Evaluation of **Timor-Leste’s**

**National United Nations Volunteer**

**Modality**



**UN Volunteers public page**

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# I. EXECUTIVE SUMMARY

In light of the present achievements of the NUNV modality in Timor-Leste the present evaluation examines the future deployment and possible enlargement of this modality in development paradigms. Unless there is government approval and further funding, the present Civil Society Organization Project and Environment Projects will end in December 2008,. With the prospect of increasing the numbers of NUNVs and the possibility of work within the framework of the categories of RDTL development priorities to 2012, the policy and planning and M&E documents of RDTL, those of the relevant Ministries, and of the INGOs and NGOs and CSOs were reviewed. In the midstream evaluation the relevant constituents and stakeholders have been consulted for their perspectives on the potential contribution and utility of “volunteerism in development” through NUNVs. They have provided many interesting and innovative contexts for the enlargement of the NUNV modality in RDTL. Lessons learned and recommendations from this evaluation may also inform the current UNV HQ review of the global NUNV modality.

Due to a lack of other options and a culture of wanting to support their communities, people in Timor-Leste are willing to work for very little financial reward if they receive opportunities for capacity building, if their work related costs are covered and if the organizational context provides satisfying chances for community and personal growth. These realities provide the context for NUNV enlargement in development: youth can engage in positive activities and help stimulate the economy by addressing the underlying issues of ongoing instability.

Qualitative interviews have been conducted with a wide range of stakeholders - at all levels - to provide their perspectives on present NUNV programmes and their ideas about enlarging the scheme. This strategy together with the insights from available Reports and documents mentioned above has provided a view of how successful interventions can be made to correct problems or shortfalls midstream. The links to poverty and poverty reduction, gender, human rights and human development were examined in the context both of ongoing projects and those potential areas of programme expansion of the NUNV modality in the context of IDP return and reintegration and the government development goals of Hamutuk Hari’i Futuru, building the future together.

# II. Introduction

The purpose of this evaluation is to provide a midstream assessment of the present NUNV modality and its potential expansion in the areas of RDTL development priorities to 2012. The lessons learned and recommendations from this evaluation may also inform the current UNV HQ review of the global NUNV modality.

In Timor-Leste there has been a traditional history of commitment through ‘volunteerism’ at the lineage and *aldeia* level in communal domestic, ritual and agricultural cycles.[[1]](#footnote-1) There were useful regimes of ‘volunteer participation’ in community and school clean-up campaigns during the Indonesian occupation, but the context must be appreciated. To truly volunteer is an act of individual agency: this can be said to have resumed and tentatively to prosper in Timor-Leste as a result of the popular consultation, but only to really take force in the popular imagination after independence in 2002. Timor Red Cross Volunteers receive daily food and transport costs. They are supported by district-based salaried employees. Since 1999 and especially since 2006 these volunteers have been enthusiastic and committed workers in disasters and emergencies.[[2]](#footnote-2) More recently Community Health and Water and Sanitation Volunteers, working without allowances one day per month, through SISCa and rural water development schemes have made important, valued contributions, acknowledged locally and by the Ministries. Unpaid volunteering has also been a feature of relief work and assistance in the IDP Camps since 2006, especially by parents and teachers and by some committed youth living in the camps. There is nothing comparable to the full time volunteering of NUNVs among other Timorese volunteers.

The evaluation examines NUNVs community capacity building; community development, social mobilization, and social inclusion; there is documentary evidence in the reports and interim evaluations that these goals have been achieved in large part. Gender, human resource development and knowledge of and promotion of national volunteerism are assessed from the period of programme inception to the present through various M&E exercises, Workshop Reports, the NUNV Monthly Reports and Semi-Annual and Annual reports and through interviews.

# III. Evaluation Profile

## A. The Timor-Leste Crisis of 2006-8

Timor-Leste is half an island in southeast Asia whose hard fought independence was achieved in 2002, following the predations of over 400 years of Portuguese colonial rule and of Japanese (1942-45) and Indonesian (1975-1999) invasions and occupations. It has a population just over a million, with the highest birth rate in the world; 70% of the population is under 25. Its finite supply of Liquid Natural Gas, LNG, could kick start the economy if carefully managed but the newness of the unimagined independent state, its changing governments and persistent violence has challenged the Timorese people.

In January 2006 there was a political crisis within the army and three months later between the army and the police. This resulted in widespread looting and burning in the capital, Dili, forcing the resignation of the first Prime Minister, Mari Alkatiri. The resulting displacement of more than 150,000 people who fled their homes in April, May and June 2006 and in subsequent waves before and after the 2007 elections remains a problem. The slow return of IDPs began in May 2008 but will last into 2009.

The fourth RDTL Government has attempted to show good faith in resolving the root causes and outcomes of this crisis. The F-FDTL petitioner’s requests[[3]](#footnote-3) were negotiated in May 2008. Comprehensive, final government offers have resulted in financial settlements for the majority of petitioners rather than re-enlistment with re-training. The resolution of the injustices resulting from the attacks on PNTL and the deaths of unarmed police officers[[4]](#footnote-4) awaits justice, as do the losses sustained by many families. Perpetrators continue to enjoy impunity.

In October 2006 the Independent Special Commission’s findings and recommendations on this crisis were presented to the second Government.[[5]](#footnote-5) Equally important for systematic national reconciliation and trauma healing in 2008 there has been Parliamentary Committee A debate and a resolution on Chega!, the CAVR Report findings and recommendations in regard to the 1974-1999 occupation of Timor-Leste by Indonesia.[[6]](#footnote-6) However it still remains to promote and achieve national healing and reconciliation and to deliver promised compensation such as veteran’s pensions and widow, youth and political prisoner entitlements. Redress of old and recent losses need urgent action by RDTL.



IDPs, 2006-2008: Camp realities, ongoing problems of security and return

Some IDPs fled to the many Catholic churches, seminaries and parochial schools to which they had an allegiance and in whose haven they felt they would have safety as self-selected IDPs. The discipline and impartiality they found imposed on them as IDPs reflected those religious institutions’ values: peace and tolerance.[[7]](#footnote-7) [[8]](#footnote-8)Other IDPs choose iconic locations: the airport, the seaport/Jardim (now emptied), the National Hospital (now emptied), Sional (now emptied), Metinaro and the UN headquarters. The battle for control of some of these camps led to regimes of intimidation and violence in which the perpetrators enjoyed impunity.

*UNDP Photo shows overcrowded SIONAL IDP Camp*

Those affected particularly were women and children and, increasingly, unemployed male youths. The markets, dominated by easterners, were destroyed and many vehicles burned. People quickly fled the capital without any immediate prospect of work, shelter or sustenance to seek refuge in the rural districts. This flight was particularly to the east. The displaced carried with them what little they could, representing the economic security they had built since 1999 through their investments in trading or taxi, microlet/bemo or lorry transport. This flight was a xenophobic reaction to East (Loro Sa’e) – West (Loro Mono) conflicts over economic and property rights in Dili, reviving older social jealousies and differences. Social status, political affinity and personal experiences of resistance to the Indonesian occupation or exile from it also became markers reinforcing the differences in culture, language and customary practices.

Tented settlements grew up in all these locations in Dili and in Baucau. Humanitarian assistance poured in to Dili; until mid-2007 very little reached the districts. The plan to register IDPs failed due to policy changes and uncoordinated decision-making by government, UN Agencies and the INGOs. This reflected a lack of political will and leadership to implement registration. Mediation and reconciliation meetings, *simu malu* – ‘receive and accept each other’, between IDPs and their former neighbours, brokered by MTRS (Ministry of Labour and Social Reinsertion and its Department of Social Services) with the *Chefe de Sucos* (elected local ward heads) made some attitudinal but little tangible progress for political reasons: the elections forestalled real decision-making.

In many neighbourhoods there is still an intransigent unwillingness to receive returnees. Weak local government has allowed the growth and resurgence of martial arts groups who have carved the capital into territories. The strength of these groups and the dedication of time and effort spent by their members reflect the joblessness of 70% of youth under 25 years of age in Dili. Problems related to drugs and human trafficking are increasing. The rule of law is very weak.

More recently, since the elections, delays of IDP return have been occasioned by the attacks on the President and Prime Minister of 11 February 2008, a signal that the security situation remained highly volatile. IDPs reiterated their ongoing security concerns, wanting “critical mass” – strength in numbers, which, they felt, was missing. IDPs are dispersed, with family members often in several different camps as well as in the districts. This situation over the past two years has severely challenged women who strive to prevent family breakdown. Instances of child neglect, sexual assault and domestic violence both against women and children have increased in proportion to the stress of parental and youth joblessness and alcohol abuse. The importance of gender in trauma healing and peace building through civic education is detailed below as potential area for NUNV deployment.

The Hamutuk Hari’i Futuru programme of the AMP government began providing for IDP resettlement through mediation and scaled restitution for proven losses. The fragility of these brokered returns is an issue; time will measure their success. A big problem is of ongoing social jealousy, as many in these communities to which the IDPs wish to return have unaddressed long-standing grievances. The government has not taken a systematic holistic approach in this regard. Receiving communities may feel neglect and resentment but they must not be excluded from benefits. Strengthening community ‘ownership’ of institutions such as schools, youth centres and community centres and intensifying civic education in preparation for the March 2009 local elections are important cornerstones for local security and peace building. These are areas for potential NUNV enlargement, see below. The Government aim was to close the remaining IDP Camps in June and July 2008; this contrasts with the MSS schedule which projects returns through January 2009.[[9]](#footnote-9)

Justice

The experience of youth and adults is that there is little adherence to or enforcement of the rule of law or to the provision of justice.[[10]](#footnote-10) There were 162 incidents of violence during the parliamentary election period resulting in 2 deaths, 100 injuries, damage to property and increased fear in both Dili and district communities.[[11]](#footnote-11) Because of the lack of justice and the failure to have genuine trauma healing and consistent psycho-social support for the survivors of violence from the period of 1974-1999 and subsequently, arguably all those living in Timor-Leste or in the diaspora are affected. As the crisis of 2006/8 began, people’s fear and flight were a predictable outcome of these new cycles violence, repeating their previous experiences. There must now be accountability in Law for the perpetrators of looting and arson and other crisis-related recent crimes. International law and the Timorese Constitution mandate accountability in Law and restitution for losses of real and personal property. This has been promised by government despite the first Parliament’s attempts to approve an amnesty[[12]](#footnote-12). The emphasis on peace building efforts as one of the main pillars of recovery is important. Again, this potential area for NUNV participation in ongoing peace building projects is discussed below.

Property, Land and housing rights

There is also a need to institute solutions by registering and processing land and property claims including the resolution of the occupation of those houses from which IDPs fled. A two-day workshop, ‘Moving forward: Housing and Land Rights in East Timor’ sponsored by Centre on Housing Rights and Evictions, COHRE and Kdadalak Sulimutuk Institute, KSI, discussed and debated the development of “concrete social, legal, political, administrative and media strategies to improve the realization of housing and land rights, including security of tenure in Timor-Leste.”[[13]](#footnote-13) To regulate and resolve these issues is a part of Timor-Leste’s agreements in International Law under Social and Cultural Rights which remain un-enforced to date.[[14]](#footnote-14) Without this kind of effort, there can be no security; without security it is impossible for IDPs safely to leave the IDP camps to return to their homes.[[15]](#footnote-15)

Although some IDPs have returned, the lack of systematic registration in 2006 referred to above has led to abuse whereby district-based job seekers, students and others wishing free accommodation and food relief entitlements have left the rural areas to join the genuinely displaced IDPs in the camps. Questions of social jealousy should be considered in the case of government-dictated choices of any rebuilding project sites. Jealousy remains over land and domestic residential property rights and entitlements between old claimants, post-1999 new comers and post-2006 ‘squatters’. The human rights in Timorese and International law of those evicted - whether owners, renters, squatters or post-crisis secondary squatters - have not been taken into account. This is not simply the jealousy of ‘ownership’; it is also the jealousy of the economic benefit accruing to possession. In many cases of multiple dwellings on one site, the better building is improved for its lucrative potential as rental property to *malae,* foreigners. Often, multiple-occupancy development facilitated by rental income affords even greater returns. Houses (personal: mine vs. yours), and by extension, transitional shelter, youth centres, schools or clinics (community: ours vs. yours) are emotive political issues and could also become the source of renewed jealousy and new conflict. The potential for NUNV peace building and mediation opportunities in community return and reintegration processes are discussed below.

Recently a five year, $10 million project, between the Ministry of Justice and The National Directorate for Land and Property (DNTP) funded by USAID will address public information and awareness and increased transparency; land policy laws and implementing regulations, support to a National Land Commission, land administration including cadastral, registration and land titling systems and dispute resolution, mediation and processes to resolve competing claims to land.[[16]](#footnote-16) At a national level, resolution of property issues is seen by the President as one of the most outstanding impediments to large scale, long-term foreign investment as an engine for encouraging development, local entrepreneurial activity and active citizen involvement in land with the possibility of planning.[[17]](#footnote-17)

Gender

This section details the progress that has been made in RDTL to break the barriers of discrimination and patriarchy to provide equal opportunities and even positive discrimination for women, as councillors in *suco* and *aldeia* elections for local councils. Political participation and representation for all citizens equally is constitutionally guaranteed. Both groups of RDTL Parliamentarians have included more women members (25% and 28%) than in any other South East Asian or Pacific country. It is important to note that in Timor gender-mainstreaming is the work of men and women.

AMKV founded in 2002, is an association of men who aim to foster men’s awareness of gender issues. AMKV works through national campaigns with women’s organizations in eight districts, using the popular education techniques of solution-making and problem-solving of the Brazilian, Paulo Freire and with public awareness outreach through radio, television, billboards, posters and banners to counter the forceful and often violent male domination and female submission.[[18]](#footnote-18) The intractable nature of Timorese patriarchy was assessed: “You can’t get flowers from stones.” AMKV works through monthly internal discussions and reflections only with men in an atmosphere of confidentiality and trust to discuss gender and family relationships (husband/wife and parent/children) and the solutions to DV. AMKV community-based work in the districts joins with other organizations to campaign against gender inequality through workshops and by facilitating Target Groups with youth and high school students to promote gender awareness and provoke attitudinal and behavioural change.[[19]](#footnote-19)

Increasing numbers of cases continue to be reported to the SGBV Referral Pathways Working Group, first established in 2006 as a part of Humanitarian Assistance coordination. The outreach by SGBV RPWG partners include referrals, case monitoring, follow through and reporting in Dili and increasingly more often from the districts The Timor-Leste CEDAW Report and community response recently presented in Geneva re-emphasises a commitment to UNSC Resolution 1325 on the protection needs of women and children and their equal access to basic rights to shelter, water and sanitation, food and health and education. There is also new support from UNIFEM through UNFPA and SEPI to provide Gender and Development, GAD, support to line Ministries for the evolution of policy for the 2nd National Development Plan. National campaigns such as the AMKV-UNHCR 2003 Campaign on gender and domestic violence, the radio, television and poster campaigns of UNIFEM, Hau Bele [I can] campaign of 2007 featuring prominent women as role models and the Hapara Violensia Kontra Feto campaign of 2008 [stop violence against women] featuring 15 human rights, civil society, political and military men have helped to conscientize the public, but this methodical and repetitive process must continue, particularly in the home and at school. Stressing Gender rights in Civic Education could be featured for the balance of the community-based work of NUNVs in 2008.

Gender in the economy has been slower. Development initiatives for women through livelihood and micro-credit programmes specifically targeting women provide opportunities for paid work and savings accumulation. Thereby, long term greater gender relationship changes are more likely, as such initiatives foster self-reliance, agency in planning and decision making and a measure of independence for all women but especially for widows and female-headed households, who particularly need this support. The opportunity for NUNVs to participate in gender development opportunities is discussed below, see pp. 19-22 and 26-27.

