2.1.1	Transfers and Grant to Counterparts	UNDP	1.0	\$15,000	1	Lump sum	100%	6	15,000	15,000		LoA with LJTC to hire a Lecturer on GBV response for judges	Transfer to Government/Regional Body	
2	2.1	2.1.1	Contractual Services	UNDP	1.0	\$50,000	1	Lump sum	100%	4	50,000	50,000		Psychologist to train and develop materials to support judges of the district courts to render gender sensitive decisions	Payment to an individual Consultant	
2	2.1	2.1.1	General Operating and Other Direct Cost	UNDP	1.0	\$5,000	1	Lump sum	100%	7	5,000	5,000		Organization of a conference and/or report to support the advocacy efforts for sustainable funding of the LJTC, PDO and Mobile Courts. This activity will be implemented by the Consultant doing the assessment and exit strategy of Mobile Courts under Activity 4.1.2. This budget will cover logistics fees (catering, venue, etc.)	Other	
Sub-Total Activity 2.1.1											230,000	230,000	0			
A.2.1.2 Support the implementation of EVAWG legislation by Enhancing knowledge and capacity of Suco Chiefs who carry the traditional judicial mandate to 1) promote socialization of the Law Against Domestic Violence and strengthen the links with the VPU and Community Policing as first rule of law response institutions (linking to activity 2.1.3 and 2.1.4) 2) promote awareness about the formal judicial system and its long term benefits to the community. This activity will be implemented by IOM in their capacity as an associated agency.																
2	2.1	2.1.2	Supplies, Commodities, Materials	UNDP	1.0	\$4,320	1	Lump sum	100%	2	4,320	4,320		Fuel, petroleum and other oils	Other	
2	2.1	2.1.2	Supplies, Commodities, Materials	UNDP	1.0	\$2,880	1	Lump sum	100%	2	2,880	2,880		Vehicle Maintenance	Other	
2	2.1	2.1.2	Travel	UNDP	1.0	\$8,395	1	Lump sum	100%	5	8,395	8,395		Daily Subsistence Allowance for IOM Staff and Government (2 IOM staff, 1Driver, 1 Gov. Staff)	Other	
2	2.1	2.1.2	Travel	UNDP	1.0	\$4,770	1	Lump sum	100%	5	4,770	4,770		Transportation/DSA cost for participants	Other	
2	2.1	2.1.2	General Operating and Other Direct Cost	UNDP	1.0	\$11,000	1	Lump sum	100%	7	11,000	11,000		Printing and Publications (6000 USD and Promotional materials and distribution (5000 USD)	Other	
2	2.1	2.1.2	General Operating and Other Direct Cost	UNDP	1.0	\$21,465	1	Lump sum	100%	7	21,465	21,465		Hospitality catering	Other	
2	2.1	2.1.2	General Operating and Other Direct Cost	UNDP	1.0	\$3,000	1	Lump sum	100%	7	3,000	3,000		Stationery & other Office Supp	Other	
2	2.1	2.1.2	General Operating and Other Direct Cost	UNDP	1.0	\$4,170	1	Lump sum	100%	7	4,170	4,170		Rent - Meeting Rooms (2)	Other	
2	2.1	2.1.2	Travel	UNDP	1.0	\$1,000	1	Lump sum	100%	5	1,000	1,000		DSA and travel costs for SI project staff	Other	
Sub-Total Activity 2.1.2											61,000	61,000	0			
A.2.1.3 Support and enhance the quality of work of the Vulnerable Persons Unit (VPU) in the respective municipalities through 1) assessment of the current response capacities, 2) increasing capacity of VPU officers in GBV/IPV cases, minors and other marginalized groups, ensuring sustainability through working with the Police Training Centers, based on the gaps identified in the assessment and 3) socializing the mandate of the VPU with the communities, linking to the Suco chiefs and Community policing (activity 2.1.2 and 2.1.4).																
2	2.1	2.1.3	Travel	UNDP	1.0	\$1,920	1	Lump sum	100%	5	1,920	1,920		DSA for VPU national officers traveling to municipalities for the 12 meetings.	Other	
2	2.1	2.1.3									0	0				
2	2.1	2.1.3	Transfers and Grant to Counterparts	UNDP	12.0	\$2,000	1	Days	100%	6	24,000	24,000		Training, workshops for capacity building of the VPU	Transfer to Government/Regional Body	
2	2.1	2.1.3	Transfers and Grant to Counterparts	UNDP	1.0	\$50,000	1	Lump sum	100%	6	50,000	50,000		Coordinating trainings with the communities	Payment/Transfer to a CSO	
2	2.1	2.1.3	Travel	UNDP	1.0	\$14,000	1	Lump sum	100%	5	14,000	14,000		DSA and transport for Vulnerable Persons' Unit referral meetings. These meetings will take place twice a year in each municipality and will be attended by approximately 100 participants, among which VPU officers from all sub-administrative posts, Community Police officers and referral network actors.	Other	
2	2.1	2.1.3	General Operating and Other Direct Cost	UNDP	12.0	\$1,000	1	Lump sum	100%	7	12,000	12,000		Hospitality catering for 100 people for 12 meetings (\$10/person/meeting).	Other	
2	2.1	2.1.3	Travel	UNDP	1.0	\$7,080	1	Lump sum	100%	5	7,080	7,080		DSA + fuel for project staff to attend the 12 meetings.	Other	
Sub-Total Activity 2.1.3											109,000	109,000	0			
A.2.1.4 Strengthening and increasing capacity of the Community Police to respond to GBV/IPV cases of those most vulnerable and marginalized in rural areas by 1) monitoring their response to GBV cases and 2) increasing their understanding of the Law Against Domestic Violence and referrals to the VPU (the safe spaces it provides) and the Suco Chiefs (linking to activity 2.1.2 ad 2.1.3), ensuring sustainability through institutionalizing them and linking them to the capacity building activities to the Police Training Centers/Focal Points.																
2	2.1	2.1.4	Transfers and Grant to Counterparts	UNDP	1.0	\$30,000	1	Lump sum	100%	6	30,000	30,000		Monitoring and assessing the response of the police to GBV cases	Payment/Transfer to a CSO	
2	2.1	2.1.4	Transfers and Grant to Counterparts	UNDP	1.0	\$18,000	1	Lump sum	100%	6	18,000	18,000		Coordination of the linkages of the community policing training material to the PNTL Training centers	Payment/Transfer to a CSO	
2	2.1	2.1.4	Travel	UNDP	1.0	\$6,000	1	Lump sum	100%	5	6,000	6,000		Travel, DSA, transport	Other	
2	2.1	2.1.4	Transfers and Grant to Counterparts	UNDP	1.0	\$6,000	1	Lump sum	100%	6	6,000	6,000		Printing and communications	Payment/Transfer to a CSO	
Sub-Total Activity 2.1.4											60,000	60,000	0			
Activity A.2.1.5-Addressing the issues that specifically affect youth by building the capacity of the Youth Parliament to address VAWG including DV and IPV. Utilize their influence on National Parliament and Ministries to advocate for solutions to prevent and respond to VAWG. Empower future leaders of the country with the skills and knowledge to mobilize the youth around VAWG, ensuring the participation of adolescent girls from rural areas and girls with disabilities.																
2	2.1	2.1.5	Transfers and Grant to Counterparts	UNICEF	1	\$23,500	1	Lump sum	100%	6	23,500	23,500		Hire a CSO to (1) develop training modules about gender equitable norms, VAG, respectful relationships, empathetic masculinities and online safety, based on existing materials from other programmes; (2) develop a booklet for community assessments and activism about these topics; (3) produce the visual materials that will support the training, (4) organize and deliver a TOT about these modules to the Alumni of YP	Payment/Transfer to a CSO	

Table C- BUDGET BY OUTCOME - Phase I (year 1-2)

