

Annex 4

Gender Assessment and Action Plan

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1 Introduction

(1) Background

The proposed project aims to protect natural forests and strengthen livelihood resilience to climate change through i) enhancement of local stakeholders' capacity for sustainable management of natural resources and ii) introduction of climate resilient agriculture in the four target watersheds.

The project will provide direct benefits to 48,110 people (estimated to be 24,440 males, 23,670 females¹) with tangible benefits from climate-resilient agriculture, forestry, and income-generation/ livelihood development. It will offer indirect benefits to 148,143 people (76,060 males, 72,083 females)² of 25,101 households in 74 villages, which accounts for 12.2% of the total households in the country³, including the reduction of degradation of natural resources caused by illegal cutting, forest fires, and free-grazing animals; and better governance for natural resource management (NRM). Out of the 25,101 households, around 3,300 households (13%) are female-headed⁴.

(2) Objectives of the gender analysis

This gender analysis aims to provide an overview of the gender situations in Timor-Leste and identifies key gender issues that are relevant to the proposed project. It also examines potential gender mainstreaming opportunities to adapt to the changing situation caused by climate change. Based on the result of the assessment, the Gender Action Plan was developed. It includes gender-responsive actions to enhance gender equality during project implementation.

(3) Methodologies of the gender analysis

The gender assessment was undertaken jointly by the JICA CB-NRM (Community Based Natural Resource Management) Project Team and the technical officials of Director General of Forestry, Coffee, and Industrial Plants (DGFCIP) of the Ministry of Agriculture and Fisheries (MAF), in cooperation with Municipality Offices of MAF and national NGOs for local participation and facilitation of field discussion. The analysis made by the team consists of a desktop review at the office and field works at sampled villages in the target watersheds.

Desktop review at office

As for desktop review, the team undertook i) the desktop review of the existing literatures, including government policies and statistics, gender-related documents, and any other available data and information in studies conducted by donor agencies and NGOs; and ii) data collection from key stakeholders through consultations and telephone interviews. The informants were: central government institution (e.g., Polícia Nacional de Timor-Leste (PNTL), and Ministry of State Administration), as well as municipality administration office concerned with the target watersheds (i.e., Aileu, Ainaro, Covalima, Dili, Ermera, Liquica, Manatuto and Manufahi Municipalities).

Field works at sampled villages

¹ The numbers of the male and female are estimated with application of 49.2%, which is the percentage of women in the total population of the country, to the total beneficiary number of 48,110.

² Timor-Leste Population and Housing Census 2015

³ Ditto

⁴ Ditto

The field works were conducted either i) as part of Participatory Land Use Planning (PLUP) with major elements of Climate Change Vulnerability Assessment (CCVA), where the CB-NRM mechanism was established; or ii) as complementary sample field surveys, where the CB-NRM mechanism is yet to be introduced. In both modalities, the team organized focus group discussions to identify community perceptions on climate change and natural disasters, including identifying main gender issues from the local perspective. In addition to this, the complementary sample surveys facilitated discussion on i) labour difference between females and males, ii) difference in access to and control of resources by gender, and iii) historical trends of major kinds of climate-related phenomenon. Villages with female leader was specially selected as target villages, even though its number is limited in Timor-Leste. Female-led villages were selected to learn their experiences on how to involve women in local governance. The following table shows the outline of the field works, including the names of the villages visited, the dates of visit, the number of participants from the communities, and the modality of work.

Focus Group Discussion held by JICA CB-NRM Project

Area	Watershed	Village	Date	Participants	Modality of Work
Northern	Comoro	Cotolau	17 Aug. 2017	23 (F:6 M:17)	As part of PLUP/CCVA
		Fatisi	04 Dec. 2019	8 (F:4 M:4)	Sample field survey
	Laclo	Maumeta	06 July 2017	34 (F:10 M:24)	As part of PLUP/CCVA
		Fahisoi*	16 Oct. 2019	12 (F:4 M:8)	Sample field survey
Southern	Caraulun	Babulo*	16 Jan. 2020	11 (F:6 M:5)	Sample field survey
		Manumera*	28 Jan. 2020	8 (F:4 M:4)	Sample field survey
	Tafara	Lactos	21 Jan. 2020	10 (F:5 M:5)	Sample field survey
		Maudemo*	23 Jan. 2020	10 (F:5 M:5)	Sample field survey

Note: * Village having a female village chief Source: JICA CB-NRM Project

National facilitators specialized in gender or participatory planning facilitated all the discussions, including PLUP/CCVA, collaborating with MAF officials (DGFCIP officials and Municipality staff) and JICA experts. In many cases, five (5) facilitators with 3 females and 2 males facilitated the discussion. In the villages where PLUP/CCVA was conducted, the PLUP committee members, who had been selected from the community, participated in discussion. In other villages, 5 females and 5 males were selected by village chiefs to participate as the village representative for the sample field survey, who could discuss on behalf of the community. Number of the participants varied from 8 to 12 as indicated in the table above.

Gender-sensitive approach was taken throughout the discussion. The first step was group discussion separated by men and women, which enabled women (as well as men) to express their concerns and perspectives freely. This was followed by plenary session to hear voices from each side. As such, the team not only obtained data on their different recognitions and experience but also facilitated mutual understanding from both sides. It was observed that community participants enjoyed this discussion method, as they found out how their partners felt about the issue, knowing common or different comments in the results of group discussion.



Group discussion at Babulo Village, 16 Jan. 2020



Plenary discussion at Lactos Village, 21 Jan. 2020

2 Current Status of Women in Timor-Leste

2.1 Timor-Leste in the world based on the key indicators

Many of indicators on gender disparity show that there is still a room for effort to close the gap in the country. As shown in Table 1, Human Development Index (HDI) of Timor-Leste is 0.626 in 2018 and ranked 132nd among 189 countries (HDI, 2018). As for Gender Development Index (GDI)⁵, which addresses gender gaps in health, knowledge and living standards, Timor's index value is 0.899 and ranked 125th, while the world average is 0.941 and that of East Asia and Pacific region is 0.962⁶ in 2018 (GDI, 2018).

Likewise, the Global Gender Gap Index (GGGI) of the World Economic Forum valued its gender disparity at 0.662⁷, and ranked 17 out of the 20 East Asia and Pacific countries analyzed in 2020 (GGGI, 2020). GGGI demonstrates Timor-Leste's national gender gaps on economic, education, health and political criteria.

Table 1 Gender of Timor-Leste in the world

Indicator	Value	Remark
HDI	0.626	132 nd / 189 countries
GDI	0.899	World average :0.941 East Asia and Pacific average:0.962
GGGI	0.662	Ranked 17 th out of 20 countries in East Asia and Pacific Region

2.2 Population and households

Timor-Leste has a population of 1.18 million, and women account for about half of the total population (49.2%). There is no large difference of the ratio between urban and rural areas. There are 204,597 households in the country, and men predominantly head them while 15.8% of households are with female heads (See the table below).

Table2 Population and Households

Population		Urban population		Rural population		Household s number by head of households (HH)	
Total	% of female	Total	% of female	Total	% of female	Total	% of female-headed
1,183,643	49.2	349,208	48.6	834,435	49.5	204,597	15.8

Source: Timor-Lest Population and Housing Census 2015

The country, while demonstrating fertility reduction (e.g. 5.45 persons in 2007 to 4.09 in 2017)⁸, still indicates a steady increase in its population with the growth ratio per year between 1.79% and 1.96% in the last decade⁹. Hence, substantial increase of working-age population can also be expected¹⁰. This will impose an enormous challenge with Timor-Leste economy to absorb the growing number of young people entering the labor market¹¹. As shown later in this chapter, labor force participation rate is significantly higher for men: this trend is more of a threat to women in terms of economic opportunities.

⁵ GDI measures disparities on the HDI by gender. The closer the ratio is 1, the smaller the gap between women and men.

⁶ UNDP Human Development Report 2019 <http://hdr.undp.org/en/composite/GDI>

⁷ World Economic Forum, The Global Gender Gap Report 2020

⁸ https://ecodb.net/exec/trans_country.php?type=WB&d=TFRTIN&c1=TL&s=&e=

⁹ <https://www.worldometers.info/world-population/timor-leste-population/>

¹⁰ General Directorate of Statistics (GDS) and United Nations Population Fund (UNFPA), 2018, Timor-Leste population and housing census 2015: Analytical Report on Population Prediction volume 9

¹¹ GDS and UNFPA, 2018, Timor-Leste population and housing census 2015: Analytical Report on Population Prediction volume 9

2.3 Education

The education system in Timor-Leste consists of: a) pre-school education, b) basic education (primary and pre-secondary education), c) secondary education, and d) higher education (polytechnic/diploma and university). Amongst them, basic education receives the highest policy priority: the government aims at achieving 100% enrollment with free tuition.