The recent (2005) Asian Development Bank/UNIFEM Country Gender Assessment, Gender and Nation building in Timor-Leste, highlights that enrolment and completion rates for females in primary and pre-secondary schools is at parity with males, but that for secondary 30% less females than males attend, and in tertiary education 7.7% of the male population are enrolled whereas only 2.9% of the female population are enrolled. These are figures from 2002 and 2004, and more recent gender disaggregated statistics are needed. It is clear that at the secondary and tertiary levels females are not taking up opportunities for further education. Post-registration attendance is uneven and low and repeat and drop out rates continue to be high, with females in Primary School scoring lower than males. Female illiteracy rates are higher than those of males reflecting school drop out rates. The lack of sanitary facilities at pre-secondary and secondary schools has been documented as inhibiting attendance. Patriarchy in selecting boys rather than girls for secondary and tertiary opportunities has only been broken in cases where mothers with income insist that their daughters attend school, covering school expenses with their earnings. It is only with grassroots gender training that these stereotypes can be broken, encouraging equal opportunity, equal access and equal participation.

The equal access of females to education and training is stressed in the CEDAW recommendations. More training, especially in literacy[[20]](#footnote-20) and numeracy and livelihood skills to permit women to network, to work cooperatively, to generate income and to save are needed. This is reflected in the commitment to women’s training and employment - an area for NUNV enlargement discussed below. Micro-credit initiatives like Helen Todd’s Moris Rasik in Ailieu have had proven success in creating employment opportunities that grow through incremental borrowing by women; 12,000 households are the beneficiaries of the Moris Rasik micro-credit scheme.[[21]](#footnote-21). ROSCAs, Rotating Savings and Credit Associations, are under consideration by several cooperatives in the Rede Feto group of women’s NGOs, another area for NUNV enlargement.

Youth: education, training and work

The situation of youth and their access to non-formal and skills-based activities has markedly deteriorated since the crisis began in 2006, with a few exceptions that provide some hope. In the 2004 census, 40% of all Timorese were under 14 years.

The needs and gaps for education and training for youth in the rural areas are qualitatively and quantitatively different. Many of those youth displaced to the districts to live with extended family members or with host families have enjoyed security and a lessening of fear, but they have had to cope with isolation and loneliness. For some this has been a new experience compared to urban-based life. For others it has meant the suspension of education and subsistence labouring to survive. This interruption may radically change for the worse - even foreclose - their education and career hopes for the future.

Three new post-secondary agricultural Institutes in Natabora, Manufahi; Fuiloro, Lautem and Maliana are coming online, with one year diploma courses, which may be expanded to a three-year curriculum in the near future. Five year funding will see 150 students through-put per year, potential recruits to NUNV agricultural development deployment in an expanded scheme.

There is a strongly identified need to meet the special challenges of Dili youth by sponsoring more Youth Centres such as the Ba Futuru Seroja Centre at Rai Kotu and the Beto Timor Centre in Comoro. NRC is undertaking partnered work with youth, the local communities and the government to launch five community-based youth centres, three in Dili and two in the districts.[[22]](#footnote-22) This is to counteract the primary commitment of many Dili youth to martial arts groups.[[23]](#footnote-23) Considerable effort on the part of government, donors and the NGO community has been to re-direct their activities to peaceful ends[[24]](#footnote-24) by instilling pride through their active participation in plans for education, literacy and numeracy classes for mainstream re-entry to education or for technical or vocational skills acquisition, another targeted area of potential NUNV deployment, see below, pp 19-20.

Life skills, gender awareness, positive discipline and human rights training would be types of programmes also on offer in these Centres. Several models for these programmes such as NRC’s YEP[[25]](#footnote-25) and Ba Futuru’s TAHRE Guide[[26]](#footnote-26) for peace building, human rights, trauma healing, positive non-violent discipline and reconciliation which has been trialled and used with children, youth and adults in Timor are available.

In the area of adolescent health, STDs and HIV/AIDs awareness and prevention, family planning, domestic and sexual violence and the dangers and costs of alcohol and tobacco abuse materials are available from UNICEF, UNFPA, Marie Stopes, Pradet and the Ministry of Health who have had programmes and participatory experience in Timor-Leste for many years. Pradet is conducting training on alcohol abuse with a view to comprehensive district-based outreach in 2008.[[27]](#footnote-27) Those organizations and OPE, SGBV referral pathways and AMKV (Association of Men against Violence programmes and outreach) could provide materials, training and support about gender violence, domestic violence and assault to unlearn and break earlier patterns of generational practices. New materials from the Ministry of Health on HIV/AIDS prevention through the Global Fund specifically target youth. Invitations for trainings by these institutions with strong intra-Ministerial links can promote potential occupational and careers choices and form part of the prospective deployment of NUNVs in the health sector, see below, p. 26.

The exploration of broad areas of employment possibilities through job workshops with local NGOs who could describe their activities could also provide direction and support. FONGTIL members such as Naroman Bucoli, Permatil, Haburas, Yayasan Hak, KSI andMoris Rasik could provide awareness training on natural materials for furniture making and building, perma-culture agricultural techniques, environmental programmes, human rights, Housing Rights and Eviction advocacy and micro-credit careers’ opportunities. Local businesses could also make presentations about work in their fields, such as trading, tourism, catering. If the government plans to institute two year community youth corps opportunities or if it funds and continues the $2 per day programmes, Youth Centres could assist with the consolidation of skills and by teaching personal responsibility for decision-making through participation. These are the very areas of gender and youth skills acquisition suggested for further NUNV deployment.

Recreational activities such as sport and cultural activities such as music, art and dancing could be supported through the Ministry of Youth and Sport and through the new commitment to culture in the Ministry of Education and Culture. Coordination of programmes with new ministerial initiatives and partnerships with them would be very important. In the NGO community there are many arts-based schools and organisations who again could provide information on careers in these fields such as Arte Moris Cultural and Art School; Bibi Bulak Theatre and Musicians Group; TILPA the Timor-Leste Photographer’s Association, and through Independent Media Proposals for filming and by Ba Futuru through the Seroja Centre for photography training.[[28]](#footnote-28)

There is also a need to further instil citizenship values through programmes of civic education at Youth Centres and in district communities through specific youth focussed training in democracy, political participation, rights, responsibilities and duties as a continuation of the present CSO Project, District youth councils and a national youth parliament are further potential arenas for NUNV participation. These options can be complimented through creating local history workshops or ‘tolerance’ research by youth on traditional practices, to learn similarities and differences in Timor-Leste in language; customs; farming, animal husbandry, fishing and forestry methods; local environmental practices; life stages celebrations; oral traditions, songs, dances and crafts to make Livru Rai, local ‘earth books’ for their communities, as in the Osso Huna Pilot Project.[[29]](#footnote-29) Sponsored travel for youth activities which foster civil society participation by youth and mentoring for youth peace building efforts in the districts, for example in preparation for the 2009 local elections to build a sense of belonging as citizens of a nation and a sense of national/local/individual pride as members of the different ethnic, linguistic and cultural groups forming the nation of Timor-Leste. Arts, culture and exchanges are all pillars of the Hamutuk Hari’i Konfiensa IDP return programme of the government through MSS, potential areas of NUNV deployment. MSS-UNDP funding for selected applications is ongoing.

## B. Economic, Social and Cultural Dimensions of the NUNV Modality

The existing NUNV modality has economic, social and cultural dimensions in that civic education, as a programme – if it is successful – will empower citizenry to make decisions when they vote in local and national elections. The mechanics of these processes of responsible, participatory citizenship can be taught and learned, as has been shown in the efforts of the NUNV/CEWG outreach in the CSO project. What they impart to participants is the long term impact that their choices as voters will have on government policies regarding economic, social and cultural development in Timor-Leste. The reciprocity of mutual rights and responsibilities of and by the people, and of and by the government are also being taught. Civic education contributes to identity formation and to understanding sovereignty, both new concepts in Timor-Leste. The two NUNVs working in Environment – solar, biogas and fuel efficient cook stoves – are contributing to both economic and social change and well-being in two rural districts, Maliana and Oe’cusse. With additional funding this opportunity for enlargement of the NUNVs for development could be achieved in more districts.[[30]](#footnote-30)

The proposed expansion of the NUNV modality discussed in this evaluation would result in a much more nuanced and pervasive economic, social and cultural impact, as the areas for proposed enlargement will effect the implementation of government policies on aspects of education, gender, training, youth policy, youth and women’s employment, disaster management, agriculture, environment and health.

## C. Linkages

There are clear linkages between the present NUNV modality in its CSO Project to other UNDP Programmes in Governance and to the work of the Technical Secretariat for Electoral Administration, STAE and the National Electoral Commission, CNE and to other agencies (e.g. UNFPA), INGOs (CARE, CRS) and NGOs (e.g. FONGTIL and its partners, REDE FETO and its partners, CNJTL, KSUTL,Yayasin Haq and ETCRN, for example), working on civic education**.** There are now potential linkages also to the Programme for Enhancing Rural Women’s Leadership and Participation in Nation Building in Timor–Leste, PERWL II, under UNIFEM, which has just received renewed funding. PERWL II will continue to support the ongoing importance women’s political participation in the upcoming second local elections scheduled for March 2009.[[31]](#footnote-31) If the NUNV modality is to be enlarged, the linkages will be to relevant Ministries of the Government of Timor-Leste, other UN Agencies, INGOs and Timorese NGOs as appropriate. Those linkages will be further discussed below, see pp. 18-27.

## D. Stakeholders

The present stakeholders of the NUNV modality are UNDP, the UNV Unit, the CSO Project of the Governance Unit and its partners, the Environment Project of the Poverty Reduction Unit and its partners and the Programme Steering Committee Members for NUNV. Obviously the scope, remit and revised range of stakeholders will change greatly if the proposed enlargement takes place.

## E. References to Core Documents and Mandates

References to core relevant documents and mandates are found in Annex VIII.

## F. Magnitude of NUNV Intervention

The present NUNV intervention in Timor-Leste is comprised of 16 individuals (see Annex XI). Over the 19 months (May 2007- December 2008) the VLA paid 16 NUNVs at $US 99 per month amounts to US$ 30,096. The details of additional costs such as transport, per-diems out of the duty station and insurance have not been provided.

The funding for present CSO and Environmental Projects in the NUNV modality finishes at year end 2008. What remains is government approval for the expansion of the modality in ‘development’ with funding to support that enlargement. The figure for the 2008 budget for the CSO Project provided by the Project Manager is US$ 97,500. Access to NUNV budget information was requested but not provided.[[32]](#footnote-32)

## G. Work Methodology

On 4 April 2008 the work methodology was prepared by the consultant at the request of the UNV Programme Officer. See Annex VII for Work Methodology for the NUNV Evaluation Report,.

# IV. Findings from the Evaluation Midstream

Let us begin by examining the NUNV modality from the perspective of resources used and the results and outputs produced. These findings result from the project-specific inquiries with all present stakeholders. It was decided to recruit 15 NUNVs initially, with one resigning and two joining part way into the evaluation period: there are now 16 NUNVs. Of these, two are assigned to the Environment Project of the UNDP Poverty Reduction Unit, thirteen to the CSO Project (one per district) of the UNDP Governance Unit and one works as an assistant administrative officer for the UNV Unit responsible for non-UNMIT assigned volunteers.

The United Nations Integrated Mission in Timor–Leste, UNMIT-based UNVs and non-Mission UNVs have not been part of the remit of this evaluation, although useful information could be gleaned from both groups about the enlargement of the NUNV modality and their perspectives on NUNV-UNV partnerships in Timor-Leste in an expanded development paradigm. As a previous UNV Project Officer commented:

“There was a change in 1991 to pilot a National UNV programme, in which Nationals would work along side International UNVs. There was an effort to assess the impact, and 7-8 evaluations indicated that there was greater sustainability, that joint work was the right concept for sustainability.” [[33]](#footnote-33)

Environment

The two NUNVs working in the Pilot Environment Project are both learning the technical methods to implement, and the outreach challenges for rural community acceptance of, biogas, solar and fuel efficient cook stoves. They each are assigned to their own districts of Maliana and Oe’cusse, a woman in the former and a man in the latter, gender balanced. They are well placed to mobilise acceptance because of their indigenous and cultural knowledge, a hugely important factor in the rural introduction of new technologies. Successful gender-sensitive approaches to rural women has been the key here, as changing domestic routines – through more efficient cook stoves that utilise 50% less firewood as fuel or biogas – for cooking, needs careful explanation and repeated mentoring to prove the demonstrable results and promote acceptance. The spirit of voluntarism to spread the news of efficient cook stoves was taken up by women beneficiaries as it decreases the time collecting firewood and the expense of purchasing it.

While these programmes await further training and implementation funding renewal, which unexpectedly slowed training across the two districts, the two volunteers also work in the Ministry of Agriculture in Dili, assisting with documentation and clerical work. This has added an administrative learning component to their assignment and permitted the NUNVs first hand experience and an opportunity to observe the work of this important Ministry, both unintended benefits. At present the NUNV numbers could not be enlarged due to a paucity of supervisory staff to direct their training and deployment.

The Civil Society Organization Project

The CSO Project is part of the Supporting Civil Society Organizations in Promoting Citizen Participation of the Governance Unit of UNDP. It has been staffed by a gender-balanced team of a Project Manager (male) and a Capacity Building Expert (female) who were initially recruited as UNVs, but who now have SSA Contracts from late April 2008 to year end. There is also a Project Administrative Assistant (female).

Before NUNVs joined, there was a National Civic Education Conference, see Annex X. Funding for voter education administered by FONGTIL for second round of Presidential elections in all 13 Districts to 64 CSOs and STAE, UNMIT and UNDP trainings were provided through the support to the Timorese Electoral Cycle Project. Voter Education materials and civic education training for the parliamentary elections were given through small grants to 37 CSO teams in 10 of 13 districts by STAE.

The UNDP’s CSO Project in partnership with FONGTIL formed Civic Education Working Groups. These comprised the human resource component of the NUNV modality. They were established in all 13 Districts each comprised of five members: one each from FONGTIL and Rede Feto or their affiliates and one each from Timor-Leste Youth Council, CNJTL and Timor-Leste Student Solidarity Council, KSUTL, or their district-based affiliates and one NUNV. Thus the 13 NUNVs were part of the CEWGs, giving assistance for support, implementation and monitoring.[[34]](#footnote-34) These together with a FONGTIL-based CEWG Steering Committee and a FONGTIL National CE Project Officer were the human resources used to conduct CEWG District Trainings. Stakeholders acknowledged that the NUNVs integrated completely with the existing CEWG members[[35]](#footnote-35) and coordinators stated that they have been an important asset, recognised in the beneficiary communities as “national volunteers of the United Nations, something new” and “an important change, an example to the community”. (Coordinator, CEWG)

The 65 members of the CEWGs, including 13 NUNVs, were the beneficiaries of a variety of trainings, the first of which was provided in August 2007 by José Luis de Oliveira, of Yayasan Haq who was commissioned to produce a CE Manual, “Nation and Democracy, the Four Organs of State, Rights and Duties of Citizens and Local Governance”, an output of the modality.[[36]](#footnote-36) Ongoing recurrent CE Training has continued to be provided by the Capacity Building Project Officer Expert to NUNVs during their monthly meetings in Dili. Some provision has also been made for computer learning and access and for English lessons, but more is required at the request of NUNVs.

The post-election district-based trainings consisted of proposal design and writing, project cycle management, financial management and budgeting through participatory methodology to 52 CSOs in 12 Districts, Viqueque. Long term Civic Education outreach followed the feedback from the proposals and budgets and their modification and final acceptance with small grant funding. Thus the Post-Election training cycle in the Districts took place from December 2007 to March 2008, followed by an Evaluation Workshop.

More recently additional CE training was provided by Bernardo Cardoso from the International Federation of Electoral Services, IFES, through their post-election Manual, designed by IFES and Belun, ‘Votasaun Liu Tiha: Formasaun Governu Timor-Leste, 2007’. He led three workshops in April and May 2008 for the CEWGs in Lospalos, Same and Maubara.[[37]](#footnote-37) CEWG members felt unable and unprepared to respond to questions until they received these intensive IFES trainings, which included drama and role playing. There was unanimous acclaim that the issues were clarified and that all members of the CEWG could impart the material and field ‘difficult’ questions.