SPOTLIGHT COUNTRY PROGRAMME: TIMOR LESTE

O u t c o m e	O u t p u t	A c t i v i t y	Budget Lines	RUNO	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total Phase I			Narrative description of budget lines	Delivery Modality (select from drop down menu)
											Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)		
2	2.1	2.1.5	Contractual Services	UNICEF	1	\$5,600	1	Lump sum	100%	4	5,600	5,600		Printing of materials	Other
2	2.1	2.1.5	Transfers and Grant to Counterparts	UNICEF	1	\$24,400	1	Lump sum	100%	6	24,400	24,400		Hire a CSO (Alumni of Youth Parliament) to participate in the TOT, to deliver the developed modules to the Youth Parliament members, to facilitate discussions around key VAWG topics in Youth Parliament meetings, and to deliver trainings to other youth groups across the country.	Payment/Transfer to a CSO
2	2.1	2.1.5	Transfers and Grant to Counterparts	UNICEF	1	\$18,980	1	Lump sum	100%	6	18,980	18,980		Transfer to SSYS to extend the annual meetings of YP and to support the activities of the Youth Parliament members in municipalities.	Transfer to Government/Regional Body
2	2.1	2.1.5	Travel	UNICEF	1	\$2,157	1	Lump sum	100%	5	2,157	2,157		Technical support and quality assurance of youth parliament activities - travels for UNICEF staff to municipalities (DSAs and fuel)	Other
Sub-Total Activity 2.1.5											74,637	74,637	0		
<p>Activity 2.1.6: Support the government (Ministry of Social Solidarity and Inclusion), in consultation with ILO tripartite constituents, women's groups and other relevant partners, to review MSSSI existing scheme on "Support to Victims of Gender-Based Violence and Domestic Violence" - with a view to improving its scope and coverage, and with specific emphasis on work-place entry and re-entry supports (connecting to A.4.2.3 on linkages to vocational skills and entrepreneurship training and supports). The resulting recommendations and consultations will provide a strong input into the workstream of MSSSI social protection reforms, to ensure that social protection schemes and supports for survivors of violence are well planned and visible in future reforms, which are then followed up under work of MSSSI with ongoing support from ILO.</p>															
2	2.1	2.1.6	Contractual Services	ILO	1.0	\$400	11	Days	100%	4	4,400	4,400		Expert: to review MSSSI scheme	Payment to an Individual Consultant
2	2.1	2.1.6	Transfers and Grant to Counterparts	ILO	1.0	\$500	24	Months	100%	6	12,000	12,000		Implementation Agreement with Ministry of Social Solidarity and Inclusion (MSSSI)	Transfer to Government/Regional Body
2	2.1	2.1.6	Travel	ILO	1.0	\$400	7	Days	100%	5	2,800	2,800		Mission Cost - ILO Specialist bring in technical guidance and international best practices to the discussions.	Other
2	2.1	2.1.6	General Operating and Other Direct Cost	ILO	1.0	\$8,000	1	Lump sum	100%	7	8,000	8,000		Organization of workshops to discuss the provisions and finding of scheme	Other
2	2.1	2.1.6	Supplies, Commodities, Materials	ILO	1.0	\$2,800	1	Lump sum	100%	2	2,800	2,800		Production of Materials for the workshop, printing, banner, etc.	Other
Sub-Total Activity 2.1.6											30,000	30,000	0		
<p>Activity 2.1.7: Support the Government, through building on the work already being done by the UN with the Public Service Commission, to review, revise and promote its policies and regulations towards eliminating violence and harassment in the world of work, and in accordance with the principles in ILO C190 and the obligations outlined in relation to domestic violence, including the provision of a confidential help desk service for their workers experiencing GBV (including IPV).</p>															
2	2.1	2.1.7	Contractual Services	ILO	1.0	\$400	38	Days	100%	4	15,200	15,200		Expert: To review policy gaps and develop draft guidance that aligns with C190	Payment to an Individual Consultant
2	2.1	2.1.7	Transfers and Grant to Counterparts	ILO	1.0	\$1,600	24	Days	100%	6	38,400	38,400		Implementation agreement with Public Service Commission	Transfer to Government/Regional Body
2	2.1	2.1.7	Travel	ILO	2.0	\$400	7	Days	100%	5	5,600	5,600		Mission Cost - ILO Specialist to support the finalization of the policy tools and guidance.	Other
2	2.1	2.1.7	General Operating and Other Direct Cost	ILO	1.0	\$20,800	1	Lump sum	100%	7	20,800	20,800		Organization workshops to review and validate the process, the finding and the dissemination strategy for the new policy tools	Other
2	2.1	2.1.7	Supplies, Commodities, Materials	ILO	1.0	\$20,000	1	Lump sum	100%	2	20,000	20,000		Production of the final reviewed materials on policy and materials for help desk establishment	Other
Sub-Total Activity 2.1.7											100,000	100,000	0		
Sub-Total Output 2.1											664,637	664,637	0		
<p>Output 2.2: Multi-stakeholder national and/or sub-national coordination mechanisms established at the highest level and/or strengthened that are adequately funded and include multi-sectoral representation and representation from the most marginalized groups</p>															
<p>Activity 2.2.1 Municipal strategies aligned with NAP GBV: Based on the work done on identifying the gaps and needs on local level, supporting the municipalities in incorporating and delivering prevention and response of GBV as part of their annual workplans. Building on the existing work of linking NAP GBV obligations to municipal strategies and annual workplans, this activity will support implementation of the obligations in prevention and response to GBV, preparing the municipalities for these obligations following the new mandate they will receive under the new decentralization law. There should be a clear strategy to target those most left behind and also to guarantee that this investment supports also a better link between the needs and challenges faced at local level to inform the decisions made at national level.</p>															
2	2.2	2.2.1	Transfers and Grant to Counterparts	UNDP	1.0	\$21,000	1	Lump sum	100%	6	21,000	21,000		LoA with municipality to hire a Gender specialist (national trainer, planning and budget for municipality 1)	Transfer to Government/Regional Body
2	2.2	2.2.1	Transfers and Grant to Counterparts	UNDP	1.0	\$21,000	1	Lump sum	100%	6	21,000	21,000		LoA with municipality to hire a Gender specialist (national trainer, planning and budget for municipality 2)	Transfer to Government/Regional Body
2	2.2	2.2.1	Transfers and Grant to Counterparts	UNDP	1.0	\$21,000	1	Lump sum	100%	6	21,000	21,000		LoA with municipality to hire a Gender specialist (national trainer, planning and budget for municipality 3)	Transfer to Government/Regional Body
2	2.2	2.2.1	Travel	UNDP	1.0	\$18,000	1	Lump sum	100%	5	18,000	18,000		Transport, DSA	Other
2	2.2	2.2.1	Supplies, Commodities, Materials	UNDP	1.0	\$5,277	1	Lump sum	100%	2	5,277	5,277		Communication, printing and visibility	Other
2	2.2	2.2.1	Transfers and Grant to Counterparts	UNDP	1.0	\$20,000	1	Lump sum	100%	6	20,000	20,000		Transfer to CSO to conduct workshops	Payment/Transfer to a CSO
2	2.2	2.2.1	Supplies, Commodities, Materials	UNDP	1.0	\$7,050	1	Lump sum	100%	2	7,050	7,050		Office stationary	Other
2	2.2	2.2.1	Equipment, Vehicles, and Furnitures	UNDP	1.0	\$2,450	1	Lump sum	100%	3	2,450	2,450		Office equipment and furniture	Other
2	2.2	2.2.1	Transfers and Grant to Counterparts	UNDP	1.0	\$30,000	1	Lump sum	100%	6	30,000	30,000		Grants for small community projects aligned with municipal investment workplan	Payment/Transfer to a CSO
Sub-Total Activity 2.2.1											145,777	145,777	0		
<p>Activity 2.2.2: Strengthen and support an internal coordination mechanism of MoH to enable geographic and inter divisional coordination related to case management and referral</p>															
2	2.2	2.2.2	General Operating and Other Direct Cost	UNFPA	1.0	\$1,000	1	Lump Sum	100%	7	1,000	1,000		Printing and photocopying of meeting materials	Other
2	2.2	2.2.2	Contractual Services	UNFPA	1.0	\$680	14	Days	100%	4	9,520	9,520		International consultant (on-site) to conduct sensitization on health sector response to GBV and how to integrate GBV/IPV in other Maternal and Child Health Programmes + travel DSA	Payment to an Individual Consultant
2	2.2	2.2.2	Contractual Services	UNFPA	1.0	\$5,120	1	Lump sum	100%	4	5,120	5,120		National consultant to support sensitization + Travel DSA	Payment to an Individual Consultant
2	2.2	2.2.2	Transfers and Grant to Counterparts	UNFPA	2.0	\$160	6	Days	100%	6	1,920	1,920		DSAs for the sensitization meetings	Transfer to Government/Regional Body
2	2.2	2.2.2	Transfers and Grant to Counterparts	UNFPA	1.0	\$10,236	2	Years	100%	6	20,472	20,472		Venue, sound system and refreshment for all the meetings.	Transfer to Government/Regional Body
2	2.2	2.2.2	Transfers and Grant to Counterparts	UNFPA	8.0	\$1,566	2	Years	100%	6	25,056	25,056		DSA and Transport Fee for quarterly meeting	Transfer to Government/Regional Body
2	2.2	2.2.2	Transfers and Grant to Counterparts	UNFPA	3.0	\$1,152	2	Years	100%	6	6,912	6,912		DSA for the Annual Review	Transfer to Government/Regional Body
Sub-Total Activity 2.2.2											70,000	70,000	0		
<p>Activity 2.2.3: Strengthen Inter-Ministerial NAP GBV Coordination at National and Municipal levels: Support SEII to conduct capacity assessment of Inter-Ministerial NAP GBV Commission and raise visibility of NAP GBV Commission with Council of Ministers. This will also include mapping of municipal and sub-municipal coordination mechanisms to increase inter-ministerial coordination and resources needed for NAP implementation.</p>															

Table C- BUDGET BY OUTCOME - Phase I (year 1-2)