Overall, about a quarter (26.0%) of the population aged 6 years and above have never attended formal schooling. Older group (age 60 or above) are the one which records least attendance rate and shows worst gender disparity. School attendance between women and men is improving for younger groups; yet the disparity still exists in the age groups of 15-24 and above.

Table3 Attendance at school by age group (never attended)

	Male (%)	Female (%)
Age 6-14	11.8	11.1
Age 15-24	11.1	12.4
Age 25-39	18.5	25.0
Age 40-59	34.2	55.1
Age 60 and above	74.1	88.2
Total	22.7	29.4

Source: Gender summary of the thematic report: Timor-Leste Population and Housing census 2015

Gender Parity Index (GPI)¹² looks at the extent of equal access to education by sex. Table 4 shows GPI for Gross Attendance Rate (GAR)¹³ and Net Attendance Rate (NAR)¹⁴. GPI for GAR and NAR are close to parity for primary (0.95), pre-secondary (1.03) and secondary education (0.98). For tertiary education, however, GPI of GAR is rather low (0.80), which reveals that women have less opportunity for receiving tertiary education in their life. As higher education is a major factor of entering the labor market especially in the urban areas, the result demonstrated the disadvantage of women in obtaining a stable paid work.

Table4 GPI of GAR and NAR

	Primary	Pre-secondary	Secondary	Tertiary
GPI of GAR	0.95	1.03	0.98	0.80
GPI of NAR	1.00	1.21	1.20	1.01

Source: UNICEF Timor-Leste, 2017, Education Monograph 2015 Fact Sheet

As for literacy rate, there is no significant difference between women and men (84.0% and 84.6%, respectively). Yet a large gap exists between women in urban and rural areas, for literacy rate is 94.5% in urban areas and 77.8% in rural areas. In rural settings, women are less likely to attend school regularly¹⁵ engaging in domestic work and farming: consequently, their school performance drops.

Table5 Literacy rate of women (15-24 years)

Total (%)			Urban (%)			Rural (%)		
Total	Male	Female	Total	male	female	Total	Male	Female
84.3	84.6	84.0	94.3	94.1	94.5	78.4	79.0	77.8

Source: Timor-Lest Population and Housing Census 2015

¹² "GPI=1" indicates gender parity. "GPI<1" shows a disparity in favor of boys and "GPI>1" shows a favor for girls.

¹³ According to the UNESCO Institute for Statistics it is defined that: divide the number of students attending a given level of education regardless of age by the population of the age group, which officially corresponds to the given level of education. A high GAR generally indicates a high degree of attendance, whether the students belong to the official age group or not.

¹⁴ It is defined that: total number of students in the theoretical age group for a given level of education attending that level at any time during the reference academic year, expressed as a percentage of the total population in that age group.

¹⁵ GDS, UNICEF and UNFPA, 2017, Analytical Report on Education: Timor-Leste Population and Housing Census 2015, P5

Another cause of women's lower school attendance is influenced by women's early pregnancy. While education plays a crucial role in positively influencing behavior and life decisions of girls, early pregnancy often keeps them from successfully completing formal education. In addition, young mothers are more vulnerable to poverty, and likely to be isolated and exclusive in the society¹⁶.

Table6 Adolescent fertility, 2015

Age 15	Age 16	Age 17	Age 18	Age 19
1.6%	2.4%	4.1%	8.5%	12.7%

Source: Gender summary of the thematic report: Timor-Leste Population and Housing census 2015

2.4 Work and employment

The labor trend analysis of the gender gaps demonstrates the labor force participation rate is significantly higher for men (65.0%) compared to women (43.7%). The same is true for employment rate (61.4% and 43.7%, respectively), where men have higher opportunities for employment. Although the gap between those of men and women are declining in recent years among all age groups, there is a significant difference between urban and rural women. Almost half of women in rural areas are counted as labor force, while the rate is 32.4% for urban women. One account of this difference is the type of work available in each setting; rural women are mostly engaged in farming and/or animal husbandry while urban women are employees/self-employed in the service sector.

Table7 Situation of Labor Force

	Labor Force Participation Rate (%) ¹⁷			Employment Rate (%) ¹⁸		
	Total	Male	Female	Total	Male	Female
Total	55.5	65.0	45.7	52.6	61.4	43.7
Urban	46.0	55.7	35.6	41.6	50.4	32.4
Rural	60.2	69.9	50.6	54.2	67.1	49.2

Source: 2015 Timor-Lest Population and Housing Census Data Sheet

Around 60% of the employed population is working in the agriculture sector while 40% is in the service sector. Few are employed in the industrial sector. If urban and rural areas are compared, the difference is significant; more than 70% of labor force is in the service sector in urban areas while the similar figure appears in the agriculture sector in rural areas.

Table8 Employed Population by Industrial Sectors

	Total (%)			Urban (%)			Rural (%)		
	Total	male	female	Total	male	Female	Total	Male	female
Agriculture	59.7	62.2	56.3	15.6	16.5	14.2	73.8	77.9	68.3
Industry	4.0	4.9	2.6	6.9	9.5	2.7	3.0	3.3	2.6
Service	36.3	32.9	41.1	77.5	74.0	83.2	23.2	18.8	29.1

Source: Timor-Lest Population and Housing Census 2015

The most notable difference is observed between women and men in the types of employment. The number of women in managerial positions (2,910) is a quarter of that of men (8,387)¹⁹,

¹⁶ Gender summary of the thematic report: Timor-Leste Population and Housing census 2015

¹⁷ The proportion of Timor-Leste's working-age population (15–64 years of age) that engages actively in the labor market, either by working or looking for work, expressed as a percentage.

¹⁸ The proportion of Timor-Leste's working-age population (15–64 years of age) that is employed, expressed as a percentage

¹⁹ GDS, ILO, UNFPA, 2018, Timor-Leste Population and Housing Census: Analytical Report on Labor Force Thematic

which demonstrates the economic gap by gender. There are five major female-dominated occupations: a) textile, handicraft, leather and related works (97%), b) weaver, knitter and related workers (97%), c) housekeepers and related service workers (91%), d) home-based social workers (85%), and e) cooks and chefs (85%)²⁰. Men-dominated occupations are a) car, taxi and light trucks or van drivers, b) defense forces and other security guards, c) house builders, d) carpenters and furniture makers, e) bricklayers and related workers²¹. The index of occupational segregation is 0.23, which indicates 23% of the employed population of each sex needs to change their occupations to reach gender parity in each occupation²².

In summary, women are mainly engaged in the agriculture sector with some involved in the service sector or handicraft. This trend is rather high in rural areas. Men predominantly occupy managerial positions while fewer numbers of women are in the position of decision-making.

In terms of wages/earnings by industrial sector, there are significant differences between men and women, where men earn more than double that of women in agriculture and industry sectors, and 1.2 times as much in the service sector. One of the reasons for this may be due to the differences in the occupational positions of men and women.

Table9 Wages/Earnings by Industrial Sectors (USD per month)

Sectors	Total Average	Male Average	Female Average
Agriculture	167.7	198.9	87.4
Industry	192.9	203.8	101.2
Service	243.9	254.9	211.1
Unspecified	150.0	150.0	-
Total	224.6	235.9	184.0

Source: Timor-Lest Labour Force Surveys 2010-2013-2016 Main Trends Based on Harmonized Data

2.5 Health

In 2015, life expectancy for women and men are 66.2 and 63.6 years, respectively²³. Significant increase of 5-6 years from 2010 census data were observed in the 5-year period.

Maternal mortality rate is 218 per 100,000 births in 2016, almost a half of the previous data, 557 in 2010. The ratio of women giving birth at medical facilities increased from 22% to 49% in the same period. If rural and urban areas are compared, however, labor and delivery at medical facilities are still limited in rural areas (34%) as compared to urban areas (84%). This is largely due to lack of medical facilities and prevalence of traditional treatment in rural communities²⁴. Meanwhile, education for expecting mothers can contribute to a significant increase of institutional deliveries²⁵.

2.6 Gender based violence (GBV): Current national situation

According to Timor-Leste Demographic and Health Survey 2016, 33% of women age 15-49

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²⁰ Ditto.

