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## YOUTH ENGAGEMENT TO PROMOTE STABILITY



### **Youth Engagement to Promote Stability in Timor-Leste**

Quarterly Report  
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## I. Executive Summary

During the second quarter of the USAID-funded Search for Common Ground – Timor-Leste (SFCG-TL) project entitled Youth Engagement to Promote Stability (YEPS) in Timor Leste, activities focused primarily on the completion of a broad-sweeping Baseline Survey administered in 6 representative districts and 12 subdistricts of Timor-Leste. Also during the reporting period of July 1<sup>st</sup> – September 30<sup>th</sup>, 2012, SFCG-TL finalized preparations for a nation-wide Youth Mapping to select participants for SFCG-TL’s civic education and leadership programs. In September, a 3-day media training was held at the SFCG’s Dili office. Reporters and presenters from community radio stations (CRs) received training on “Common Ground” reporting methods as well basic training on reporting and presenting in radio journalism. SFCG-TL also substantially expanded and reorganized the operations of its Dili office this quarter, hiring a total of 10 new staff and hosting numerous capacity-building support visits.

Baseline Survey activities began in July. The purpose of the baseline survey is to provide a starting point for measuring any progress made by the YEPS program as well as the DAME program funded by the European Commission (EC). For this reason, the scope of the survey is broad, and includes individual questionnaires designed for youth, the general public, NGOs and Government. SFCG-TL worked with its partner Belun and with National University of Timor-Leste (UNTL) students to conduct the survey. Weeks of preparation preceded administration of the questionnaires, led by Shiva Dhungana, SFCG Nepal Program Advisor. Mr. Dhungana spent 2 weeks in Timor-Leste finalizing the Baseline Survey methodology and training the 22 researchers and 6 SFCG supervisors who administered the questionnaires. The questionnaires were completed between August 1<sup>st</sup> and August 15<sup>th</sup>. Questionnaires were administered to roughly 1,500 individuals.

In September, SFCG-TL commenced and finalized preparations for its nationwide Youth Mapping of Timor-Leste. The primary purpose of the mapping is identify civically engaged and dynamic youth from rural, suburban, and urban areas of all 13 districts of Timor-Leste to take part in SFCG-TL’s civic education and leadership training and media programming activities. Through formal and informal discussion groups with youth, local authorities, traditional and spiritual leaders, civil society groups, and stakeholders, SFCG and its local partners will gain an informed understanding of the youth targeted in the action and how they are organized. While the goal of the exercise will be to identify youth beneficiaries in the 13 districts, the process will also serve to inform program staff on the major issues they face, how they see themselves, and the role they play and wish to play in their communities. The mapping will be conducted using a participatory process and the reports and information collected through this process will contribute to modifications of the training curricula and other programmatic tools.

Saji Prelis, SFCG’s Director of Youth Programs, designed the Youth Mapping participant selection methodology and visited Timor-Leste from Washington DC from September 22<sup>nd</sup>-October 4<sup>th</sup>. During Mr. Prelis’ visit, core-staff roles and project methodologies were developed and finalized. A pilot test of the mapping process was conducted in 2 districts, Maliana and Baucau, from September 27<sup>th</sup> through October 3<sup>rd</sup>, with strong results.

In addition to the Baseline Survey and Youth Mapping activities, a 3-day media training entitled Promoting the Media to Empower Youth For Stability was held at the SFCG Dili office on September 26<sup>th</sup>, 27<sup>th</sup> and 28<sup>th</sup>. Attendees of the training were reporters and presenters from CRs representing 10 of the 13 districts of Timor-Leste. The goals of the training were to educate local media on “Common Ground” reporting methods, as well as to strengthen capacity in both technical and non-technical aspects of radio journalism.

A total of 10 new hires joined the SFCG-TL team this quarter, including 8 national and 2 international staff. Additions to the SFCG-TL staff include a two-person Design, Monitoring and Evaluation (DM&E)

team, a Human Resources and Administration Officer and 3 new Youth Project Officers. Lena Slachmuisjlder, SFCG's Chief Programs Officer, visited Timor-Leste from Washington DC in August to provide an orientation to new staff and to support SFCG-TL's expanding operations and program activities.

## **II. Country Context**

Timor Leste's 3<sup>rd</sup> parliamentary election was held on July 7<sup>th</sup>. The run-up to the election was characterized by generally moderate campaign themes. Major issues included corruption and the proper management of the Timor-Leste Petroleum Fund. The National Congress for Timorese Reconstruction (CNRT) emerged with the largest share of parliamentary seats but failed to gain an outright majority, resulting in a hung parliament. On July 15<sup>th</sup>, Prime Minister Xanana Gusmao announced CNRT's intention to form a coalition government with two smaller political parties, PD and Fretilin, leaving the much larger FRETILIN party in the opposition despite having secured 25 parliamentary seats to CNRT's 30. Demonstrations and clashes with police by FRETILIN supporters ensued, leaving one person dead and four policemen injured. Accusations of rioting by FRETILIN supporters and of excessive use of force by the National Police (PNTL) have since followed. Nonetheless, the election was deemed an overall success by the UN. Accordingly, the UN is continuing with its final withdrawal of over 1,300 peacekeepers in December, having deemed the security situation in Timor-Leste to be sufficiently stable as to no longer require an international peacekeeping presence. Still, this flare-up of political violence following the general election underscores the remaining challenges to Timor-Leste's political development as the country continues along its intended course towards a strong democracy with a loyal opposition. Continued efforts to promote the peaceful integration of all elements of Timorese society into the political process, and to educate marginalized youth on methods of responsible political participation, remain critical in this young and fragile democracy.

On August 15<sup>th</sup>, United Nations Secretary General Ban Ki Moon visited Timor-Leste to discuss the UN's withdrawal. The withdrawal of UN peacekeepers in 2005 was ultimately deemed premature when disunity within the Timorese security establishment resulted in a major political crisis and widespread civil unrest in 2006. The UN has concluded that Timor-Leste's security forces are now capable of maintaining order within the context of a viable multiparty democracy without external security support. Although a small contingent of the Portuguese Republican National Guard (GNR) will remain in the country to work with the PNTL well past December, the withdrawal of UN security forces will pose a major test to the government's capacity and stability.

On September 6<sup>th</sup>, United States Secretary of State Hillary Clinton visited Timor-Leste, meeting with senior government officials and hosting leaders of numerous NGO's supported by USAID, including SFCG-TL Country Director Jose Francisco de Sousa, at the United States Embassy in Dili. During her visit, Secretary Clinton unveiled a \$6.5 million higher education initiative to support Timorese students wishing to study in the United States. Secretary Clinton's visit affirmed the United States' continued commitment to assisting the peaceful development of Timor-Leste.

### III. Project Goals and Objectives

The project will build on the YR4PB project and seek to achieve the following objectives:

- Foster responsible participation of youth in Timor-Leste's elections and post-elections processes.
- Connect youth with political decision makers at a national level to explore and articulate salient issues and drivers of youth-related conflict and how to engage youth to address them.
- Provide at-risk and disaffected youth nationwide with reliable information and specific skills to proactively address and respond to conflict related issues.

SFCG will carry out the following core **activities**:

- 1) Youth Mapping
- 2) District-level Civic Leadership Trainings
- 3) National-level and District-level Youth Forums/Dialogues
- 4) Youth Radio Magazines
- 5) Youth Radio Drama Series
- 6) Youth Radio Talk Shows
- 7) Grassroots Youth Outreach and Mobilization for peacebuilding

The project is expected to **result** in the following:

- (a) Improved engagement and dialogue between Timorese youth, local government and community leaders to explore issues related to youth, conflict, peacebuilding and reconciliation.
- (b) Improved understanding of youth-focused peacebuilding and conflict issues by government and community leaders.
- (c) Improved youth, media, and peacebuilding sector coordination between stakeholders active in youth engagement activities.
- (d) Equip youth in all 13 of Timor-Leste's districts with an improved understanding of conflict related issues and specific skills to enable proactive ways of conflict prevention, mediation and resolution.
- (e) Improved capacity of Timorese media institutions, particularly community radio stations, to produce and broadcast conflict sensitive programming.
- (f) Improved civic understanding among Timorese youth as well as socialization with their roles and responsibilities as rights holders and equal participants in a democratic system.
- (g) Equip youth with an improved understanding of elections related conflict and specific skills for preventing and managing election related violence/conflict.

## IV. Summary of Main Activities

### A. Baseline Survey

#### Project Objectives Pursued:

- (1) Foster responsible participation of youth in Timor-Leste's elections and post-elections processes.
- (2) Connect youth with political decision makers at a national level to explore and articulate salient issues and drivers of youth-related conflict and how to engage youth to address them.
- (3) Provide at-risk and disaffected youth nationwide with reliable information and specific skills to proactively address and respond to conflict related issues.

During this period, SFCG-TL conducted a broad sweeping Baseline Survey covering six representative districts and twelve sub-districts across the country. As discussed in the project proposal, this survey has been scaled up to include relevant information for the DAME project funded by the EC. The purpose of the Baseline Survey is to provide a starting point for measuring any progress made by the YEPS program, as well as the DAME project. For this reason, the scope of the survey is broad, and includes individual questionnaires designed for youth, the general public, NSAs and Government.

*Visit of Shiva Dhungana:* Shiva Dhungana, SFCG Nepal Program Advisor, flew to Timor-Leste from his native Nepal for a visit lasting from Sunday July 22nd to Saturday August 4th. Mr. Dhungana designed the Baseline Survey and oversaw preparations for survey operations, devoting a total of three and a half weeks of his time to the baseline survey's development and implementation. During his visit, Mr. Dhungana led a three day orientation and training for the 22 researchers and 6 SFCG supervisors selected to conduct the survey.

*Study Design:* The two projects covered by the Baseline Survey involve four distinct demographics: Youth, non-state actors (including media), government officials and the general Timorese population. The baseline survey used four sets of questionnaires to set baseline indicators for each of these four types of stakeholders. The questionnaires were designed and finalized by Shiva Dhungana, SFCG Nepal Program Advisor, in consultation with the SFCG-ILT Director, the SFCG Asia Regional Manager, SFCG Country Office Timor-Leste and a SFCG Intern, through many rounds of on-line communications. The questionnaires were developed in English and translated and administered in Tetun.

The survey was carried out in 6 districts, 12 sub-districts and 23 Sucos of Timor-Leste based on a careful selection of sample locations. The survey was conducted with the help of 16 student researchers as well as 6 Belun District Coordinators and 6 SFCG supervisors deployed to the 6 selected districts. The number of researchers deployed in each district was determined based on the total sample allocated per district. The survey was administered to a total of 601 youth, 383 members of the general public, 294 government officials and 153 NGO officials. The sample selection was carried out using scientific sampling techniques for each primary demographic category.

*Survey Construction:* Six out of 13 districts were included for the Baseline Survey. The proposal submitted to USAID mentioned that the baseline survey would focus on those districts with the highest intensity of conflict. Intensity of conflict was determined using the early warning/early response mapping system developed by SFCG's partner organizations working in all 13 districts of Timor-Leste. Six districts (Baucau, Aileu, Dili, Manatuto, Ermera and Liquica) and 12 sub-districts

were selected the conflict mapping. The only exception was the enclave district of Oecussi, which was excluded from the survey because of its distance from the capitol city Dili and associated travel complications. The six districts selected represent all five regions of Timor-Leste. These districts have large populations and include a larger proportion of young people than other districts.