SPOTLIGHT COUNTRY PROGRAMME: TIMOR LESTE

O	u	t	c	A	v	c	t	i	y	Budget Lines	RUNO	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total Phase I			Narrative description of budget lines	Delivery Modality (select from drop down menu)
																		Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)		
2	2.2	2.2.3								Contractual Services	UNWomen	1.0	\$30,000	2	Years	100%	4	60,000	60,000		Consultant to support Commission capacity assessment/ capacity development (of Members) and functioning of Inter-ministerial Commission/ institutional mechanisms (effective operation of Commission and raising political commitment), as well as identifying options for sub-national mechanisms	Payment to an Individual Consultant
2	2.2	2.2.3								General Operating and Other Direct Cost	UNWomen	1.0	\$5,000	2	years	100%	7	10,000	10,000		Inter-ministerial and ministry-level workshops, meetings, systems support (tools for monitoring, reporting, etc.), and publications (sub-national mapping of coordination)	Other
2	2.2	2.2.3								Travel	UNWomen	1.0	\$2,000	2	Years	100%	5	4,000	4,000		Travel to municipalities for identifying coordination mechanisms	Other
2	2.2	2.2.3								Supplies, Commodities, Materials	UNWomen	1.0	\$2,000	2	Years	100%	2	4,000	4,000		Supplies and materials for workshops	Other
2	2.2	2.2.3								General Operating and Other Direct Cost	UNWomen	1.0	\$1,000	2	years	100%	7	2,000	2,000		Fuel to travel to municipalities and Dili	Other
										Sub-Total Activity 2.2.3:								80,000	80,000	0		
										Sub Total Output 2.2								295,777	295,777	0		
Output 2.3: Partners (Parliamentarians, key government officials and women's rights advocates) at national and/or sub-national levels have greater knowledge, capacities and tools on gender-responsive budgeting to end VAWG, including DV/IPV																						
Activity 2.3.1: Strengthen Capacities for Budgeting on GBV: Targeted technical assistance will be provided to UPMA, SEII, MoF to allocate resources on DV and monitor impact of allocations by responsible line ministries (MoE, MoH, PNTL, MOJ, MSS) to strengthen gender-responsive planning and budgeting. Capacities of responsible ministries on GRB in Annual Action Plans will be developed based on assessment during baseline; and support to CSO GRB/ Inclusive Budgeting Working Group will be provided to develop analysis and conduct briefings/ with Parliament (GMPTL, Commission C, CEPIG) to strengthen oversight capacities on GBV																						
2	2.3	2.3.1								Contractual Services	UNWomen	1.0	\$25,000	2	years	100%	4	50,000	50,000		1 national expert (on retainer working with SEII/ UPMA/ MOF	Payment to an Individual Consultant
2	2.3	2.3.1								Contractual Services	UNWomen	3.0	\$32,000	1	year	100%	4	96,000	96,000		National Volunteers providing rotating technical assistance to NAP GBV line ministries (with Govt cost-sharing in phase 2)- could be via institutional contract or agreement with Government	Other
2	2.3	2.3.1								Transfers and Grant to Counterparts	UNWomen	1.0	\$40,000	1	lump sum	100%	6	40,000	40,000		Support to CSO GRB Working Group to support consultations with marginalized groups of women, analysis and briefings with MPs	Payment/Transfer to a CSO
2	2.3	2.3.1								Travel	UNWomen	1.0	\$5,000	2	years	100%	5	10,000	10,000		Volunteers' travel to municipalities, UNW GRB expert to provide technical assistance mission to Dili + municipal representative travel to Dili for advocacy	Other
2	2.3	2.3.1								General Operating and Other Direct Cost	UNWomen	1.0	\$2,000	2	years	100%	7	4,000	4,000		Supplies and printing for briefings and advocacy	Other
										Sub-Total Activity 2.3.1:								200,000	200,000	0		
Activity 2.3.2 Municipal Gender Working Group in 3 Target Municipalities Support NAP GBV Understanding and Implementation- Strengthen understanding of GBV and GRB into GWG capacity development and annual planning and budgeting processes. This also includes municipal contribution to annual NAP monitoring reports, and strengthen formal relationships between gov civil servants, service providers, Municipal Women's Association and CSOs working on NAP GBV.																						
2	2.3	2.3.2								Transfers and Grant to Counterparts	UNWomen	3.0	\$15,000	2	years	100%	6	90,000	90,000		LOA - 15K per municipality per year (via SEII or another institution, per municipality-with view to be cost-shared in year 3)	Transfer to Government/Regional Body
2	2.3	2.3.2								Contractual Services	UNWomen	1.0	\$10,000	2	years	100%	4	20,000	20,000		Consultancy/advisory support ~@10K per year	Payment to an Individual Consultant
2	2.3	2.3.2								Travel	UNWomen	1.0	\$3,000	1	lump sum	100%	5	3,000	3,000		Travel for capacity assessment and monitoring to 3 municipalities	Other
2	2.3	2.3.2								General Operating and Other Direct Cost	UNWomen	2.0	\$250	2	lump sum	100%	7	1,000	1,000		Communication fees for staff/personnel	Other
2	2.3	2.3.2								General Operating and Other Direct Cost	UNWomen	3.0	\$2,000	1	lumpsum	100%	7	6,000	6,000		Workshops and supplies for GWG and activities	Other
										Sub-Total Activity 2.3.2:								120,000	120,000	0		
										Sub Total Output 2.3								320,000	320,000	0		
										Sub-Total OUTCOME 2:								1,280,414	1,280,414	0		
OUTCOME 3: Gender inequitable social norms, attitudes and behaviours change at community and individual levels to prevent violence against women and girls and harmful practices																						
Output 3.1: National and/or sub-national evidence-based programmes are developed to promote gender-equitable norms, attitudes and behaviours, including on Comprehensive Sexuality Education in line with international standards, for in and out of school settings																						
Activity 3.1.1: Knowledge building on promising approaches to prevent VAW for Govt, CSO and Devt Partner stakeholders working on VAWG, to agree on comprehensive national behaviour change strategies that work across the ecological model. Activities will map and assess current and possible prevention approaches and knowledge-sharing related to interventions for behaviour change at individual, inter-personal, institutional and societal levels.																						
3	3.1	3.1.1								Transfers and Grant to Counterparts	UNWomen	1.0	\$50,000	2	years	100%	6	100,000	100,000		Contract with CSO to support overall prevention behaviour change strategy development, documentation on prevention practices and capacity development with SEII/ Prevention Pillar partners	Payment/Transfer to a CSO
3	3.1	3.1.1								General Operating and Other Direct Cost	UNWomen	1.0	\$15,000	2	lumpsum	100%	7	30,000	30,000		Documentation, knowledge management, workshops and preparation of audio-visual materials for sharing on good practices and knowledge exchange	Other
3	3.1	3.1.1								Travel	UNWomen	1.0	\$20,000	1	lumpsum	100%	5	20,000	20,000		Travel/DSA to support mapping, knowledge exchange between organizations across municipalities/ between Natl/INGOs and Govt partners (8,000) and in year 2, travel to SVRI Forum to share learning from the SI (12000)	Other
										Sub-Total Activity 3.1.1:								150,000	150,000	0		
Activity 3.1.2: Conduct a study of root causes of gender norms, which will also assess the impact of violent pornography on GBV, including IPV, in order to inform the prevention strategy and inform legislation and programmes.																						
3	3.1	3.1.2								Transfers and Grant to Counterparts	UNFPA	1.0	\$40,000	1	Lump Sum	100%	6	40,000	40,000		CSO to support the research	Payment/Transfer to a CSO
3	3.1	3.1.2								Contractual Services	UNFPA	1.0	\$30,000	1	Lump sum	100%	4	30,000	30,000		International Consultant cost to lead research	Payment to an Individual Consultant
										Sub-Total Activity 3.1.2:								70,000	70,000	0		
Activity 3.1.3: Support the MoE to develop content for the curriculum of cycle 3 (pre-secondary) education levels that builds life skills and promotes gender equality, respectful and healthy relationships, and peaceful resolution of conflicts. The new content will be developed alongside the current curriculum reform so that these topics are also mainstreamed in the different subject areas. Specific media materials to be used in lessons will also be developed.																						
3	3.1	3.1.3								Contractual Services	UNICEF	1.0	\$68,000	1	Lump sum	100%	4	68,000	68,000		Hire an international consultant to develop curriculum content related to life skills for cycle 3, the teacher's guide (with lesson plans), student's materials and supporting materials for lessons and to conduct TOT (5 months)	Payment to an Individual Consultant
3	3.1	3.1.3								Contractual Services	UNFPA	1.0	\$22,000	1	Lump sum	100%	4	22,000	22,000		Payment to international consultant to develop healthy relationships component of the curriculum (30 days consultancy and travel costs for 2 missions)	Payment to an Individual Consultant

Table C- BUDGET BY OUTCOME - Phase I (year 1-2)

SPOTLIGHT COUNTRY PROGRAMME: TIMOR LESTE

O	u	t	c	A	v	c	t	i	y	Budget Lines	RUNO	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total Phase I			Narrative description of budget lines	Delivery Modality (select from drop down menu)
																		Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)		
3	3.1	3.1.3								Contractual Services	UNICEF	1.0	\$40,000	1	Lump sum	100%	4	40,000	40,000		Hire a media company (with graphic designers, illustrators, video animators, etc.) to develop educational materials to be used in schools aligned with the new curriculum.	Payment to a Consultancy Company
3	3.1	3.1.3								Contractual Services	UNICEF	1.0	\$10,500	1	Lump sum	100%	4	10,500	10,500		Hire a translator to translate the materials to Portuguese and Tetun.	Payment to an Individual Consultant
3	3.1	3.1.3								Transfers and Grant to Counterparts	UNICEF	1.0	\$32,140	1	Lump Sum	100%	6	32,140	32,140		Transfer to Government to organize consultations for the development of the curriculum related to life skills and healthy relationships, validation of the curriculum, testing of materials, and organization of TOT (venue, meals, DSAs, travels of participants, etc.)	Transfer to Government/Regional Body
3	3.1	3.1.3								Supplies, Commodities, Materials	UNICEF	253.0	\$100	1	Lump sum	100%	2	25,300	25,300		Printing costs of materials to be used in schools. 253 is the number of pre-secondary schools in the country	Other
3	3.1	3.1.3								Supplies, Commodities, Materials	UNICEF	66.0	\$280	1	Lump sum	100%	2	18,480	18,480		Purchase projectors for all public pre-secondary schools in target municipalities	Other
3	3.1	3.1.3								Travel	UNICEF	1.0	\$1,500	1	Lump sum	100%	5	1,500	1,500		Technical support and quality assurance by UNICEF staff - travels to municipalities (DSAs and fuel)	Other
Sub-Total Activity 3.1.3:																		217,920	217,920	0		
<p>Activity 3.1.4: Strengthen and expand whole-school approaches (Connect with Respect in 3 municipalities) with MoE / NGO partners. Expansion of whole-school approaches through engaging teachers, school administrators and staff, parents, students and community members (school personnel capacity building; TOT for facilitators with teacher training institute- INFORDEPE; student selection and roll-out). This will utilize existing teacher and facilitator networks established by UNICEF in the target municipalities.</p>																						
3	3.1	3.1.4								General Operating and Other Direct Cost	UNWomen	1.0	\$15,000	2	Years	100%	7	30,000	30,000		Training (TOT) for 30 teachers per year	Other
3	3.1	3.1.4								Contractual Services	UNWomen	1.0	\$15,000	2	Lump sum	100%	4	30,000	30,000		Melbourne University Institute to do the TOT and mentoring to teachers/schools	Payment to a Consultancy Company
3	3.1	3.1.4								Contractual Services	UNWomen	1.0	\$23,000	2	Years	100%	4	46,000	24,000	22,000	To provide technical assistance to support schools for the roll out of CWR (National Technical Assistance)	Payment to an Individual Consultant
3	3.1	3.1.4								General Operating and Other Direct Cost	UNWomen	12.0	\$200	18	Days	100%	7	43,200	43,200		Training with students (materials/supplies and refreshments for sessions)	Other
3	3.1	3.1.4								Transfers and Grant to Counterparts	UNWomen	3.0	\$30,000	1	Lump sum	100%	6	90,000	90,000		PCA with NGO to roll out the CWR in municipalities	Payment/Transfer to a CSO
3	3.1	3.1.4								Travel	UNWomen	3.0	\$200	18	Days	100%	5	10,800	10,800		Staff (NPO), Driver and M & E Officer travel to roll out and monitor the training	Other
3	3.1	3.1.4								Transfers and Grant to Counterparts	UNWomen	3.0	\$25,000	1	Lump sum	100%	6	75,000	75,000		PCA to roll-out parenting sessions with schools	Payment/Transfer to a CSO
3	3.1	3.1.4								Supplies, Commodities, Materials	UNWomen	1.0	\$500	24	months	100%	2	12,000	12,000		Stationeries, fuel and others	Other
3	3.1	3.1.4								Contractual Services	UNWomen	1.0	\$15,000	1	Lump sum	100%	4	15,000	15,000		Technical assistance/ mentoring on parenting intervention	Payment to an Individual Consultant
Sub-Total Activity 3.1.4:																		352,000	330,000	22,000		
<p>Activity 3.1.5: As part of the whole-school approach, enhance comprehensive sexuality and reproductive health education in youth centres and schools (linking with student councils and in coordination with UNICEF) including a provision of Comprehensive Sexuality Education and utilizing existing extra-curricular materials</p>																						
3	3.1	3.1.5								Contractual Services	UNFPA	1.0	\$3,292	6	months	100%	4	19,752	19,752		Hire national consultant to enhance GBV module for grade 4 - 6	Payment to an Individual Consultant
3	3.1	3.1.5								Contractual Services	UNFPA	1.0	\$22,096	1	lump sum	100%	4	22,096	22,096		Hire international consultant to enhance GBV module for secondary school curriculum	Payment to an Individual Consultant
3	3.1	3.1.5								Transfers and Grant to Counterparts	UNFPA	2.0	\$17,670	1	lump sum	100%	6	35,340	35,340		CSOs to support the implementation of TOT and follow up training in three municipalities	Payment/Transfer to a CSO
3	3.1	3.1.5								Travel	UNFPA	3.0	\$1,497	1	lump sum	100%	5	4,491	4,491		Local travel allowance for master trainers and training participants	Other
3	3.1	3.1.5								General Operating and Other Direct Cost	UNFPA	3.0	\$14,440	1	lump sum	100%	7	43,321	43,321		Purchasing training materials including rent of training and/or meeting venue both at National and municipality level	Other
Sub-Total Activity 3.1.5:																		125,000	125,000	0		
<p>Activity 3.1.6: Support the MoE to develop a comprehensive learning module for teachers about non-violent classroom management and positive discipline, so that teachers become key actors for building safe school environments and role models of non-violence for students and parents.</p>																						
3	3.1	3.1.6								Contractual Services	UNICEF	1.0	\$68,000	1	Lump Sum	100%	4	68,000	68,000		Hire an international consultant to develop a comprehensive learning package for teachers about non-violent classroom management and positive discipline, in collaboration with the national consultant, to develop an implementation plan for the training of teachers, to conduct TOT at national level and to support the initial roll-out of the programme (5 months).	Payment to an Individual Consultant
3	3.1	3.1.6								Contractual Services	UNICEF	1.0	\$14,000	1	Lump sum	100%	4	14,000	14,000		Hire a national consultant to work with the international consultant on the learning package for teachers, to contextualize messages for local reality, to translate the materials to tetun, to coordinate activities with the national trainers and support the initial roll-out of the programme (5 months).	Payment to an Individual Consultant
3	3.1	3.1.6								Contractual Services	UNICEF	1.0	\$53,000	1	Lump sum	100%	4	53,000	53,000		Hire a media company to produce short videos, in collaboration with MoE, that will support the learning sessions.	Payment to a Consultancy Company
3	3.1	3.1.6								Contractual Services	UNICEF	200.0	\$50	1	Lump sum	100%	4	10,000	10,000		Printing of materials	Other
3	3.1	3.1.6								Transfers and Grant to Counterparts	UNICEF	1.0	\$58,660	1	Lump sum	100%	6	58,660	58,660		Transfer to Government to organize consultations, testing of the learning package, TOT at national level and implementation of the trainings in target municipalities	Transfer to Government/Regional Body
3	3.1	3.1.6								Travel	UNICEF	1.0	\$2,700	1	Lump sum	100%	5	2,700	2,700		Technical support and quality assurance by UNICEF staff - travels to municipalities (DSAs and fuel)	Other
Sub-Total Activity 3.1.6:																		206,360	206,360	0		
Sub-Total Output 3.1:																		1,121,280	1,099,280	22,000		
<p>Output 3.2: Community advocacy platforms are established/strengthened to develop strategies and programmes, including community dialogues, public information and advocacy campaigns, to promote gender-equitable norms, attitudes and behaviours, including in relation to women and girls' sexuality and reproduction, self-confidence and self-esteem and transforming</p>																						
<p>Activity 3.2.1 Building on Activity 3.1.1. develop and implement a communications and behavior change multi-media strategy, at national and local levels. The developed materials will be adapted and utilized across the different Spotlight activities under Prevention, ensuring the same overarching strategies but also targeted messages for different groups.</p>																						