²¹ GDS, ILO, UNFPA, 2018, Timor-Leste Population and Housing Census: Analytical Report on Labour Force Thematic Report volume 10

²² GDS, ILO, UNFPA, 2018, Timor-Leste Population and Housing Census: Analytical Report on Labour Force Thematic Report volume 10

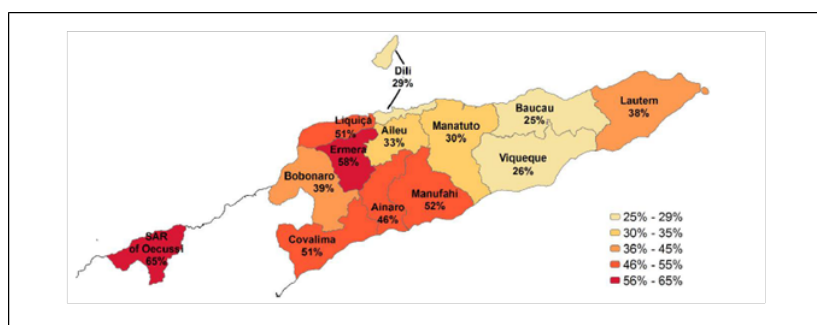
²³ Timor-Lest Population and Housing Census 2015: Mortality Summary of the Thematic Report

²⁴ JICA, 2011, Country Gender Profile: Timor-Leste Final Report

²⁵ Timor-Leste Demographic and Health Survey 2016

have experienced physical violence since the age of 15; 29% of the same category of women experienced physical violence within the 12 months preceding the survey period; 4% of them experienced sexual violence within the 12 months. Furthermore, 14% of women with more than secondary education experienced physical violence in the 12 months preceding the survey and the percent steadily increases to 40% among those with no education.

Figure 1 below shows the percentage of ever-married women age 15-49 who have ever experienced emotional, physical, or sexual violence. The prevalence spreads across the country and exceeds 50% in Ermera and Oecussi.



Source: Timor-Leste Demographic and Health Survey 2016

Figure1 Spousal violence by municipality

GBV is a major issue intensified by the traditional views on marriage and gender roles, and by the limited capacity of the formal criminal justice system²⁶. Particularly, elders in communities as the administrators traditionally mediate domestic violence in rural areas. It is rare for such cases to be brought to the courts or discussed in the public. In fact, according to the study undertaken by the Asia Foundation in 2015²⁷, two out of three women (66.0%) who experienced intimate partner violence did not tell anyone at all about the violence. When women did seek help, most told their family or friends (34%), while only 3% went to the police, 2% told a local leader, and less than 1% told to women's organization or civil society organization. This is indicating the silence of women and highly limited opportunity to share their concerns to others.

Means of addressing women's rights and security are also limited in most of the communities. There is a community police system in the country. One officer (OPS: suco/village police officer) is assigned to each village for this. OPS is expected to resolve local disputes, including domestic violence, in coordination with customary authorities. However, the proportion of female OPS within the total OPS is still limited, and women are less likely to reach OPS to secure their rights and security.

Table10 Female OPS by Municipality

Municipality	Aileu	Ainaro	Baucau	Bobonaro	Covalima	Dili	Ermera	Lautem	Liquica	Manatuto	Manufahi	Oecusse	Viqueque	Total
Number of OPS	29	21	59	50	30	31	52	34	23	31	29	18	35	442
Number of Female OPS	1	0	6	7	1	0	4	1	1	2	2	1	1	27

Source: Policia Nacional de Timor-Leste (PNTL) (obtained on December 16, 2019).

²⁶ ADB, 2014, Timor-Leste Country Gender Assessment

²⁷ Secretariat of State for the Support and Socio-Economic Promotion of Women, National Action Plan on Gender-Based Violence 2017-2021, P14

Following the enactment of the Law Against Domestic Violence (LADV) in July 2010, antidomestic violence campaigns have been held nationwide, and the issue of violence against women has been gradually recognized not as a domestic issue but as a crime²⁸. However, more efforts are needed to effectively implement the law through the National Action Plan on Gender Based Violence (NAP-GBV)²⁹.

2.7 Governance and decision making

Timor-Leste holds one of the highest percentages of female members represented in the national parliament in the Asia Pacific region with a quota system. In 2018, the proportion of seats held by women was 34%³⁰. At sub-national levels, however, female leadership is still limited: only 4.4% of village chiefs were women in 2019 (20 out of 452).

Table 11 Female Village Chiefs (VC) by Municipality

Municipality	Aileu	Ainaro	Baucau	Bobonaro	Covalima	Dili	Ermera	Lautem	Liquica	Manatuto	Manufahi	Oecusse	Viqueque	Total
Number of Villages	33	21	59	50	30	36	52	34	23	31	29	18	36	452
Number of Female VC	4	1	4	0	1	3	0	0	1	3	2	0	1	20

Source: DNAAS, Ministry of State Administration (obtained on 12 December 2019).

Village chiefs are in charge of convening community meetings to identify priorities for development support, coordinate public and non-public services, and have an important role in dispute resolution and ensuring access to justice, including for domestic violence cases³¹. They play a critical part in concluding community consensus. Therefore, if women are placed in such village chief position of power, they could significantly influence the local structure and institution's decision making that affect their lives³².

Traditionally, men are head of the broadly defined family, and women may otherwise have limited opportunities to connect with issues and people outside the home. Women have the primary role in fulfilling household functions but often have little influence on household and community decision-making process³³.

²⁸ Country Gender Profile: Timor-Leste Final Report, 2011, JICA

²⁹ The National Action Plan on Gender Based Violence (NAP-GBV) for 2017-2021 is the first revision of the Plan, which was adapted in 2012 within the framework of the LADV. The NAP-GBV 2017-2021 extends the government commitment to end GBV in Timor-Leste, based on the implementation of a multi-sectoral approach.

³⁰ World Bank Open Data <https://data.worldbank.org/>

³¹ <https://iwda.org.au/timor-doubles-the-number-of-women-village-chiefs-in-recent-elections/>

³² <https://iwda.org.au/timor-doubles-the-number-of-women-village-chiefs-in-recent-elections/>

³³ Government of Australia, 2013, Timor-Leste National Program for Village Development Support program (PNDSSP) Investment Design Summary, P50

3 Government Policy and DP-supported Activities

3.1 Government policies and strategies

Overall policies and strategies

Gender equality is stipulated in Article 17 of the Constitution, which underlines all implementations of policies and programs for realizing gender equality in Timor-Leste.

The government has developed Strategic Development Plan (SDP) (2011-2030), which is a comprehensive policy framework to transform the country from a low-income into an upper-middle-income country by 2030. With SDP, Timor-Leste also envisages building a gender-fair society, where human dignity and women's rights are valued, protected and promoted by laws and culture. To achieve this vision, the following strategies are adopted.

The SDP Strategy for Gender Equality

- Gender mainstreaming will be promoted across government in policies, programs, processes and budgets.
- There will be gender responsive policies and laws at national and local levels.
- Gender awareness raising strategies will be developed for schools, vocational education, and training institutes, as well as for the public.
- Basic level services to protect women from risk will be improved.
- Mechanisms to provide financial support to women leading households will be strengthened.
- Policies and frameworks will be developed to empower women socially and economically through various livelihood support measures.
- Education programs will be introduced to promote the retention of girls at higher levels, particularly at the secondary and tertiary levels.
- More women will be employed across the civil service and in senior civil service positions.
- Policies, training and leadership programs will be developed to support women in taking on decision-making roles in the public and private sectors.
- Reproductive health programs will be scaled-up throughout the country.
- A national zero-tolerance policy for violence in schools and homes will be introduced.

Source: Timor-Lest Strategic Development Plan (2011-2030)

In line with SDP, the government has also developed Roadmap for Implementation of the 2030 Agenda and the SDGs. The roadmap recognizes gender equality as a crosscutting priority for the county and emphasizes the importance of empowering women in rural areas.

In addition to SDP, the government of Timor-Leste possesses the Law against Domestic Violence (LAVD), while making various international commitments on gender, e.g. at Convention on the Elimination of Discrimination against Women (CEDAW), International Convention on Civil and Political Rights (ICCPR), International Covenant on Social and Economic Rights (ICESR) and Convention on the Rights of the Child (CRC). Based on these institutional settings, it has developed the National Action Plan against Gender-based Violence (NAP-GBV) (2017-2021) in order to reduce and ultimately eliminate GBV that affects women, men and children in communities. The NAP-GBV has four pillars for interventions, including (1) the prevention of gender-based violence, (2) the provision of services to victim, (3) access to justice, and (4) coordination, monitoring and evaluation. It also emphasizes the government's responsibility over multi-sectoral coordination to achieve the objectives both at

national and municipality levels.