The total sample size was calculated to produce a 95 per cent confidence level with 5 per cent confidence intervals.

The following table presents the district-wise total population of Timor-Leste, the population aged 15-29 in the six districts selected for the Baseline Survey, and the total population of selected sub-districts..

**Table 1: District-wise total population and youth (15-29) population in Timor-Leste, 2011**

<i>No</i>	<i>District</i>	<i>Total Population</i>	<i>Youth 15-29</i>	<i>Sub district to be covered /population</i>	
1	Aileu	45,512	12152	Remexio	10,055
				Aileu Villa	20,830
2	Ainaro	59,382			
3	Baucau	111,484	29,766	Baucau	46,500
				Venilale	15,542
4	Bobonaro	89,787			
5	Covalima	60,063			
6	Díli	234,331	62,566	Atauro	8,602
				Dom Aleixo	105,154
7	Ermera	114,635	30,608	Ermera/Gleno	33,530
				Railaco	10,384
8	Lautem	60,218			
9	Liquica	63,329			
10	Manatuto	43,246	11,547	Manatuto Kota	12,555
				Laleia	3,089
11	Manufahi	48,894			
12	Liquica	65,524	17495	Liquidate	20,938
				Bazartete	23,955
13	Viqueque	70,177			

Total	1,066,582	281,612
	(614,732)*	
Pop aged 15-29		164,133**

Source: National Census of Timor-Leste 2011.

Note: \*Total population of 6 districts selected.

\*\* Total population aged 15-29 in six selected sample districts.

After determining the sample size for each district and sub-district using their proportionate population size, two Sucos were selected from every sub-district. The Sucos were selected to include the Suco with the largest population and the Suco with the smallest population in each sub-district. The sample size for each Suco was also determined based on the proportion of the population of that particular Suco in each other category (i.e. total population and population aged 15-29 years). A total of 601 youth and 383 members of the general population were interviewed for the purpose of the survey.

However, the sample-size calculations for NSAs (NGOs and Media organizations) and government officials were much more challenging due to a lack of official information about these entities. To address this challenge, the District Coordinators of Belun from the selected six districts were invited to the SFCG-TL office in Dili and asked to prepare a list of NSA offices and government offices in their respective districts. Using this manual list developed by the District Coordinators of Belun, the survey team calculated a sample size for each district. The sample size for the NSAs was calculated to be 123 and the sample size for government officials was calculated to be 245. However, in order to achieve a more representative sample of the SUCO council chiefs (who are integral part of the project) and of sub-districts with a very small number of NSAs, the sample size was increased with the addition of all Suco Council Chiefs and with NSA representatives from these smaller sub-districts. The final sample size for the NSAs was calculated to be 153 and that of government officials to be 294.

*Survey Instruments:* The baseline survey is qualitative in nature and four different questionnaires were designed to collect data from the four target groups of the projects. The four questionnaires are:

- i) *Questionnaire for youth aged 15-29*
- ii) *Questionnaire for the general public aged 30-65*
- iii) *Questionnaire for members of NSA organizations including media organizations*
- iv) *Questionnaire for government officials*

The questionnaires themselves have between 25 and 40 questions each and are adapted to the individual target groups. For example, the youth questionnaire, the largest of the four, asks primarily about “youth collaboration with social and political structures” and “youth participation in election and post-election democratization processes”. Both the Youth and General Public questionnaires also ask about exposure to radio programs in general as well as the specific radio programs SFCG has produced in the past. Below is a small sample of questionnaire items. Complete English language versions of all four questionnaires can be found in the appendix.

Youth Questionnaire:

***In the past 12 months, have you worked with any local or national social or political structures to implement common community projects?***

General Public Questionnaire:

***In your opinion, what are the three 'Key Issues' of importance for the youth in Timor-Leste?***

**Government Officials Questionnaire:**

***In the past 12 months, how many times have you participated in meetings and interactions with youth?***

*Cooperation with National University of Timor-Leste:* In an effort to continuously integrate capacity building efforts into all of our programs, SFCG staff met with the directors of the Centre for Peace and Conflict Studies at the National University of Timor-Leste (UNTL). After discussing the needs of SFCG and those of the Centre, it was decided that student volunteers from the program would become an integral part of the survey process. Student volunteers participated in the orientation and training and conducted the survey itself, with guidance from SFCG and its partner organization, Belun. In return, the participating students received a daily stipend, a certificate of training signed by the country director and training facilitator, and gained applicable experience working with a peace building organization.

It was also decided that in the interest of further partnership, SFCG would provide key resources and materials to support the Peace and Conflict Centre such as textbooks, manuals, SFCG media materials from past programs, and to a lesser extent, basic equipment such as chairs and desks. In this way, SFCG is making a direct impact on the education of East Timor's future peace and conflict leaders. This partnership provides a win-win situation for both the University Centre and SFCG.

*Belun District Coordinators:* To further support the surveying process, SFCG met with its Dili-based partner organization, Belun. In addition to their primary Dili-based team, Belun has district coordinators in each of the districts around the country. These district coordinators are locally based and have established networks with local authorities, local non-profits, and with the branch offices of larger international organizations. For this reason, SFCG and Belun decided that the Belun coordinators for the 6 districts chosen for the survey would take primary responsibility for the NGO and Government survey questionnaires.



*A student volunteer interviews a youth in Liquica*

These coordinators participated in the training and orientation along with the students prior to conducting the survey. While the Belun Coordinators already had experience conducting surveys, the orientation and training provided a background on SFCG and on the details of the baseline questionnaires. During the survey process, the Belun Coordinators worked with SFCG staff and the student volunteers to ensure that the sample requirements were met for each of the four questionnaire categories. In addition, the inclusion of Belun coordinators into the survey process allowed Belun as an organization to be involved in the early stages of the YEPS project, for which they are the major partner in later activities.

*Orientation of the Field Researchers and Questionnaire Pre-testing:* A three-day orientation and training was held at SFCG-TL's Dili office on July 26<sup>th</sup>, 27<sup>th</sup>, and 28<sup>th</sup> lead by Shiva Dhungana, in which the 22 researchers - 16 researchers from UNTL and 6 District Coordinators of Belun - were trained. The orientation was designed to familiarize the researchers with the questionnaires, and to enhance their skills in administering the survey. The researchers spent half a day conducting a practice survey throughout Dili, and received feedback from SFCG staff. Finally, a pre-test was administered to establish whether researchers correctly understood the data collection techniques and had the correct skills and proper research ethics. Following the pre-test, an extensive work session was held to clarify any issues, sources of confusion, or concerns regarding the contents of the survey or data collection methodology.

*Field Work:* The survey process itself began shortly after the completion of the training and orientation. The survey was conducted from August 1<sup>st</sup> through August 15<sup>th</sup>. The majority of the questionnaires were completed between Thursday, August 2 and Tuesday, August 7.

The student teams were assigned to collect data for the Youth sample and for the General Public sample. Teams were organized by the sample size of each district and by the degree to which individual students had social connections within the districts. The Dili team, which had by far the largest sample size, consisted of five students, while Manatuto and Aileu, which had the smallest sample sizes, were handled by a single, three person team.

The Belun coordinators were assigned to collect data from government officials and NGO employees. Because sample sizes for NGO employees and government officers were relatively small, only a single Belun Coordinator was needed in each district for data collection.

*Data Processing:* Data processing began in the field with the checking of each questionnaire by the research team and by a SFCG field supervisor. Each field supervisor conducted on-the-spot editing of all questionnaires filled in by the interviewers. Feedback was provided to improve the quality of interviews for the following day and to address any sources of confusion or misunderstanding. Following data collection, the data was cross-checked by SFCG-TL's DM&E team for completeness, validity, consistency and accuracy. Quantitative data were then entered into a computer system Data Mask using the Census and Survey Processing System (CSPRO) software. The results were then exported to the Statistical Package for Social Sciences (SPSS) for analysis. Both descriptive and analytical statistics such as frequency distributions and cross tabulations were used to analyze key assessment variables. Qualitative data were clustered by type of responses and then coded for analysis and interpretation. The survey also included Likert Scale items on a 1-5 scale where binary response data or open-ended questions were deemed insufficient.

Open ended questions were translated into English, clustered into a maximum of 10 response categories per item, and then coded and entered into the data mask. The data mask was then sent to the SFCG Nepal DM&E Team which generated output tables to be used for analysis and reporting. Preparation of the full Baseline Survey Report is presently underway.

#### *Lessons Learned and Challenges:*

Challenges were faced in the data collection process in both urban and rural areas. In urban areas such as Dili and Baucau, interviewers were often told to go elsewhere to find respondents and directed towards more rural areas. This may be partly attributable to the fast paced lifestyle of city dwellers, as city dwellers may perceive themselves as lacking the time to respond to questionnaires. Their reluctance to answer questions may also reflect a degree of "research fatigue" among urban populations that are more readily accessible to the dozens of government agencies, international NGOs and domestic non-profits operating in Timor-Leste. When soliciting participants, it was

common to come across people who had responded to surveys in the past and were left feeling disappointed when promises made by the interviewing organization were never met. Many people expressed dissatisfaction and disillusionment with surveys in general and were unwilling to participate.

These problems were anticipated and addressed during the training process. Interviewers were instructed above all to be polite and to thank people for their time regardless of whether they agreed to be interviewed. Most importantly, interviewers for the baseline gave each interviewee an introduction to SFCG and the purpose of the survey process. An effort was made to make it clear that SFCG was making no promises to individuals or communities in connection with the survey. In some cases, individuals or community groups would request a summary of findings from the survey. SFCG has agreed to develop a condensed, highlighted version of the survey results that will be made publicly available in Tetun to those interested. Despite careful efforts to address participants with respect and full transparency, some challenges to data collection in urban areas may be unavoidable due to the greater exposure of urban populations to researchers.

Challenges to data collection arose in rural areas as well. First and foremost, geography and poor infrastructure development proved to be a hurdle for the interviewing teams. For the purposes of collecting responses from an unbiased sample, special efforts were made to spread out across the sub-districts. In some cases this meant travelling several kilometers by foot to remote locations.

Lessons have been learned from the process of conducting surveys in rural areas that can be applied in future survey activities. For example, student volunteers noticed that in the rural areas of Manatuto, families would often invite the group in and ask them to sit but would then make them wait for long periods of time. In some cases, those with whom the team had asked to speak would simply leave rather than openly deny the request to be interviewed. Given time and logistical constraints, this posed a serious challenge to the survey process in this area. In response, team members approached people working in rice paddies and offered to help with work while the interview took place. Response rates improved significantly using this technique.

#### Next Steps

- Share results with the Centre for Peace and Conflict Studies at UNTL.
- Create handout in Tetun with summaries of results, implications, etc.
- The results of the baseline will ultimately be used for comparison against the end-line survey, which will have similar questions and will be administered at the end of the project. A comparison of baseline and end-line data will allow for the impact and successes of the YEPS project to be assessed across a broad range of Timorese society.