Table C- BUDGET BY OUTCOME - Phase I (year 1-2)

SPOTLIGHT COUNTRY PROGRAMME: TIMOR LESTE

Outcome	Output	Activity	Budget Lines	RUNO	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total Phase I			Narrative description of budget lines	Delivery Modality (select from drop down menu)
											Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)		
3	3.2	3.2.1	Contractual Services	UNICEF	1.0	\$200,000	1	Lump sum	100%	4	200,000	200,000		Hire an institution for content creation and product development (GBV C4D specialist) of SBCC materials, namely short movies, posters, flyers, booklets, stories for children's magazines, etc. for different target groups. These products will then be used (and adapted if necessary) by all agencies and implementing partners in their activities.	Payment to a Consultancy Company
3	3.2	3.2.1	General Operating and Other Direct Cost	UNICEF	1.0	\$15,400	1	Day	100%	7	15,400	15,400		Consultations for developing and testing messages and materials with different target groups - hire venue, meals, etc.	Other
3	3.2	3.2.1	Contractual Services	UNICEF	1.0	\$6,600	1	Lump sum	100%	4	6,600	6,600		Hire translators	Other
3	3.2	3.2.1	Supplies, Commodities, Materials	UNICEF	1.0	\$50,000	1	Lump sum	100%	2	50,000	50,000		Printing costs of materials to be used in activities	Other
3	3.2	3.2.1	General Operating and Other Direct Cost	UNICEF	1.0	\$10,000	1	Lump sum	100%	7	10,000	10,000		Other printing costs	Other
3	3.2	3.2.1	Contractual Services	UNICEF	1.0	\$58,000	1	Lump sum	100%	4	58,000	58,000		TV production/programming	Payment to a Consultancy Company
3	3.2	3.2.1	Transfers and Grant to Counterparts	UNICEF	1.0	\$20,000	1	Lump sum	100%	6	20,000	20,000		Transfer to a CSO to develop radio messages/programmes	Payment/Transfer to a CSO
3	3.2	3.2.1	General Operating and Other Direct Cost	UNICEF	1.0	\$30,000	1	Lump sum	100%	7	30,000	30,000		Dissemination and Logistics	Other
3	3.2	3.2.1	Transfers and Grant to Counterparts	UNICEF	1.0	\$25,000	1	Lump sum	100%	6	25,000	25,000		Transfer to CSO to develop and deliver trainings on SBCC for other CSOs engaged in Spotlight	Payment/Transfer to a CSO
3	3.2	3.2.1	Contractual Services	UNICEF	1.0	\$40,000	1	Lump sum	100%	4	40,000	40,000		Material adaptation for specific events, target groups, etc. through local contractor	Payment to a Consultancy Company
3	3.2	3.2.1	Travel	UNICEF	1.0	\$12,000	1	Lump Sum	100%	5	12,000	12,000		Technical support and quality assurance by UNICEF staff - travel costs to target municipalities (DSAs and fuel)	Other
Sub-Total Activity 3.2.1:											467,000	467,000	0		
<p>Activity 3.2.2 Talk show on National TV As part of the communications strategy, developing, producing and broadcasting a 15-episodes national talk show targeting Timorese youth focusing on GBV with different takes on healthy intimate partner relationships, domestic violence and opening discussions on the legislation on national level. Specific episodes will be featured to target municipalities focusing on the local challenges in the communities, especially involving survivors of GBV.</p>															
3	3.2	3.2.2	Transfers and Grant to Counterparts	UNDP	15.0	\$700	1	Days	100%	6	10,500	10,500		Low Value Grant to CSO for contracting the TV for broadcasting awareness materials	Payment/Transfer to a CSO
3	3.2	3.2.2	Transfers and Grant to Counterparts	UNDP	1.0	\$60,000	1	Lump sum	100%	6	60,000	60,000		Low Value Grant to CSO for the production of TV programme.	Payment/Transfer to a CSO
3	3.2	3.2.2	Travel	UNDP	1.0	\$4,500	1	Lump sum	100%	5	4,500	4,500		Transport, DSA	Other
Sub-Total Activity 3.2.2:											75,000	75,000	0		
<p>Activity 3.2.3 Enhancing and institutionalizing GBV survivor-centered reporting and journalism through 1) development of National Guideline for Journalists and Reporters on Reporting on GBV/IPV with the Press Council 2) dissemination, awareness raising, and socialization of the guideline for journalists, 3) establishment of a mechanism at the Press Council to award best examples and success stories on GBV reporting, establishing a link with the survivors, who could be part of the jury for the award.</p>															
3	3.2	3.2.3	Transfers and Grant to Counterparts	UNDP	2.0	\$6,000	1	Lump sum	100%	6	12,000	12,000		Low Value Grants for 2 Journalists' associations (CSOs)	Payment/Transfer to a CSO
3	3.2	3.2.3	Supplies, Commodities, Materials	UNDP	2.0	\$7,500	1	Lump sum	100%	2	15,000	15,000		Posters, Newspapers, Printings Materials	Other
3	3.2	3.2.3	Transfers and Grant to Counterparts	UNDP	1.0	\$47,000	1	Lump sum	100%	6	47,000	47,000		LoA with Press Council to produce national guidelines, socialization of guidelines, and establishment of mechanism	Transfer to Government/Regional Body
3	3.2	3.2.3	General Operating and Other Direct Cost	UNDP	1.0	\$2,000	6	Lump sum	100%	7	12,000	12,000		Training, workshops	Other
Sub-Total Activity 3.2.3:											86,000	86,000	0		
<p>Activity 3.2.4: As part of the community based level, expand the parenting program to include topics related to gender stereotypes, gender socialization through childhood and adolescence, respectful relationships within the family and the impact on DV/IPV on children and adolescent. Programme to be delivered through community sessions to fathers, mothers and other caregivers, multi-sectorial home-visits to at-risk families, and public drama engaging out-of-school youth.</p>															
3	3.2	3.2.4	Transfers and Grant to Counterparts	UNICEF	1.0	\$75,756	1	Lump sum	100%	6	75,756	75,756		Transfer to a CSO to develop 2 new modules for the parenting program focusing on respectful relationships within the family, peaceful conflict resolution, gender stereotypes and gender socialization; and the materials for home visits about the same topics. TOR include desk review, consultations, content development, graphic design of materials, testing, revision and TOTs (national and in target administrative posts)	Payment/Transfer to a CSO
3	3.2	3.2.4	Supplies, Commodities, Materials	UNICEF	1.0	\$22,000	1	Lump sum	100%	2	22,000	22,000		Printing of materials for parenting sessions and home visits (facilitators manual, posters, leaflets, etc.)	Other
3	3.2	3.2.4	Transfers and Grant to Counterparts	UNICEF	1.0	\$34,080	1	Lump sum	100%	6	34,080	34,080		Transfer to MSI to organize consultations and testing of materials, 1 national TOT and 10 TOTs in administrative posts in Ermera and Viqueque with Child Protection Officers, Social Animators, Gender Focal Points and Community Facilitators.	Transfer to Government/Regional Body
3	3.2	3.2.4	Transfers and Grant to Counterparts	UNICEF	1.0	\$50,230	1	Lump sum	100%	6	50,230	50,230		Transfer to MSI to conduct parenting sessions in communities, sessions for prisoners, home visits and theatre performances with youth in two target municipalities.	Transfer to Government/Regional Body
3	3.2	3.2.4	Travel	UNICEF	1.0	\$3,224	1	Lump Sum	100%	5	3,224	3,224		Technical support and quality assurance by UNICEF staff - travel costs to target municipalities (DSAs and fuel)	Other
Sub-Total Activity 3.2.4:											185,290	185,290	0		
<p>Activity 3.2.5: As part of the community level interventions, build on the work done with Community Development Officers (12) engaged in the ILO-led rural roads infra-structure projects (RAD and ERA - EU funded), and trade union leaders (KSTL) (12) to generate community dialogues with families around GBV, DV and IPV through capacity development and accessible visual tools in 'Lafaek' and working in conjunction with CSO partners with expertise in EVAWG approaches, including on gender-responsive means to identify at-risk women workers.</p>															
3	3.2	3.2.5	Contractual Services	ILO	1.0	\$400	23	Days	100%	4	9,200	9,200		Expert : To Review current practice/curricul and implement campaign	Payment to an Individual Consultant
3	3.2	3.2.5	Transfers and Grant to Counterparts	ILO	1.0	\$66,800	1	lump sum	100%	6	66,800	66,800		Implementation Agreement to Timor Leste Trade Union Confederation (KSTL) including for capacity development for KSTL, Organization of workshop to review current practice/curricul and implement campaign and production of materials for awareness raising, and other materials on IPV.	Payment/Transfer to a CSO
3	3.2	3.2.5	Travel	ILO	1.0	\$400	10	Days	100%	5	4,000	4,000		Mission cost - ILO Specialist	Other
Sub-Total Activity 3.2.5:											80,000	80,000	0		