MAF policies and strategies

In line with the overall national direction, Ministry of Agriculture and Fisheries (MAF) also acknowledges the importance of women in the agriculture sector and has prepared the Gender Equality Policy (DRAFT) to improve women's access to resources and opportunities towards the same level as men. This policy sets up three objectives³⁴: (1) to identify specific needs of women and men in all policies, programs and budgets and ensure that they are equally and adequately addressed; (2) to analyze and adopt the delivery of MAF programs and services to contribute to the specific situations of women and men in order to promote equal participation and equal sharing of benefits; and (3) to develop human resource management and systems based on the principal of equal opportunities for employment, particularly for the positions of extension officers and decision-makers. To attain these objectives, gender mainstreaming is required in all MAF programs, projects and delivery services. In addition, gender mainstreaming needs to be part of "everyday practice (business usual)" of all staff in MAF.

Climate-change-related policies

As far as climate change is concerned, Timor-Leste ratified the UN Framework Convention on Climate Change (UNFCCC) in 2006 and Kyoto Protocol in 2008 as well as the Paris Agreement in 2017. UNFCCC is addressing issues of gender and climate change. As a party of UNFCCC, the government recognizes the importance of involving women and men equally in UNFCCC processes and in the development and implementation of national climate change policies.

In 2010, Timor-Leste prepared the National Adaptation Programme of Action (NAPA) on climate change. In NAPA, water availability and quality issues caused by climate change are prioritized. It also analyzed that one of the potential adaptation measures is to integrate gender perspective into water management, particularly addressing women's rights in water-related legislation.

3.2 Institutional arrangement

In 2002, the government embarked on making institutional arrangement specifically on gender issues with the establishment of Office of the Advisor on the Promotion of Gender Equality (OPE)³⁵. Since then, institutional efforts have been enhanced: in 2007, for first instance, the Secretary of State for the Promotion of Equality (SEPI) was developed as part of the cabinet. It contributed to strengthening the regulatory and policy framework, including design of laws and formulation of policies and programs, to promote gender equality, women's right as well as gender mainstreaming. The process and achievements of SEPI were then handed over to Secretary of State for the Support and Socio-Economic Promotion of Women (SEM) and now to Secretary of State for Equality and Inclusion (SEII), which functions as the overall national entity to promote gender equality.

Whilst having SEII at the center of gender institutions, it was 2008 when gender focal points (GFPs) were assigned to all ministries to promote gender policies in undertakings of each

³⁴ MAF and UN Women, Gender Equality Policy Ministry of Agriculture and Fisheries

³⁵ JICA, 2011, Country Gender Profile: Timor-Leste final report

ministry³⁶. Currently, they are referred to as Gender Working Groups (GWGs) engaged not only in gender mainstreaming in each organization but also in inter-ministerial coordination relating to gender issues.

3.3 DP-supported activities

In Timor-Leste, there are several projects and programs supported by development partners (DPs), integrating gender perspectives in their activities for livelihood improvement. Amongst them are those listed in the table below, which also reveals implication for our proposed project.

Outline of Project/Program by DPs	Implication for the Proposed Project
TOMAK (Farming for Prosperity) (2016-2021) supported by Australian Aid	
<ul style="list-style-type: none"> - The program supports farmers to improve their farming techniques in targeted agricultural value chains. During 2018, 51 Farmer Field Days (1,071 participants, 436 women) helped farmers understand improved agriculture techniques and the benefits associated with using them. Also, it brought yield increase, enhancing resilience of communities to shocks including extended droughts associated with climate change. - The program also undertakes advocacy on agricultural policy and its implementation, especially to enhance women's representation, leadership and decision-making,³⁷ providing financial support for women's transport – a key barrier to women's employment and more equitable working conditions. 	<ul style="list-style-type: none"> - As well as men, women could be an appropriate target of training on farming techniques, as they have vital roles in agriculture. - Secure transportation for women could be one of the crucial factors for realizing gender equality.
Avansa Agrikultura Project (2015-2020) supported by USAID	
<ul style="list-style-type: none"> - The project aims at sustainable economic growth in the agriculture sector. At the end of the project, it is anticipated that more than 5,500 households will gain higher incomes, increasing household savings and eating foods that are more nutritious. Hitherto, nearly 50 percent of beneficiaries trained by the project were women, who were equipped with access to productive economic resources. The project is creating opportunities of recruiting women to be part of farmer groups and developing micro-business focused on their interests. - The Project is also introducing nutrition programs: among women of childbearing age, 92 percent are meeting minimum diet diversity standards by consuming five or more of the 10 required food groups³⁸. 	<ul style="list-style-type: none"> - Creating jobs and leadership position for women could be one of the options for realizing gender equality in economic and governance circles. - Nutrition program could be integrated into the agricultural support for rural households: it may enhance their resilience against risks and impacts of food insecurity.
Increasing Community Resilience in Oecusse (2015-2020) supported by USAID	
<ul style="list-style-type: none"> - The project aims to protect community water sources through the adoption of micro-watershed management technologies and a CBNRM approach. It is helping communities improve their access to clean water, manage water sources and improve their diets and financial security by introducing conservation agriculture, fostering community savings groups and establishing water management committees. Women are encouraged to attend water management committee so that their needs could be reflected³⁹. 	<ul style="list-style-type: none"> - Protection and management of water sources in rural setting is crucial for women to maintain their daily life.

³⁶ JICA, 2011, Country Gender Profile: Timor-Leste final report

³⁷ Australian government, 2019, Aid Program Performance Report 2018-19

³⁸ USAID HP (<https://www.usaid.gov/timor-leste/project-descriptions/usaids-avansa-agrikultura-project>)

³⁹ USAID HP (<https://www.usaid.gov/timor-leste/project-descriptions/increasing-community-resilience-oecusse>)

4 Current Status of Women in the Target Watersheds

4.1 Population and households

There are eight municipalities in the target watersheds, which have a population of 0.75 million, accounting for two-thirds of the total population in the country. There are 122,294 households, and female heads 14.4% of households. The ratio is slightly lower than the average of the country (15.8%).

Table12 Population of the Municipalities in the Target Watershed

Municipality	Watershed related*	Total	Male	Female	Male (%)	Female (%)	House hold	Female-headed (%)
Aileu	Cr, L, Cm	48,837	25,183	23,654	51.6	48.4	7,598	13.3
Ainaro	Cr, L	63,136	32,181	30,955	51.0	49.0	10,601	15.6
Covalima	T	65,301	32,968	32,333	50.5	49.5	12,564	14.7
Dili	L, Cm	277,279	143,677	133,602	51.8	48.2	42,485	14.5
Ermera	L, Cm	125,702	63,557	62,145	50.6	49.4	20,671	15.7
Liquica	Cm	71,927	36,436	35,491	50.7	49.3	11,885	13.2
Manatuto	L	46,619	23,752	22,867	50.9	49.1	7,467	15.1
Manufahi	Cr	53,691	27,750	25,941	51.7	48.3	9,023	10.1
Total		752,492	385,504	366,988	51.2	48.8	122,294	14.4

Source: Timor-Lest Population and Housing Census 2015

Note: * Cr=Caraulun T=Tafara, L=Laclo, Cm= Comoro

4.2 Division of labor

In rural setting of Timor-Lest, including the target watershed areas, men are concentrated on undertaking productive tasks (e.g. agriculture, livestock, and construction works), while women are involved in both productive and reproductive spheres, including fetching water cooking, washing, cleaning house, and taking care of children. The following table proves this general finding of the division of labor based on the existing literature and complementary sample surveys in the target watersheds. As can be seen in the table, women are linked to many activities, taking a broader range of roles and often having a heavier time-burden than men. The major driver of women's time-poverty was identified through women-focused consultation as women's limited mobility, which are enforcing them to sacrifice a lot time for marketing, fetching water, and buying goods. There is a substantial need to address this issue in the proposed project (See Section 5 and 6.)