As a result of a request for responses concerning the effectiveness of the CSO Project at the end of each of the three IFES workshops, many of the CSWG members and all of the NUNVs agreed that the UNDP needs to continue the civic education programme so that it can reach more people, especially at the village, *aldeia*, level. It was stated that this programme is very important for the future of Timor-Leste, and it was emphasized that proper civic education is done, not in months, but in years. “To properly provide civic education it is a long process; it takes time to spread this important information to all the people.” (NUNV ‘A’ in CEWG) It was thus proposed by an NUNV that the current civic education networks should be made permanent or incorporated under a governmental mandate so they can continue. The specific added benefit of ‘volunteerism’ in this context was seen as “a part of building the nation by the next generation” after so many decades of hardship. To have been praised in that manner by a *Suco* Council member “made me proud and want to try harder in the trainings. (NUNV ‘B’ in CEWG)

As existing beneficiaries have also requested additional trainings, the IFES materials can be introduced should funding be available, in revisits to those sub-districts given training from December 2007 to March 2008. Booklets and posters on the role and make-up of the National Parliament are in preparation for district distribution and will be a further visual supplement to the IFES materials.

NUNVs and working group members made comments on the importance of developing clear, realistic and consistent civic education training modules to be included in the prospective revision of training manuals. They also felt it was important to continue to further develop the facilitation skills of all those carrying out the civic education trainings.

Many thought trainings should be longer to cover additional topics and the same topics more thoroughly. NUNVs requested that trainings include additional information on gender, the history of Timor-Leste and human rights.

It was further advised that there be an evaluation of the working groups in each district as well as a national evaluation process. Transparency about finances in the field and better systematic monitoring was also recommended. The bureaucracy of the CE Project was the cause of many difficulties for distant district-based CEWGs and NUNVs. The dynamics of CSO Project relationships with the FONGTIL Steering Committee have been mixed and are currently under discussion and review. One NUNV (‘C’) stated, “The UNDP should make a good relationship with the Steering Committee and have good coordination with the National and Local Government authorities. The UNDP should continue to cooperate with IFES for developing the civic education programme to ensure agreement on civic education training modules”.

The dedication and hard work of the CE Project Officers and their Administrative Assistant was noted by all NUNVs, but specifically by NUNV ‘D’, “They came to the field, they attended workshops in the field, they want us to do our best.”

The mid-period evaluation finds that there were initial delays in recruiting the NUNVs. Their induction training overlapped with the Presidential elections and they only received the CE training manual and training in August 2007, following the national Presidential and Parliamentary elections, further delays which meant that their participation was limited to simply informal observation of aspects of the parliamentary election. The CEWG formation to include NUNVs was also delayed, and the CSO CEWG/NUNV field-based work only began in September, long after the needs assessment undertaken by FONGTIL and its member organizations. The delays were a particular challenge for the NUNVs by their report as they were anxious to “get working”. However it is certainly the case that capacity has been built with the CEWGs and that the cumulative result of trainings is reflected in the sophisticated and lively discussions about democracy and the political process in sovereign Timor-Leste between workshop sessions. Although beneficiaries request additional trainings, the NUNV view is that capacity has been built, relationships have been established and there is eagerness for more detailed information.

It was not possible to get information on sound quantitative and qualitative data about progress made for women and men beneficiaries from their perspective over the period evaluated as there was no access provided or time permitted to conduct community-based research with the recipients of CE trainings. Also the financial reporting cycle was not completed and there were not any analyses of the cost effectiveness of the CSO project or any breakdown of expenses available during this review.

VLA and other allowances

Project funding needs to be increased to cover various training costs. Many NUNVs asked that more civic education materials and more regular access to computers be provided. It was mentioned that ID cards had not yet been distributed.

Also many of the NUNVs reported that the VLA rate was insufficient to cover their needs recommending that the VLA should be between US$150 and US$350. When in discussion about the level of the VLA, the NUNVs stated that US$ 99 was inadequate and that with the current inflationary spiral of rising costs for food and transport – petrol recently increased from $1.02 to $1.67 per litre - adjustments are urgently needed. Other Timorese health, WatSan and emergency volunteers work only 1-4 days per month or “as needed” and have minimal expenses paid; stakeholders consulted regarding enlargement felt NUNVs VLA was unacceptably low in the present inflationary cycle.

A request was made by the NUNVs that the leaving package be reconsidered. All of the current NUNVs, but two, are suffering from interrupted and truncated University training occasioned by the crisis, its disruptions, loss of assets, and changing realities (see above on YOUTH) with between six months and two years left to complete. As recognition by the nation for their service, a sliding scale exit payment on completion of service was suggested by them to mitigate these costs and to facilitate finishing their tertiary education.[[38]](#footnote-38)

These pressures were reflected in the responses to a request to provide ideas of what they think should be changed or what they saw themselves doing in five years’ time, see Annex IX.

# V. CONCLUSIONS

This mid-term evaluation of the NUNV modality in Timor-Leste reverts back to the 2004 report by Hector Hill; many of the suggestions and findings that he made at that time have not yet been addressed. His evaluation report was based on a two month pilot of the very first NUNVs who were stationed in Lacubar. Their remit was to investigate volunteering and volunteerism for development in Timor Leste.

Among the concerns of those NUNVs were the following: the exclusion and marginalization of volunteers from decision-making processes and the undervaluing of their contributions in the context of the social and economic inequity needs to be considered in the dynamics of the power relations of development, which particularly impact on youth and women. Volunteerism in Timor-Leste is local, limited by even more difficult economic realities and bounded by support in the subsistence economy and the very limited mobility of rural peoples.

The first NUNVs of 2004 working in Laclubar reported that Timorese experience frustration particularly with development projects imposed from outside when there is limited transparency, accountability and sustainability when they are led by managers lacking in local knowledge and empathy.[[39]](#footnote-39)

The fundamental questions regarding NUNVs were: what should/could they be doing and what money should they receive: why? And what for? The suggestion then was to deploy NUNVs in the UNDP Strengthening Civil Society Organizations Programme. This has transpired. That the Regional Resource Centres which could have supported the new NUNVs in the field all closed before they were appointed in 2007, left the NUNVs the poorer, for the lack of local contacts and for a listening ear for monitoring and feedback. In the future field-based support structures need to be in place.

It is essential adequately and frequently to interact with fledgling volunteers (as highlighted in the presentation made in Bonn at the inception of this evaluation). This is true not only for the existing NUNVs, for the balance of their assignments, but vehemently so in the context of the potential enlargement of NUNV numbers and their deployment in development paradigms.

UNDP Programme Management support to the modality through an established Steering Committee, for insights, support and feedback has foundered in that the Steering Committee Members were not called to meet since inception; other Agency Programmes have dynamic stakeholder meetings which occur frequently. NUNV Steering Committee members should meet monthly or every two or three months. This lack of guidance and coordination for the Projects and for the NUNVs has diminished modality implementation.

Now there is less than a third of the number of Timorese public servants, compared to those from Indonesia administering occupied Timor from 1975 -1999. The pool of potential qualified, dynamic, engaged “volunteers” for development will be small. While more than 70% of Timorese working in NGOs in 2002 self-identified as volunteers, the size of that number in the civil society context of mass organizations like the churches, community governance structures and other mass organizations such as martial and ritual arts groups is much larger, as Hill observed.

The overlap for “development” with the interests of unemployed youth and women with interrupted tertiary education and of volunteers working in NGOs predicates that they have specific interests and potential. Their numbers will continue to grow. Many differing opportunities for enlargement in development were proposed and clearly the time is ripe to increase volunteering by Timorese in Timor-Leste.[[40]](#footnote-40) The coordination between and among the potential stakeholders in any given area of deployment will be the challenge, requiring diplomacy, tact, great institutional knowledge and deep commitment to the national volunteers and to the principles of volunteerism for development in Timor-Leste.

# VI. Recommendations

Based on the finding of this evaluation the following are recommendations for the future of the NUNV Modality. It may be beneficial for sustainability if national UNVs were to work alongside international UNVs. More comprehensive and regular training for NUNVs is needed. NUNVs should work in an organizational context so that they can gain first hand experience of a complex workplace environment and required professional workplace ethics and skills. Gender balance in the NUNV program is key as it allows for effective mentoring with both women and men.

The management of the NUNVs needs to be enhanced. Project funding needs to be increased to cover various costs. Inclusion of volunteers in decision-making processes is essential. Develop the NUNV Steering Committee by encouraging frequent meetings, committed involvement and interactive feedback. Provide better regional support for the NUNVs in the field. Economic realities must be recognized; an increased adequate VLA should be provided. As recognition for their service a sliding scale leaving award on completion of service is suggested to facilitate NUNVs finishing their tertiary education.

Expanding and diversifying the NUNV modality:

Deployment across a wide variety of development fields could lead to more opportunities for pairing UNVs/NUNVs in field-based partnerships. NUNVs could be recruited for specifically targeted areas in which they have already received education or training. Consultations in the fields of health, disaster management, education and vocational training, agriculture (rural livelihoods), energy efficient environmental safeguarding, and peace building have provided a unanimous demand that any NUNVs recruited have deep interest and commitment for their future long-term career in the specific deployment in development. This diversification and specialization will attract a larger pool of candidates who will have greater potential to enhance the ‘added value’ of promoting voluntarism as a development resource with NUNVs in Timor-Leste. In several of the development options, Timorese volunteers are already deployed in their own communities, but usually for only one or two days a month, outside of work or in holiday periods; they receive no stipends equivalent to VLA.

There will be a great need for professional inter-Ministerial, inter-Agency, inter-NGO, inter-NUNV coordination for the policy, planning and implementation of a new, expanded NUNV modality for qualitative and quantitative development and peace-building in Timor-Leste. Indicative numbers and the rate and extent of planned expansion can only result from in-depth investigations. The potential areas of cooperation will require thorough negotiations with the Government of Timor-Leste, the specific Ministries interested in NUNV deployment and with all potential stakeholder partners. This challenging process should be slow and measured, requiring consultations by a skilled Timorese negotiator with deep experience and knowledge of the Government’s current development plans and policies. Bearing in mind global UNV-NUNV strategies, recommendations should be drawn up. It would then remain to negotiate and to implement a gradual enlargement of the NUNV modality following further consultations on specific policies and plans for projects with the Government, its Ministries and the range of local NGOs, INGOs, UN Agencies, funders and other stakeholders. Government and Ministry commitment must be obtained.

Each Project Management ToR should be simple, transparent and clear, with pro-active policies and planning: Who will the partnership include? Who is doing what? Who reports to whom? What support systems will there be for NUNVs in the field? Specialist induction trainings should be provided at each Ministry to include all implementing stakeholders and capacity building should be continuous for each development programme for the NUNVs deployed. There should be regularly scheduled monthly M & E in the first year with prompt feedback and then every two months thereafter. More opportunities should be provided for NUNVs to have diverse training in spoken and written English, computing, micro-finance, monitoring and evaluation techniques, vehicle use and maintenance, driving lessons and licensing, for example.

For the enlargement of the NUNV Modality a detailed review should be conducted of inter-Ministerial, inter-Agency, inter-NGO, inter-CSO and NUNV coordination potentials across the 9 UNDAF areas. It will be necessary to address qualitative and quantitative development and peace-building concerns in Timor-Leste over a slow expansion of NUNV numbers to 2013, with regular M&E dictating further acceleration and growth of the NUNV modality in conjunction with the Government of Timor-Leste, relevant Ministries, UN Agencies, CSOs and NGOs.

There were nine development areas for NUNV deployment in development in the UNDAF proposal. A selection of possibilities under each category is below. These ideas have been formulated from interviews with stakeholders working in these areas.

1. Implementation of Life Skills for young men and women (NUNV and UNV) training for youth and women including literacy, technical and vocational market-driven training and micro-credit opportunities for women with job creation support and on the job monitoring.

The following individuals have all endorsed the importance of life skills training and education for women and youth:

Father Augustinho Soares, Head of Social Outreach, Dili Diocese observed, “Young people are susceptible to bribery because they are jobless, they have no money; so when people pay them, they start to throw stones. They really need education and jobs.”[[41]](#footnote-41)

João Cancio Freitas, Minister of Education has stated education policy goals, “Reform [through] increasing the quality of education and equity of access for all Timorese [will provide] nine years of compulsory and free primary and pre-secondary education, by the end of this government’s mandate. The Ministry also intends to expand technical and vocational education by establishing more institutions with training courses tailored to the current workplace and economic climate in Timor-Leste. All levels of education will be accredited according to a government license system.”

On 9 May 2008, Bendito Freitas, Secretary of State for Vocational Training and Employment, opened the Dili Employment Centre. This Centre and its data base will coordinate and match employers and job seekers. Vocational Training Providers’ Curriculum will be streamlined, overseen and accredited through the Labour Force Development Institute to satisfy employer criteria and labour force needs.[[42]](#footnote-42)

**NUNVs and the Peace Dividend Trust Data Base**

Another similar institution, Peace Dividend Trust, seeks to coordinate and to provide available local contractors, builders and suppliers through a data base aimed to support and promote local Timorese industry and to slow the import of supplies, labour and expertise. There is a need for NUNVs to assist with data base enlargement.[[43]](#footnote-43) Peace Dividend Trust with partners have organised two recent public fairs, one on construction and building in April 2008 and another on gardening and local crafts and produce for the home in June 2008. These have been well attended and have generated interest, sales and enthusiastic support.

**NUNVs and NRC Youth Centres**

Therese Curran, of NRC described in detail the projects and partnerships planned for youth training:

“Five Youth Centres will be established by NRC with funding from RDTL (Youth and Sport and Professional Training and Employment (SEFOPE) through the Youth Employment Promotion Programme (YEP) and the Norwegian Government by June 2009 in partnership with Alola and possibly with CRS and CARE. There will be three Youth Centres in Dili (Becora, Bairo Pite and Comoro) and two in the Districts, in Ermera and Viqueque. They will focus on small numbers to start as we are concerned to have a quality programme focussing on livelihood trainings for youth. The sustainability of the Centres and their programmes by RDTL and NGO partners is a paramount consideration.

Trainees will receive certificate I from Victoria University after following training with DIT materials in Tetun for a year. Three will be deployed to support staff in each Youth Centre where the ratio will be one staff for eight youth learning vocational skills. Each Youth Centre will reflect community differences; the project design and cycle will reflect that Youth, staff and the vocational trainers will all be beneficiaries in this scheme.”

She went on to emphasise,

“The idea to incorporate NUNVs into the NRC Youth Centre Project would be to have very specific recruitment of Dili-based University students who want careers in Education, Vocational Training or Community youth work to permit them to work part-time in alphabetization or other vocational programmes as appropriate to their skills at the Youth Centres and to carry on with their University Education at the same time. This would need to be discussed with the RDTL stakeholders, with NRC and the project partners.”[[44]](#footnote-44)

**NUNVs with UNICEF and Partners**

One of the main pillars of the UNICEF 5 year programme cycle, 2009-2013 is improving the quality of basic education and providing more training and jobs for youth and women. This will be fostered through partnerships with the Ministries mentioned above, SEFOPE, Youth and Sport and Education, but also with other INGOs and local NGOs such as CARE and OXFAM.[[45]](#footnote-45) The partners would be responsible for the selection, deployment and mentoring of any NUNV recruits.