Table C- BUDGET BY OUTCOME - Phase I (year 1-2)

SPOTLIGHT COUNTRY PROGRAMME: TIMOR LESTE

O u t c o m e	O u t p u t	A c t i v i t y	Budget Lines	RUNO	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total Phase I			Narrative description of budget lines	Delivery Modality (select from drop down menu)	
											Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)			
Activity 3.2.6 Develop intervention with faith-based groups as community influencers as part of behaviour change strategy, involving inter-generational dialogue and adapting from evidence on couples' and community mobilization programming. This will include mapping of institutions/ partner organizations to co-develop - learn from Pradet, CRS, others.																
3	3.2	3.2.6	Transfers and Grant to Counterparts	UNWomen	3.0	\$15,000	2 year		100%	6	90,000	90,000		PCA with CSO, \$15,000 per year for 3 municipalities	Payment/Transfer to a CSO	
3	3.2	3.2.6	Contractual Services	UNWomen	1.0	\$30,000	1 year		100%	4	30,000	30,000		Consultant for intervention design and monitoring support during roll out	Payment to an Individual Consultant	
Sub-Total Activity 3.2.6:											120,000	120,000	0			
Activity 3.2.7: Girls and Boy Scouts as advocates for change (network across all provinces)- Voices against Violence extra-curricular programme to reach young people and support individual behaviour change and equitable gender norms among adolescents. Adaptation and roll-out in 3 municipalities. World Association of Girl Guides and Girl Scouts and UNW developed existing curriculum; global evaluation found positive results.																
3	3.2	3.2.7	Contractual Services	UNWomen	1.0	\$40,000	1 year		100%	4	40,000	40,000		Consultant to facilitate adaptation & test/ Bringing WAGGS to Timor for adaptation	Payment to an individual Consultant	
3	3.2	3.2.7	Transfers and Grant to Counterparts	UNWomen	1.0	\$70,000	1 year		100%	6	70,000	70,000		PCA to provide training at municipalities/ 50 scouts in 20 sucos per year & Technical Assistant	Payment/Transfer to a CSO	
Sub-Total Activity 3.2.7:											110,000	110,000	0			
Sub -Total Output 3.2:											1,123,290	1,123,290	0			
Sub-Total OUTCOME 3:											2,244,570	2,222,570	22,000			
OUTCOME 4: Women and girls who experience violence and harmful practices use available, accessible, acceptable, and quality essential services including for long term recovery from violence																
A 4.1.1 Increasing access to formal justice for IPV and GBV-survivors through Mobile Courts (comprising teams of judges, prosecutors, public defenders and clerks) that operate in the absence of court structures and provide a range of judicial services from trial, to appeal to inspection in the districts where no courts are present. Mobile Courts is the only access to formal justice for survivors of GBV from the rural and marginalized groups, considering that there are only four fixed courts in the country.																
4	4.1	4.1.1	Travel	UNDP	1.0	\$6,700	22 Months		100%	5	147,400	147,400		DSA for around 90 legal actors (prosecutors, public defenders, judges, justice officials, including drivers) and project staff (for monitoring) to implement mobile courts over 22 months in 9 districts. The Court of Appeal has been running the mobile courts for the first time in 2019 in only a few municipalities, and they have requested the support of UNDP to build capacity and sustainability in the approach. Through the Spotlight Initiative, UNDP would provide financial support and assistance to ensure efficient and effective implementation of the mobile courts in all municipalities of the country. A specific budget has been allocated to for a sustainability assessment that should help in the drafting of an exit strategy for the mobile courts together with the Court of Appeal.	Other	
4	4.1	4.1.1	Supplies, Commodities, Materials	UNDP	1.0	\$10,000	1 Lump sum		100%	2	10,000	10,000		Travel costs of the mobile courts in 9 municipalities for judges, prosecutors, public defenders and drivers (fuel and DSAs).	Other	
4	4.1	4.1.1	Supplies, Commodities, Materials	UNDP	1.0	\$1,000	1 Lump sum		100%	2	1,000	1,000		Foods and drinks for disputants	Other	
4	4.1	4.1.1	Contractual Services	UNDP	1.0	\$35,600	1 Lump sum		100%	4	35,600	35,600		Sustainability assessment for exit strategy and SOP development for mobile courts operations based on the sustainability assessment	Payment to an Individual Consultant	
4	4.1	4.1.1	General Operating and Other Direct Cost	UNDP	1.0	\$1,000	1 Lump sum		100%	7	1,000	1,000		Bank fees for transferring DSA	Other	
Sub-Total Activity 4.1.1:											195,000	195,000	0			
A.4.1.2 Enhancing access to quality information on justice for IPV survivors by 1) scaling of existing Access to Justice Clinics (AJCs) in additional municipalities to provide free legal aid and outreach of the Public Defender to IPV survivors from rural and municipal groups and 2) launching of Women and Youth Para-legal Programme to provide legal assistance for women and minority groups and which is to operate under the auspices of the AJCs. This activity will be done in cooperation with CSOs to ensure broader outreach.																
4	4.1	4.1.2	Transfers and Grant to Counterparts	UNDP	2.0	\$32,500	1 Lump sum		100%	6	65,000	40,000	25,000	Construction of AJCs offices in two municipalities	Transfer to Government/Regional Body	
4	4.1	4.1.2	Supplies, Commodities, Materials	UNDP	2.0	\$5,000	1 Lump sum		100%	2	10,000	10,000		Office supplies and furnitures	Other	
4	4.1	4.1.2	Travel	UNDP	1.0	\$14,000	1 Lump sum		100%	5	14,000	14,000		Transport, DSA, travel	Other	
4	4.1	4.1.2	Transfers and Grant to Counterparts	UNDP	3.0	\$50,000	1 Lump sum		100%	6	150,000	150,000		Grants to 3 CSOs	Payment/Transfer to a CSO	
4	4.1	4.1.2	Contractual Services	UNDP	1.0	\$5,000	1 Lump sum		100%	4	5,000	0	5,000	Design and BOQ fee for the construction of 2 AJC offices	Payment to an Individual Consultant	
Sub-Total Activity 4.1.2:											244,000	214,000	30,000			
A.4.1.3 Improve short term safe spaces for survivors within the municipal Vulnerable Persons Unit by equipping, refurbishing and/or operationalizing the rooms making them available and accessible to IPV-survivors and people with disabilities.																
4	4.1	4.1.3	Transfers and Grant to Counterparts	UNDP	1.0	\$20,000	1 Lump sum		100%	6	20,000	20,000		Assessment of VPU safe spaces	Payment/Transfer to a CSO	
4	4.1	4.1.3	Transfers and Grant to Counterparts	UNDP	1.0	\$117,000	1 Lump sum		100%	6	117,000	117,000		To equip VPU's Safe Space and make its facility accessible, comfortable and safe for IPV-survivors.	Transfer to Government/Regional Body	
4	4.1	4.1.3	Contractual Services	UNDP	1.0	\$3,000	1 Lump Sum		100%	4	3,000	3,000		Design and BOQ fee for the equipment/refurbishment of safe spaces	Payment to an Individual Consultant	
4	4.1	4.1.3	Travel	UNDP	1.0	\$1,000	1 Lump Sum		100%	5	1,000	1,000		DSA and travel expenses for project staff	Other	
Sub-Total Activity 4.1.3:											141,000	141,000	0			
Activity 4.1.4: Strengthen accessible and timely essential health services for victims/survivors by conducting cascade training to build capacities of selected health staff at all levels in order to ensure that there are staff members in each facility who have received in depth training on essential health services - especially first line support (including on referral mechanism) of training of doctors, nurses and midwives. Conduct supportive supervision to the selected health facilities that provides LIVES to monitor and find ways to improve services. Design and distribute to all health facilities posters and pamphlets on GBV and services available for victims/survivors.																
4	4.1	4.1.4	Transfers and Grant to Counterparts	UNFPA	4.0	\$23,940	2 YEARS		100%	6	191,520	191,520		Transfer to MoH to implement activities - Training (materials such as stationaries and flip charts), trainers fee, refreshment, venue, sound system for the trainings, DSAs and transportation for 75 health staff participants (doctors, nurses and midwives) in 3 municipalities, Printing: 8397 and Translation 2,000	Transfer to Government/Regional Body	
4	4.1	4.1.4	Contractual Services	UNFPA	1.0	\$35,889	1 Lump Sum		100%	4	35,889	35,889		Contract to International consultant to develop materials + DSA for mission (30 days) + DSA for transit (overnight stay) + travels, visa and terminal	Payment to an Individual Consultant	
4	4.1	4.1.4	Contractual Services	UNFPA	1.0	\$1,000	1 Lump Sum		100%	4	1,000	1,000		National Consultant for lay out of materials	Payment to an Individual Consultant	
Sub-Total Activity 4.1.4:											228,409	228,409	0			

Table C- BUDGET BY OUTCOME - Phase I (year 1-2)