Table13 Division of Labour between Women and Men

Roles	Mainly by Female	By both	Mainly by Male
Agriculture (Upland farming, coffee and vegetable)			
Land preparation			✓
Seed selection and preparation	✓		
Sowing/ Planting		✓	
Watering/ Irrigation			✓
Weeding		✓	
Harvesting		✓	
Storing/ processing / Post-harvest activities	✓		
Marketing	✓		
Livestock			
Grazing			✓
Feeding		✓	
Watering		✓	

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Roles	Mainly by Female	By both	Mainly by Male
Marketing			✓
Forestry (Firewood & timber)			
Firewood collection		✓	
Cutting firewood	✓		
Timber collection			✓
Other productive works			
Aquaculture (at upland)	✓		
Construction works on paid-basis			✓
Domestic undertakings			
Fetching water	✓		
Cooking	✓		
Washing	✓		
Cleaning	✓		
Taking care of children and elderly	✓		
Hose repair			✓
Buying goods	✓		

Source: Sample Survey and field discussion conducted by JICA CB-NRM Project Team (2016/ 2019/2020) with reference to Secretary of State for the Promotion of Equality, Ministry of Agriculture and Fisheries and National University of Timor-Leste, 2011 for data on agriculture.

4.3 Assets and access

The sample filed survey identified the different degrees of having assets and access to resources/opportunities between the female and male (See the table below).

Table14 Assets and Access of Women and Men

Assets and Access	Mainly by Female	By both	Mainly by Male
Property			
Land			✓
House			✓
Income/Household Finance			
Income earned by		✓	
Income owned by		✓	
Bank account			✓
Money used by	✓		
How to use money decided by	✓		
Facilities			
Radio used by			✓
Motorbike used by			✓
Bicycles used by			✓
Mobile phones used by		✓	
Decision Making on farming			
How to use land (e.g. farmland, planting trees)		✓	
When and what to grow for farming decided by		✓	
Decision of cutting trees made by			✓
Decision of setting fire on farmland made by			✓
Where to graze animals decided by			✓
Meeting Attendance			
Suco, aldeia, other meetings attended by		✓	
Training / Services from Gov. and agencies attended by		✓	

Source: Sample Survey and field discussion conducted by JICA CB-NRM Project Team (2016/ 2019/2020)

As seen in the table above, property, such as land and house, tends to be owned by men, unless the village is a matrilineal society⁴⁰. In field discussions, there was sometimes a controversy over who should earn income more. It was found that men have more opportunities to earn income than women do because they could work in agriculture as well as in business or public works. Yet, women are also engaged in agriculture and often in other small-scale income generating activities, such as sewing, handicraft, making bread and cakes. In addition, women undertake household chores (unpaid work). Despite their various tasks, women's contribution tends to be overlooked and less recognized by men. It may well cause a gender issue, making women have less voice than men in their decision-making and household management.

If men earn income from business or public work, they tend to have a bank account with their own name. On the other hand, there was no women, at least in the sample villages, having their own account, except for the account to receive children education fund from the government.

As regards household finance, women mainly control the expenses for daily use and education for children. Women can make decision on how to use money for small expenditures; however, when spending a significant amount, they need to discuss with their husbands for joint decision.

With respect to mobility, there is a substantial gap between women and men on the usage of motorbikes and bicycles, which are concentrated on men. This fact results in the less mobility of women beyond walking distance. Although women need to go to markets for selling things, their transportation is limited, and typically, women use a microbus. Discussions in the complementary sample surveys sometimes identified that there were cases that men could help women to go to markets with motorbike, or to sell things instead of women so that women can reduce their workload.

Land use and farm management are discussed and determined by both women and men. According to the community members, this is particularly true for backyard garden, where both women and men work every day. However, there are some partialities favorable for men regarding decisions on cutting trees, place to graze animals and timing to set fire on farmland.

Women and men equally represent village/community meetings. Participation in any training is also awarded to women and men. Therefore, it can be said that there is no significant gap between women and men to access information. However, sometimes women cannot attend such meetings due to household chores, taking care of children, and even cooking for other participants in the meeting.

4.4 Women's participation in governance

Based on government regulation, Village Council consists of a village chief, chiefs of sub-village (aldeia), two representatives, delegation (one woman and one man) from each aldeia, and youth representatives (one woman and one man). The participation of both women and men are assured in the council. However, men dominate the position of the village chief; only 15 village chiefs are women out of all 225 villages in the target watershed. There is no female village chief in Ermera municipality.

⁴⁰ According to the interview with Village Chief of Casabauc, the villages in Tafara watershed are generally matrilineal society except for Fatumean PA.

In the sampled villages, there are three female village chiefs. Two of them had working experiences as a leader e.g. sub-village chief, before being elected as a village chief. Through such processes, the community people had recognized her performance and leadership, finding out her potential to be a village chief. Their histories suggest that more women could play more significant roles in the governance and management in Timor-Leste, if at least once “entry points” of becoming leaders are given.

4.5 Gender based violence (GBV) : Current situation in the project area

As previously mentioned in Chapter 2, GBV is prevalent in the county, including communities in the target watersheds. In the sampled villages of Tafara and Caraulun Watersheds, however, interviews with village leaders did not find any evidence and clue that they recognized and dealt with GBV cases. Seemingly, there is no incident of GBV, nor has been the issue discussed in village council meetings. On the other hand, in the target villages of the CB-NRM Project in Lacro and Comoro Watersheds, the cases of domestic violence are often reported and discussed in the monthly monitoring meeting. GBV is a sensitive issue, sometimes difficult to discuss in open areas, but the project’s experience shows that the formalization of village regulations and regular monitoring on their implementation could help the issue to be identified and handled by communities themselves, at least to some extent. This attitude changes could be brought by the process of participatory or community-driven formulation of the village regulations, which involves village leaders (including traditional ones), youth and women representatives, raising their awareness of gender. In the proposed project, efforts will be continued and even more enhanced, including the provision of gender training addressing GBV issue for community leaders during PLUP/CCVA, articulation of focal persons in the community to hear voice of women on GBV by village regulations (e.g. assigning female members of the community police and aldeia delegates as focal persons), joint monitoring and evaluation of GBV cases with relevant authorities e.g. municipality officials and police, gender-specific consultation meeting/ awareness raising on GBV in collaboration with national entities such as SEII.

4.6 Perception on threats of climate change and natural disasters

The complementary sample survey conducted by JICA CB-NRM Project Team with the local facilitators has identified different perceptions regarding the threats of climate change and natural disasters. Their perceptions were identified separately by a female/ male group through two exercises, namely, i) ranking of major kinds of climate and disastrous phenomenon to identify the most serious ones and ii) the discussion on historical trends of such incidences.

Most serious threats identified by the female and males through ranking

For this session, prior to group discussion, the facilitators presented major types of climate changes and natural disasters in Timor-Leste, which included Strong Winds, Heavy Rain, Little Rain/ Drought, Landslide, Wildfire, High Temperature, and Low Temperature. This presentation enabled the community participants to recognize about what they were supposed to discuss concretely. Provided these options, the female/ male groups ranked them according



A public water point used for collecting water for home and washing clothes

to the degree of negative impacts on their livelihood. The results of the group discussions could be summarised in the table below.

Table15 Threats prioritized by Women and Men Groups in the Sampled Villages

Affected group	Southern/Northern	WS	Village	Threat 1 (Most serious)	Threat 2 (Second serious)	Threats 3 (Third serious)
Women	Southern	Caraulun	Manumera	Heavy Rain	Little Rain/Drought	Strong Winds
			Babulo	Little Rain/Drought	Strong Winds	Heavy Rain
		Tafara	Lactos	Little Rain/Drought	Heavy Rain	High Temperature
			Maudemo	Little Rain/Drought	High Temperature	Strong Winds
	Northern	Comoro	Fatisei	Wildfire	Little Rain/Drought	Heavy rain
			Cotolau	Little Rain/Drought		Strong Winds
				Wildfire		Strong Winds
		Laclo	Fahiso	Little Rain/Drought	Strong Winds	Wildfire
			Maumeta	Heavy Rain	Strong Winds	Land Slide
Men	Southern	Caraulun	Manumera	Little Rain/Drought	Strong Winds	Heavy Rain
			Babulo	Strong Winds	Little Rain/Drought	Heavy Rain
		Tafara	Lactos	Strong Winds	Heavy Rain	Little Rain/Drought
			Maudemo	Strong Winds	Little Rain/Drought	Heavy Rain
	Northern	Comoro	Fatisei	Heavy Rain	High Temperature	Wildfire
			Cotolau	Little Rain/Drought		Strong Winds
				Wildfire		Strong Winds
		Laclo	Fahiso	Wildfire	Strong Winds	Heavy Rain
			Maumeta	Heavy Rain	Strong Winds	Land Slide

Source: Group discussions in the sample survey conducted by JICA CB-NRM Project Team (2016, 2019 and 2020)

As illustrated in the table above, almost all women groups (7/8 sampled groups) pointed out “Little Rain/Drought” as the most or second most serious threat. By contrast, men groups showed various perceptions of the kinds of climate changes and disasters. Behind this is the deep anxiety of the female on a shortage of water, which affects their daily works, including fetching water, cooking and washing cloth and dishes. Another careful observation must be made on “Strong Winds”, which was commonly raised by both groups as a hazard affecting houses and farms. Interestingly, no group, be it of women or men, prioritized “Wildfire” in Caraulun and Tafara Watersheds, which are located in the southern part of the county, although it was ranked by some groups in Laclo and Comoro Watersheds, the northern part of the country.