2. Rural Livelihood: crop production, cattle farming, fisheries and agro-processing (NUNV and UNV) agriculture and agro-production

**NUNVs and 100 Model School Gardens**

Agriculture crop production, agro-processing and fisheries (aqua culture) were the focus of detailed discussions with Lachlan McKenzie, and earlier, with Ego Lemos about the work of Permatil (Permaculture Timor Leste) through Kuidadu ba rai, kuidadu ba malu, ho futuru Timor-Leste [take care of the land, take care of everything, for the future of Timor-Leste]. McKenzie suggested using the Permatil-trialled Permaculture Guidebook.[[46]](#footnote-46) Experienced Permatil trainer/facilitators could train NUNVs to participate in the FAO/UNDP 100 model school gardens project through permaculture techniques promoting A) Healthy soil; B) Introduction of new vegetables and fruits; C) Appropriate technology: food processing and storage techniques; D) seed storage; E) animal systems; F) Integrated aqua culture (Fish production). This would be achieved by using Permatil Permaculture book, posters, small illustrated readers, 12 sets of flip charts, 10 charts per set for school & community learning necessary for sustainability. A holistic approach permitting community involvement with teachers and parents joining in would allow long term sustainability. An example of the synergy school garden projects provide to impoverished malnourished rural communities is found in the now 10 year old East Bali Poverty project’s work on Mount Agung.[[47]](#footnote-47)

UNDP through FAO would provide policy, planning and M&E oversight to introduce tools for organic gardening; training for women to prepare one or two nutritious balanced meals per day from school garden produce for school students and advice, oversight and M&E of the NUNVs. The heads of Permatil and FAO both emphasised that NUNVs should be recruited from the local community of the school and be committed to rural agricultural development. They also emphasized that it would be important to constitute a Steering Group that includes MAFF, FAO, Permatil, Oxfam (livelihoods Programme) GTZ, USAID (Land of Lakes) Post-Secondary Agricultural Colleges (Natabora and Fuiloro). They added that Steering Committee meetings should be conducted at least every three months to review M&E; meet challenges; recommend adjustments and improvements and provide feedback to Ministries (Education and MAFF), Agencies, NGO, NUNV and schools’ community stakeholders and participants.[[48]](#footnote-48)

**NUNVs and Seeds of Life Field Trials**

Seeds of Life in partnership with the Ministry of Agriculture have four research stations, two large ones in Betano and Baucau, a medium sized one in Maliana and a small one in Aileu. These research stations service Seeds of Life work in rural agricultural development in six districts. At these research stations ongoing trials, testing of new varieties, agronomy and agricultural research is conducted. From 20-30 seed types, two or three are selected for on farm trials in the sub-districts. The suggestion was that NUNVs, who would be selected only on the basis of their interest and commitment to rural agricultural development, could be mentored by a supervisor to work with a seed production officer at one of the larger stations to learn about seed production and propagation. They could then be attached to a field officer to assist with field trial work. This work would require that the NUNV have a motorcycle to visit different field sites.[[49]](#footnote-49) Logical recruits would be both from the Universities, but also from the pool of new graduates from the post-secondary Agricultural Training Colleges at Natabora, Maliana and Lospalos.

**NUNVs and GTZ’s Agricultural Extension Programme**

GTZ has supported the approval of a three-year curriculum at the three post-secondary Agricultural Training Colleges at Natabora, Maliana and Lospalos. They are also sponsoring the professional training of teachers to get degrees in teaching agriculture and agronomy. NUNVs interested and committed to rural agricultural development and teaching could be recruited to assist with the six month practicums which students must undertake in communities where food security is an issue. They would need motorcycle transport and would be mentored and monitored by teachers from the Colleges. Ministry approval would be necessary.[[50]](#footnote-50)

**NUNVs and the Emera Forestry Project**

The Emera Forestry Project has been now been approved for three years, 2008-2011, with joint funds from RDTL and the Prince of Monaco. This is not a project for youth, although RDTL wants to deploy urban youth in reforestation projects. It will start in Ermera with community nurseries, and in the rainy season families will plant out nursery propagated seedlings on plots of one hectare. After three months, 10 cents per living seedling tree is paid. Likewise after one year, two years and three years 10 cents per living seedling tree will be paid. An additional hectare of land is offered at the end of each two-year cycle.

Women have proved to be the best facilitators working with women in the in the nurseries. They can attract women to this project. Women can work and get title to land with economic benefit to them from the trees. But if local women and local youth get involved, then they could potentially become NUNVs.

The government has agreed to give land title certificates to the families who plant the trees on three hectares after three years; this will help the very poor. Valuable hard woods which mature after fifteen years, like teak and mahogany, are to be planted near houses so there is no question of theft or confusion about ownership. Coconuts will be planted in lowland areas and cloves at higher altitudes, to become the new shade trees for coffee. In established coffee areas clove will replace the fungal infected old shade trees which are dying.

After Ermera, the President and the Prime Minister have requested another trial pilot project in Manatutu, and if these two are successful, more projects will be initiated along the north and south coasts. The project managers have learned never to go against the ideas of the local community.[[51]](#footnote-51) Thus it would be beneficial if NUNVs were to be members of the local communities, with a career interest in forestry work. They would be mentored for work assisting with record keeping and nursery work. Gender has proved important, and women NUNVs would be valuable assets for encouraging women facilitators in nursery work.

3. Environment: promoting public awareness: energy efficiency (NUNV)

Expand the environment work of the Poverty Reduction Unit to cover the eleven other districts if funding becomes available. See solar use in Disaster Risk management below.

4. Disaster Risk Management (NUNV)

Disaster risk management is considered a priority pillar for national recovery and development and is one of the first services of the Government’s decentralisation policy providing assistance to both communities and District Administrations with disaster risk reduction. The National Disaster Risk Management Policy[[52]](#footnote-52) will develop disaster risk management programs including risks analyses; vulnerability monitoring; early warning; emergency management such as safe refuges and evacuation plans; post-disaster research, review, recovery and knowledge development; awareness raising; human resources training and development and financial considerations and international assistance. Community participation at suco, sub-district and district levels is planned. This Policy follows international parameters such the Hyogo Plan of Action 2005-2015, while taking into account socio-cultural, local, regional, political, economic and environmental realities, training institutional capacity, participation of children, youth, women and vulnerable groups in the organizational and decentralised administration of disaster risks management.

The Ministry of Social Security through the National Disaster Management Directorate (NDMD), decided to extend continuing participation at all levels of society, promoting the integration of disaster management in different government development programs, improving the management in all sectors at institutional and operational levels, to achieve public financial sustainability with great resource necessities. The goal is to promote the defence and preservation of Timor-Leste’s environment and guarantee the tranquillity of all Timorese. These priorities need to be refined and improved through a process of evaluation, monitoring, metrology services, decentralisation and supervision.

This Policy resulted from soundings with civil society, related institutions with disaster management, leaders, Government Agencies and bodies, as a platform from which to develop programs, plans and management for the next five years in consultation with Ministries overseeing national security, economic, social and environmental sector policies. National priorities, the national recovery strategy, the second national development plan and international agreements in consultations with the National Parliament have also informed the policy.

Administration and management are issues that need special attention as far as institutional, technical and human capacity is concerned. Improve the organisation and management in disaster risks management services, the role of disaster managers at national, district and community levels, intensify continuous training and capacity building of disaster managers, in community awareness raising, constitute a challenging role for the Ministry of Social Solidarity.

The creation of national, district and local bodies for disaster risk management with the competencies and legitimacy to provide technical and political support to the disaster managers, as well as community participation and non-governmental and international institutions represent an important space for co-responsibility from the part of the State and civil society on the needs, rights and obligations. In the end, the integration of the disaster management sector in all plans and development programs of Government institutions constitutes an important element for strengthening post-disaster recovery process.

Solar can produce power for both domestic and community spaces for electricity that extends daylight access hours. Solar also opens new opportunities for rural peoples to link with district and national radio and television, RTVTL, and by satellite to the wider world. The potential educational, cultural, social and economic benefits are limitless. The up scaling of solar is also part of the National Disaster Management Programme[[53]](#footnote-53) which will allow instant reporting and response to health or natural disasters – earthquake-related housing and farming losses as well as those due to floods, landslides and cyclones - one of the development priorities of the government and recognised as a basic human right.

The two current NUNVs working on the environment project have participated in several solar installations and have received methodological training on the processes, installation, use and care of the systems. The advantages are clear; the sustainability issues, particularly the maintenance of these systems, are as yet untested. With such a pilot project, it is too early to measure the capacity built, cost effectiveness or the project management of the two NUNVs. However, as local youth, their NUNV contribution has been respected by local council members and by the recipient communities at large by report of the Programme and Field Officers; approximately 300 women and 200 men in Maliana and 170 women and 220 men in Oe’cusse were beneficiaries. Due to the success of the NUNV pilot programme in this area, it should be expanded throughout Timor-Leste.

The prospect for NUNV deployment in Disaster Risk Management was generally welcomed, as although policy and planning are at an early stage, a specific support role at the community level was deemed possible for information dissemination and training. A greater, more important potential is for NUNV monitoring and assistance with operational responses as indicated in Table 2 in Annex VI and in the framework for disaster risk reduction in Annex VI. “They would logically pair with Community Volunteers Timor-Leste, CVTL, whose 50 members per district have been doing risk mapping and providing early warning trainings since 2003.” [[54]](#footnote-54)

5. Civic education: strengthening Timorese culture to promote social cohesion, unity, stability and peace; democratic governance; Human Rights; non-violence; tolerance; inclusiveness and respect for minority opinions (NUNV) ongoing civic education especially with a view to encouraging gendered participation in the forthcoming local elections in early 2009

Civic Education deployment of NUNVs has been the main focus to date. If CSO funding continues, the UNDP partnership could be one of several opportunities for continued civic education. Work with IFES could be expanded as detailed below:

“People ask about agriculture and roads, not about civic education. People do not understand where “votes” go, where government comes from, or about political parties, coalitions, alliances, proportional representation, the Ministries or Parliament. We found that when training beneficiaries were asked about the facts, the details, the structures. The beneficiaries could not reply to questions about such things as the four pillars of government or who appoints the Provodor or about the structure of the District Courts and their relation to the Court of Appeal. Some trainers also could not answer these questions. The meaning of the laws is not understood. It is indicative that repetitive, intensive training is needed over long periods of time.

IFES used 10 trainers to work with 18,000 beneficiaries in Dili and Baucau. Two days’ training is not enough. The trainers need to be trained for a week, at the minimum, and then they need to practice for a week, followed by close M&E. We will follow up in May 2008 with 230 substantive interviews with beneficiaries in Dili and Baucau, 115 in each place, to verify the effectiveness and then make adjustments as indicated.

The UNDP CSO Project has asked IFES to provide a trainer for Suco Law in anticipation of the 2009 Suco and Aldeia local elections. They are keen to use the IFES training book and materials; some previous materials are inappropriate to Timor or too abstract, inaccurate or not reflecting changes in the law so incomplete. We must work to have very accurate and transparent information in a form that can be understood by urban and rural constituents, whether they are literate or illiterate.[[55]](#footnote-55) Also, it will be important to partner with UNIFEM and their anticipated PERWL II Programme for training women to be leaders, participating as Councillors in the local political processes.”[[56]](#footnote-56)

There is also a potential for NUNV involvement with two existing programmes in the Civic Education Project. One is to enhance dialogue between CSOs and State institutions through CSO support of CRS’s Kmanek Project for capacity building of CSO and Local Government through District Dialogues to strengthen and practice democratic processes. Skill building, financial management training and decentralisation workshops in Lautem and Maliana are in progress. CRS is also involved with CAFOD in Covalima and Bobonaro in Frontier Youth for Peace and Solidarity, FYPSA[[57]](#footnote-57) CRS would welcome NUNV deployment to assist with that initiative. New MoUs with Fundacaun Moris Foun in Bobonaro and Baucau Centro Edukasaun Sivika Ponte Leste will allow further civic education work.

Another area for NUNV enlargement in Civic Education outreach is providing Peace Education in Pre-Secondary Schools through an agreement between UNDP and CARE International to train 270 teachers from 135 pre-secondary schools reaching 30,000 students, aged 12-15+. It is to contribute to reducing violent conflict, to equip young people to be agents of peace and to encourage citizen participation in the peace building process. It uses UNHCR and UNICEF manuals and activity books in eight districts. CARE is seeking to partner with Ba Futuru to have their facilitators provide training with the TAHRE guide.[[58]](#footnote-58)

The CSO project will undertake Student and Teacher baseline Surveys, provided by East Timor Insight (ETIS). CE materials will being provided for the Baucau mobile library. Dialogue initiatives between Youth Groups and the Ministry of Youth Culture and Sport on the new Youth Policy are also proposed as are CSO meetings with Parliamentary Committees; NUNVs could be deployed in these areas.

6. National Youth Policy: life skills training formal/non-formal (NUNV) National Youth Policy dissemination, including the creation of *suco* and *aldeia*-based sub-district youth representatives to a National Youth Parliament which will be first convened in Dili during the December 2008 Parliamentary recess.

Augusto dos Santos, 18: “I know a lot about the Convention on the Rights of the Child. That’s why I feel sad, because I do not think I had any of those rights in my childhood. 1999 is still fresh in my mind. I was so young, just 10 when we ran away to the jungles. We were so hungry and all we had were cassava and coconuts. [So] long as I am alive, I will do whatever I can to achieve a good future.”

Xanana Gusmão, Prime Minister: “Our independent nation was achieved with much sacrifice from the children. It is now time to repay them for their sufferings, so as to defend their dignity and give hope to them.”[[59]](#footnote-59)

Miguel Manitelo, formerly head of the National Youth Council for five years and now the new Secretary of State for Youth, wants to work closely to develop youth-focussed programmes with various ministries, with young people as ‘partners’ to carry out new initiatives, like the Youth Parliament. This has been endorsed by President José Ramos Horta, “I have raised the idea of establishing a youth parliament and this has been accepted by the government. I think this is important for youth development as it gives them the opportunity to express their opinions and dreams. It will also help us to develop new leaders because as parliamentarians the youth will have to debate and research on many issues.”[[60]](#footnote-60) Timor Aid has taken the lead to begin the grass-roots organizing to make this a reality.[[61]](#footnote-61)

Roberto Quiroz, US Embassy stated “The US Peace Corps left Timor-Leste in 2006. The programme will not be restarted for at least two years; it will depend on the security situation at the time. In terms of the areas of deployment, that will be discussed with the RDTL government. It could be an idea to have Peace Corps English teachers for secondary level schools partner with NUNVs. Portugal has had volunteers teaching Portuguese language in Timor-Leste. Depending on need and the requirements of RDTL, a partnership arrangement with Timorese NUNVs would certainly be considered.”

7. Health care and HIV/Aids awareness (NUNV and UNV) community health and nutrition (SISCa) and the other Ministry of Health prevention scheme supported by the Global Fund for the prevention of HIV/AIDS, TB and Malaria)

**Community health and Nutrition**

There are many partnerships and existing programmes within the Ministry of Health and its NGO and INGO organizations. In that context, the work of Alola has been longstanding and has made a large contribution at the community level.

“Maternal and early Childhood Health is very important in Alola’s work. The new SISCa community-based approach of the Ministry of Health is mutually supportive and if NUNVs are accepted by the MoH, Alola would very much like to have NUNVs who are motivated work with Alola in the districts. They would need a thorough complementary tertiary educational background in public or community health, nursing or midwifery.[[62]](#footnote-62)

For SISCa / Family health Care Promoters Programme community health volunteers are recruited from their villages. Pedro Amaral, Health Promotion Chief, Ministry of Health remarked “Your health is in your own hands” to encourage local participation in which 433 volunteers have been recruited through pilot projects in 4 districts to promote health education and behavioural change regarding disease prevention, basic nutritional needs, birth planning and early childhood care. Expansion to all 13 districts lies ahead.