SPOTLIGHT COUNTRY PROGRAMME: TIMOR LESTE

O u t c o	O u t p	A c t i v i t y	Budget Lines	RUNO	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total Phase I			Narrative description of budget lines	Delivery Modality (select from drop down menu)		
											Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)				
			Activity 4.1.5: Establish safe room/space within prioritized health facilities to provide LIVES and other components of essential health service package as required ensuring accessibility, confidentiality and privacy. The provision of LIVES in these health facilities will be subject to supportive monitorization and supervision to promote quality of service provision.														
4	4.1	4.1.5	Contractual Services	UNFPA	2.0	\$25,000	1 YEARS	Lump sum	100%	4	50,000	50,000	0	Contract to Company (for the rooms establishment)	Other		
			Sub-Total Activity 4.1.6:										50,000	50,000	0		
			Activity 4.1.6: Deliver an empowerment program tailored to the specific needs of adolescent girls survivors and those at heightened risk in target communities, following a Life-Skills Based Education model that would also include Parenting Education, and financial literacy														
4	4.1	4.1.6	Transfers and Grant to Counterparts	UNICEF	1.0	\$260,480	1	Lump sum	100%	6	260,480	260,480	0	Hire a CSO (that will also collaborate with local and grassroots CSOs) to develop the programme in consultation with adolescent girls and to deliver it in the target municipalities	Payment/Transfer to a CSO		
4	4.1	4.1.6	Travel	UNICEF	1.0	\$6,950	1	Lump sum	100%	5	6,950	6,950	0	Technical support and quality assurance of the programme - Travels for UNICEF staff to target municipalities (DSAs and fuel)	Other		
			Sub-Total Activity 4.1.6:										267,430	267,430	0		
			Activity 4.1.7: Women with disabilities advocate and have accessible services. Build upon current UN Empower for Change project (working with women with disabilities) by supporting survivors and women with disabilities to provide training to service providers on survivor-centred responses and making services more accessible to target groups (women with disabilities, young women, etc.) will collaborate with HRAU/PDHJ for training police as part of their ongoing training programme														
4	4.1	4.1.7	Transfers and Grant to Counterparts	UNWomen	1.0	\$50,000	2 Years	Years	100%	6	100,000	100,000	0	PCA with organisations of people with disabilities incl. for conducting workshop. And training with service providers incl. technical assistance	Payment/Transfer to a CSO		
			Sub-Total Activity 4.1.7:										100,000	100,000	0		
			Sub-Total Output 4.1										1,225,839	1,195,839	30,000		
			Output 4.2: Women and girls' survivors of VAWG, including DV/IPV, and their families are informed of and can access quality essential services, including longer term recovery services and opportunities														
			Activity 4.2.1: To conduct community awareness activities (community discussion, workshops) on health impact of GBV - including IPV - and the availability of services through partnership with national NGO (with well established community based group) - This will also aim to advocate for and create care seeking behaviour. UNDP will be involved to provide technical assistance to provide training to CSO partners on judicial support services available so that their out-reach will contain such information as well.														
4	4.2	4.2.1	Transfers and Grant to Counterparts	UNFPA	3.0	\$43,333	2 Years	Years	100%	6	260,000	260,000	0	Transfer to local NGO to support Community Awareness activities in 3 Municipalities	Payment/Transfer to a CSO		
4	4.2	4.2.1	Travel	UNFPA	3.0	\$1,667	2 Years	Years	100%	5	10,000	10,000	0	Monitoring Activities cost on the support to Local NGO by UNFPA to the target Municipalities	Other		
			Sub-Total Activity 4.2.1:										270,000	270,000	0		
			A.4.2.2 Linking the work of the GWG from municipal level on the NAP GBV obligations for service provision on lower level of governance (post-administrative), closer to the survivors. This is a pilot activity linked to the activities on municipal coordination, supporting the implementation of prioritized actions in the action plan designed at municipal level.														
4	4.2	4.2.2	Equipment, Vehicles, and Furnitures	UNDP	1.0	\$2,000	1	Lump sum	100%	3	2,000	2,000	0	Improving office space	Other		
4	4.2	4.2.2	Transfers and Grant to Counterparts	UNDP	1.0	\$20,400	1	Lump sum	100%	6	20,400	20,400	0	LoA with municipality to hire staff in administrative post to ensure prioritized actions under municipality action plan are being implemented at the administrative post level	Transfer to Government/Regional Body		
4	4.2	4.2.2	Travel	UNDP	1.0	\$2,000	1	Lump sum	100%	5	2,000	2,000	0	Project staff DSA	Other		
4	4.2	4.2.2	Supplies, Commodities, Materials	UNDP	1.0	\$5,600	1	Lump sum	100%	2	5,600	5,600	0	Printing and socialization of information, office supplies	Other		
4	4.2	4.2.2	Transfers and Grant to Counterparts	UNDP	1.0	\$30,000	1	Lump sum	100%	6	30,000	30,000	0	Transfer to Municipality to support actions in the implementation of the action plans at the administrative post level	Transfer to Government/Regional Body		
4	4.2	4.2.2	Transfers and Grant to Counterparts	UNDP	1.0	\$18,000	1	Lump sum	100%	6	18,000	18,000	0	Grants for small community projects aligned with municipal investment workplan at the administrative post level	Payment/Transfer to a CSO		
			Sub-Total Activity 4.2.2:										78,000	78,000	0		
			Activity 4.2.3: Support the Chamber of Commerce and Industry and its member (ASSOCIAÇÃO EMPRESARIAL DAS MULHERES DE TIMOR LESTE - AEMTL, and trade unions) to develop programmes in support/re-integration of women experiencing violence into the workforce; training and supports for women survivors leaving the shelter system through SEFOPE and other relevant organizations - and in collaboration with MSSJ - using already tried and tested ILO skills and women's entrepreneurship training tools - I.e. ILO GET Ahead (gender and entrepreneurship together) training programme.														
4	4.2	4.2.3	Contractual Services	ILO	1.0	\$400	72 Days	Days	100%	4	28,800	28,800	0	Expert: Good Practices, TOT, Evaluation	Payment to an individual Consultant		
4	4.2	4.2.3	Transfers and Grant to Counterparts	ILO	1.0	\$2,550	24 Months	Months	100%	6	61,200	61,200	0	Implementation Agreement with Chamber of Commerce and Industry Timor Leste (CCITL), including for capacity development for CCI-TL members and representatives of the private sector, production of training materials, organization workshop on good practices and dissemination efforts	Payment/Transfer to a CSO		
4	4.2	4.2.3	Transfers and Grant to Counterparts	ILO	1.0	\$4,000	24 Months	Months	100%	6	96,000	96,000	0	Implementation Agreement with Instituto de Apoio ao Desenvolvimento Empresarial (IADE)	Transfer to Government/Regional Body		
4	4.2	4.2.3	Travel	ILO	1.0	\$400	10 Days	Days	100%	5	4,000	4,000	0	Mission Cost - ILO Specialist	Other		
			Sub-Total Activity 4.2.3:										190,000	190,000	0		
			Sub-Total Output 4.2:										538,000	538,000	0		
			Sub-Total Outcome 4:										1,763,839	1,733,839	30,000		
			OUTCOME 5: Quality, disaggregated and globally comparable data on different forms of violence against women and girls and harmful practices, collected, analysed and used in line with international standards to inform laws, policies and programmes														
			Output 5.1: Key partners, including relevant statistical officers, service providers in the different branches of government and women's rights advocates have strengthened capacities to regularly collect data related to VAWG, including DV/IPV, in line with international and regional standards to inform laws, policies and programmes														
			Activity 5.1.1 : Improving and socializing the internal case management systems of the Rule of Law institutions for better data analysis and usage to ensure sustainability in future budgeting and service provision. Depending on the preliminary assessment of the selected institutions, this activity will aim at creating linkages between RoL institutions' internal case management systems, an initial step to establishing a coordinated mechanism at the national level that collects service data on VAWG from across sectors														
5	5.1	5.1.1	Contractual Services	UNDP	1.0	\$100,000	1	Lump sum	100%	4	100,000	100,000	0	Assess and provide recommendations on an integrated IT based case management system	Payment to a Consultancy Company		
5	5.1	5.1.1	Contractual Services	UNDP	1.0	\$30,000	1	Lump sum	100%	4	30,000	30,000	0	Consultant to operationalize the process	Payment to an individual Consultant		
5	5.1	5.1.1	Supplies, Commodities, Materials	UNDP	1.0	\$30,000	1	Lump sum	100%	2	30,000	30,000	0	IT Supplies, maintenance, service	Other		

Table C- BUDGET BY OUTCOME - Phase I (year 1-2)

SPOTLIGHT COUNTRY PROGRAMME: TIMOR LESTE

Outcome	Output	Activity	Budget Lines	RUNO	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total Phase I			Narrative description of budget lines	Delivery Modality (select from drop down menu)
											Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)		
5	5.1	5.1.1	Transfers and Grant to Counterparts	UNDP	1.0	\$42,000	1	Lump Sum	100%	6	42,000	42,000		LoA with government institution to hire national IT staff to support the implementation of the recommendations with the aim of linking the case management systems between the RoL institutions	Transfer to Government/Regional Body
Sub-Total Activity 5.1.1:											202,000	202,000	0		
Activity 5.1.2: Mapping of data and analytical gaps related to GBV in national collection survey instruments (DHS, Labour Force Survey etc.). Revision of the instruments to match with new intended standards related to GBV, Mapping and Harmonizing definition of indicators in administrative data sources, Conduct website Management /design and outline Communications Strategy and engage with national consultant to re-design data products/publications aspect of the GDS website to include GBV data from Secondary Sources and followed by workshop to relevant ministries and CSOs (Combined Activities)															
5	5.1	5.1.2	Contractual Services	UNFPA	2.0	\$46,500	1	Lump sum	100%	4	93,000	93,000		Hire 2 International consultants and 1 national consultant to conduct data mapping and analysis, mapping of administrative data sources and harmonization (total 70 days), at \$1000 per day fee for the three consultants at \$500, \$300, \$200 + travel costs for four missions for internationals.	Payment to an Individual Consultant
5	5.1	5.1.2	Contractual Services	UNFPA	1.0	\$12,900	1	Lump sum	100%	4	12,900	12,900		Hire an interpreter/translator to support interpretation in the workshops and translation of documents	Other
5	5.1	5.1.2	Contractual Services	UNFPA	1.0	\$25,000	1	Lump sum	100%	4	25,000	25,000		Hire an International Consultant to conduct the website management/design and online communications strategy. \$500/day for 40 days + travel costs	Payment to an Individual Consultant
5	5.1	5.1.2	Contractual Services	UNFPA	2.0	\$4,500	3	month	100%	4	27,000	27,000		National Consultant to re-design the data product and to monitor the utilisation 3months/year for two years	Payment to an Individual Consultant
5	5.1	5.1.2	Transfers and Grant to Counterparts	UNFPA	4.0	\$3,500	1	Day	100%	6	14,000	14,000		Hire venue, catering and soundsystem, stationary and supplies for 4 workshops	Transfer to Government/Regional Body
5	5.1	5.1.2	Transfers and Grant to Counterparts	UNFPA	1.0	\$11,183	1	Year	100%	6	11,183	11,183		Cost of DSAs and transport for meeting participants	Transfer to Government/Regional Body
Sub-Total Activity 5.1.2:											183,083	183,083	0		
Sub-Total Output 5.1											385,083	385,083	0		
Output 5.2: Quality prevalence and/or incidence data on VAWG, including DV/IPV, is analysed and made publicly available for the monitoring and reporting of the SDG target 5.2 indicators to inform evidence-based decision making															
Activity 5.2.1: Strengthen the capacity of line ministry statistics/SDG and planning Focal Points from NAP GBV institutions to understand and use gender statistics for better NAP GBV monitoring, budgeting and reporting. This will build on the skills developed by the data literacy activity and reach government and civil society (including survivors of VAWG).															
5	5.2	5.2.1	Travel	UNWomen	1.0	\$14,000	2	Lump sum	100%	5	28,000	28,000		Travel, DSA costs for Gender Statisticians (UN Women RO/HQ) for capacities building with Gov, NGOs/ Women's group and workshops related costs (7 days DSA in Dili, airfares) twice a year for 2 years	Other
5	5.2	5.2.1	General Operating and Other Direct Cost	UNWomen	1.0	\$6,000	2	years	100%	7	12,000	12,000		Workshops/ trainings related costs for 2 years	Other
5	5.2	5.2.1	Travel	UNWomen	1.0	\$5,000	2	years	100%	5	10,000	10,000		Travel and related costs for participants from municipalities	Other
Sub-Total Activity 5.2.1:											50,000	50,000	0		
Activity 5.2.2: Data literacy training to relevant government institutions and CSOs with the aim to increase evidence based programming, advocacy and policy making.															
5	5.2	5.2.2	Transfers and Grant to Counterparts	UNFPA	1.0	\$10,750	2	Year	100%	6	21,500	21,500		Cost of DSA for the two-day GBV Data literacy training events (one each year) for relevant government institutions and CSOs. Each meeting includes : 16 other municipality participants and 8 drivers at \$60 for 3 days (\$4,320); 8 Dili participants at \$10 transport allowance for one day (\$160). International Consultant travel (\$6,286).	Transfer to Government/Regional Body
5	5.2	5.2.2	Transfers and Grant to Counterparts	UNFPA	1.0	\$145	2	Day	100%	6	290	290		Cost of Stationery and supplies \$125, Flipcharts \$20 used during each meeting.	Transfer to Government/Regional Body
5	5.2	5.2.2	Contractual Services	UNFPA	1.0	\$10,350	2	LUMP SUM	100%	4	20,700	20,700		International consultant: 15 days per year fee at \$500 per day ; 16 hours per year (two days) simultaneous interpretation at \$75 per hour; Translation of approximately 11,000 words of written text at \$0.15 per word per year.	Payment to an Individual Consultant
5	5.2	5.2.2	Transfers and Grant to Counterparts	UNFPA	1.0	\$3,755	2	Day	100%	6	7,510	7,510		Two-day meeting (one each year) costs as follows: venue \$800, Catering \$2205, Soundsystem \$500, Printing for participants \$250.	Transfer to Government/Regional Body
Sub-Total Activity 5.2.2:											50,000	50,000	0		
Sub-Total Output 5.2											100,000	100,000	0		
Sub-Total OUTCOME 5:											485,083	485,083	0		
OUTCOME 6: Women's rights groups, autonomous social movements and relevant CSOs, including those representing youth and groups facing multiple and intersecting forms of discrimination/marginalization, more effectively influence and advance progress on GEWE and ending VAWG															
Output 6.1: Women's rights groups and relevant CSOs, have increased opportunities and support to share knowledge, network, partner and jointly advocate for GEWE and ending VAWG, including DV/IPV, with relevant stakeholders at sub-national, national, regional and global levels															
Activity 6.1.1: National VAW Experts Strengthened and Evidence-based Practices are Promoted: Facilitate knowledge-exchange and capacities of CSOs and grassroots organizations on evidence-based VAW Programming, strengthening linkages between women's rights groups and DPOs, LBT and informal youth and girls' networks through skills-building on programme design, M&E, self-care practices, peer support networks/ community of practice and a national VAW Forum for sharing lessons learned and promising practices, including with groups not traditionally working on VAW (farmers associations, women in business, and mens groups, etc.) and on accountability of service providers in VAW.															
6	6.1	6.1.1	Transfers and Grant to Counterparts	UNWomen	1.0	\$49,500	2	years	100%	6	99,000	99,000		PCA for CSOs to organize EVAW Forum	Payment/Transfer to a CSO
6	6.1	6.1.1	General Operating and Other Direct Cost	UNWomen	1.0	\$4,500	2	years	100%	7	9,000	9,000		Refreshments, travel, translation, printing and related costs for CS National Reference Group	Other
Sub-Total Activity 6.1.1:											108,000	108,000	0		
Sub-Total Output 6.1:											108,000	108,000	0		
Output 6.3: Women's rights groups and relevant CSOs representing groups facing multiple and intersecting forms of discrimination/marginalization have strengthened capacities and support to design, implement and monitor their own programmes on ending VAWG, including DV/IPV															
Activity 6.3.1: Enhancing CSO capacity to design and manage EVAW programmes and access diversified funding for their EVAW efforts. This includes technical assistance for emerging CSOs and grassroots groups representing marginalized women and girls, activists and advocates (on transformative leadership, rights-based programme design, monitoring, advocacy, finance, etc.) to increase readiness to access EVAW funds; small grants for CSOs (on EVAWG M&E practices, self-funding initiatives, transformative leadership, self-care, support for the women's movement/solidarity, etc.), informed by local organizations and dialogues with development partners, government and private sector donors for strengthening CSO ownership of EVAWG efforts and greater funding opportunities on women's rights.															
6	6.3	6.3.1	Supplies, Commodities, Materials	UNWomen	1.0	\$15,000	2	years	100%	2	30,000	30,000		Workshops, trainings, and related material	Other