## **B. Youth Mapping.**

#### Project Objectives Pursued:

- (1) Foster responsible participation in Timor-Leste's election and post elections processes*
- (2) Connect youth with political decision makers at national level to explore and articulate salient issues and drivers of youth-related conflict*

This quarter, SFCG commenced and finalized preparations for an extensive youth mapping exercise. The primary purpose of the mapping is to identify civically engaged and dynamic youth from rural, suburban, and urban areas of all 13 districts of Timor-Leste to take part in SFCG-TL's civic education and leadership training and media programming activities. These targeted youth will provide a

multiplier effect to program impacts through their continued civic engagement and influence with other youth. Through the mapping process and follow-up activities, connections between youth and local leaders will be strengthened, facilitating the constructive engagement of youth in Timor-Leste's political and electoral processes. An additional aim of the mapping exercise is to increase SFCG-TL's knowledge and understanding of formal and informal youth structures, and to strengthen ties with community leaders and stakeholders throughout the country.

*Preparations and Visit by Saji Prelis:* From September 22<sup>nd</sup> to October 4<sup>th</sup>, Saji Prelis, SFCG's Director of Children and Youth Programs, visited Timor Leste from Washington DC to assist with the mapping. From September 25<sup>th</sup>-27<sup>th</sup>, Mr. Prelis led Phase I of a 2 phase workshop in preparation for the mapping, and oversaw pilot mappings in the districts of Maliana and Baucau from September 27<sup>th</sup>-October 3<sup>rd</sup>. During Phase 1 of the workshop, staff roles and project methodologies were developed and finalized. Participants in Phase 1 included 5 SFCG-TL Youth Project Officers, SFCG-TL's DM&E Coordinator and two staff from SFCG-TL's partner, The National Youth Organization (CNJTL), which is assisting with the mapping. The 5 Youth Project Officers and 2 CNJTL staff who participated in Phase 1 of the workshop comprise the core staff who will conduct the mapping. In Phase II of the mapping workshop, 9 additional staff and volunteers will be trained to assist with the project, including 3 CNJTL staff and 6 student-members of the Centre for Peace and Conflict Studies at UNTL. These 6 UNTL volunteers also assisted with the baseline survey. Three drivers will also assist with the mapping, including two temporary hires and 1 SFCG-TL staff driver. A Youth Project Officer will also serve as a driver, for a total of 4 drivers and 16 interviewers.



*The Youth Mapping team prepares at SFCG's Dili office.*

*Staff Roles:* Project staff will be broken into 4 teams, each assigned to one of 4 regions. Each region will encompass 4 districts, with the exception of Region 4 - Oecussi. The Oecussi team will survey Oecussi for the first 8 days of the mapping, and then join the Region 1 team, which surveys Dili, as a backup. The teams are scheduled to spend 3 days in each district.

### Mapping Regions and Teams

Regions	Team Members	Team Leader
<b>Region 1:</b> Dili, Likisa, Ermera, Maliana	Nelia, Agus, Matus, Lia, <i>Made (Driver)</i>	Nelia
<b>Region 2:</b> Aileu, Ainaro, Same, Covalima	Achas, Eka, Nandito, Yolanda, <i>Martinho (Driver)</i>	Achas
<b>Region 3:</b> Manatuto, Baucau, Viqueque, Lautem	Egas, Pai, Quito, Arina, <i>Kiki (Driver)</i>	Egas
<b>Region 4:</b> Oecussi	<i>Dario (Driver)</i> , Regina, Agustinho, Iza	Dario

*Identification of Stakeholders, Youth Groups, and Key Youth:* Youth groups, local authorities, traditional and spiritual leaders, civil society groups, and stakeholders to youth will be identified at the village level and contacted in urban, suburban and rural areas. A community database compiled by our partner Belun will be referenced to identify key stakeholders who, in turn, will be asked to identify youth groups in their communities. Additionally, CNJTL's Youth Coordinators are to be consulted in all 13 District Youth Centers to identify formal and informal youth groups not provided by the key stakeholders identified in Belun's database. By the end of this action, SFCG-TL hopes to have compiled its own extensive database of formal and informal youth organizations and key youth in all 13 districts.

*Participant Selection Methodology:* The participant selection process will proceed through community consultations with key stakeholders and through consultations with members of formal and informal youth groups. The selection process will seek to identify active and dynamic youth who have shown a positive influence with their peers. Diversity is also a primary consideration in selecting participants. Members of economically marginalized and conflict-prone demographics will be granted priority. At least 35% of participants will be female and at least 25% of participants will be members of informal youth groups.

The primary selection criteria will be age, level of engagement, past participation, and leadership characteristics. Selected youth will be between the ages of 16 and 29. Preference will be given to candidates who have a history of participation in youth structures, have held positions of leadership within youth structures, and who exhibit leadership traits as determined through community-level consultations.

Informal questionnaires will be administered to key stakeholders. Stakeholders will be requested to recommend youth using the criteria listed above. From these interviews a "community consultation recommendation" list will be compiled.

Questionnaires will also be administered to members of formal and informal youth groups. These youth will be asked to identify youth within their own youth group as well as youth outside of their youth groups who meet the selection criteria. Two lists will be compiled from these interviews, a "within my youth group" list and an "outside of my youth group" list.

Thus, three primary lists will be compiled for comparison: Youth identified through community-level consultations, youth identified by other youth "within my youth structure", and youth identified by other youth "outside of my youth structure". Candidates for selection will then be identified by comparing the lists. Priority will be determined in the following order: (1) Names that appear on all three lists, (2) Names that appear on any two lists (3) Names that appear more than once on the "outside of my youth group" list. (4) Names that appear more than once on the "within my youth group" list (5) names that appear more than once on the "community consultation recommendation" list. In-person interviews will then be held with eligible youth to confirm their age (if possible) and to informally assess their motivation and availability to participate.

In addition to the comparison of lists described above, factors that will influence the selection of participants will include diversity considerations, and information gained through in-person interviews. A full Participant Selection Methodology report is provided in the appendix, including the questionnaires and interview guidelines used for the mapping.

*Pilot Mapping:* A pilot mapping using the above methodology was conducted in 2 districts, Maliana and Baucau, from September 27<sup>th</sup>-October 3<sup>rd</sup>. These districts will be visited again during the full mapping to collect additional data to be used in conjunction with the data collected during the pilot

mapping. These two districts were selected to represent the diversity of Timorese youth and the challenges they face in navigating issues of conflict. Maliana is located in the western portion of Timor-Leste, whereas Baucau is located in the east. East-West rivalries and disputes have proven to be a flashpoint for conflict in Timor Leste's young and emerging democracy, particularly during the crisis of 2006. The district of Baucau itself has seen flare-ups of youth-on-youth violence arising from sectarian tensions within the district.



*Youth Mapping team members interview a woman in Baucau*

*Pilot Mapping Results:* In Maliana, 19 youth were identified as candidates for participation in future programs, including members of 8 youth groups and associations. Among others, the youth groups included a church organization, a music group, and a martial arts group (MAG) – representing a range of youth cultures and identities including traditionally marginalized youth at high risk for conflict involvement. In Baucau, 42 potential participants were identified, representing 15 youth groups including a basketball group, the youth parliament and a local martial arts group.

The following tables reflect the number of youth who completed in-person interviews with the mapping teams, and the youth structure (where applicable) that these youth represent. An estimate of the total membership of the youth groups represented by the individuals interviewed is provided where possible.

**DISTRICT: Maliana**

**DATE: October 1st - 3rd**

SN	ORGANIZATION	F	M	TOTAL INTERVIEWED	TOTAL MEMBERS / YOUNG PEOPLE REACHED	AREA
1	Acolitus (Church Org)	3	1	4	20	Urban
2	FANUX (Individual)	0	1	1	-	Urban
3	PATARATA	1	0	1	15	Urban
4	NEGO-NEGO	0	2	2	30	Urban
5	BOLU-MALE	1	0	1	15	Sub-Urban
6	EX-CRUZ (Music Group)	0	1	1	5	Urban
7	Village Youth Leader (Aldeia Lipquen)	0	2	2	-	Sub-Urban
8	KORK (MAG)	0	2	2	-	Sub-Urban
9	Youth Center Bobonaro	0	4	4	-	Urban
10	Bento (Individual) Nunura	0	1	1	-	Sub Urban
<b>TOTAL =</b>		<b>5</b>	<b>14</b>	<b>19</b>	<b>Urban =</b>	<b>6</b>
					<b>Sub Urban =</b>	<b>4</b>
					<b>Rural =</b>	<b>0</b>

**DISTRICT: Baucau**

**DATE: September 27th-29th**

SN	ORGANIZATION	F	M	TOTAL INTERVIEWED	TOTAL MEMBERS / YOUNG PEOPLE REACHED	AREA
1	OASIS	2	2	4	-	Urban
2	Village Youth Leader (MAG)	0	1	1	-	Urban
3	CVTL (TL Red Cross)	0	1	1	-	Urban
4	Village youth Leader (Individual)	1	0	1	-	Urban
5	Acolitus	1	1	2		Urban
6	Youth Parliament	1	0	1	-	Urban
7	Grupusarani	0	1	1	-	Rural
8	GrupusArte Kultura 3 Familia	0	1	1	5	Urban
9	Arte MorisAfalyca	0	5	5	-	Urban
10	Verox	0	2	2	-	Urban
11	Youth Vision	2	6	8	-	Urban
12	Youth Council Baucau	0	1	1	-	Urban
13	HercioTilman (Individual)	0	1	1		Urban
14	Movimentu Juvenile Salesian (Church Org)	4	1	5	-	Urban
15	Jintiu	0	6	6	-	Urban
16	BasketBall Club	0	1	1	-	Urban
17	GrupusFetoBucoli	1	0	1	-	Sub Urban
<b>TOTAL =</b>		<b>12</b>	<b>30</b>	<b>42</b>	<b>Urban = 15</b> <b>Sub Urban = 1</b> <b>Rural = 1</b>	

Lessons Learned and Challenges:

- The pilot mappings conducted in Maliana and Baucau revealed shortcomings in the design and equipment used for the project. Travel times and duration of interviews proved to be longer than expected, causing a time-crunch within the 3 days the mapping teams spent in each district. While the trial mappings succeeded in identifying youth leaders and improving our understanding of local youth groups, it is believed that a fuller and more comprehensive mapping could be achieved with greater time spent in the field. While the mapping exercise is scheduled for completion in October with 3-day field excursions to each district by the mapping teams, supplementary key youth identification efforts will continue on an ongoing basis in support of future projects.
- Limited equipment also proved a hindrance to maximizing the success of the pilot mapping. By design, interviews were largely informal and often involved extended conversation. Team members transcribed the interviews by hand. While this technique was adequate for collecting the mapping data, interviewees often had interesting and inspiring stories to tell

that could, with the permission of the interviewee, be included in SFCG-TL's media programs. Hand-transcription of interviews was suboptimal for capturing these stories in a way suited to media presentation. Audio, and perhaps video, equipment would have been better suited to this task.

Next Steps:

- 9 additional staff will be trained to assist with the youth mapping project in the phase II workshop on October 9<sup>th</sup>-11<sup>th</sup>. Three of these staff will be from CNJTL, and the remaining 6 will be students from the Centre for Peace and Conflict Studies at UNTL. The training of university students will help strengthen local capacity to carry through similar mappings unassisted, and provide valuable information about youth groups and key youth leaders to the Peace Centre at UNTL
- The full mapping of all 13 districts is scheduled to be conducted from October 15<sup>th</sup> through to October 29<sup>th</sup>.