Historical trends of climate changes and natural disasters

In addition to ranking of the serious threats, the sample survey revealed communities’ recognition on the historical trends of climate change and natural disasters. The results of the survey were tabulated below.

Table16 Historical Trend of Climate Issues and Natural Disasters

Respondents	Area (Watersheds)	Trend	Little Rain /Drought	High Temperature	Strong Wind	Heavy Rain	Land-slide	Wild-fire
Women	Southern (Caraulun and Tafara)	Increased	75%	100%	50%	30%	45%	30%
		No Change	25%	0%	25%	45%	0%	20%
		Decreased	0%	0%	25%	25%	25%	25%
		No experience	0%	0%	0%	0%	25%	25%

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Respondents	Area (Watersheds)	Trend	Little Rain /Drought	High Temperature	Strong Wind	Heavy Rain	Land-slide	Wild-fire
	Northern (Laclo and Comoro)	Increased	50%	100%	50%	0%	0%	50%
		No Change	50%	0%	0%	50%	50%	0%
		Decreased	0%	0%	50%	50%	50%	50%
		No experience	0%	0%	0%	0%	0%	0%
Men	Southern (Caraulun and Tafara)	Increased	100%	74%	21%	0%	26%	0%
		No Change	0%	26%	79%	26%	26%	26%
		Decreased	0%	0%	0%	74%	22%	53%
		No experience	0%	0%	0%	0%	26%	21%
	Northern (Laclo and Comoro)	Increased	100%	100%	100%	100%	67%	0%
		No Change	0%	0%	0%	0%	33%	0%
		Decreased	0%	0%	0%	0%	0%	100%
		No experience	0%	0%	0%	0%	0%	0%

Source: Group discussions in the sample survey conducted by JICA CB-NRM Project Team (2019 and 2020)

As can be seen in the table above, more than 50% of both women and men in all the sampled villages perceived that the incidences of Little Rain/Drought and High Temperature have increased during the last decade. In addition, over 50% of the respondents, except for men sampled in the southern watersheds, also perceived that Strong Winds has occurred more frequently than before. On the other hand, around 20% of both women and men sampled in the southern watersheds state that they had never experienced Landslide and Wildfire. This is arguably consistent with their perceptions on the most serious threats, as they did not prioritize these incidents during the ranking session.

Conclusion about communities' perceptions on their climate vulnerabilities

It can be concluded from the ranking session that the communities in the selected villages in the target watersheds tend to consider Little Rain/Drought and Strong Wind as the most serious threats to their daily life. From a gender point of view, it should be highlighted that the former phenomenon (Little Rain/Drought) is the major concern of the female respondents, while the latter (Strong Wind) is the common threat by both the male and female respondents. Their historical view on climate change and natural disasters also suggests the recent increase of these threats along with High Temperature as compared to the past trend. The following are comments provided by the respondents on their vulnerabilities to Strong Wind, Little Rain/Drought and High Temperature.

Table 17 Some Comments by the Sampled Villagers on Major Climate Changes and Disasters

Climate Issues	Gender remark	Comment provided by the villagers (Village)
Little Rain/ Drought	Identified mainly by women as the most serious threat with increased incidences	<ul style="list-style-type: none"> ◆ The availability of water become less during the drought period and a shortage of water often causes social conflict in the community. (Fahisoi village) ◆ Due to the water shortage, villagers dig wells to take water from the ground. In the past, the well was 3-5 meters deep. However, it is necessary to dig more than 10 meters deep to get water these days. (Maudemo village) ◆ Water becomes less at the sources, and therefore, villagers always use one particular water source which have more water than others during the dry season. Villagers are worried that the water source will eventually run out. (Manumera Village)
High Temperature	Identified by both women and men as the threat with increased incidences	<ul style="list-style-type: none"> ◆ Many fruit trees e.g., rambutan, durian and mangos, are damaged by high heats. (Fatisi village) ◆ It creates much dust in the village, which often affects the health conditions of communities. People suffer from throat infection and a cough. It also kills pigs and chicken and changes the taste of watermelon (It becomes not sweet). (Maudemo village)

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Climate Issues	Gender remark	Comment provided by the villagers (Village)
		<ul style="list-style-type: none"> ◆ It is difficult to work outside; therefore, the time for farming decreases when it happens. (Lactos village)
Strong Wind	Identified by both women and men as one of the most serious threats with increased incidences	<ul style="list-style-type: none"> ◆ It usually happens in January and February and causes serious damage to many farms and houses in the village. Sometimes, the electric lines are cut off. (Babulo village) ◆ Strong winds often fell trees, which sometimes kill animals. (Lactos village) ◆ It often damages houses and crops (e.g., maize, coffee, banana and other crops) in farms, and eventually, causes a food shortage, which forces farmers buy food at shops/markets. (Fahisoi village)

Source: Group discussions in the sample survey conducted by JICA CB-NRM Project Team (2019 and 2020)

5 Identified Gender Issues and Mitigation Measures to be taken by the Project

5.1 Identified Gender issues

Based on the analysis in the previous chapters, the following Gender issues (a) to (g) are identified as key agenda to be addressed by the proposed project.

(a) Women's high vulnerability to water scarcity

Shortage of water caused by climate change mainly negatively impacts women, since they are more involved in water-related house works, including fetching water, cooking and washing. Water shortage will force women to take on more of the burdens, by spending more time and energy to carry out their daily tasks. It can be therefore said that women are more vulnerable to such water-related climate changes effects from droughts, and change in rainfall patterns.

(b) Gender gap in mobility

Women have less mobility than men do. Mothers have the responsibility of taking daily care of children, and moreover, holds equal/greater roles compared to men on selling and buying goods at a market. Nevertheless, the availability of their transportation means is limited. Hence, when women needs to move sufficient distance, especially being affected by climate changes or disasters, they are placed in critical positions. In fact, during the sample survey, many women expressed their daily anxiety on the risk of strong wind: they are largely concerned about their ability to take children to hospitals when they are injured by a gale/strong wind.

(c) Inequality on disaster housing risks

Women face greater risks of being affected by house destruction. They spend more time at home than men in order to carry out their household chores, backyard gardening and children-care. A typical rural house in the target watersheds is constructed from natural materials with clay-soil foundation, bamboo or palm-trunk walls, and corrugated iron/zinc roof. Compared to a concreted/brick-made house, this type of housing is vulnerable to natural disasters such as strong wing, flood and fire, dominant in the target watersheds. There may be a higher possibility for women (and children) to receive physical damages, when such disasters happen.



A typical rural house in Timor-Leste
(Source: <https://cwsglobal.org/lucia/>)

(d) Risks of Gender-based Violence (GBV)

It is widely recognized in the gender studies that the incidence of GBV is highly associated with the occurrence of natural disasters. Climate changes and disasters forces the community to result in unusual consequences, that often increases the occurrence of conflicts among people or make their life more stressful. Climate disasters have been shown to increase sexual assaults or domestic violence than usual. It is crucially important

to make communities aware of this tendency and empower them to deal with GBV cases anytime, even in the time of climate changes and disasters, e.g. by means of awareness raising among local leaders and fostering gender focal persons among them.

(e) Women's under-representation in rural governance

Women's representation in rural governance is low. As observed in the previous chapter, the proportion of female leaders at village and sub-village level is substantially less than that of the male. This may lead to the situation in which the needs and threats perceived by women are not fully addressed. On this issue, the results of the sample survey conducted in the female-headed village revealed that the female chiefs had been given a chance to work as a leader for groups before being elected as a village chief. Such positions could prove the capacity and potential of a person assigned for being a leader for the community. More women could play greater roles in governance and social/natural resource management, once "entry points" of taking a leader position are given.