Table C- BUDGET BY OUTCOME - Phase I (year 1-2)

SPOTLIGHT COUNTRY PROGRAMME: TIMOR LESTE

Outcome	Output	Activity	Budget Lines	RUNO	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total Phase I			Narrative description of budget lines	Delivery Modality (select from drop down menu)
											Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)		
6	6.3	6.3.1	Travel	UNWomen	1.0	\$12,000	2	Years	100%	5	24,000	24,000		Travel for National Programme Officer & a driver to support CSOs groups in 12 municipalities for capacity development (3 days for each municipality) - USD 5,000 & USD 19,000 DSA for participants from municipalities to attend workshops/ consultations at least one for each municipality.	Other
6	6.3	6.3.1	Transfers and Grant to Counterparts	UNWomen	1.0	\$366,000	2	years	100%	6	732,000	732,000		Partner with Women's Fund or institutional partner to support self-sustaining fund and develop fund diversification strategy for CSOs and implement grants for organizational capacity development on EVAWG	Payment/Transfer to a CSO
6	6.3	6.3.1	General Operating and Other Direct Cost	UNWomen	1.0	\$7,000	2	years	100%	7	14,000	14,000		Stationary and Communications	Other
Sub-Total Activity 6.3.1:											800,000	800,000	0		
Sub -Total Output 6.3:											800,000	800,000	0		
Sub-Total OUTCOME 6:											908,000	908,000	0		
Total PROGRAMME OUTCOME COSTS:											7,086,906	7,029,906	57,000		
B. PROGRAMME MANAGEMENT COSTS (Project Office cost) Cost for all outcomes combined. Should not exceed 18% of total Programme Outcome Costs															
RCO (UNDP)															
Narrative description of budget lines															
N/A	RCO	N/A	Staff and Personnel	UNDP	0.3	\$263,500	2	Years	100%	1	158,100	0	158,100	Communications Coordinator P4 (for entire Spotlight Initiative) 30%	
N/A	RCO	N/A	Staff and Personnel	UNDP	0.3	\$60,000	2	Years	100%	1	36,000	0	36,000	Coordination Officer NOC (for entire Spotlight Initiative) 30%	
N/A	RCO	N/A	Staff and Personnel	UNDP	0.3	\$65,000	2	Years	100%	1	39,000	0	39,000	M&E officer IUNV (for entire Spotlight Initiative) 30%	
N/A	C	N/A	Contractual Services	UNDP	1.0	\$60,000	1	Lump Sum	100%	4	60,000	60,000	0	COMMUNICATIONS: Hire photographers, story writers, translators, interpreters, video producers, etc.	
N/A	C	N/A	General Operating and Other Direct Cost	UNDP	1.0	\$10,000	1	Lump Sum	100%	7	10,000	10,000	0	COMMUNICATIONS: Hire venue and meals for events	
N/A	C	N/A	Travel	UNDP	1.0	\$2,000	1	Lump Sum	100%	5	2,000	2,000	0	COMMUNICATIONS: DSA for Government officials	
N/A	C	N/A	General Operating and Other Direct Cost	UNDP	1.0	\$16,700	1	Lump Sum	100%	7	16,700	16,700	0	COMMUNICATIONS: Printing costs	
N/A	C	N/A	General Operating and Other Direct Cost	UNDP	1.0	\$4,000	1	Lump Sum	100%	7	4,000	4,000	0	COMMUNICATIONS: Radio and TV time slots	
N/A	C	N/A	Travel	UNDP	1.0	\$2,033	1	Lump Sum	100%	5	2,033	2,033	0	COMMUNICATIONS: Travels	
N/A	P	N/A	Contractual Services	UNDP	1.0	\$15,000	1	Lump Sum	100%	4	15,000	15,000	0	PRE-FINANCING: Launch of Spotlight Initiative	
Sub-Total RCO											342,833	109,733	233,100		
UNDP															
N/A	N/A	N/A	Staff and Personnel	UNDP	1.0	\$65,000	2	Years	100%	1	130,000	130,000	0	International UNV for finance (for entire Spotlight Initiative)	
N/A	N/A	N/A	Staff and Personnel	UNDP	1.0	\$45,157	2	Years	100%	1	90,314	90,314	0	Programme Specialist NOB	
N/A	N/A	N/A	Staff and Personnel	UNDP	1.0	\$20,000	2	Years	100%	1	40,000	40,000	0	Programme Associate G55	
N/A	N/A	N/A	Contractual Services	UNDP	1.0	\$30,791	2	Years	100%	4	61,582	61,582	0	Service Contract National Rule of Law Specialist (SB4)	
N/A	N/A	N/A	General Operating and Other Direct Cost	UNDP	1.0	\$22,000	2	years	100%	7	44,000	33,104	10,896	Operations (internet, phone, lap top)	Other
N/A	N/A	N/A	General Operating and Other Direct Cost	UNDP	1.0	\$30,000	2	years	100%	7	60,000	0	60,000	DPC (Direct Project Cost) automatically deducted	Other
N/A	P	N/A	Contractual Services	UNDP	1.0	\$32,000	1	Lump Sum	100%	4	32,000	32,000	0	PRE-FINANCING: Legal Review	
N/A	N/A	N/A	Contractual Services	UNDP	1.0	\$5,000	1	Lump Sum	100%	4	5,000	0	5,000	Contribution to the fee of consultant to coordinate development of country programme on Spotlight	
Sub-Total UNDP											462,896	387,000	75,896		
UN WOMEN															
N/A	N/A	N/A	Staff and Personnel	UNWomen	1.0	\$223,000	2	years	100%	1	446,000	446,000		International Programme Specialist (P3) for 2 years (for entire Spotlight Initiative)	
N/A	N/A	N/A	Staff and Personnel	UNWomen	1.0	\$45,157	2	years	100%	1	90,314	90,314		National Programme Officer (NOB)	
N/A	N/A	N/A	Staff and Personnel	UNWomen	1.0	\$20,000	2	years	100%	1	40,000	40,000		National Programme Assistant (G5)	
N/A	N/A	N/A	Contractual Services	UNWomen	1.0	\$30,791	2	years	100%	4	61,582	61,582	0	National Programme Officer (SB4- SC)	Other
N/A	N/A	N/A	Staff and Personnel	UNWomen	0.2	\$25,000	2	years	100%	1	10,000	0	10,000	Salary contribution for Finance Associate 20% (G56)	
N/A	N/A	N/A	Staff and Personnel	UNWomen	0.2	\$70,000	2	years	100%	1	28,000	4,000	24,000	Salary contribution for Procurement Ass 20% (G55)	
N/A	N/A	N/A	Contractual Services	UNWomen	0.3	\$30,000	2	years	100%	4	18,000	6,000	12,000	Salary contribution for driver (SB2)	
N/A	C	N/A	Contractual Services	UNWomen	0.5	\$20,000	2	years	100%	4	20,000	0	20,000	Salary contribution for Communications Officer (NOA)	
N/A	N/A	N/A	General Operating and Other Direct Cost	UNWomen	1.0	\$16,000	2	years	100%	7	32,000	20,457	11,543	Common Services- Premises for 4 head (25%) co-shared of 64,000 per year. This includes security related costs i.e. ID, Guards etc. & ICT services i.e. internet connectivity etc.	
N/A	N/A	N/A	General Operating and Other Direct Cost	UNWomen	1.0	\$6,000	2	years	100%	7	12,000	12,000		Reimbursement to UNDP for support services i.e. processing payments, contract extensions/payroll validations monthly etc.	
N/A	P	N/A	Contractual Services	UNWomen	1.0	\$14,890	1	Lumpsum	100%	4	14,890	14,890	0	PRE-FINANCING: Remaining cost due to consultant to coordinate development of country programme on Spotlight after receipt of RUNO's contribution (USD 5,000 each)	
N/A	P	N/A	Contractual Services	UNWomen	1.0	\$290	1	day	100%	4	290	290		PRE-FINANCING: Consultation with Reference Group on 19 June 2019 costs for refreshment (20 people) and translator (half day)_ transfer to company and a translator	
N/A	P	N/A	Contractual Services	UNWomen	1.0	\$6,508	1	day	100%	4	6,508	6,508		PRE-FINANCING: National Consultations on SI with Government and Partners - one day, 100 people attended. 2 translators required and cash advances for travel and related costs for participants- Gender FP from 12 municipalities (MSSI & SEII)	
N/A	P	N/A	General Operating and Other Direct Cost	UNWomen	1.0	\$3,228	1	lumpsum	100%	7	3,228	3,228		PRE-FINANCING: Municipal Consultations	
N/A	N/A	N/A	Contractual Services	UNWomen	1.0	\$5,000	1	Lump Sum	100%	4	5,000	0	5,000	Contribution to the fee of consultant to coordinate development of country programme on Spotlight	
N/A	N/A	N/A	Travel	UNWomen	1.0	\$4,954	1	lumpsum	100%	5	4,954	-	4,954	UN Women Contribution _Staff_ Travel and related cost for Programme Specialist- UN Women HQ to assist CO developing Country Programme SI	
E	E	N/A	Contractual Services	UNWomen	1.0	\$92,523	1	Lump Sum	100%	4	92,523	92,523		EVALUATION: Mid-term Evaluation	
E	E	N/A	Contractual Services	UNWomen	1.0	\$92,523	1	Lump Sum	100%	4	92,523	92,523		EVALUATION: Thematic/Periodic Evaluation	
Sub-Total UNWOMEN											977,811	890,315	87,497		
UNFPA :															
N/A	N/A	N/A	Staff and Personnel	UNFPA	1.0	\$45,157	2	Years	100%	1	90,314	90,314		Programme Officer NOB Level to manage the project	
N/A	N/A	N/A	Staff and Personnel	UNFPA	1.0	\$20,000	2	Years	100%	1	40,000	40,000		Programme Assistant G55 Level to support the project	
N/A	N/A	N/A	General Operating and Other Direct Cost	UNFPA	1.0	\$9,547	2	Years	100%	7	19,093	19,093		Cost recovery, Common services cost, supplies and maintenance cost.	