**C. Training on “Common Ground” Media.**

Project Objective Pursued:

*Provide at-risk and disaffected youth nationwide with reliable information and specific skills to proactively address and respond to conflict related issues.*

From September 26<sup>th</sup>-28<sup>th</sup>, SFCG-TL held a three day media training entitled Promoting the Media to Empower Youth for in Dili. The training was led by Media Officer Zevonia Vieira and Media Project Officer Joao Basilio, and co-facilitated by Media Project Officer Longuinhos C. Leite. Thirty-two journalists participated in the training. The overwhelming majority of participants were either reporters or presenters from CRs. Two managers and 1 editor also attended the training. Attendees represented 19 CRs from 10 of the districts of Timor-Leste. A full list of the participants can be found in the appendix. Consistent with SFCG-TL's commitment to capacity strengthening through all of its activities, both technical and non-technical training in basic journalism for radio production was covered in addition to training on “Common Ground” reporting techniques.

Day 1 of the training consisted of a review of basic journalism, including issue identification and technical methods for reporting and interviewing via radio, and techniques for drafting news media. During Day 2, the principles and techniques of “Peace Journalism” were introduced. Participants were invited to explore conflict related story topics from socially inclusive angles, such as the impact of conflict on vendors and on children enrolled in school, to broaden the focus of reporting away from incendiary and investigative items. Principles of responsible journalism were also covered on this day, including the importance of presenting multiple viewpoints, due diligence in conducting research prior to reporting, and methods for selecting and informing guests on talk show panels. Day 3 was devoted to exercises where participants practiced the skills and techniques covered during the first two days of the training. Participants prepared items for a talk show and a feature, and then presented their work to the other participants.

The new DM&E team prepared pre and post-test questionnaires to assess the effectiveness of the training. Pre-post comparison revealed significant improvements in participants understanding of principles of responsible journalism and of “Common Ground” reporting techniques.

Lessons Learned and Challenges:

- While the majority of participants remained engaged and active throughout the training, and demonstrated improved understanding through pre and post-test analysis, maintaining enthusiasm among all media training participants remains a challenge.
- In an effort to ensure that all participants gain skills and capacity through the trainings, repeated and consistent contacts with participants and CRs are planned. This will occur through direct contact in the course of SFCG-TL's media programming activities, as well as through future trainings and media attended events.

Next Steps:

- A media training entitled Rumours Management is scheduled to be held from October 29<sup>th</sup>-31<sup>th</sup> in which the role of rumour in conflict development and journalism best-practices for rumor management will be reviewed.

**D. New Hires and Procurements**

*New Hires:* This quarter, the SFCG-TL team expanded dramatically with the addition of 10 national and international staff. Funding for new hires came from multiple sources, including USAID. The hiring process for national staff began by contacting the office of the Secretary of State for Employment and providing a description of qualifications needed for each position. The Secretary's office recommended numerous candidates, who were then interviewed at the Dili office by senior management.

In August, Manuel Eliseu was hired as Administration and Human Resources Officer. Also in August, Delfina de Jesus came aboard as DM&E Coordinator and Julio Frietes as DM&E Assistant. Anna Dulcia Silva joined SFCG-TL as Media Project Officer. Dario Leong, Nelia Menezes and Fernando Carceres were all brought on as Youth Project Officers in August and September. In July, Nicolau Castro was hired as a Driver/Mechanic.

Also during this quarter, 2 foreign staff joined the SFCG-TL team. Princeton in Asia Fellow Faye Terret began her year-long fellowship with SFCG-TL in September, with partial funding through USAID. In August, Ann Adams, MPH/MSW was hired as Networking and Capacity Strengthening Advisor with funding from the EC's DAME project, bringing years of experience in both international development and journalism. Although brought on in support of the DAME project, Ms. Adams capacity building work with the SFCG-TL staff will provide skills training and support relevant to all SFCG-TL programs.

*Procurements:* This quarter, SFCG-TL substantially upgraded its capabilities with purchases of office equipment and vehicles using USAID funds. Five Compaq Desktop Computers were purchased at \$650 per unit. Two Toshiba laptop computers were purchased at \$645 per unit. An HP Laserjet P1060 printer was purchased for \$475, an HP Laserjet P1005 printer was purchased for \$165, and a SONY EX100 projector was purchased for \$650.

USAID funds were also used to procure 5 motorbikes during the quarter. Three Megapro bikes were purchased at \$2,100 per unit, a Yamaha Mio bike was purchased for \$1,600, and a Honda Supra motorbike was purchased for \$1,575.

Lessons Learned and Challenges:

- Despite having interviewed applicants since August, SFCG-TL is still searching for a qualified applicant to fill its Director of Programs position. The Director of Programs will oversee all program activities, including the program activities of the YEPS project.

Next Steps:

- Continue search for a Director of Programs
- Purchase and installation of a back-up electricity generator for SFCG's Dili office.

## **E. Capacity Building**

*Visit by Lena Slachmuisjlder:* In response to the wave of new employees brought on in this quarter, and to provide capacity strengthening and support to the entire office, Lena Slachmuisjlder, SFCG's Chief Programs Officer, visited Timor-Leste from Washington DC from August 18<sup>th</sup> through September 1<sup>st</sup>.

Ms. Slachmuisjlder led a 2-day orientation, teambuilding and training workshop for all staff. Included in the workshop were an orientation on SFCG's programs and mission and an introduction to conflict and "Common Ground" principles of conflict transformation. Training was provided on teambuilding, communication, and the implementation of SFCG's institutional values, as well as managerial training on effective delegation and the use of positive and corrective feedback.

During her visit, Ms. Slachmuisjlder also provided support and training individually to the teams and staff members of SFCG-TL. Support of senior management included introduction to and training in the use of programmatic, financial, managerial and HR tools. Support of the operations team included clarification of key operational processes and a review of practices for ensuring financial and administrative synergy. Two work sessions were held with the Media Team, covering the scope of current projects and staff roles, and analyzing challenges to past projects. Ms. Slachmuisjlder also held two work sessions with the new DM&E Coordinator to outline the DM&E processes and procedures used at SFCG country offices throughout the world, and to connect the DM&E Coordinator with SFCG's Institutional Learning Division in Washington DC.

*Visit of Mathias Avereuj:* Mathias Avereuj, SFCG's Director of Information Technology, visited Timor-Leste from Washington DC from September 10<sup>th</sup>-21<sup>st</sup>. Mr. Avereuj installed a Wifi network for SFCG's Dili office, performed software updates and upgraded software applications. Mr. Avereuj also led a day-long training during his visit. Topics covered included the use of updated and newly installed software including Microsoft Office, Google, Facebook, and video editing applications, and accessing and navigating the SFCG intranet.

The purchase and installation of a generator for the Dili office was explored during Mr. Avereuj's visit in response to the disruption of office activities that result from Dili's frequent power outages and shortages. Procurement and installation of a back-up generator is planned in the near future.

*Visit of Sarah McLaughlin:* Sarah McLaughlin, SFCG Asia Regional Manager, visited Timor-Leste from Jakarta from September 10<sup>th</sup> – October 5<sup>th</sup>. While Ms. McLaughlin's visit was focused primarily on supporting SFCG-TL's DAME project funded by the EC, Ms. McLaughlin worked with the DM&E team on the USAID funded Baseline Survey, providing assistance with data analysis and reporting.

*Invest People DM&E Seminar:* Delfina De Jesus, SFCG-TL's new DM&E Coordinator, attended a 3-day DM&E seminar in Dili hosted by Invest People from September 17<sup>th</sup>-19<sup>th</sup>.

*Lessons Learned and Challenges:*

- Capacity-strengthening remains a top priority at SFCG-TL. Having started operations in the country less than 3 years ago, SFCG-TL has made significant progress towards upgrading its capabilities and establishing its presence in Timor-Leste. Numerous projects are now underway with funding from multiple sources. SFCG-TL will continue to receive support from SFCG's Headquarters in Washington DC as well as from SFCG country offices in Asia and throughout the world.

## **V. Conclusion: Findings, Limitations, and Challenges**

This quarter, considerable steps were made in preparation for the program activities of the YEPS project, and SFCG-TL scaled-up its overall capabilities dramatically.

In the Final Evaluation Report for the YR4PB project, submitted as an appendix to the last quarterly report, SFCG-TL's M&E operations were specified as an area that could be improved upon in future projects. Substantial steps were taken this quarter to upgrade SFCG-TL's M&E capabilities. The joint Baseline Survey administered this quarter provides a wealth of data for SFCG to assess the effectiveness and impact of the YEPS and DAME projects. Moreover, 2 full-time DM&E staff came aboard in August and efforts have been made to increase M&E awareness among all staff and to incorporate M&E operations systematically into all project activities. Still, the development of SFCG-TL's M&E capabilities is ongoing. The Baseline Survey required substantial support from the SFCG Nepal office. As the YEPS project proceeds, the new DM&E team is expected to take over full responsibility for all local M&E activities with continued support from SFCG's Washington DC headquarters as well as from other country offices around the world.

At the time of submission of this report, the full Baseline Survey Report was still in preparation. A total of over 100 questionnaire items were administered across the 4 questionnaires administered for the survey. Interpreting and reporting the large volume of data collected from the survey has proven to be a substantial task requiring a coordinated effort by SFCG staff.

The Youth Mapping exercise undertaken this quarter is an essential preparation for the Civic Education and Leadership Training programs described in the YEPS proposal. By identifying key youth throughout Timor-Leste and by improving our understanding of the formal and informal youth structures they represent, the results of the Youth Mapping will be used to maximize the impact of the trainings and related project activities. The Youth Mapping will also engage community leaders and stakeholders at all levels of Timorese society and in all 13 districts of Timor-Leste, strengthening ties between SFCG-TL and civil society throughout the country. These ties are critical to SFCG-TL's efforts to connect youth with political decision makers and to engage youth constructively in Timor-Leste's electoral and political processes. During pilot testing, some shortcomings were identified in the Youth Mapping methodology. In Particular, the brief duration of field visits limited the teams' ability to exhaustively contact youth structures and key youth in each district. While the results of the pilot mappings appeared robust nevertheless, if the intended scale of the mapping exercise is not realized when final results are appraised in November, additional "key youth" identification efforts will continue as necessary.

This quarter saw a major expansion of the SFCG-TL staff. The addition of 10 personnel to the SFCG-TL team, including a 2-person DM&E team, a Human Resources and Administration Officer and 3 youth project officers, demonstrates the growing reach and scale of SFCG-TL's program activities. Such an abrupt expansion of operations poses challenges as well. The numerous capacity-building visits by international staff this quarter and the addition of a Networking and Capacity Strengthening Advisor were partially in response to the logistical and organizational challenges the SFCG Dili office is facing as new roles are established and new employees are integrated into the structure of the organization.