Prevention of HIV/AIDS, TB and Malaria by the Ministry of Health and partners such as UNIFEM, Oxfam, Marie Stopes, Timor Aid and Pradet recommend NUNV recruits interested in public health join a register and work across the three areas sponsored by the Global Fund on an as needed basis, gaining experience in a variety of projects, within the annual cycles of field based activities.[[63]](#footnote-63)

8. Improved water and sanitation; improved hygiene (NUNV and UNV)

**Women volunteering/training**

UNICEF and the National Directorate of Water and Sanitation Services through the water, sanitation and Hygiene (WASH) project in 31 villages in five districts now brings clean water to villages, helps families build toilets and to practice better hygiene through health education such as hand washing, proper use of toilets and safe water storage. This decreases the time and work effort of women and children who until now walk long distances to water sources. Willingness to build and to learn to maintain toilets, wells and pipe borne water if the materials are provided is on a community volunteer basis. To keep girls in education it is important that school toilets are functioning and maintained: lack of facilities is one of the major reasons for dropping out of school.[[64]](#footnote-64) NUNV participation in community-based outreach on hygiene, water and sanitation is proposed by UNICEF as a potential useful area for enlargement in the existing programmes of UNICEF and the National Directorate of Water and Sanitation Services.

9. Social awareness raising with parents of the rights and responsibilities for basic education (NUNV and UNV)

CCF’s work in rehabilitating five primary schools in Dili in an MoU with UNMIT for financial support, through the Quick Impact Project between November 2007 and February 2008 involved the cooperation of parents, teachers, community volunteers and chefes. More such work needs undertaking; although the funding for this pilot has ended UNICEF has funded the rehabilitation costs of the community-based work as piloted for eight schools in Liquica and seven in Dili and the World Bank has similarly funded three rehabilitations in Bidau, Dili. NUNVs could be deployed to monitor and assist such projects.[[65]](#footnote-65) CCF’s work to encourage parents in IDP Camps to support their children’s return to and regular attendance at school will now focus on strengthening the Parent-Teacher Associations. There is recognition however, that the Ministry of Education must take initiatives before the beginning of the next academic year to conduct community-based campaigns for school enrolment.[[66]](#footnote-66) Successful registration and regular attendance by children and youth is predicated on the security needs of parents and teachers being met at the community level as promoted by the Hamutuk Hari’i programmes. MSS with the Ministry of Education wish to encourage partnerships with NGOs and INGOs and see a role for NUNVs in this process as part time community workers, supporting families to keep children in school. University students training to be teachers would be suitable candidates perhaps they could have such a community practicum or short term NUNV assignment.[[67]](#footnote-67)

# VII. Lessons Learned

The UNV Unit in Timor-Leste under the immediately previous and present Programme Officers has been engaged in administering National and International volunteers. It has coordinated the administrative aspects of contracts, induction, immigration (UNV only), VLA, travel, health insurance, organizing and providing training in Dili (NUNV), receiving evaluations of national volunteer performance and organizing International Volunteer Day Celebrations. This has been achieved with an Administrative Officer and a NUNV Administrative Assistant.

There has been no field-based involvement in the Projects and Programmes of Civic Education or in the Environment Project in which the NUNVs have been deployed, 2007-2008. This is reflected in the lack of visits to volunteers in the districts and a lack of grounded familiarity with the successes and failures of the NUNVs work experience, by their accounts; NUNVs would like district visits to them by members of the UNV Unit.

There was only one NUNV Steering Committee meeting in November 2006 at which the main debate was establishing the VLA rate for NUNVs. This meeting took place before the inception of the NUNV modality under evaluation here. As a result, the recurrent opportunity for advice, feedback and constructive support for the modality and for the NUNVs themselves has been lost. Steering Committee members have consistently inquired about the NUNV modality during this evaluation and asked why they have not been called to regular meetings. Many of the issues of coordination with local NGOs and CSOs could have been mediated, smoothed and truncated had it been possible to have the engaged advice and support of the UNV Programme Officer and especially that of the NUNV Steering Committee. The mandate at inception was that NUNV Steering Committee Meetings occur “periodically” and that they take place “at least annually… to review and take stock on the progress of the NUNV approach…and advise...” No meetings occurred in 2007 or in 2008.

It would be possible to enlarge the modality of the present NUNV scheme in development in Timor-Leste. The strengths of this modality would require very local placement for success, due to the comfort factor of identifying the NUNV as “one of us”, particularly if what is to come as ‘development’ is “unknown”, presenting the challenges of difficult choices and changes to older, accepted and familiar ways of doing things.

The youth factor in many post-conflict countries is analogous to that here in Timor-Leste: fraught with potential enthusiasm and yet with the challenge of unchecked impunity for crimes perpetrated out of boredom, frustration and unemployment. It is early days to predict the economic and political outcome of potential youth opportunities or the commitment of youth to take up such opportunities. Youth and gender focus, peace building, non-violent discipline and mediation of conflict and the repair of intergenerational family bonds ruptured or suppressed in conflict are part of the healing process in post-conflict countries. Successful deployment will also be contingent on the intensive mentoring of NUNVs, as was the case in the CSO project experience; pairing of UNVs and NUNVs can be another means, with benefits that are synergistic.

Increasing the NUNV modality can occur if there is critical mass of will within government and between government, the UN Mission and its agencies, INGOs, NGOs and CSOs and if such Steering committees are formed from carefully selected willing participants in schemes that challenge their critical and observational powers and permit meeting frequently enough to provide advice and feedback to support new NUNVs in their development projects.

Mistakes can be prevented or curtailed through listening, negotiation, clear and transparent communication and respect. Addressing issues in a timely manner obviates mistakes or corrects them. If conflict arises mediators should assist to defuse anger, threats or surmountable problems. Planning and policy mistakes are more easily resolved close to project onset by simple adjustment than are unrectified human resources or Project mistakes.

The lessons learned have contributed to a more general knowledge about civic education and environmental interventions in Timor Leste from the mid-stream assessment of the modality. Capacity development results of enhanced knowledge of government institutions, the importance of participation in the political process and of mitigating environmental impacts through new strategies have been transmitted to beneficiaries by NUNVs. Change is slow and many, many repetitive trainings may be needed to transmit knowledge, understanding and acceptance, especially with mixed groups of literates and non-literates. Role playing or drama to act out principles or to teach stages or processes with complex cause and effect dynamics supported by visual materials for teaching and learning such as flip charts or poster sized images have proved very necessary and important. It is important for NUNVs to Experience Ministry, Mission, Agency and INGO workplace environments to acquire workplace skills and ethics such as personal discipline, punctuality, openness and transparency and gender sensitivity. Personal security awareness training and additional practical skills like increased English language learning, more computer and IT opportunities and even learning to drive a vehicle, which the NUNVs all agreed is an important skill would enhance NUNV performance. These broader chances for personal and professional growth for NUNVs should be provided. Serious consideration also should be given to NUNV participation in Asian regional meetings and exchanges or further trainings outside Timor for Timorese NUNVs if there is enlargement in development paradigms within this international volunteering scheme of the United Nations. Ultimately, building capacity with development beneficiaries and with NUNVs builds the nation.

# Annex I – List of Interviews

**INGOs/NGOs:**

**Mario Araujo, Oxfam and AMKV**

**Carlos Basilio, Christian Children’s Fund (CCF)**

**Sonia Boavida, Rede Feto**

**Reinaldo Pereira Borges, Catholic Relief Services (CRS)**

**Bernardo Cardoso, Programme Coordinator, IFES**

**Julião da Costa C. Caetano, Concern**

**Therese Curran, Norwegian Refugee Council (NRC)**

**Clare Danby, Director, Concern**

**Sarah Dewhurst, Interpeace**

**Olivio da Costa, Men Against Violence (AMKV)**

**José da Silva, Laho**

**José Luis de Oliveira, Yayasin Haq**

**Rosa de Sousa, Director, Fokupers**

**Anne Finch, Alola**

**Anita Frio, CCF**

**Hugo Garcia, CCF**

**Mark Greene, Caritas Australia**

**Alex Gusmão, Timor Aid/Tulin Rai Timor**

**Jose Caetano Guterres, East Timor Crisis Reflection Network (ETCRN)**

**Sierra James, Ba Futuru, Capacity Development Advisor**

**Tricia Johns, Timor Women’s Self Help Group**

**Susan Kendall, Pradet**

**Annie Keogh, Advisor ILO**

**Blair King, USAID**

**Jay Maheswaran, Director, AustCare**

**Catharina Maria, CRS**

**Edio Mariano, KSUTL**

**Richard Markowski, CRS**

**João Mesquita, Bakhita Forestry Project, Ermera**

**Brigitte Podborny, German Technical Assistance (GTZ)**

**Luis Ribeiro, CNJTL National**

**Bubu Saha, Concern**

**Mary Lou Schramm, Country Director IFES**

**Christopher Wardle, Country Director, Christian Children’s Fund**

**Barry Thomas, Bakhita Forestry Project, Ermera**

**Helen Todd, Moris Rasik**

**Léone Venroij, SEPP Programme Manager, Oxfam**

**Rob Williams, Seeds of Life (Fini ba Moris) and MAF**

**FAO**

**Chana Opaskoornkul, Emergency Coordinator**

**Ministry of Economy and Development**

**João Mendes Gonçalves, Minister**

**Ministry of Education:**

**Joao Cancio Freitas, Minister**

**Ministry of Health**

**Dr Milena M. Lay Dos Santos, Global Fund**

**Dr DD Bant, Advisor HIV/AIDs Unit**

**Narcisco Fernandes, HIV/AIDS Officer**

**Constantino Lopez, TB Programme Manager**

**Johannes Don Bosco, Malaria Programme Manager**

**Rick Jacobsen, Health Promotion Specialist, Ministry of Health**

**OPE:**

**Idelta Rodrigues, Secretary of State for Gender Promotion**

**Maria Fatima Maia, DV Coordinator OPE**

**Youth and Vocational Training:**

**José Assalino, Chief Technical Advisor, ILO**

**Therese Curran, NRC Youth Centre Project Coordinator, formerly, Training and Assessment, DIT**

**Joe Freach, formerly UNDP**

**UNDP:**

**Akbar Usmani, Country Director, NUNV Steering Committee Chair**

**Hiroko Takagi, Deputy Country Director (Programme)**

**Pradeep Sharma, ARR, Poverty Reduction**

**Alissar Chaker Assistant Country Director, Crisis Prevention & Recovery**

**Rui Gomes, Head, Pro-Poor Policies Unit**

**Kevin Austin, Disaster Management Advisor**

**Andre Del Castillo, Chief Technical Advisor, Timor Electoral Cycle**

**Filipe Mesquita, PO, Poverty and Environment**

**Sophie Khan, PO, Governance Unit**

**Simon Popplewell, Project Manager, CSO-CE**

**Sophie Perdaens, Capacity Development Expert, CSO-CE Project**

**Amelia de Jesus, Assistant, CSO-CE Project**

**Muhammad Rafiqul Haider, UNV PO**

**Maria Jose Leon Puig, UNV PO**

**Guida Araujo Monteiro, Country Operations Assistant, UNV Unit**

**National UN Volunteers**

**NUNV Country Operations Team Assistant**

**Carla Guterres Freitas**

**Poverty Recovery Unit, Environment NUNVs**

**Victoria Candida (Maliana)**

**Virgilio Carbafo (Oe’cusse)**

**CSO-CE Programme NUNVs**

**Alfonso Amaral (Aileu)**

**Justalina Maria da Costa Usu (Ainaro)**

**Palmira do Rosario Menezes (Baucau)**

**Leonel Bere (Bobonaro)**

**João Bosco da Cruz (Covalima)**

**Remigio Alexandre do Carmo Vieira (Dili)**

**Lidia Pires (Ermera)**

**José Maria de Assis Gonçalves (Liquiça)**

**Adao Branco (Lautem)**

**Alfredo Escurial dos Santos (Manatutu)**

**Lucia da Costa (Manufahi)**

**Natalino Ricardo Guterres (Oe’cusse)**

**Roxiano Amaral (Viqueque)**

**UNFPA:**

**Dr. Hernando Agudelo Ospina, Country Representative**

**Caroline Meenagh, SGBV-RP Coordinator**

**Abilio Belo, SGBV-RP**

**UNICEF:**

**Baba dan Bapa, Deputy Representative and NUNV Steering Committee member**

**Lauren Rumble, Child Protection**

**Isabel Gomes, Project Officer**

**UNIFEM:**

**Dianne Arboleda, OiC, UNIFEM**

**Vincenta Correia, National SGBV Programme Coordinator**

**Chris Parkinson, formerly, Communications, work with AMKV**

**UNMIT**

**Monica Exelrud Villarindo, UNV Programme Manager**

**UN OCHA**

**Pierre Bessuges, Head of Office**

**UNV HQ, Bonn**

**Flavia Pansieri, Executive Coordinator**

**Joyce Yu, Deputy Executive Coordinator**

**Robert Leigh, Head of R & D**

**Edmund Bengtssen, Knowledge Manager**

**Manon Bernier, Programme Specialist, South America**

**Kwabena Asante-Ntiamoah, Programme Specialist, Timor-Leste**

**Ana Cristina Matos, Evaluation and gender**

**Irene Garcia Programme Specialist, Francophone Africa and gender**

**Ece Akcaoglu, Programme Specialist and gender**

**Research and Development Unit**

**Mae Chao, Volunteer Infrastructure**

**Paolo Bernasconi, Volunteerism**

**Salvator Nkurunziza, Volunteerism: Development and Governance**

**Marguerite Minani, Documentalist, EMS-Evaluation**

**Caspar Merkel, Evaluation**

**Volunteering in Timor-Leste**

**Glenda Lasslett, Country Manager, Australian Volunteers International**

**Hans Clemm, U.S. Ambassador**

**Roberto Quiroz, Consul, US Embassy**

**WFP**

**Tarek Elguindi, former Country Director and former NUNV Steering Committee member (by e-mail)**

\* I am deeply indebted to everyone who gave generously of their time and who cooperated with candour and frankness.

# Annex II – Timetable

|  |  |
| --- | --- |
| **Dates** | **Activity** |
| **25 March** | **Briefing in Dili – 2 hours** |
| **25 March – 1 April** | **Briefing Trip to UNV HQ in Bonn, Germany (2 ½ days in Bonn)** |
| **2 April – June** | **Review of Relevant Documents and Reports** |
| **4 April** | **Action Plan – Research Objectives and Methodology – Submitted by Evaluator** |
| **14 – 15 April** | **CSO – CE Training Workshops with working groups from four districts in Lospalos** |
| **2 May** | **Group interview with National UN Volunteers** |
| **4 April – 15 May** | **Interviews with Stakeholders** |
| **21 April** | **Presentation to Stakeholders** |
| **20 April – 9 June** | **Writing of Timor-Leste NUNV Modality Evaluation** |
| **9 June** | **Timor-Leste NUNV Modality Evaluation Draft Report Submitted** |

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# Annex IV – Data Collection Instruments

**Data collection instruments include evaluations provided by the evaluator but also post-training evaluations provided by the workshop facilitator. Data collection also consisted of obtaining resources by requesting the assistance and cooperation of staff to search through the documentary files of relevant GoTL Ministries, UNMIT (and preceding Missions), UN Agencies, INGOs, NGOs and CSOs to collect policy and planning documents, Programme and Project Documents and Reports and M&E Reports. Materials from The World Bank, Asian Development Bank were also consulted and internet searches were carried out. Interviews with stakeholders, Project Officers and NUNVs were also conducted by the evaluator.**

**Evaluator asked NUNVs questions including:**

1. **What is your vision for the next 5 years of the NUNV program in Timor-Leste?**
2. **What do you wish to achieve in the next five years to build on your experience as a NUNV?**
3. **What is your assessment of the current VLA?**

**The assessments that were done after each of the three of working group trainings posed the following question to the working group and NUNV participants:**

1. **What are your recommendations for IFES, UNDP, CNE/STAE, Government and Parliament in relationship to this programme?**

**Due to the obstacles over interview arrangements and scheduling, the materials listed in the bibliography above made up the ‘desk study’ aspect of this evaluation.**

# Annex V – Excerpt

**Policy Measures for the Protection of Children and families,**

**Sandra Louise Thompson, (Child Protection and Social Services Adviser, MTRC, Timor-Leste 2004 – 2007), 23rd August 2007**

**“Currently all generations of Timorese have experienced armed conflict and political violence in many forms and the generational effects of these experiences on individual and family functioning is not well known.**