Table C- BUDGET BY OUTCOME - Phase I (year 1-2)

SPOTLIGHT COUNTRY PROGRAMME: TIMOR LESTE

O	u	t	c	Budget Lines	RUNO	Unit quantity	Unit Cost (USD)	Duration	Time unit (Months, Days or Lump sum)	% Charged to Programme	UNDG Budget Category (1-7)	Total Phase I			Narrative description of budget lines	Delivery Modality (select from drop down menu)
												Total Phase I (USD)	Total Spotlight Phase I (USD)	Agencies Contributions Phase I (USD)		
N/A	N/A	N/A	N/A	Staff and Personnel	UNFPA	1.0	\$65,000	2	years	100%	1	130,000	130,000		MONITORING: IUNV M&E (for entire Spotlight Initiative)	
N/A	N/A	N/A	N/A	Travel	UNFPA	8.0	\$3,125	1	Lump sum	100%	5	25,000	25,000		MONITORING: Quaterly site visit to target municipalities	
N/A	N/A	N/A	N/A	General Operating and Other Direct Cost	UNFPA	1.0	\$5,024	2	Lump Sum	100%	7	10,047	10,047		MONITORING: M&E update meetings with Implementing Partners (Government and CSOs)	
N/A	N/A	N/A	N/A	General Operating and Other Direct Cost	UNFPA	1.0	\$5,000	2	Lump Sum	100%	7	10,000	10,000		MONITORING: Internal RUNOs and AAs M&E quarterly meetings	
N/A	N/A	N/A	N/A	General Operating and Other Direct Cost	UNFPA	1.0	\$5,000	2	Lump Sum	100%	7	10,000	10,000		MONITORING: M&E workshop to implementing partners (Govs and CSOs)	
N/A	P	N/A	N/A	Contractual Services	UNFPA	1.0	\$115,000	1	Lump Sum	100%	4	115,000	115,000		PRE-FINANCING: Baseline Study for EU/UN Spotlight Initiative	
N/A	N/A	N/A	N/A	Staff and Personnel	UNFPA	0.5	\$60,150	2	Years	100%	1	60,150	0	60,150	UNFPA Contribution: Youth Officer (S8 4)	
N/A	N/A	N/A	N/A	Staff and Personnel	UNFPA	0.5	\$65,480	2	Years	100%	1	65,480	0	65,480	UNFPA Contribution: GBV Specialist (IUNV)	
N/A	N/A	N/A	N/A	Staff and Personnel	UNFPA	0.2	\$40,450	2	Years	100%	1	16,180	0	16,180	UNFPA Contribution: Gender Prog Analyst (FT-NOB)	
N/A	N/A	N/A	N/A	Contractual Services	UNFPA	1.0	\$5,000	1	Lump Sum	100%	4	5,000	0	5,000	Contribution to the fee of consultant to coordinate development of country programme on Spotlight	
Sub-Total UNFPA:												596,264	449,454	146,810		
UNICEF																
N/A	N/A	N/A	N/A	Staff and Personnel	UNICEF	1.0	\$45,157	2	Year	100%	1	90,314	90,314	0	Adolescent Specialist with a strong background on Child Protection and Gender (NOB)	
N/A	N/A	N/A	N/A	Staff and Personnel	UNICEF	1.0	\$20,000	2	Years	100%	1	40,000	40,000	0	Programme Associate (G55)	
N/A	N/A	N/A	N/A	General Operating and Other Direct Cost	UNICEF	1.0	\$26,210	1	Lump Sum	100%	7	26,210	26,210		General Operating Cost, Common Services, Security, and Vehicle Maintenance	
N/A	N/A	N/A	N/A	Staff and Personnel	UNICEF	0.1	\$320,000	2	Years	100%	1	64,000	0	64,000	Chief of Education (P4) 10%	
N/A	N/A	N/A	N/A	Staff and Personnel	UNICEF	0.1	\$58,000	2	Years	100%	1	11,600	0	11,600	Planning and Monitoring Officer (IUNV) 10%	
N/A	N/A	N/A	N/A	Staff and Personnel	UNICEF	0.1	\$223,000	2	Years	100%	1	44,600	0	44,600	Chief of Comms (P3) 10%	
N/A	N/A	N/A	N/A	Staff and Personnel	UNICEF	0.1	\$46,272	2	Years	100%	1	9,254	0	9,254	Child Protection Manager (NOC) 10%	
N/A	C	N/A	N/A	Staff and Personnel	UNICEF	1.0	\$45,157	2	Years	100%	1	90,314	90,314		COMMUNICATIONS: Communications and SBCC officer (NOB)	
N/A	N/A	N/A	N/A	Contractual Services	UNICEF	1.0	\$5,000	1	Lump sum	100%	4	5,000	0	5,000	Contribution to the fee of consultant to coordinate development of country programme on Spotlight	
Sub-Total UNICEF:												381,292	246,838	134,454		
ILO:																
N/A	N/A	N/A	N/A	Staff and Personnel	ILO	1.0	\$45,157	2	Years	100%	1	90,314	90,314		National officer post to manage the project (NOB)	
N/A	N/A	N/A	N/A	Staff and Personnel	ILO	1.0	\$20,000	2	Years	100%	1	40,000	40,000		Finance/Admin Assistant to support the project (G5)	
N/A	N/A	N/A	N/A	Staff and Personnel	ILO	0.1	\$263,414	\$2	Years	\$1	\$1	\$52,683	\$0	\$52,683	Staff time - of International Labour Standards (P4) to promote C190; to guide the technical review of labour laws, legislation; and to provide guidance on alignment with International Labour standards. Contribute total 10% of time for 2 years.	
N/A	N/A	N/A	N/A	Staff and Personnel	ILO	0.1	\$300,013	\$2	Years	\$1	\$1	\$60,003	\$0	\$60,003	Staff time of Gender Specialist (P5) to promote C190; to support the technical review of labour laws, legislation; to ensure consultations with stakeholders. Contribute total 10% of time for 2 years.	
N/A	N/A	N/A	N/A	Staff and Personnel	ILO	0.1	\$300,013	2	Years	100%	1	30,001	0	30,001	Staff time - of Social Protection Specialist (P5), contribution to guide the technical review and recommendations on social protection measures for survivors of GBV and DV. Contribute total 5% of time for 2 years.	
N/A	N/A	N/A	N/A	Staff and Personnel	ILO	0.1	\$300,013	2	Years	100%	1	30,001	0	30,001	Staff time - of Gender and Non-Discrimination Specialist (P5) to guide the review of PSC on policies and measures based on C190, C111 and C100 as well as international good practices. Contribute total 5% of time for 2 years.	
N/A	N/A	N/A	N/A	Staff and Personnel	ILO	0.1	\$263,414	2	Years	100%	1	26,341	0	26,341	Staff time - of Skill Specialist (P4) to provide technical input and review TVET. Contribute total 5% of time for 2 years.	
N/A	N/A	N/A	N/A	General Operating and Other Direct Cost	ILO	1.0	\$8,775	1	Lump sum	100%	7	8,775	3,775	5,000	General Operating expenses of the project: Fuel, communication, office rent, security cost, others	Other
N/A	N/A	N/A	N/A	Contractual Services	ILO	1.0	\$5,000	1	Lump sum	100%	4	5,000	5,000		Contribution to the fee of consultant to coordinate development of country programme on Spotlight	
Sub-Total ILO:												343,118	139,090	204,028		
TOTAL PROGRAMME MANAGEMENT COSTS:												3,104,215	2,222,430	881,785		
TOTAL DIRECT PROGRAMME COSTS												10,191,121	9,252,336	938,785		
Indirect Programme Support Costs (7%)												647,664	647,664			
TOTAL COSTS												10,838,785	9,900,000	938,785		

Note: The RUNOS of the Spotlight Initiative in Timor-Leste will work closely with the UN Operations Management Team to establish long term agreements with suppliers of services in order to significantly reduce the number of consultancies to be managed. Examples of such activities include design, translation, interpretation.

C Communication
P PRE-FINANCING
RCO
E Evaluation