## **VI. Work Plan**

The following major activities are planned over the next few months:

- **Youth Mapping:** SFCG-TL will conduct the Youth Mapping exercise, the methodology and preparations for which have been described in this report.
- **Civic Leadership Trainings:** Four regional, 5-day civic leadership trainings will be held . Participants in the trainings will be selected using the results of the Youth Mapping. Shawn Dunning, SFCG's Leadership and Training Director, will visit from Washington DC to lead the trainings.
- **Trainings in "Common Ground" Media:** A Rumours Management media training will be held from October 29<sup>th</sup> – 31<sup>st</sup> in Dili.
- **National Youth Forum:** SFCG-TL will facilitate a 2-day National Youth Forum, bringing together youth from across the country. Along with the 4 Regional Youth Forums held in June and detailed in the last report, the National Youth Forum will provide youth with the opportunity to develop strong networks as a means to coordinate around issues facing youth.
- **National University Debates:** As a part SFCG-TL's civic education program activities, National University Debates will be held on campuses in Dili, Ainaro, Baucau, Bobonaro and Oecussi.

## **VII. Appendices**

**Appendix A: Baseline Questionnaires (See Next Page)**

# Search for Common Ground, Timor-Leste

## Joint BASELINE SURVEY SURVEY

### of the Projects

#### Democracy and Development in Action through Media and Empowerment (DAME)

Funded by 10<sup>th</sup> European Development Fund

&

#### Youth Engagement to Promote Stability

United States Agency for International Development

Respondent Number

### Questionnaire for Youth

1. General information	
1.1	Name of the Interviewer
1.2	Date of Interview
2. Demographic information of the respondents	
2.1	Name of the respondent (Optional and Confidential)
2.2	Gender 1. Male    2. Female    3. Other (.....)
2.3	Age (years completed) 1. 15-19    2. 20-24    3. 25-29
2.4	District
2.5	Sub-district
2.6	Suco
2.7	Marital status 1. Unmarried    2. Married    3. Divorced 4. Separated    5. Widowed
2.8	Ethnic background 1.....    2.....    3.....    4. Others _____
2.9	Language/Dialect spoken in everyday life. 1.    2.    3.    4. Others
2.10	Education level completed? (Choose only one) 1. Masters Degree and beyond    2. Undergraduate 3. Secondary    6. Primary 7. Informal/non-formal education    8. illiterate
2.11	Primary Occupation (only one main occupation) 1. Civil Servant    2. Housekeeper    3. Fisherman 4. Farmer    5. Military    6. Nurse 7. Police    8. Security Guard    9. Trader 10. Unemployed    11. Other (Please specify).....

2.12	<p>Are you associated with any group/organization or club/network?</p> <p>(can be more than one)</p>	<p>0. Not involved at all (Go to Q 3.1)</p> <p>1. Youth council/network . 2. Women's group</p> <p>3. Martial Arts Group 4. Youth club 5. Church Group</p> <p>6. Community Base Organisation</p> <p>7. School Management Committee</p> <p>8. Suco Council Member</p> <p>9. Others _____</p>
2.13	<p>If yes, then what is your status in that particular forum?</p>	<p>1. General member 2. Member of Executive Committee</p> <p>3. Key Position in the Committee (Chair, Vice-Chair, Secretary, Treasurer)</p> <p>4. Attending interaction/meetings (invitee &amp; No voting right)</p> <p>5. Others _____</p>

**3. Youth Collaboration with Social and Political Structures**

3.1	<p>In the past 12 months, have you been part of any activity (ies) that contributed in peaceful resolution of conflict?</p>	<p>0. Can't Say (Go to Q 3.3)</p> <p>1. Yes</p> <p>2. No (Go to Q 3.3)</p>
3.2	<p>Can you tell what was/were the activities that you were involved in?</p>	
3.3	<p>In the past 12 months, have you worked with any local or national social or political structures to implement common community project(s)?</p>	<p>0. Can't Say (Go to Q 4.1)</p> <p>1. Yes</p> <p>2. No (Go to Q 4.1)</p>
3.4	<p>Which are the social or political structures/agencies/groups you worked with?</p>	<p>1. SUCO Council</p> <p>2. NGOs</p> <p>3. Community Based Organizations (CBOs)</p> <p>4. Loci Government</p> <p>5. Political Parties</p> <p>6. Church</p> <p>7. Student Organizations</p> <p>8. Women's Organizations</p> <p>9. Others (.....)</p>

**4. Youth Participation in Election and Post-Election Democratization Processes**

4.1	<p>Did you take part in the recently held presidential and parliamentary elections in any capacity, including voting?</p>	<p>1. Yes</p> <p>2. No (Go to Q 4.4)</p>
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4.2	How were you involved? (Multiple answers)	<ol style="list-style-type: none"> <li>1. As a Voter</li> <li>2. As a Candidate</li> <li>3. As a Campaigner of Certain Candidate/Political Party</li> <li>4. As an Election Observer/Election Watchdog</li> <li>5. As Voter Education Campaigner</li> <li>6. As an Election Officer</li> <li>7. As Security Personnel</li> <li>8. Other (.....)</li> </ol>						
4.3	How do you rate your level of participation in the currently held elections?	<ol style="list-style-type: none"> <li>1. Very Active</li> <li>2. Active</li> <li>3. Passive</li> <li>4. Very Passive</li> <li>5. Can't Say</li> </ol>						
4.4	Besides elections, are you currently involved in political and/or leadership activities?	<ol style="list-style-type: none"> <li>0. Can't Say (Go to Q 5.1)</li> <li>1. Yes</li> <li>2. No (Go to Q 5.1)</li> </ol>						
4.5	What meetings or fora do you participate in? (Multiple answers)	<ol style="list-style-type: none"> <li>1. Civil Society Forums</li> <li>2. Youth Forums</li> <li>3. Suco Council Meetings</li> <li>4. Public Hearing/Public Audits</li> <li>5. Dialogues</li> <li>6. Other (.....)</li> </ol>						
4.6	What was your role in these meetings or fora? (Select multiple answers if you participated in more than one activity)	<ol style="list-style-type: none"> <li>1. Convener</li> <li>2. Participants</li> <li>3. Discussants</li> <li>4. Resource Person/Speaker</li> <li>5. Chair</li> <li>6. Other (.....)</li> </ol>						
4.7	How committed are you in being an active citizen in Timor-Leste in related to influencing decision-making on issues that you feel are important?	<ol style="list-style-type: none"> <li>1. Highly committed</li> <li>2. Committed</li> <li>3. Occasionally/partially committed</li> <li>4. Very little committed</li> <li>5. Not Committed At all</li> </ol>						
4.8	Do you believe that you have the skills to communicate and deal with Government Officials?	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; border: none;">1. Yes, full range of skills;</td> <td style="width: 50%; border: none;">2. Yes, on the whole;</td> </tr> <tr> <td style="border: none;">3. Somewhat;</td> <td style="border: none;">4. Not really</td> </tr> <tr> <td style="border: none;">5. Not at all</td> <td style="border: none;"></td> </tr> </table>	1. Yes, full range of skills;	2. Yes, on the whole;	3. Somewhat;	4. Not really	5. Not at all	
1. Yes, full range of skills;	2. Yes, on the whole;							
3. Somewhat;	4. Not really							
5. Not at all								

4.9	Do you feel comfortable discussing (talking) issues related to election with others?		Can't say (0)	Yes (1)	Not Always(2)	No (3)
		Family				
		Friends				
		Teachers				
		Local Leaders				
		Others				
4.10	Do you feel comfortable discussing (talking) issues related to politics and decision making with others?		Can't say (0)	Yes (1)	Not Always(2)	No (3)
		Family				
		Friends				
		Teachers				
		Local Leaders				
		Others				
4.11	What are the three 'Key Issues' of importance for you and the Timorese youth?	<ol style="list-style-type: none"> <li>1. Leadership Development</li> <li>2. Civic Engagement</li> <li>3. Political Participation</li> <li>4. Electoral Participation</li> <li>5. Cooperation and Collaboration Across Different Youth Groups</li> <li>6. Participation in Decision Making Process</li> <li>7. Collaboration with Adult Decision Makers/Social and Political Structures</li> <li>8. Education Opportunities for Youth</li> <li>9. Health Care of Youth</li> <li>10. Job Opportunity for youth</li> </ol>				
4.12	Do you know what is happening as part of the democratization process in Timor-Leste in the past few years?	<ol style="list-style-type: none"> <li>1. Yes</li> <li>2. No (Go to Q 5.1)</li> <li>3. Can't say (Go to Q 5.1)</li> </ol>				
4.13	If Yes, Can you give examples?					

4.14	Can you identify example(s) of democratic activities or events that you have participated in or observed in the past one year? <i>(Maximum of three major activities or events)</i>	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> </ol>
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**5. Radio Programs**

5.1	Have you ever listened to Radio Magazine “ <i>BabadokRebenta!</i> ”?	<ol style="list-style-type: none"> <li>1. Yes</li> <li>2. No (Go to Q 5.3)</li> </ol>
5.2	If you have listened to the program, how often?	<ol style="list-style-type: none"> <li>1. Almost every episode</li> <li>2. Most of the episodes</li> <li>3. Half of the episodes</li> <li>4. Few episodes</li> <li>5. Rarely</li> </ol>
5.3	Based on the Radio Magazine, can you remember specific topics or issues covered or discussed in the program?	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> </ol>
5.4	Have you listened to Radio Drama “ <i>KarauDikurba Dame (KDD)</i> ” in the past six months?	<ol style="list-style-type: none"> <li>1. Yes</li> <li>2. No (Go to Q 5.7)</li> </ol>
5.5	If you have listened to the program, how often?	<ol style="list-style-type: none"> <li>1. Almost every episode</li> <li>2. Most of the episodes</li> <li>3. Half of the episodes</li> <li>4. Few episodes</li> <li>5. Rarely</li> </ol>
5.6	Based on the Radio Drama, can you remember specific messages highlighted by the drama over the past six months?	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> </ol>
5.7	If you have listened to the program, how often?	<ol style="list-style-type: none"> <li>1. Almost every episode</li> <li>2. Most of the episodes</li> <li>3. Half of the episodes</li> <li>4. Few episodes</li> <li>5. Rarely</li> </ol>

5.8	Have you ever Listened to Public Outreach Service Announcements (POSAs) aired through radios?	<ol style="list-style-type: none"> <li>1. Yes</li> <li>2. No (Go to Q 5.12)</li> </ol>
5.9	Can you identify (maximum 3) of the key messages of the POSAs?	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> </ol>
5.10	Have you ever watched the nationally televised dialogues, inter-university debates or panel discussions?	<ol style="list-style-type: none"> <li>1. Yes</li> <li>2. No (Go to Q 6)</li> </ol>
5.11	Can you identify key issues discussed in those Television programs?	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> </ol>
6.0	Do you have any suggestions for the research team for promoting the Role of Youth in Peacebuilding and Development in Timor-Leste?	

Thank you so much for your time and Cooperation!!