**Under the Constitution of Timor-Leste children are all citizens under the age of 18 years and all children have the same human rights to live in a family, to survival and development, to protection and non-discrimination, and the right to be heard.**

**Today many children have been, and continue to be actively involved in the violence, crime and civil disobedience which have affected Timor-Leste for the past year. The young age of some of these children is alarming, and notably the children are predominantly male. People who were threatened and attacked in their homes reported that young children were actively involved in the groups who were carrying out the threats and intimidation forcing people to leave their homes. Children were observed to be actively involved in groups of people who looted houses and then burnt them.**

**Children were involved in the widespread looting of public property and warehouses in the suburbs of Dili. Children have been actively involved in groups of people who attacked IDP centres. Children were very visible amongst the demonstrators from both the east and the west. Groups of children demonstrated publicly on political issues. Children were actively involved in assaulting a worker in an IDP centre. Children are being arrested on a daily basis by the JTF for using and carrying weapons.**

***Effects of exposure to ongoing violence:* Children who have been continually exposed to violence often express a significant change in their beliefs and attitudes, including a fundamental loss of trust in others (especially if they have been attacked or abused by people previously considered neighbours or friends, as happened, for example, in former Yugoslavia and Rwanda).[[68]](#footnote-68)**

**In Timor-Leste many children living in IDP Centres continue to be exposed to violence within the camps and attacks on the camps from external elements. Many children have now witnessed the adults who have the responsibility for their care and protection attack the Armed forces and Police who came to protect them.**

**Adults living in such stressful environments will be much less able to provide supervision and care to their children due to their own emotional state of fear and anxiety. Children who remain in environments such as IDP camps are much more likely to suffer from neglect and/or severe forms of discipline and punishment.**

**Children who are not directly exposed to acts of violence also experience anxiety and fear as they hear reports of events (true or not true) in other parts of Timor-Leste. The level of alertness and consequential flight behaviour exhibited throughout the society since April, 2006 continues to add to the atmosphere of ongoing fear, uncertainty and reluctance to reintegrate.**

**The reintegration of IDP families into society and more specifically their communities is dependent on a range of factors, and what is critical to the sustainability of reintegration is protection from violence, access to basic services for all families and individuals, and equal access to employment and development. “Rehabilitation of individuals and their communities is a holistic process that entails addressing immediate and long-term social, economic, educational and political rights. Issues such as health, psychosocial and educational needs must be at the core of all disarmament, demobilization, reintegration and rehabilitation programs, with a specific focus on women and girls who have been affected.” [[69]](#footnote-69)**

**…Through a concerted effort by all 65 signatory agencies to ensure that they have internal child protection policies, trained and competent staff and volunteers, and that all programs they implement uphold the rights of children, only then will a strong foundation from which to bring about behaviour change for the protection of children emerge.”**

# Annex VI – NUNV Enlargement – Disaster Risk Management

**Table 1 details the roles and tasks of departments/agencies regarding the prevention, mitigation, preparedness and recovery aspects of disaster risk management. Note that some of the departments/agencies have been initiating in-house disaster risk management plans (for example, F-FDTL and PNTL).**

***Table 1. Responsibilities of Departments/Agencies***

|  |  |  |
| --- | --- | --- |
| **RESPONSIBILITY/ROLE/TASK** | **DEPARTMENT/AGENCY** | |
| **Develop and maintain appropriate policy and legislation regarding land use** | **Ministry of Agriculture and Fisheries, infrastructure assisted by Ministry of Justice and the Ministry of Finance** | |
| **Develop and maintain appropriate policy and legislation regarding environmental protection and disaster risk reduction and development** | **Ministry of Economy and Development and Secretary of State of Natural Resources** | |
| **Develop and maintain appropriate policy and legislation regarding transport (air, sea, land) matters that involve safety of the community** | **Ministry of Infrastructure and Secretary of State of Security** | |
| **Ensure all nationally and internationally funded development projects address risk reduction and development in feasibility studies and design phase** | **Ministry of Foreign Affairs and Cooperation and Ministry of Finance** | |
| **Develop and maintain disaster risk management legislation** | **Ministry of Social Solidarity** | |
| **Develop and maintain a public health management sub-plan** | **Ministry of Health and Secretary of State of Security** | |
| **Develop and maintain policy and legislation regarding appropriate hazard related building codes** | **Ministry of Infrastructure and Ministry of Justice** | |
| **Develop and maintain policy and advice on animal and crop related issues such as food security, agriculture technology, agro-climatology, irrigation, food preservation, and forestry that reduce community vulnerability** | **Ministry of Agriculture and Fisheries** | |
| **Develop and maintain preparedness including planning and the necessary training for emergency responders** | **Ministry of Defence and Security and Ministry of Social Solidarity** | |
| **Develop and deliver disaster related public education and awareness programs** | **Secretary of State of Social Assistance and Natural Disaster, Secretary of State of Security, Ministry of Economy and Development, Ministry of Education assisted by other ministries/departments and agencies as required** | |
| **Develop and maintain disaster operational preparedness and response plans** | **All departments and agencies** | |
| **Develop and maintain response plans for situations that would impact on the ability of the department/agency to continue operations** | | **All departments and agencies** |
| **Develop and maintain disaster operational response support plans, including resources lists, to support the National Disaster Risk Management Plan (NDRMP)** | | **All departments and agencies** |
| **Maintain the NDRMP** | | **NDRMC assisted by NDMD** |
| **Develop and maintain appropriate early warning, monitoring and coordination systems** | | **NDMD, Meteorology and DOC assisted by other departments and agencies as required** |
| **Develop and maintain disaster related multi-sector training programs** | | **NDMD assisted by all departments and agencies** |
| **Participate in disaster recovery programs** | | **All departments and agencies** |

**The Operational Response and Tasks of Departments/Agencies is described below in Table 2, indicating the roles and tasks of departments/agencies management during an operational response. Each department/agency must produce a support plan or procedures to effectively carry out their roles (see Table 1 above). The NDMD can assist with development and review of such plans.**

***Table 2. Operational Response Roles and Tasks of Departments/Agencies***

|  |  |
| --- | --- |
| **RESPONSIBILITY/ROLE/TASK** | **DEPARTMENT/AGENCY** |
| **Provide regular information on potential weather hazards to NDMO** | **DOC and Meteorology** |
| **Provide warnings to government and public** | **NDMD and DOC** |
| **Arrange extended broadcasting time for warnings and public safety messages** | **Ministry of Infrastructure, Secretary of State of Security (DNPC and PNTL), Radio/TV broadcasting stations, NDMD** |
| **Provide staff for DOC** | **NDMD, PNTL, Meteorology and Health** |
| **Provide disaster management material support to DOC such as advice, hazard maps and other relevant information** | **NDMD and DOC** |
| **Provide assistance with evacuation (checkpoints, etc.)** | **PNTL, F-FDTL, Civil Protection and CVTL** |
| **Provide security for evacuated areas/villages** | **PNTL and F-FDTL** |
| **Establish and manage evacuation centres, including feeding, water, shelter, clothing, registration, etc.** | **MSS, Ministry of State Administration, CVTL, NGOs and UN Agencies** |
| **Provide fire vehicles and crews** | **Civil Protection – Fire Brigade** |
| **Arrange for provision of ambulances, ambulance crews, and emergency medical teams** | **Ministry of Health, CVTL and assisted by Health NGOs and UN Agencies** |
| **Arrange for the provision of vehicles (land, sea, air) for relief delivery, evacuation, and other related tasks** | **Ministry of Infrastructure, Secretary of State of Security, MSS, F-FDTL, CVTL and NGOs and UN agencies** |
| **Arrange for environmental health teams to check and advise on affected areas** | **Ministry of Health, Secretary of State for Environmental Coordination, Secretary of State for Territorial Ordainment, CVTL assisted by Health NGOs** |
| **Provide members for damage and needs assessment teams to go to affected areas if necessary** | **All departments and agencies as requested, CVTL and NGOs** |
| **Provide liaison officers to the DOC as requested** | **All departments and agencies as requested** |
| **Provide repair teams, and/or arrange urgent contracts, for restoration of communications infrastructure, and re-establishment of national and international communications links if necessary** | **Ministry of Infrastructure** |
| **Provide repair teams, and/or arrange urgent contracts, for restoration of water supply, power, road access, airport access, navigation aids, etc.** | **Ministry of Infrastructure and Secretary of States of Natural Resources and Energy Policy** |
| **Arrange for provision of emergency food and water** | **MSS, Secretary of State of Security, Secretary of State of Natural Resources, DNAS, Energy Policy, CVTL and NGOs and UN Agencies** |
| **Arrange for provision of seeds, seedlings and other planting materials** | **Ministry of Agriculture and Forestry and NGOs in the agriculture sector** |
| **Arrange for provision of emergency shelter materials** | **MSS assisted by NDMD, Ministry of Infrastructure, CVTL, UN Agencies, and NGOs** |
| **Arrange and provide briefings for the international community on the disaster** | **MSS-Secretary of State of Social Assistance and Natural Disasters - NDMD assisted by Ministry of Foreign Affairs and Cooperation** |
| **Arrange for reception of incoming international assistance** | **MSS-Secretary of State of Social Assistance and Natural Disasters - NDMD assisted by Ministry of Foreign Affairs and Cooperation** |
| **Arrange for provision of warehouse space and management for internationally supplied relief items** | **Ministry of Social Solidarity and Ministry of State Administration** |

*Figure 1. A Framework for Disaster Risk Reduction[[70]](#footnote-70)*

Risk Factors:

# Vulnerability

* Social
* Economic
* Physical
* Environment

# Hazards

* Geological
* Hydromet-eorological
* Biological
* Technological
* Environment

**Disaster Impact**

Vulnerability/capability analysis

Hazard analysis and Monitoring

Risk identification and impact assessment

Awareness raising

for change in behaviour

Knowledge development

* Information
* Education and training
* Research

Political commitment

* International, national, regional, local level
* Institutional framework (governance)
* Policy development
* Legislation & codes
* Organisational development

Application of risk reduction measures

* Environmental management
* Socio and economic practices (including poverty alleviation, livelihoods, financial mechanisms, health, agriculture, etc.)
* Physical and technical measures (land-use/urban planning, protection of critical facilities)
* Networking and partnership

Recovery

Emergency Management

Early Warning

Preparedness

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**SOCIO-CULTURAL CONTEXT**

# ANNEX VII – NUNV Evaluation Report, Work Methodology

**Dr. P. Ferguson**

**A. Briefing Trip to UNV HQ, Bonn, Germany 25 March – 1 April 2008**

**B. Action Plan: Research Objectives and Methodology, submitted 4 April 2008 to UNV PO**

**The Evaluation methodology will seek through qualitative interviews to address a range of stakeholders - at all levels - to maximize and articulate their learning experience of the National UN Volunteer Programmes and their ideas about enlarging the scheme. This strategy will examine the following factors of the NUNV modality: capacity development and building; community development; social mobilization; social inclusion, gender; human resource development and knowledge of and promotion of national volunteerism. All of these will be measured through panel data where possible over the period of programme inception to the present by assessing various M&E exercises, Workshop Reports, the NUNV Monthly Reports and Semi Annual and Annual reports by CSO and UNV Project Officers where available. This will provide a view of the successful interventions made to correct problems or shortfalls midstream.**

**This in turn will permit an evaluation of the extent to which NUNV interventions – through measurable target indicators – are sustainable, and if not, why. The analysis will also examine social sector issues over the period of the projects and with a view to the future as they have affected programme implementation. The links to poverty and poverty reduction, gender, human rights and human development will also be examined in the context both of ongoing projects and those potential areas of programme expansion of the NUNV modality.**

* + **Interviews with N-UNV Steering Committee Members, (past and present)**
  + **Interviews with the UNV Programme Officers (Rafiqul Haider, Maria Leon Puig and Monica Exelrud Villarindo, UNMIT UNV Programme Manager**
  + **Interviews with CSO Steering Committee Members**
  + **Interviews with Civic Education Programme Manager, Capacity Building Expert and Assistant (Simon Popperwell, Sophie Perdaens and Amelia de Jesus)**
  + **Interview with Governance Unit Programme Officer (Sophie Khan)**
  + **Interviews with the N-UNVs (pilot 2004; present NUNVs recruited May 2007 for “Logistical support, implementation and monitoring activities of CEWG of CSO) past - resigned Viqueque volunteer - and present volunteers re their work, conditions of service, feedback and recommendations**
  + **Interviews (as appropriate) with other Voluntary organisations presently - AVI, or previously involved in Timor-Leste - US Peace Corps, Comhlámh’s Volunteers (Irish Aid) Canadian Volunteers.**
  + **Interviews (as appropriate) with Government of Timor-Leste Ministers and Secretaries of State [Finance and Planning, Economy and Development, MAFF, Environment, Health, Education and Culture, Youth and Sport] who are potentially to be involved in longer term planning for the expansion of the N-UNV Programme**
  + **Interviews (as appropriate) with UN Agency Heads [UNDP, UNICEF, UNFPA, WFP, UNIFEM, FAO, UNOPS] who are potentially to be involved in longer term planning for the expansion of the N-UNV Programme**
  + **Interviews (as appropriate) with INGOs NGOs and CSOs who are potentially to be involved in longer term planning for the expansion of the N-UNV Programme**

**CSO/Civic Education Project with NUNV Participation:**

**Build the capacity of CSO through CEWGs to engage in Civic and voter education pre- and post-elections with NUNV assistance for support, implementation and monitoring.**

* + **Review: National Civic Education Conference materials, 7-8 February 2007, with draft methodology for 2-year time line for civic and voter education needs assessment in each district; 68 attended. Peter Northcote, Communications Manager from the NZ Electoral Commission: Pacific Region initiatives**
  + **Interviews with Fongtil, Rede Feto, CNJTL and KSUTL members involved in CSO/civic education outreach through the CEWG and the CEWG Steering Committee at the district levels (x 13)**
  + **Interviews with the international and National CE experts**
  + **Reviews of CEWG District Trainings (Proposal Design & writing, Project cycle mgt, Financial mgt, Budgeting through participatory methodology to 52 CSOs in all districts**
  + **Interview with José Luis de Oliveira, Yayasan Haq: CE Manual (Nation and Democracy, the 4 organs of State, duties of citizens, local governance) + UNMIT Human Rights Unit feedback. Manual tested in 12 Districts.**
  + **Review of Booklets and posters on the role and make-up of the National Parliament**
  + **Review of Training to 63 CEWG and NUNV by CE Project (ongoing training requested)**
  + **Review of Funding for voter education administered by FONGTIL for 2nd round of Presidential elections in all 13 Districts to 64 CSOs**
  + **Review of STAE, UNMIT and UNDP trainings: Support to the Timorese Electoral Cycle Project: Voter Education materials for the parliamentary elections: small grants to 37 CSO teams in 10 of 13 districts by STAE. M & E and Lessons learned (p. 9)**
  + **Review of Theatre Groups: Bobonaro and Manatutu (women targeted)**
  + **Review of Post-Elections: Long term Civic Education (Dec.2007-March 2008)**

**C. Evaluation Report on the National UNV Modality in Timor-Leste**

1. **Executive Summary (Including key findings and Recommendations)**
2. **Table of Contents**
3. **Presentation of the Evaluation (objectives of the evaluation, the Consultant, schedule of activities, methodology, report structure)**
4. **Findings**
5. **Lessons Learned**
6. **Conclusions**
7. **Recommendations**
8. **Annexes (List of Persons interviewed, References)**

# ANNEX VIII – References to Core Documents and Mandates

**The crisis beginning in January 2006 effectively highjacked policy planning and implementation of development goals and agendas in Timor-Leste. With hindsight, many reports highlighted the fact that there were warning signals which were ignored and brushed aside by the UN Mission and by INGOs, as referenced below, (1, 2, 3, 4, 12, 15 &16). Conferences and workshops were convened to address the crisis (7, 8, 9, 10, 11, 13 & 14) and serial development appeals were launched (5, 18, 19). Longer term planning and policy documents were formulated (17 & 20) and within specific rubrics there was an intensification of written analysis to coincide with government development priorities, viz: IDP recovery (7, 8, 10, 18 & 19); Gender (5, 21-24); Health (25-33) and Youth (34-40). The largest need: employment and training, was also addressed as a cross-cutting issue (2, 10, 14, 15, 17-19, 22 and 35-40).**