(f) Unequal division of labor

It is highly likely that women and men have different views of their division of labor. Women may insist that they take equal load of productive works (farming, livestock and other income generations), while men tend to consider that, they play vital roles in production, including income earning. During the sample survey, female/ male group had separate/gender-focused discussions to confirm their different recognitions on division of labor, which was followed by plenary session to hear voices from each side. Through such exercise, they had a mutual understanding that both the groups engaged in productive works and improve their livelihood. This kind of exercise may be useful to enhance their knowledge of gender perspective and to promote gender equality in a rural community.



(g) Gender gap in employment and entrepreneurship



Relating to the above, due to household responsibilities and social norms, women have fewer opportunities for both of employment and being entrepreneurs. However, if productive economic activities carried out by women will be enforced, it will not only strengthen their social positions by emphasizing their contributions more visible and obviously valuable, but also improve the welfare of their families and communities. Given their limited experience or access on technology, finance and networking, there is a strong demand to consider how to enhance business and economic opportunities for women, including development of their capacities for effective utilization of local resources for small-scale enterprise development.

5.2 Measures to be taken by the project

Based on the key issues delineated above and the findings in the previous chapters, the following measures are considered in the CB-NRM mechanism of the proposed project.

Component	Suggestions to be considered
PLUP	<p>[Guidance to the MAF/NGO officers on facilitation] 【To address Gender issue (a), (b), (d)】</p> <ul style="list-style-type: none"> Special guidance (ToT) for MAF/NGO officers should be provided prior to the field implementation of PLUP to enable them to understand key gender issues in PLUP/CCVA

Component	Suggestions to be considered
	<p>facilitation (e.g. careful consideration to water conservation and management, women's mobility, and GBV in disasters).</p> <p>[Present/ Future Land Use Mapping] 【To address Gender issue (a), (b), (c)】</p> <ul style="list-style-type: none"> • The present land use mapping should prioritize the existing resources with their geographical locations according to impact on women's vulnerability, importance, and the urgency of interventions (e.g. to secure water availability during dry season). • Areas free from any negative impacts caused by natural disasters such as flood and strong winds, even without addressing the land property, should be identified in present land use mapping, if possible. Those areas could be remarked for evacuation or future development as farm or residential areas. <p>[Development of Community-based Adaptation Plan (CBAP) and village regulations]</p> <p>【To address Gender issue (a), (b), (d)】</p> <ul style="list-style-type: none"> • One of the topics to be discussed in the CBAP planning should be how to collect and use water during water scarcity season to maintain fair distribution among community members. Discussion should examine whether there is need to form a special team which check possible water leakage during distribution and/or apply Village Development Fund for establishment of new water supply stations. • The issue of limited mobility of women, namely limited access to transportation means to the market, hospitals and so on, and possible solutions, such as cooperation systems among community members for joint riding or rotation of sending the representative should be discussed in the CBAP planning. • The issue of GBV should be discussed in the formulation of village regulations to increase local leaders' awareness about GBV and establish a mechanism in which community members can support victims e.g. by making village regulations gender-sensitive and appointing gender focal persons among community members.
Microprograms	<ul style="list-style-type: none"> • There should be a sensitization session on the importance of diversification in food production and consumption, including the value of root crops in food security and nutrition, which are more resistant against strong winds. 【To address Gender issue (a), (c), (f)】 • Area-specific and community-joint tree planting should be introduced to protect critical water sources, prevent the risk of landslide, and establish windbreak forest to protect farms and houses. 【To address Gender issue (d)】 • Livelihood development/ income generation activities for local women's groups should be carried out as one of the climate change adaptation measures to increase their economic opportunities and build up their technical and financial skills for improvement of livelihoods, which directly benefits the gender vulnerable. 【To address Gender issue (e), (f), (g)】 <div style="display: flex; justify-content: space-around; align-items: center;">   </div> <p style="text-align: center;">Mushroom cultivation training for women provided by JICA CB-NRM Project</p>

Component	Suggestions to be considered
	<div style="display: flex; justify-content: space-around; align-items: center;">   </div> <div style="display: flex; justify-content: space-around; align-items: center;"> <p>Nursery production by female members</p> <p>Cassava chips production for income generation</p> </div>
General	<ul style="list-style-type: none"> To eradicate GBV, the nature of the CB-NRM mechanism will foster social norms to prevent community violence, enhance local capacities and develop village regulations to address GBV cases, promote women's economic and social empowerment, and increase women's visibility in governance. 【To address Gender issue (e), (f), (g)】 The CB-NRM mechanism could contribute to, in addition to the reduction of women's vulnerability and improvement of livelihoods, empowering women to be a leader by assigning them to various responsible positions (e.g. assigning them as MP group leaders, demo farmers, PLUP committees, trainers to others) in addition to the reduction of women's vulnerability and improvement of livelihoods, 【To address Gender issue (e), (f), (g)】

6 Action Plan

Project Name: Community-based Landscape Management for Reduction of Deforestation and Strengthening of Climate Resilience of Local Livelihoods in Important Watersheds

Impact:

- The introduction of the CBNRM mechanism could reduce about 322,069 tCO₂ eq per year by the interventions, reaching 4,415,082 tCO₂ eq over 20 years.
- About 8,160 households in 68 villages will directly benefit from the project, particularly by micro programs on training in climate resilient agriculture and sustainable land and forest management practices under Component 2. The majority of them are marginal farmers who rely on farm products from shifting cultivation and/or farming in sloping lands to sustain their livelihoods. It is estimated that approximately 1,000 households will be headed by the female if one applies the national ratio of the female-headed households (13%) to the total direct-benefiting households of 8,160 households.
- About 25,000 households (148,140 people) in 74 villages will also benefit from protection and improvement of forest ecosystem services through the activities under Component 1, including 72,083 females according to Timor-Leste Population and Housing Census 2015.

Component 1 Establishment of people driven NRM system

Outputs	Gender mainstreaming activities	Indicators and target	Time-line	Responsibility	Costs
1.1 Improved management and protection of existing forests through introduction of PLUP and community-based NRM monitoring (Note: PLUP (with CCVA) is to be conducted one time per village for total 68 villages.)	i-a) Provide special guidance (Training of Trainers: ToT) on gender mainstreaming for NGO and MAF officers to understand key gender issues in PLUP/CCVA facilitation (e.g., the importance of water conservation and management, women's mobility, and GBV in disasters). i-b) Ensure female members' participation in the PLUP/CCVA committee. i-c) Provide gender training to the PLUP/CCVA committee. i-d) Adopt female/male group discussion in PLUP/CCVA to address different needs by sex. i-e) Add a clause on gender issues with assignment of focal persons for the same issues in village regulations. i-f) Conduct a gender-specific quality screening of the draft village regulations prior to consultations with local communities in order to check if the regulations could adequately address key gender issues, e.g. cooperative mechanism for water collection/ distribution and women's mobility to reduce time poverty, and gender-sensitive monitoring particularly GBV by focal persons and relevant institutions.	i-a)-1 At least, two (2) times of ToT is conducted with 1 time in PLUP/CCVA and 1 time at the beginning of monthly monitoring based on the village regulations i-a)-2 Two (2) guidance materials are developed with one for gender consideration in PLUP/CCVA and the other for gender monitoring with the village regulations i-b) More than 30% of the committee members are female. i-c)-1 At least one (1) time of training per village, is conducted as part of the village level PLUP/CCVA committee formation workshop that develops the roles and responsibilities of the committee per respective village. i-c)-2 More than 50% of members of the PLUP/CCVA committee have basic knowledge about gender considerations. i-d) List of female and male needs are developed. (to be confirmed by field report) i-e) A clause or an article on gender issues with appointment of focal persons,	1 st – 4 th year	NGOs under supervision of MAF/DGF CIP with JICA Technical Expert Team (TET)*	i-a) US\$ 1500 for materials (JICA) US\$ 800 for TOT (\$100 x 2 times x 4 watersheds as part of PLUP cost (GoTL)) i-b) and i-c) US\$ 10,880 (US\$160 x 68 villages as part of PLUP cost (GCF)) i-d), i-e) and i-f) US\$ 21,760 (US\$ 320 x 68 villages as part of PLUP cost (GCF))