# Search for Common Ground, Timor-Leste

## Joint BASELINE SURVEY SURVEY

### of the Projects

**Democracy and Development in Action through Media and Empowerment (DAME)  
Funded by 10<sup>th</sup> European Development Fund**

**&  
Youth Engagement to Promote Stability  
United States Agency for International Development**

Respondent Number

### Questionnaire for General Public

1. General information		
1.1	Name of the Interviewer	
1.2	Date of Interview	
2. Demographic information of the respondents		
2.1	Name of the respondent (Optional and Confidential)	
2.2	Gender	1. Male    2. Female    3. Other (.....)
2.3	Age (years completed)	15-19 [    ]    20-24 [    ]    25-29 [    ]    30-34 [    ] 35-39 [    ]    40-44 [    ]    45-49 [    ]    50 and above [    ]
2.4	District	
2.5	Sub-district	
2.6	Suco	
2.7	Marital status	1. Unmarried    2. Married    3. Divorced 4. Separated    5. Widowed
2.8	Ethnic background	1.....    2.....    3.....
2.9	Language/Dialect spoken in everyday life.	1. Makasae    2. Mambae    3. Baikeno.....    4. Others
2.10	Education level completed? (Choose only one)	1. Masters Degree and beyond    2. Undergraduate 3. Secondary.    4. Pre-secondary    5. Primary 7. Informal/non-formal education    8. Illiterate
2.11	Primary Occupation (only one main occupation)	1. Civil Servant    2. Housekeeper    3. Fisherman 4. Farmer    5. Military    6. Nurse 7. Police    8. Security Guard    9. Trader 10. Unemployed    11. Other (Please specify).....

2.12	Are you aware of the issues or challenges faced by youth in Timor-Leste?	<ol style="list-style-type: none"> <li>1. High level of awareness</li> <li>2. Good awareness</li> <li>3. Moderate awareness</li> <li>4. Very little awareness</li> <li>5. No awareness at all</li> </ol>
2.13	What are the three 'Key Issues' of importance for youth in Timor-Leste?	<ol style="list-style-type: none"> <li>1. Leadership Development</li> <li>2. Civic Engagement</li> <li>3. Political Participation</li> <li>4. Electoral Participation</li> <li>5. Cooperation and Collaboration Across Different Youth Groups</li> <li>6. Participation in Decision Making Process</li> <li>7. Collaboration with Adult Decision Makers/Social and Political Structures</li> <li>8. Education Opportunities for Youth</li> <li>9. Health Care of Youth</li> <li>10. Job opportunity</li> <li>11. Other (.....)</li> </ol>
<b>3. Radio Programs Listenership</b>		
3.1	Do you listen to the radio?	<ol style="list-style-type: none"> <li>1. Yes</li> <li>2. No (Go to Q 4.0)</li> </ol>
3.2	Have you listened to Radio Magazine "Babadok Rebenta!"	<ol style="list-style-type: none"> <li>1. Yes</li> <li>2. No (Go to Q 3.5)</li> </ol>
3.3	If you have listened to the program, how often?	<ol style="list-style-type: none"> <li>1. Almost every episode</li> <li>2. Most of the episodes</li> <li>3. Half of the episodes</li> <li>4. Few episodes</li> <li>5. Rarely</li> </ol>
3.4	Can you remember specific topics or issues covered or discussed in the Radio Magazine over the past three months?	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> </ol>

3.5	Have you listened to Radio Drama “ <i>Karau Dikurba Dame (KDD)</i> ” in the past six months?	1. Yes 2. No (Go to Q 3.8)
3.6	If you have listened to the program, how often?	1. Almost every episode 2. Most of the episodes 3. Half of the episodes 4. Few episodes 5. Rarely
3.7	Can you remember specific messages highlighted by the radio drama over the past six months?	1. 2. 3.
3.8	Have you ever Listened to Public Outreach Service Announcements (POSAs) aired through radios?	Yes No (Go to Q 3.13)
3.9	Can you identify three key messages delivered through the POSAs?	1. 2. 3.
3.10	Have you ever watched the nationally televised dialogues, inter-university debates or panel discussions?	Yes No (Go to Q 4)
3.11	Can you identify key issues discussed in those Nationally Televised programs?	1. 2. 3.

#### **4.0 Awareness on Youth Issues**

4.1	How aware would you say you are of the issues of importance to youth? (specify a range in the answer)	<ol style="list-style-type: none"> <li>1. Highly aware</li> <li>2. Aware</li> <li>3. To some extent</li> <li>4. Little aware</li> <li>5. Not aware at all</li> </ol>
4.2	Do you think that youth have more or fewer issues than others in Timor-Leste society?	<ol style="list-style-type: none"> <li>0. Can't say</li> <li>1. More issues than others</li> <li>2. Same as others</li> <li>3. Less issues than others</li> </ol>
4.3	What do you think are the key issues facing youth in Timor Leste today?	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> <li>3.</li> </ol>
4.4	Are there specific issues for youth that are relevant to this part of Timor Leste?	
4.5	How do you think local and national government officials deal with the issues that youth face?	<ol style="list-style-type: none"> <li>1. Very well</li> <li>2. Well</li> <li>3. Moderately</li> <li>4. Little</li> <li>5. Not at all</li> </ol>
4.6	Would you say that you are more aware of youth issues now than you were a year or two ago?	<ol style="list-style-type: none"> <li>0. Can't say</li> <li>1. Yes</li> <li>2. No</li> </ol>
5.0	Do you have any suggestions for SFCG promoting addressing youth issues in Timor-Leste?	

Thank you so much for your time and cooperation

**Search for Common Ground, Timor-Leste**

**Joint BASELINE SURVEY SURVEY**

**of the Projects**

**Democracy and Development in Action through Media and Empowerment  
(DAME)**

**Funded by 10<sup>th</sup> European Development Fund  
&**

**Youth Engagement to Promote Stability  
United States Agency for International Development**

Respondent Identifier:

**Questionnaires for Government Officials (State Actors)**

1. General Information	
1.1	Name of the Interviewer
1.2	Date of Interview
2. Demographic Information of Respondents	
2.1	Name of the respondent (Optional and Confidential)
2.2	Name of the SA
2.3	Position/Title
2.4	Gender 1. Male 2. Female 3. Other (.....)
2.5	Age (years completed) 15-19 [ ] 20-24 [ ] 25-29 [ ] 30-34 [ ] 35-39 [ ] 40-44 [ ] 45-49 [ ] 50 and above [ ]
2.6	District

2.7	Sub-district	
2.8	Education level completed (Write only one)	1. Masters Degree and beyond      2. Undergraduate 3. Secondary                              4. Primary 5. Informal/non-formaleducation6. Illiterate
<b>3.0 Knowledge about Youth NSAs</b>		
3.1	Are you aware of the issues/challenges faced by the youth led non-State actors (such as NGOs, CBOs, networks, media organizations, women's groups, and youth organizations, Marital Arts Groups, religious organizations, youth councils, among others in Timor-Leste?	1. Fully aware 2. Aware of most of the issues/challenges 3. To some extent 4. Very little awareness 5. Not aware at all (Go to Q 3.3)
3.2	Please identify the three greatest challenges you think these groups face?	1.....  2.....
3.3	Could you identify three major issues/challenges faced by youth in Timor-Leste?	1. 2. 3.
3.4	Are you supporting any youth non-state actors (such as NGOs, CBOs, networks, media organizations, women's groups, and youth organizations, Marital Arts Groups, religious organizations, youth councils, among others) financially or technically?	1. Yes, always 2. Some times 3. Occasionally 4. Rarely 5. Never (Go to Q 3.6)

3.5	If yes, which types of organizations are you supporting?	1.  2.  3.
3.6	In the past 12 months, how many times have you participated in meetings and interactions with NSAs?	0. Never 1. 1-2 times 2. 3-5 times 3. 5-7 Times 4. 7-10 Times 5. More than 10 Times
3.7	In the past 12 months, how many times have you participated in meetings and interactions with youth?	0. Never 1. 1-2 times 2. 3-5 times 3. 5-7 Times 4. 7-10 Times 5. More than 10 Times
3.8	Do you believe that the Government agencies in Timor Leste need to work collaboratively with NSAs, including youth, for development projects to succeed?	1. Yes, very much so;      2. Yes, most of the time; 3. Yes, sometimes;      4. No, not really
3.9	Do you personally see value in working with non-state actors including youth for the development and good governance of our country?	1. Yes, very much so; 2. Yes, most of the time; 3. Yes, sometimes; 4. No, not really
4.0	Do you have any suggestions for SFCG to contribute in peacebuilding and governance in Timor-Leste?	

Thank you so much for your time and cooperation

# Search for Common Ground, Timor-Leste

## Joint BASELINE SURVEY SURVEY

### of the Projects

**Democracy and Development in Action through Media and Empowerment  
(DAME)**

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&**

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United States Agency for International Development**

Respondent Identifier:

### Questionnaires for NGOs

1. General information	
1.1	Name of the Interviewer
1.2	Date of Interview
2. Demographic information of respondents	
2.1	Name of the respondent (Optional and Confidential)
2.2	Name of the NSA
2.3	Position in the NSA
2.4	Gender 1. Male 2. Female 3. Other (.....)
2.5	Age (years completed) 15-19 [ ] 20-24 [ ] 25-29 [ ] 30-34 [ ] 35-39 [ ] 40-44 [ ] 45-49 [ ] 50 and above [ ]
2.6	In which District is the NGO that you work for located?
2.7	In which Sub-district is the NGO that you work for located?

2.8	In which Suco is the NGO that you work for located?	
2.9	Ethnic background	1.Makasae 2.Mambae 3. Baikeno. 4. others
2.10	Education level completed (Writeonlyone)	1. Masters Degree and beyond 2. Undergraduate 3. Secondary 4. Primary 5. Informal/non-formaleducation6.Illiterate
<b>3. Conflict Sensitivity</b>		
3.1	How would you describe your organization?	<ol style="list-style-type: none"> <li>1. Local non-governmental organization</li> <li>2. International non-governmental organization</li> <li>3. Member-led umbrella organization.</li> <li>4. National Government</li> <li>5. Local Government</li> <li>6. Media organization</li> <li>7. Youth organization</li> <li>8. Early Warning Early Response Conflict Prevention and Resolution Network</li> </ol>
3.2	Do you believe that the local development decision making and activities (in Timor-Leste) are becoming more participatory and inclusive now compared to two years ago?	<ol style="list-style-type: none"> <li>0. Can't say</li> <li>1. Yes</li> <li>2. No</li> </ol>
3.3	Are you aware of basic meaning of Conflict Sensitive Approaches of development projects?	<ol style="list-style-type: none"> <li>1. Yes, using it in our projects</li> <li>2. Yes, but have not applied it to date.</li> <li>3. Yes, heard about it but do not fully understand it</li> <li>4. Do not know at all (Go to Q 4.1)</li> </ol>

3.3	How would you define a conflict sensitive approach to development? Please give examples	<ol style="list-style-type: none"> <li>1. Conflict sensitivity ensures that design, implementation and outcomes do not undermine peace or exacerbate conflict, and contribute to peace where possible</li> <li>2. Actions do no harm</li> <li>3. Awareness of the impact of our work on the conflict dynamic (favouring one group over the other with grants or with airtime, or favorable policies)</li> <li>4. Being aware of the negative and unintended consequences of our actions</li> <li>5. Being sensitive to which groups/organisations/individuals are included in any processes related to conflict transformation ensuring broad inclusion across the range (not privileging any one perspective)</li> <li>6. Participatory process</li> <li>7. Inclusiveness of actors, issues and perceptions</li> <li>8. Impartiality in relation to actors and issues</li> <li>9. Transparency</li> <li>10. Respect for people's ownership of the conflict and their suffering</li> <li>11. Accountability for one's own actions</li> </ol>
3.3	Are you aware of conflict sensitive initiatives in peacebuilding and development field in your area/Timor-Leste?	<ol style="list-style-type: none"> <li>1. Yes (If Yes, please give examples)</li> <li>2. No (Go to Q 3.5)</li> </ol> <p>Examples:</p>
3.4	What conflict sensitive approach (es) have you employed in your activities over the last 12 months?	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> </ol>
<b>4.0 Organizational Capacity</b>		
4.1	Do you have a practice of preparing annual work plans?	<ol style="list-style-type: none"> <li>3. Yes</li> <li>4. No</li> </ol>
4.2	Do you always develop Monitoring and Evaluation (M&E) Plans for your projects?	<ol style="list-style-type: none"> <li>9. Yes</li> <li>10. No</li> </ol>