**It was necessary to collect and absorb these materials to better inform the quest with Government Ministries, UNMIT and UN Agencies, INGOs, NGOs and CSOs to explore the question of the enlargement of the NUNV modality. Without a profound and thorough grounding on these driving issues, measured inquiries with potential stakeholders would not have been successful. This was the basis for conducting that research and for recommending a consideration of expansion in key development areas profiled by government. It is taken as given that the UNV/NUNV mandate is the volunteering for development modality. Fuller readings and references are found in the bibliography, beyond these core 40 documents.**

**2006-2008 CRISIS**

**1. C. Brady and D. Timberman, The Crisis in Timor Leste: Causes, Consequences and options for conflict Management and mitigation, USAID, November 2006**

**2. IMF, Country Report, Timor-Leste, February 2007**

**3. Rebecca Engle, The Building of Timor-Leste, International Contributions to a Fragile State, CICR and Ford Foundation, April 2007**

**4. J. Trindade and B. Castro, Rethinking Timorese Identity as a Peace-Building Strategy: The Lorosa’e-Loromono Conflict from a Traditional Perspective, Technical Assistance to the National Dialogue Process in Timor-Leste June 2007**

**5. UN, Consolidated Appeals Process CAP, Timor-Leste, 2007 Mid-Year Review, 2007**

**6. Inter-Agency Protection Working Group, Protection Framework for IDPs in Timor-Leste, 2007**

**7. MTRC, Simu Malu and Fila Fali: Policy Framework for the return of IDPs in Timor-Leste, August 2006**

**8. MSS, Simu Malu, Retreat – The IDP Issue: The Way Forward, Looking for Solutions Together, 9 October 2007**

**9. KSI/COHRE Workshop, Moving Forward: Housing and Land Rights in Timor-Leste, 24-26 October 2007**

**10. RDTL, Office of the Vice Prime Minister, Hamutuk Hari’i Futuru: A National Recovery Strategy, 27 November 2007**

**11. Democratic Governance in Timor-Leste: Reconciling the Local and the National, Charles Darwin University TIDS Conference, 7-8 February 2008**

**12. Timor-Leste’s Displacement Crisis, Asia Report N°148 – 31 March 2008**

**DEVELOPMENT**

**13. Justice for the Poor: Time to Deliver, Conference Report, 2-3 February 2007**

**14. International Compact for Timor-Leste Report, Workshop 24-28 May 2007, RDTL Prime Minister’s Office, 18 July 2007**

**15. Economic and Social Development Brief [for Timor-Leste], World Bank Group and The Asian Development Bank, August, 2007**

**16. Scanteam, Review of Development Cooperation in Timor-Leste, Final Report September 2007**

**17. UNDP Draft country Programme Document for Timor-Leste, 2009-2013**

**18. Working Together to build the Foundations for Peace and Stability and Improve Livelihoods of Timorese Citizens, 2008 National Priorities, RDTL and Development Partners’ Meeting (TLDPM) 28-29 March 2008**

**19. Timor-Leste – Transitional Strategy and Appeal, A Consolidated Plan to Support National Response to Humanitarian and Recovery needs of IDPs and Vulnerable Communities and Strengthen Disaster Risk Management in Timor-Leste, 2008**

**20. Disaster and Climate Risk Management Development Strategy, 2008-2013, A comprehensive multi-risk reduction development framework, RDTL, 2008**

**GENDER**

**21. João Saldanha et al, Feminization of Poverty in Timor-Leste: What the Data Sets Say (Part 1, 2006 and Part 2, 2007) TIDS, 2006 & 2007**

**22. Anna Trembath and Damian Grenfell, Mapping the Pursuit of Gender Equality: Non-Government and International Agency Activity in Timor Leste, 2007**

**23. UNFPA, Preventing and Responding to Gender-Based Violence: A Partners’ Workshop, 11 September 2007**

**24. Workshop on Human Trafficking in Timor-Leste: Information, Definitions by the Law and Solutions, IOM, RDTL, Alola and US Dept. of State, 13-14 March 2008**

**HEALTH**

**25. RDTL, Ministry of Health, Division of Communicable Diseases, National Malaria Strategy, 2003-2013, August 2003**

**26. UNFPA Global Mandate and Projects in Timor-Leste [Reproductive Health, Population and Gender Issues], 2005-6.**

**27. Ministry of Health, RDTL, National HIV/AIDS STIs Strategic Plan, 2006-2010, Dili, February 2006 [HIV/AIDS and STIs]**

**28. Strengthening Community Action to Improve the Health of Women and Children in Timor-Leste, Maternal and Child Health Programme Report, Alola, 2007**

**29. WHO Report, Global Tuberculosis Control, 2008**

**30. Investing in Sanitation for Children in East Asia and the Pacific, East Asia Ministerial Conference on Sanitation and Hygiene, 2007 and 2008 International Year of Sanitation, UNICEF, 2008**

**31. Monitoring and Evaluation of [the] SISCa Program, [Community-based Health Care] (draft) April 2008**

**32. Protecting Health from Climate Change: How is Climate Change affecting our Health, Manuals for Teachers and for Students and their Families, WHO S.E. Asia Regional Office, 7 April 2008**

**UN Independent Special Commission of Inquiry for Timor-Leste, October 2006**

**33. UN Independent Special Commission of Inquiry for Timor-Leste, October 2006**

**YOUTH**

**34. Natalie Grove et al, Like Stepping Stones in the River: Youth Perspectives on the Crisis in Timor-Leste, 2007**

**35. USAID, Youth-Focused Employment Program in Timor-Leste: An Assessment and Design Report, Draft Report, July 2007**

**36. MTRC and ILO, Programme Outline, Youth Employment Promotion (YEP) in Timor Leste, October 2007- October 2011, 2007**

**37. MTRC and ILO, YES – Youth Employment Study, Timor-Leste, 2007**

**38. Strategies for the National Youth Policy, 17 October 2006**

**39. Timor-Leste Youth Development and the Labour Market, World Bank, October 2007**

**40. Secretary of State for Youth and Sport, RDTL, National Youth Policy of Timor-Leste, 14 November 2007**

# ANNEX IX – NUNV Visions for their Futures

**Natalino Ricardo Guterres, NUNV stated:**

**“I want to continue to work to provide for my livelihood and to get money to cover my tuition so I can finish my studies at UNTL. I want to be involved in training courses to increase my capacity and I’d like to have my own computer to support my work in the rural areas as well as to finish my thesis for university. After I finish my studies I want to continue to serve another mission with the UN in Timor-Leste or with other institutions which are relevant to my capacity.”**

**José Maria de Assis Gonçalves NUNV said:**

**“I want to continue to work to provide for my livelihood and that of my family. I want to finish my studies at UNTL. I want to be involved in training courses to increase my capacity in areas of IT, English, computers and management as well as to study oversees. Then I want to work to help to develop my nation. I also would like to have my own transportation.”**

**Lidya Pires NUNV observed:**

**“National UNVs need to have salaries that can cover their basic needs and opportunities to become international UNVs. I would also like the coordinator of the UNV programme from Bonn to come to listen to the experience of the NUNVs in Timor-Leste.”**

**Leonel Bere stated:**

**“The main challenges for traditional communities in TL are democracy, human rights and justice.**

**My vision for the next five years of the UNV program in Timor-Leste is that we establish a permanent mission in Timor-Leste as they have in other countries. We are of a generation in Timor-Leste in which we need to give our contribution through our careers.**

**I also recommend that UNV headquarters in Bonn improve the living conditions of national UN volunteers. We can do exchanges with NUNVs in other countries in the region so that we can share information and strategies with each other. In the longer term, scholarships from UNV Headquarters in Bonn should support the national UN volunteers of Timor-Leste to study in English speaking countries.”**

**Justalina M. asked:**

**“I want to continue working with UNV but I ask that our VLA can be increased so that we can cover the basic needs of our everyday lives.”**

**Palmira do Rosario Menezes, UNV Baucau District said:**

**“I want to develop my skills by continuing to work with the NUNV program. I want to continue to work to support civic education activities for the future.”**

# ANNEX X – Civic Education Conference

The Civic Education Conference, on 7-8 February 2007, produced a draft methodology for 2-year time line for civic and voter education needs assessment in each district attended by 68 participant representatives from CEWGs from the districts, INGOs and STAE. Peter Northolt, Communications Manager from the New Zealand Electoral Commission spoke Pacific Region initiatives. This then informed the planning to build the capacity of CSOs through a structure of Civic Education Working Groups, CEWGs.

It was agreed that CSO participation in consultation with beneficiaries during the planning process would provide learning levels with maximum impact. Only with community involvement can Civic and Voter education pre- and post-elections strengthen and widen the understanding of complex issues like ‘principles of democracy and good governance’. Transmitting these values was the goal of CSO-CE: to enhance participation and to contribute to political stabilization. The Conference also recognised that facilitation skills were weak and that teaching/learning materials needed to be standardised to deliver clear comprehensible information to both literate and non-literate beneficiaries in the rural areas.

# Annex XI – Table I – NUNVs in Timor-Leste

|  |  |  |  |
| --- | --- | --- | --- |
| Name | Gender | Location | Programme |
| Alfonso Amaral | Male | Alieu | CSO CE |
| Justalina Maria da Costa Usu | Female | Ainaro | CSO CE |
| Palmira do Rosario Menezes | Female | Baucau | CSO CE |
| Leonel Bere | Male | Bobonaro | CSO CE |
| João Bosco da Cruz | Male | Covalima | CSO CE |
| Remigio Alexandre do Carmo Vieira | Male | Dili | CSO CE |
| Lidia Pires | Female | Ermera | CSO CE |
| José Maria de Assis Gonçalves | Male | Liquiça | CSO CE |
| Adao Branco | Male | Lautem | CSO CE |
| Alfredo Escurial dos Santos | Male | Manatutu | CSO CE |
| Lucia da Costa | Female | Manufahi | CSO CE |
| Natalino Ricardo Guterres | Male | Oe’cusse | CSO CE |
| Roxiano Amaral | Male | Viqueque | CSO CE |
| Victoria Candida | Female | Maliana | Environment |
| Virgilio Carbafo | Male | Oe’cusse | Environment |
| Carla Guterres Freitas | Female | Dili | Admin Assistant |

# ANNEX XII – LIST OF ACRONYMS / TETUM

ADB Asian Development Bank

ADPC Asian Disaster Preparedness Centre

*Aldeia* Hamlet, smallest local government administrative level

AMKV Association of Men Against Violence

APHEDA Australian People for Health, Education and Development Abroad

ASF Avocats Sans Frontieres

AVI Australian Volunteers International

ASSERT Association for the Equality of the Disabled People of Timor

CA Caritas Australia

CAP Consolidated Appeals Process

CBDRM Community Based Disaster Risk Management

CCF/TL Christian Children’s Fund/Timor-Leste

CE Civic Education

CEDAW Convention for the Elimination of all Forms of Discrimination against Women

CEWG Civic Education Working Group

CICR Centre for International Conflict Resolution

CIES Centro Informasaun da Edukasaun Sivik Timor-Leste

CNE National Electoral Commission

COHRE Centre on Housing Rights

CP Child Protection

CP Community Police

CPST Child Protection Support Team

CRS Catholic Relief Service

CSO Civil Society Organization

CVTL National Timorese Red Cross, Community Volunteers, Timor Leste

DA District Administrator

DDMC District Disaster Management Committee

DDOC District Disaster Operations Centre

DIT Dili Institute of Technology

DNAT National Directorate for Territorial Administration

DNSAS National Directorate of Water and Sanitation

DOC Disaster Operations Centre

DSRSG Deputy Special Representative of the Secretary General

EFSA Emergency Food Security Assessment (WFP)

EPR Emergency Preparedness and Response

ETCRN East Timor Crisis Reflection Network

FAO Food and Agriculture Organization

F-FDTL Defence Force of Timor-Leste

FONGTIL Timor-Leste NGO Forum

GBV Gender Based Violence

GFP Gender Focal Point

GIS Geographical Information System

GoTL Government of Timor-Leste

HCC Humanitarian Coordination Committee

HHE Hamutuk Hari’i Estabilidade

HHES Hamutuk Hari’i Ekonomia Sosial

HHF Hamutuk Hari’i Futuru

HHK Hamutuk Hari’i Konfiansa

HHPS Hamutuk Hari’i Protesaun Sosial

HHU Hamutuk Hari’i Uma

HNTL HealthNet Timor-Leste

HRTJ Human Rights and Transitional Justice

IASC Inter-Agency Standing Committee

ICMC International Catholic Migration Commission

ICRC International Committee of the Red Cross

IDP Internally Displaced Person

IEC Information, Education and Communication

IFES International Federation of Electoral Services

ILO International Labour Organization

IMC Inter-Ministerial Committee

INAP National Institute of Public Administration

INDMO Instituto Nacional de Desenvolvimento de Mão de Obra

IOM International Organization for Migration

ISF International Stabilisation Force

JRS Jesuit Refugee Service

JSMP Judicial System Monitoring Programme

KSI Kdadalak Sulimutuk Institute

LGSP Local Government Support Programme

LNG Liquid Natural Gas

M&E Monitoring and Evaluation

*Malae* Foreigner

MAFF Ministry of Agriculture, Forestry and Fisheries

MDG Millennium Development Goals

MDRMP National Disaster Risk Management Policy

MoH Ministry of Health

MSS Ministry for Social Solidarity, 2007-

MTRC Ministry of Labour and Community Reinsertion, 2002-2007

NDP National Development Plan

NGO Non-Governmental Organization

NDMD National Disaster Management Directive

NDMO National Disaster Management Office

NDSA National Disasters and Social Assistance

NFI Non-Food Item

NPDRM National Policy for Disaster Risk Management

NP National Priorities

NRC Norwegian Refugee Council

NRS National Recovery Strategy

NUNV National United Nations Volunteer

OCAP Oecussi-Ambeno Community Activation Programme

OCHA Office for the Coordination of Humanitarian Affairs

OHCHR Office of the United Nations High Commissioner for Human Rights

OPE Office for the Promotion of Equality, 2002-2007

PDHJ Provedoria [Provodor’s Office] for Human Rights and Justice

PERWL Programme for Enhancing Rural Women’s Leadership and Participation in Nation Building in Timor–Leste (UNIFEM)

PNTL National Police Timor-Leste

PRADET Psycho-social Recovery and Development East Timor

PSC Programme Steering Committee

RC Resident Coordinator

RCDRA Rehabilitation and Community Development of Rural Areas

REDE FETO Women’s Network

RDP 1 Rural Development Programme 1

RTVTL Radio and TV Timor-Leste

SEFOPE Secretaria de Estado da Formação Profissional e Emprego

SEPI Office of the Secretary of State for the Promotion of Equality

SLS Site Liaison Support

SRSG Special Representative of the Secretary General (UN)

SSSU Security Sector Support Unit (UNMIT)