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		which are women (at least 2) and men (at least 2), are stipulated in the village regulations. i-f) The gender-specific quality screening is conducted based on a checklist especially for the screening.			
1.2 Enhanced governance capacity of local leaders at village and post-administrative levels for sustainable forest and natural resource management	<p><u>At community/ village level</u> ii-a) Collect the information on the occurrence of GBV, and assist the community in resolving the issue in collaboration with relevant authorities ii-b) Collect women's voices and suggestions on water distribution and collection and take them into practice where possible with community initiatives. ii-c) Monitor the incidence of gender-related issues (other than GBV and water issues) and assist the community in resolving the issues.</p> <p><u>At post-administrative level</u> ii-d) Monitor gender-related issues at post-administrative level (i.e., inter-village or common-all-village issues) e.g., on GBV and water distribution, through continuous meetings at post administrative level, in collaboration with relevant authorities' e.g., post-administrative officials and police. ii-e) Organize gender-specific consultation meeting/ awareness raising campaign on gender in collaboration with national entities such as SEII (e.g., for GBV and Water Issues).</p>	<p>ii-a) The case of the GBV is monitored and the number of GBV cases has declined. ii-b) Time, labor power, and/or conflicts on water distribution or collection are reduced. ii-c) The case of gender-related issues is monitored, and the number of the cases resolved.</p> <p>ii-d)-1 The incidence of gender related issues at post-administrative level is monitored with a gender-responsive monitoring checklist. ii-d)-2 The case of the GBV is reported by the village to the post-administrative and the number of GBV cases has declined. ii-d)-3 The case of water-related conflicts is reported by the village to the post-administrative and the number of water conflicts cases has declined. ii-e) Gender specific consultation/ awareness raising campaign is held at least 1 time/ year at the respective post administrative/ WMC (2 times in 2023, 6 times in 2024, 10 times in 2025, 14 times in 2026 and 2027 respectively in all target watersheds.).</p>	2 nd -7 th year	NGOs under supervision of MAF/DGF CIP with JICA TET*	ii-a), b), and c) US\$ 29,600 (US\$ 200 x 74 village x 2 years as part of cost for monitoring with the village regulations)
			2 nd -7 th year	NGOs under supervision of MAF/DGF CIP with JICA TET* Municipality Office in the target watersheds	ii-d) US\$ 8,400 (US\$ 300 x 2 years x 14 WMCs as part of WMC cost (GCF)) ii-e) US\$ 8,400 (US\$ 300/ time x 2 years x 14 WMCs as WMC cost (GoTL)) US\$ 8,400 for technical advice and materials (JICA)
Component 2 Reinforcement of food security and livelihood diversification through implementation of micro programs/ FFSs on sustainable and climate resilient livelihoods effective for reducing CO2 emissions					
Outputs	Gender mainstreaming activities	Indicators and target	Time line	Responsibility	Costs
2.1 Enhanced food security and livelihood diversification of vulnerable living in	i-a) Ensure women's participation in micro programs on agriculture, forestry and income generation/	i-a) More than 40% of the micro program participants are female.	2 nd -7 th year	NGOs under supervision	i-a) and i-d) US\$ 32,640

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hills and mountains in the target watersheds through implementation of micro programs/ FFSS on sustainable and climate resilient livelihoods	<p>livelihood development.</p> <p>i-b) Include a sensitization session in agriculture and forestry micro programs on the importance of diversification of crop production, income sources, and/or fuelwood sources, especially near the house, all of which help women take care of family members or reduce their burdens even in climate-related crisis .</p> <p>i-c) Provide training on income generation /livelihood development technique especially for women.</p> <p>i-d) Assign women to the leader of a beneficiaries' group or to a model farmer for others.</p>	<p>i-b) and i-c) Food for consumption / production, income sources, and/or fuelwood sources are diversified as compared to before project by female participants (to be identified by the Impact Assessment Survey).</p> <p>i-c) At least 5 training courses are introduced for livelihood development/ income generation (e.g., chips making and mushroom cultivation) where Income Generation (IG) micro program is selected by the community (Tentatively 690 women from 23 villages are targeted to participate in the training).</p> <p>i-d) More than 30% of group leaders/ model farmers are female.</p>		<p>of MAF/DGF CIP with JICA TET*</p> <p>Municipality Office in the target watersheds</p>	<p>(US\$ 480 x 68 villages as part of Micro-program Cost (GCF))</p> <p>i-b) US\$21,600</p> <p>(US\$ 480 x 45 villages as part of Micro-program Cost (GCF))</p> <p>i-c) US\$ 1,278,898</p> <p>(US\$74,139 x3/4 x 23 villages as part of IG Micro-program Cost (GCF))</p>
2.4 Enhanced capacity of MAF field officials for provision of hands-on training and coaching on relevant sustainable and climate resilient livelihoods (e.g., climate resilient agriculture, agroforestry)	<p>ii-a) Ensure women's participation in the training courses.</p> <p>ii-b) Provide special guidance (ToT) on gender mainstreaming to MAF/NGO officers about food security, nutrition improvement and techniques on livelihood development.</p>	<p>ii-a) More than 30% of the participants are female officials.</p> <p>ii-b) At least 3 MAF/NGO field officers, including at least 1 female officer, per municipality are equipped with technical knowledge relating to gender issues and engaged in field training for rural women (to be confirmed by the training assessment report).</p>	2 nd -5 th year	<p>MAF/DGF CIP with JICA TET*</p>	<p>ii-a) and b) US\$ 7,200</p> <p>(US\$ 1800 x 4 watersheds as part of Training costs (GCF))</p> <p>US\$ 7,000</p> <p>(US\$ 1,000 x 7 times as part of Training costs (GoTL))</p> <p>US\$ 3,600</p> <p>(US\$ 900 x 4 watersheds for technical advice and materials (JICA))</p>
Component 3 Institutional and capacity development for scale-up of CBNRM/ CF beyond the target areas					
Outputs	Gender mainstreaming activities	Indicators and target	Time line	Responsibility	Costs
3.1 Strengthened institutional and regulatory systems for implementation of the CBNRM and CF approaches in	i-a) Review the existing government legislative and technical documents from a gender point of view.	i-a) Gender considerations are stated in the legislative and regulatory documents developed, addressing the importance	1 st – 7 th year	MAF/DGF CIP with JICA TET*	US\$3,207 (US\$1069 x 3

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other watersheds		of different interests and benefits of men and women, the importance of involvement of women in planning and implementing CBNRM/ CF, the methodologies of involvement and major gender issues found so far and possible measures for them .			meetings (JICA)) US\$6,500 (US\$ 500 x 13 municipalities)
3.2 Enhanced MAF technical officials' capacity for implementation of the CBNRM and CF approaches, particularly PLUP, CCVA, enhancement of local governance capacity, CF, and climate change adaptation measures	ii-a) Ensure women's participation in the training courses. ii-b) Provide special guidance on gender mainstreaming to MAF/NGO officers about food security, nutrition improvement and techniques on livelihood development.	ii-a) More than 30% of the participants are female officials. ii-a) At least 3 MAF/NGO field officers, including at least 1 female officer, per municipality are equipped with technical knowledge relating to gender issues.	1 st – 7 th year	MAF/DGF CIP with JICA TET*	US\$10,176 (US\$800 x 7 times + US\$1144x 4 times) (JICA) US\$ 7,000 (US\$1000 x 7 times) (GoTL)
3.4 Facilitation of scale-up of the CBNRM and CF approaches in other watersheds	iv-a) Introduce good gender mainstreaming practices taken in the project in the seminars. iv-b) Ensure female participation in national/ international seminars. iv-c) Share good gender mainstreaming practices of the project as well as other similar ones at the side events of the international conference meetings.	iv-a) At least 3 good gender mainstreamed practices are presented in the seminars to encourage other projects to adopt and replicate such practices. iv-b) At least more than 30% of participants in the seminars are women playing the vital roles of sharing experiences and lessons learnt. iv-c) At least 3 good gender mainstreamed practices are presented in the side events of the international conference meetings.	2 nd – 7 th year	MAF/DGF CIP with JICA TET*	US\$ 6,000 (US\$3000 x 2 times as part of seminar cost (GCF)) US\$ 39,000 (US\$ 13,000 x 3 times as part of travel cost (GCF)) US\$ 6,000 (USD2000 x 3 times as part of material cost (GCF)) US\$ 6,000 (US\$1000 x 6 times) for follow-up, etc. (GoTL) US\$3,000 for technical advice

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					and material (JICA)
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Note: * TET procures the expert of Training with Gender Mainstreaming, who is primarily responsible for undertaking this GAAP.