4.3	Do you have formally approved organizational FINANCIAL guidelines and policies?	1. Yes 2. No						
4.4	Do you have formally approved organizational HR guidelines and policies?	1. Yes 2. No						
4.5	Do you have formally approved organizational ADMINISTRATIVE guidelines and policies?	1. Yes 2. No						
4.7	In the past 12 months, have you produced and/or broadcast any media related programs, including Public Service Outreach Announcements (POSAs) that promote cooperation and harmony in the society? (By yourself or in partnership with Others)	6. Yes 7. No						
4.8	If yes, Please describe types and number of programs.	<table border="0" style="width: 100%;"> <tr> <td style="width: 50%; text-align: center;">Program Types</td> <td style="width: 50%; text-align: center;">No</td> </tr> <tr> <td style="text-align: center;">1.</td> <td></td> </tr> <tr> <td style="text-align: center;">2.</td> <td></td> </tr> </table>	Program Types	No	1.		2.	
Program Types	No							
1.								
2.								
4.9	Is your organization a part of a network or alliance?	1. Yes 2. No (Go to Q 4.11)						
4.10	What type of network is it?	1. Network of Peacebuilding organizations 2. Network of Media organizations 3. Network of Youth organizations 4. Network of Women's organization 5. Network of Religious organizations 6. Network of Child rights organization 7. Network of NGOs 8. Other ( )						

4.11	Does your organization have a formal partnership agreement with any government agencies, donors, INGOs, NGOs or Private Sector companies?	<ol style="list-style-type: none"> <li>1. Yes</li> <li>2. No (Go to Q 4.13)</li> </ol>
4.12	If Yes, what are those agencies or organizations (Multiple answers)	<ol style="list-style-type: none"> <li>1. Government Agencies/departments</li> <li>2. Local Government (elected bodies)</li> <li>3. INGOs</li> <li>4. Donors</li> <li>5. Local NGOs</li> <li>6. Media Organizations</li> <li>7. Private Sector Companies</li> </ol>
4.13	Do you believe that development projects in TL should be sensitive towards the existing conflict in order for them to succeed and produce maximum possible results?	<ol style="list-style-type: none"> <li>1. Very Important;</li> <li>2. Important;</li> <li>3. Reasonably Important;</li> <li>4. Not so important;</li> <li>5. Not important at all</li> </ol>
4.14	Do you believe that you have the skills to communicate and deal with government officials?	<ol style="list-style-type: none"> <li>1. Yes, full range of skills;</li> <li>2. Yes, on the whole;</li> <li>3. Somewhat;</li> <li>4. Not really</li> <li>5. Not at all</li> </ol>
4.15	Do you have any suggestions for SFCG to build the capacity of Non-State Actors (NSAs) in peacebuilding and governance?	

Thank you so much for your time and cooperation!



Search for  
Common  
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## Youth Engagement to Promote Stability-Timor-Leste



**USAID**  
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### *SFCG - Youth Leadership Participant Selection Methodology*

#### *Project Background:*

**Youth Engagement to Promote Stability** that will continue and expand USG assistance to implement conflict mitigation and peacebuilding activities targeting at-risk and disaffected youth in all 13 districts in Timor Leste

**The goal of the program is to transform the way in which youth engage with government and community leaders to promote peace and reconciliation and prevent election-related violence.**

Overall, it seeks to bridge the gap between Timorese youth and social and political structures at the local and national level and contribute to conflict prevention through the innovative use of media. The **three-year** project includes a combination of civic education, engagement, and media activities at a cost of **\$1,500,000 USD**.

The project will build on the YR4PB project and seek to achieve the following objectives:

- Foster responsible participation of youth in Timor-Leste's elections and post-elections processes.
- Connect youth with political decision makers at a national level to explore and articulate salient issues and drivers of youth-related conflict and how to engage youth to address them.
- Provide at-risk and disaffected youth nationwide with reliable information and specific skills to proactively address and respond to conflict related issues.

SFCG will carry out the following core **activities**:

- 8) Youth Mapping
- 9) District-level Civic Leadership Trainings
- 10) National-level and District-level Youth Forums/Dialogues
- 11) Youth Radio Magazines
- 12) Youth Radio Drama Series
- 13) Youth Radio Talk Shows
- 14) Grassroots Youth Outreach and Mobilization for peacebuilding

The project is expected to **result** in the following:

- (h) Improved engagement and dialogue between Timorese youth, local government and community leaders to explore issues related to youth, conflict, peacebuilding and reconciliation.
- (i) Improved understanding of youth-focused peacebuilding and conflict issues by government and community leaders.
- (j) Improved youth, media, and peacebuilding sector coordination between stakeholders active in youth engagement activities.
- (k) Equip youth in all 13 of Timor-Leste's districts with an improved understanding of conflict related issues and specific skills to enable proactive ways of conflict prevention, mediation and resolution.
- (l) Improved capacity of Timorese media institutions, particularly community radio stations, to produce and broadcast conflict sensitive programming.
- (m) Improved civic understanding among Timorese youth as well as socialization with their roles and responsibilities as rights holders and equal participants in a democratic system.
- (n) Equip youth with an improved understanding of elections related conflict and specific skills for preventing and managing election related violence/conflict.

***Youth Selection Methodology and Principles of Selection:*** The youth who will take part in the civic education and leadership training as well as media programming activities will be identified by a “*youth identification process*” particularly focusing on identifying youth groups and leaders to participate in the programming and activities outlined above. Through formal and informal discussion groups with youth, local authorities, traditional and spiritual leaders, civil society groups, and stakeholders to youth, SFCG and its local partners will gain an informed understanding of the youth targeted in the action and how they are organized. While the goal of the exercise will be to identify youth beneficiaries in the 13 districts, the process will also serve to inform program staff on the major issues they face, how they see themselves and the role they play and wish to play in their communities. The engagement will use a participatory process and the reports and information collected through this process will also serve to contribute to modifications of the training curricula and other programmatic tools.

The process of youth identification will enable us to identify key young people who have the most influence over their peers and, thus, their generation, focusing particularly on female and male youth between the ages of 15 and 29. The youth identified will come from a range of groups and organizations, including formal and informal youth-led associations. This will ensure that this initiative is bringing young people together from across dividing lines and creating new and strengthened relationships at every level. The youth identification process should also take into consideration the following factors:

***Contextually Grounded Process:*** While it is necessary to put in place selection criteria based on the project outputs as well as best practices in youth selection, it is also important that the criteria used for the selection of youth participants in the various activities is based on a ‘contextually grounded basis.’

The methodology used should be, in part, based on the discussions with different community level actors including government, civil society, traditional and religious leaders, youth leadership structures, and youth within formal and informal structures. Some of the principles guiding the selection criteria include:

- Active and Dynamic Youth: While the selection criteria in place might lead to certain youth participants being selected because of their previous participation in related initiatives, it is important that we select 'active and dynamic' youth. Selected youth should show enthusiasm in community level participation and have been active in either informal or formal youth associations
- Displaying a positive Influence: Participants should be those who have shown that they have been successful in engaging their peers, and launching pertinent initiatives (regardless of the scale). Additionally, youth participants should show that they demonstrate the potential to mobilize their peers in community based activities as well as to engage other community level actors;
- Diversity: The youth mapping team should ensure that youth participants are representative of the diverse makeup of the community in each district. An especially important factor is the inclusion of women in this process, and in the participation of the civic leadership training;

***Timor Leste Youth Civic Leadership Objective Based Selection:*** The methodology to be used should align with the goals and objectives set forth under the project objectives and indicators. Along these lines, they should align with the activities programmed in order to achieve these objectives. Specifically, the methodology should be designed within the framework of SFCG previous program indicators as well as the relevant Management Indicators that have been established. While these indicators will not directly inform the youth participant selection process in terms of informing criteria, they should serve as a reminder to the staff and partners conducting the youth mapping that final participants will be implicated in the progress or lack of progress towards these indicators.

***Indicators:***

***Objective 1: Foster responsible participation in Timor-Leste's election and post elections processes***

*# of people who have completed USG assisted civic leadership trainings*

*# youth actively participating in CSOs/CVOs*

***Objective 2: Connect youth with political decision makers at national level to explore and articulate salient issues and drivers of youth-related conflict***

*# of youth and political decision-makers attending various for a*

*# and type of issues explored and recommendations made by youth and political decision makers during the for a*

*# of USG-assisted facilitated events geared toward strengthening and mitigating conflict between groups*

Average % change of knowledge on key issues relevant to conflict-affected groups

# youth-led community events

### **Management Indicators**

# youth attending leadership training

Estimated # people attending youth-led events

### **Selection Criteria:**

Taking into consideration the above objectives and indicators the youth identified for the training should include:

**Age:** In order to meet the Timor-Leste National Youth Policy's age qualifications for the definition of 'youth,' participants in the Youth Leadership activities may be between the age of 16 and 30 years old. We hope to engage youth to benefit from the training provided and to then actively share and utilize their new skills with other youth. Thus, participants up to 29 years old will have at least 1 year of active participation following a training.

Indicator: age of participant

Measurement: proof of age demonstrated by official identification card (Only if this is possible)

**Level of Engagement:** Youth participating in the civic engagement and leadership trainings should be actively engaged in a formal or informal youth structure. Youth participants do not need to be involved in a registered NGO, association, or youth group. While targeted youth might be part of a formal structure, they could be part of a club, an informal neighborhood youth group or any other formal or informal structure. However, the youth participants should display that they are actively engaged with their peers in an organized group setting.

Indicator: member of a formal or informal youth structure<sup>1</sup> for over 6 months and attends meetings (minimum of 6 meetings in the last 6 months). Membership or participants in the group could be a minimum of 3-5 members.

Measurement: participant list/Attendance list, and confirmation from peers

**Past Performance:** The best indicator of future performances is past performance. Youth participants should have demonstrated previous engagement in their community or in their own youth structure are in all likelihood capable of doing it again. This could include youth took a leading role in organizing or facilitating a group activity.

Indicator: participant has assisted or led a group activity from start to finish within the framework of their youth group. Indicators can include; # of activities directly managed by the individual; # of people s/he supervised for this activity; # of people who verify the individual was the leader, etc.

Measurement: Through key stakeholder consultation and short questionnaire of peers in youth group;

**Exerts Leadership Traits:** By targeting individuals who demonstrate leadership<sup>2</sup> 'traits,' allows for a more nuanced understanding of why the individual might benefit from the youth training. These can be identified through specific questions.