STAE Technical Secretariat for Electoral Administration

STAGE Skills Training for Gainful Employment Programme

*Suco* Village, next higher local gov’t. admin. level, after *aldeia*

TAF The Asia Foundation

TAHRE Transformative Arts and Human Rights Education

TGH Triangle Generation Humanitaire

TIDS Timor Institute for Development Studies

TLPDP Timor–Leste Police Development Programme

ToR Terms of Reference

ToT Training of Trainers

TSA Transitional Strategy and Appeal

TVET Technical and Vocational Education and Training

UN United Nations

UNDAF United Nations Development Assistance Framework

UNDP United Nations Development Programme

UNFPA United Nations Population Fund

UNICEF United Nations Children's Fund

UNIFEM United Nations Development Fund for Women

UNMIT United Nations Integrated Mission in Timor–Leste

UNOPS United Nations Office for Project Services

UNPOL United Nations Police

UNV United Nations Volunteer

VLA Volunteer Living Allowance

VPU Vulnerable Persons Unit

WASH Water Sanitation and Hygiene

WATSAN Water and Sanitation

WFP World Food Programme

WHO World Health Organisation

WIP Women in Politics

WSWG Water and Sanitation Working Group

YEP Youth Education Programme

# ANNEX XIII – Timor-Leste MAP



1. The line between ‘voluntary’ and ‘forced labour’ in the Portuguese context of infrastructure ‘development’ was differently drawn in the minds of colonial ruler/administrators and subjects, as was also the case during the Japanese occupation of 1942-5 and the Indonesian occupation of 1975-99, between the invaders and the occupied, subject population. [↑](#footnote-ref-1)
2. Interview with Isabel Guterres, Timor Red Cross [↑](#footnote-ref-2)
3. President’s speech, 26 March 2006. [↑](#footnote-ref-3)
4. FOKUPERS, Husi Eventu Inesquecíval: Livru Memória, 2007. [↑](#footnote-ref-4)
5. UN Independent Special Commission of Inquiry for Timor-Leste, October 2006 and UN Secretary General to the Security Council, Report of 8 August 2006 (S/2006/628). There has been no attempt to debate or to action them. [↑](#footnote-ref-5)
6. Chega! Report of the CAVR, October 2005 and 7 Public Hearing Books were presented to the first Parliament in November 2005 by President Xanana Gusmão. [↑](#footnote-ref-6)
7. Now with the IDP Camps emptying, the Council of Ministers of the AMP government has allocated $147,500 to reimburse twenty of these institutions. 8 [↑](#footnote-ref-7)
8. RDTL, Council of Ministers, 4 June 2008. [↑](#footnote-ref-8)
9. In a speech to Motael IDPs in early June, President José Ramos Horta said: “I promise to all IDPs that between June and July all IDPs will be returned to their residences. We know that the government has a strong commitment to do this, but we need dialogue with the communities to make sure the IDPs return with dignity.” [↑](#footnote-ref-9)
10. ETCRN Forums 2006-7 and Workshop Rekonsiliasaun no Paz ba Juventude Timor Leste, 27-8 Setembro 2007. [↑](#footnote-ref-10)
11. Belun and IFES, Election Violence Education and Resolution (EVER) Report, 17 October 2007 & 6 Interim Reports From July to October 2007 there was additional violence including looting and burning of District Offices, of WFP storage depots, of church-based INGOs and other national NGOs - which provided Child Friendly Spaces, CFS, and support for women and families - and of homes. This triggered new displacements in Baucau and Viqueque Districts. An important overview is provided in Annex VI and in Child and Family Welfare Concerns of Children and Families in Timor-Leste, Ministerio da Solidariedade Social, May 2008. [↑](#footnote-ref-11)
12. Although Parliament passed “Truth and Measures of Clemency for Diverse Offences” on 4 June 2007, the Court of Appeals’ opinion of 16 August found it violated the Constitutional principle of equality. President José Ramos Horta seeks alternate remedies to deal with the large number of crimes since 2006. (See La’o Hamutuk, Vol. 8, No. 3, September 2007, p. 14.) [↑](#footnote-ref-12)
13. Documents and personal notes from KSI/COHRE Workshop, Moving Forward: Housing and Land Rights in Timor-Leste, 24-26 October 2007. [↑](#footnote-ref-13)
14. Centre on Housing Rights and Evictions, The Pinheiro Principles: United Nations Principles on Housing and Property Restitution for Refugees and Displaced Persons, nd. [↑](#footnote-ref-14)
15. CRS, Voices of the Displaced in Dili, July 2006. [↑](#footnote-ref-15)
16. Strengthening Property Rights in Timor-Leste, USAID, 2008. [↑](#footnote-ref-16)
17. “Justice for the Poor: time to deliver”Dili, Timor-Leste 2—3 February 2007, The themes of the conference were Employment, The Private Sector and Employment Creation, Women, Other Poverty-Fighting Measures, Ex-Political Prisoners and Veterans, Agriculture, Fisheries and Local Products, Micro-Credit, Decentralization and Implementation. In his Conference speech, the then Prime Minister, José Ramos Horta stated, “Poverty reduction becomes more than charity, more than a moral obligation – it becomes a legal obligation…The Timor-Leste Government inherited all problems from a long history of underdevelopment and predation. [I suggest:]

    \*Regulatory framework regarding land ownership to encourage direct foreign investment.

    \*Decentralization.

    \*Microcredit especially for women.

    \*Intra-Ministerial co-ordination to achieve millennium goals (Health, Education, Agriculture, Planning and Finance and Development Ministries).

    \*subsidised fertilizer for farmers. [↑](#footnote-ref-17)
18. Interviews with Mario Araujo, Oxfam and AMKV and Olivio da Costa, AMKV [↑](#footnote-ref-18)
19. Mericio Dos Reis, ‘The Involvement of Men in Solving Gender Issues in Timor Lorosa’e’, in M. Ishii and J. Siapno, Between Knowledge and Commitment: Post-Conflict Peace-Building and Reconstruction in Regional Contexts, 2004. [↑](#footnote-ref-19)
20. Youth and adult illiteracy and specifically the potential for literate youth in IDP Camps and in the Community to teach literacy to children, youth and adults on a voluntary basis is one of the recommendations in the Strategies for the National Youth Policy, 17 October 2006. [↑](#footnote-ref-20)
21. Interview with Helen Todd, Moris Rasik [↑](#footnote-ref-21)
22. Interview with Therese Curan, NRC. [↑](#footnote-ref-22)
23. See for example James Scambary, A survey of Gangs and Youth Groups in Dili, Timor-Leste, AusAID, September 2006; Undine Whande and Ghalib Galant, Securing a Better Future: Martial Arts Groups and their Potential to become part of a Peace Constituency in Timor-Leste, Technical Assistance to the National Dialogue Process in Timor-Leste, May 2007 and Transitional Dialogue Project, Final Report and Project Proposal, August 2007, (a further report on Ritual Arts and Martial Arts groups in Timor-Leste). However, it has been too characteristic to demonize all unrest as criminal activity. [↑](#footnote-ref-23)
24. The provision (Transitional Dialogue Project, Final Report and Project Proposal, August 2007, pp.34-5) but subsequent misuse of ‘event funds’ was deemed by government as a direct cause of exacerbating intra- and inter-group conflict; funding was withdrawn and this scheme has now been cancelled. (personal communication) [↑](#footnote-ref-24)
25. NRC, Education in Emergencies: NRC Concepts and Models – Overview 2007. [↑](#footnote-ref-25)
26. Ba Futuru, Guia Transformasaun Artes no Edukasaun Direitus Humanus ba Adultus, Facilitasaun Manual, Lisaun I- XIV, 2007 and The Positive Discipline Manual, 2006; see also UNICEF’s Speak nicely to me (in English and Tetum) and UNICEF, Life Skills Training Manual (in Tetum), 2007. [↑](#footnote-ref-26)
27. Interview with Susan Kendall, Pradet. [↑](#footnote-ref-27)
28. This has been emphasised by Xanana Gusmão, the Prime Minister: “ I defend any initiatives to discuss children and youth so we can better understand their lives and their basic needs in relation to education, health, justice and other social conditions. This will help us to achieve the progress and development objectives that this country has outlined. We have to promote activities that enrich their creativity such as through arts, culture, sports and open spaces for them to express and develop themselves.” (Bridgette See, p. 18) [↑](#footnote-ref-28)
29. Phyllis Ferguson and the Osso Huna Community, Livru Rai/Earth Book Project, pilot study, Osso Huna, Baguia, Baucau, 2005 ongoing. [↑](#footnote-ref-29)
30. Interview with Filipe Mesquta, Environment Programme Officer, Poverty Reduction Unit, UNDP [↑](#footnote-ref-30)
31. Interview with Diane Arboleda, UNIFEM [↑](#footnote-ref-31)
32. No access to UNV computers or to records such as ERP (Atlas) was provided. [↑](#footnote-ref-32)
33. Interview with Rafiqul Haider, P.O. UNV [↑](#footnote-ref-33)
34. The criteria was that all five Members of the CEWG had to be from the district in which they served, giving maximum local linguistic, social and cultural knowledge to facilitate the dissemination of abstract and complex information and to enhance acceptance by local beneficiaries. [↑](#footnote-ref-34)
35. Interviews with Luis Ribeiro, CNJTL National,Edio Mariano, KSUTLandSonia Boavida, Rede Feto. [↑](#footnote-ref-35)
36. UNMIT Human Rights Unit provided feedback on the manual which was tested in 12 Districts with 63 participants receiving facilitation skills to teach the content and methodology of the Manual; however, the Manual did not address the reality of the outcome of the coalition government formed after the Parliamentary elections of July 2007. Revisions are recommended. [↑](#footnote-ref-36)
37. These workshops can be regarded as ‘another asset’ of the modality, as in the post-election district-based trainings, much confusion and scepticism was expressed by beneficiaries about the decisions surrounding the results of the Parliamentary elections and the Presidential decision to form a new government. The CEWGs also requested the adoption of the IFES flip charts to assist in explaining to beneficiaries the complexities of abstract constitutional issues, an unintended benefit of the workshop training, but one which will enhance the effectiveness of the CEWGs. These intended and unintended outcomes and effects will be utilized in the further CE training provided for the duration of the project in the additional sub-districts. [↑](#footnote-ref-37)
38. The figure discussed depending on institution (UNTL and other ‘private’ Universities have different fees) ranged between US $500-700 at the lower end with less than a year at UNTL to as high as US $2,500 for those with two years at private universities to complete. These amounts are not high for the numbers of NUNVs currently in service. Even were the programme to include 100 such NUNVs that amount would not be unreasonable. Most potential NUNVs to be reruited under ‘enlargement’ of the modality in development paradigms will have experienced the same interruptions to their University training due to the effects of the crisis which began in 2006. [↑](#footnote-ref-38)
39. Hector Hill, Halo, buka osan sigaru no fo’os deit. No haksolok! (Doing it just for cigarette money and rice. And Happy!) [Evaluation of the first NUNV pilot Project in Timor Leste with 5 volunteers] 2004 [↑](#footnote-ref-39)
40. Labour outsourcing to Australia of 4,000 to 10,000 unskilled Timorese youth has been proposed by the Trades Unions Movement there, as a contrast. The scheme would see these youth working spraying and picking fruit, pearl diving and working in mines, all work with varying levels of occupational hazards but also with minimal skills acquisition for the long term development of Timor-Leste or for the youth themselves. Schemes to send Timorese youth to Korea to work and train in the automotive or other higher technology jobs have already begun. This labour outsourcing was first raised in the AMP interim budget of 2007. Youth are the future for the development of Timor-Leste, for Timorese development. [↑](#footnote-ref-40)
41. Bridgette See, p. 18. [↑](#footnote-ref-41)
42. See for example Vocational Training in Timor-Leste, SEFOPE with ILO, STAGE, EC and UNDP, October 2007; UNICEF, Life Skills Training Manual (in Tetum), 2007 and Ann Wigglesworth, Looking to the Future: Education and Employment in Timor-Leste, 2006, Interview with Annie Keogh, SEFOPE/ ILO. [↑](#footnote-ref-42)
43. Interview with Melissa Wingard-Phillips, Peace Dividend Trust [↑](#footnote-ref-43)
44. Interview with Terese Curan, NRC [↑](#footnote-ref-44)
45. Interview with Lauren Rumble, UNICEF [↑](#footnote-ref-45)
46. Lachlan McKenzie with Ego Lemos, Kuidadu ba Rai, Kuidadu Ba Malu ho Futuru Timor-Leste: A Permaculture Guidebook from East Timor, Permatil, 2008 [English and Tetum versions] [↑](#footnote-ref-46)
47. David Booth, ed, The Art of learning by Doing [Seni Belajar dari Pengalaman], East Bali Poverty Project, 2005. The Coffee Cooperative’s work on income generation in rural communities in Timor-Leste through cultivation of vanilla is a further example of a pilot programme that could be enlarged. See The East Timor Vanilla Production Book, CCT, 2005 [↑](#footnote-ref-47)
48. Interviews with Lachlan McKenzie, Permatil and Chana Opaskoornkul, Emergency Coordinator, FAO [↑](#footnote-ref-48)
49. Interview with Rob Williams, Seeds of Life, MAF [↑](#footnote-ref-49)
50. Brigitte Podborny, German Technical Assistance (GTZ) [↑](#footnote-ref-50)
51. Interviews with Barry Thomas and João Mesquita, Bakhita Forestry Project, Ermera [↑](#footnote-ref-51)
52. National Disaster Risk Management Policy, Ministry Of Social Solidarity, Secretary of State for Social Assistance and Natural Disasters, National Disaster Management Directorate, Approved by the Council of Ministers, 5 March 2008 and Disaster and Climate Risk Management Development Strategy, 2008-2013, *A comprehensive multi-risk reduction development framework*, RDTL and UNDP, 2008, Interview with Kevin Austin

    [↑](#footnote-ref-52)
53. The problem of Emergency Preparedness and Response, EPR, is the focus of the National Disaster Risk Management Policy, MDRMP. This policy will be rolled out at the district/metropolitan level through District Disaster Operations Centres,DDOC, and the District Disaster Management Committees,DDMC. This is one of the strong pillars the new government commitment to de-centralization. TheNational Disaster Management Directive, NDMD, will be coordinated at the national level through the National Disaster Management Office, NDMO in their response function through National Disasters and Social Assistance, NDSA. [↑](#footnote-ref-53)
54. Interview with Kevin Austin [↑](#footnote-ref-54)
55. Interview with Mary Lou Schramm, Director, IFES [↑](#footnote-ref-55)
56. Interview with Dianne Arboleda, UNIFEM, PERWL programme [↑](#footnote-ref-56)
57. Interview with Richard Markowski, Catharina Maria and Reinaldo Pereira Borges, CRS [↑](#footnote-ref-57)
58. Interview with Sierra James, Ba Futuru [↑](#footnote-ref-58)
59. Bridgette See, pp. 11 and 18 [↑](#footnote-ref-59)
60. Ibid, p. 17 [↑](#footnote-ref-60)
61. Interview with Alex Gusmao**,** Director, Timor Aid/Tulin Rai Timor [↑](#footnote-ref-61)
62. Interview with Anne Finch, CEO, Alola [↑](#footnote-ref-62)
63. Interviews with Dr Milena M. Lay Dos Santos, Global Fund, Dr DD Bant, Advisor HIV/AIDs Unit, Narcisco Fernandes, HIV/AIDS Officer, Constantino Lopez, TB Programme Manager, Johannes Don Bosco, Malaria Programme Manager, Rick Jacobsen, Health Promotion Specialist, Ministry of Health, Léone Venroij, SEPP Programme Manager, Oxfam, Susan Kendall, Pradet, Alex Gusmao**,** Director, Timor Aid/Tulin Rai Timorand Lauren Rumble, UNICEF. [↑](#footnote-ref-63)
64. Interview with Lauren Rumble, UNICEF [↑](#footnote-ref-64)
65. Interview with Hugo Garcia, CCF [↑](#footnote-ref-65)
66. Interview with Chris Wardell, CCF [↑](#footnote-ref-66)
67. Interview with Carmen da Cruz, MSS [↑](#footnote-ref-67)
68. Promoting Psychosocial well-being among children affected by armed conflict and displacement, Principles and Approaches, International Save the Children Alliance, 1996. [↑](#footnote-ref-68)
69. The Impact of Conflict on Girls in West and Central Africa and the UNICEF Response, 2005. [↑](#footnote-ref-69)
70. Source: UN International Strategy for Disaster Reduction ISDR (2004). *Living with Risk: A Global View of Disaster Reduction Initiatives*, Geneva, p. 15. [↑](#footnote-ref-70)