Some of the traits include;

- Ability to mobilize other youth to carry out an activity;
- Demonstrates enthusiasm and motivates peers;
- Strong Communication skills;
- and well organized;

Indicator: Specifically this will include existing traits that our training could build from with the goal of strengthening participant's ability to engage other youth in local development and community based actions;

Measurement : consultation with key stakeholders

**Selection Process:**

### **STEP 1**

---

<sup>1</sup> defined as a group of youth with a common goal or purpose who meet to meet on semi-regular basis;

<sup>2</sup>Leadership is a process whereby an individual influences a group of individuals to achieve a common goal. Northouse, G. (2007). [Leadership theory and practice](#). (3rd ed.) Thousand Oak, London, New Delhe, Sage Publications, Inc.

**Community Consultations:** The process of identifying potential youth participants should start with community level consultations. While the consultations should focus on the selected target districts, they should engage a wide range of stakeholders beyond the traditional areas, targeting appropriate persons at the regional level and national level. The consultation process will allow for an understanding of existing formal and informal youth structures in targeted areas, civil society and government initiatives relevant to youth, as well as an opportunity for stakeholders to gain information about the project and the youth training program in general. Finally, this consultation will serve as an opportunity for stakeholders to make recommendations for youth groups to engage, as well as youth participants for training, based on the criteria already established.

Participants in this phase of consultations should include ministerial representatives, local level government, civil society representatives, religious leaders and other representatives active in civil society. This list should serve as both a reference point for information on the youth structures, but also on specific individuals as well. Some of the stakeholders for this consultation will include the following;



**\*\* Please see Annex 1 for a question and consultation question guide for this step**

**Requirements:** Beyond engaging the most appropriate and informative stakeholders at this phase, there is also a risk mitigation factor involved with ensuring that we engage the appropriate persons, and more specifically do not leave out important sectors of civil society and local government. Following extensive discussions with Ministry of Youth personnel and Youth Leadership Structures the following three categories of youth will be a priority, as it also relates to the National Youth Policy.

- The first group includes young people who have benefited from access to education and health services, but have difficulties in the practical implementation of their learning in the labour market.
- The Second group includes young people who have difficulties in accessing essential services such as education and health. This group, such as illiterate young people, is more at risk of poverty than the first one.
- The Third group refers to young people who have experienced or are experiencing serious disadvantages –young people with disabilities are a prime example. This group is more prone to the risk of poverty or conflict during their lives and other groups and they face serious problems of survival.

## STEP 2

**Focused Youth Consultations:** The Community Consultations will lead to a more grounded and informed understanding of key youth structures, how they (organizations and individuals) are organized and in each of the 13 Districts. Having developed a list of formal and informal youth structures, we can now begin to engage these structures. This process will allow for direct engagement with youth within the structures in order for individuals to make recommendations about their peers, and who they perceive to have leadership potential based on the guiding criteria already established.

***\*\* Please see Annex 2 for a question and consultation question guide for this step***

While the main expected output of these consultations will be to inform the participant selection process, the focused youth consultations will also provide the staff members with information on the different structures, their membership profiles, how they interact with the community, contextual information about the role of youth in targeted communes, as well as other anecdotal information that could be useful to informing our youth interventions.

***\*\* It is important that the staff completing this exercise takes detailed minutes or notes on any informal discussions, specifically noting any youth observations that could be relevant to the project.***

## STEP 3

**Data Review and Analysis:** Following the community consultations and the focused youth consultations, project staff should have an informed idea of youth structures in targeted commune, as well as a list of recommended youth who were identified as ‘youth leaders’ or ‘potential youth leaders’ by key stakeholders and by their peers. As this list could be exhaustive, it is important to treat this data in an organized way:

○ **Triangulation:**

- The first sub step should be to examine the names provided through community level consultations and search for those who come about more than one time. It should be noted that this double occurrence could come about because these individuals have participated in lots of different trainings and are just more widely known. However, if the staff member carrying out the community consultations framed the discussions and questions with precision, the likelihood of the names of individuals' occurring twice because they demonstrate desired qualities, will be higher. None the less, this should not be a sole method of identifying youth participants for the youth leadership program. However, these youth should be put onto a separate list for review.
- The second sub step should be to examine the names provided by youth themselves during the short questionnaires during the consultations with the targeted formal and informal youth groups.
  - Within respondents own youth structure: Those names listed more than once should be put into a separate table or list in order of occurrence.
  - Within respondents commune or community: When asked about 'youth with leadership traits outside of their structure,' those names that occur more than once should be placed into a separate table or list in order of occurrence.
  - Cross check youth lists: Finally, a third list should be made that comprises of any individuals that were named both *within* their youth structure and *outside* their youth structure
- The third sub step should be to look for names that:
  - Occur in both categories noted above in step 2 and
  - Those that occur in all three lists; (community consultations, youth recommended by peers within their structure, and youth by peers outside their structure);

○ **Selection and Placement Criteria:**

- Once the results of the consultations has been treated and sorted, we will have a list of youth who are perceived to possess leadership traits within youth structures by key stakeholders and by their peers. This list should provide a generally useful insight into which youth within the formal and informal youth structures would have desirable traits for youth leadership trainings. However, for the purposes of our target beneficiaries, and project goals, it is important that we include a diverse group of participants for our trainings. Thus, the following "list of sub criteria" should guide the development of the "short list":
- A. Placement on Triangulation Chart: Those names that are listed the most in all levels of consultations (key stakeholder, and youth groups) should be ranked in the following order:
1. Names on all **three** lists (key stakeholder, within my youth group, outside of my youth group)
  2. Names on any **two** lists (key stakeholder, within my youth group, outside of my youth group)
  3. Names occurring more than once on "**outside of my youth group**" list;
  4. Names occurring more than once on "**within my youth group**" list; and

5. Names occurring more than once on “**Community consultation recommendation**” list
- B. Formal and Informal: At least 25% of participants should come from informal youth structures in the targeted commune. The priority should be given to those informal youth in order of their placement on the Triangulation chart. However, reaching 25% informal youth should trump placement on the triangulation chart.
  - C. Diversity and Gender Lens: At least 35% (this is somewhat arbitrary and the NYP states gender balance so I will leave this for further discussion) of participants should be women. This requirement is integrated at the consultation and youth questionnaire level of the identification process. However, it should also be included in terms of weighing candidates on the final list. Other forms of diversity can include ethnicity, language and religion and these markers will also be taken into consideration in the selection process.

#### STEP 4

**Verification and Screening:** Once the final list is created following the criteria and methodology above, brief personal interviews should be arranged in order to verify basic information and informally assess the criteria for selection. The priority should be in terms of age (by showing a valid ID), their motivation or availability to participate.

#### ***ANNEX 1. - Informal Question Guide for Local Leaders/ Civil Society Leaders/ Religious Leaders***

1. **Introductions to SFCG and Youth Engagement to Promote Stability Project:**
  - a. Allow Introduction of leader you are meeting with;
  - b. Introduce SFCG Goals and Objectives;
  - c. Introduce Youth Program- Emphasis on Youth Leadership Program;
  - d. Introduce Youth Identification Process;
2. **Presentation of Criteria:** This is a brief presentation of the criteria. **\*\* Place a copy of the criteria in front of the person as a reference if culturally appropriate\*\***

**Age:** This person must be between the ages of 16 and 29

**Engaged:** This person has been a member of a **formal** or **informal** youth structure for over 6 months and attends meetings on a consistent basis.

**Past Performance:** This person has assisted or led a group activity from start to finish within the framework of their youth group

**Exerts Leadership Traits:** This person exerts Leadership Traits as described below:

- Ability to mobilize other youth to carry out an activity;
- Demonstrates enthusiasm and motivates peers;

- Strong Communication skills;
- and well organized;
- Is sensitive to differences and respects differences????? Something about gender can go here also?  
Ability to work well with young men and women???

**Request for Recommendation:** Taking into consideration the criteria mentioned above, can you provide around 5 names of active youth who you consider to be dynamic leaders and/ or exhibit the following traits? Please name at least 2 females.

- Ability to mobilize other youth:**
- Demonstrates enthusiasm and motivates peers;**
- Strong Communication skills;**
- Well organized;**

### Annex 2. Questions for Youth Structures

1. Please name 3 young people ***inside your youthgroup*** (besides yourself) who are really active in the youth group in trying to organize activities or events:

**Person 1:**

**Person 2:**

**Person 3:**

2. Please name 3 young people ***outside your youthgroup*** (not yourself) who are really active in your community:

**Person 1:**

**Person 2:**

**Person 3:**

### Annex 3. Initial Contacts for Community Consultations

NAME	AGE	DISTRICT/TOWN	GENDER	PHONE	ADDRESS	EMAIL/OTHER
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## Appendix C : Media Training Participant List

No	Name	Position	Radio Station	District
1	MateusAgostinhoFreitas	Presenter	Radio loricolian	Dili
2	Oscar Araujo	Presenter	RK.1912 Same	Same
3	MartinhoSoares Pereira	Reporter	Radio Lian Dame	Dili
4	Nau de Oliveira	Reporter	Radio RaiHusar	Aileu
5	Bonifacio da Silva Matos	Reporter	RPCB	Baucau
6	Flavia de A.F.Rodrigues	Reporter	RK. Maubese	Ainaro
7	Teodosia dos reisXimenes	Reporter	Radio Liberdade	Dili
8	Natalino dos Santos	Presenter	Radio TokodedeLiquisa	Liquisa
9	Ronny F da Silva	Presenter	Radio JOJO	Dili
10	Angelina Alves	Presenter+Reporter	RPV	Viqueque
11	LourncaSoares	Reporter	RPV	Viqueque
12	Delfina da Costa Pereira	Presenter	Radio Liberdade	Dili
13	Ines Do Camo	Reporter	RK. Maun-Fahe(Same)	Same
14	Mario da Costa	Reporter	Radio Lian Dame	Dili
15	Alexandre da Costa	Presenter	JOJO FM.	Dili
16	Laurindo M. Martins Xavier	Presenter	RK. Maubese	Ainaro
17	Agostinha da Costa Ximenes	Reporter	JOJO FM	Dili
18	Memia da Costa Fernandes	Reporter	JOJO FM	Dili
19	Domingos Jose da Costa	Presenter	Radio Loricolian	Dili
20	Clara S. Freitas	Presenter	RK. Ili-Wai	Manatuto
21	Natalino Alberto	Presenter	RK Suai	Suai
22	Adelina M. Freitas	Reporter	Radio Akademika UNTL	Dili
23	Alexsandrina de Sa	Presenter	Radio Bucoli.	Baucau
24	Efren Duarte Guterres	Editor	Radio Akademika UNTL	Dili
25	Anito da Cruz	Manager	RK Suai	Suai
26	Justina Costa Dos Santos	Presenter	RK. RaiHusar	Aileu
27	Felipe Freitas	Reporter	Radio Ili-Wai	Manatuto
28	EuzeniaSosetai	Reporter	Radio Maliana	Maliana
29	Eduardo Sposto	Manager	Radio TokodedeLiquisa	Liquisa
30	Ezelus S.	Reporter	Radio Matebian	Baucau
31	Juaquinaxeisas	Presenter	Radio Maliana	Maliana
32	DulceSantina Belo	Presenter	Jojo FM	Dili