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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 third 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 the nation-wide Youth Leadership Mapping, following the implementation of the third annual National Youth Forum held in Dili on November 9<sup>th</sup> to 12 2012, and the preparation of the SFCG-TL's civic education and leadership training programs which to begin in February 2013.

On November 9-12th, SFCG-TL in partnership with CNJTL hosted the National Youth Forum in Dili. The Forum brought together 93 youth (between the ages of 17-29) from all 13 districts and from a diverse array of backgrounds and communities to discuss issues relevant to them in the aftermath of the parliamentary elections and the lead up to the withdrawal of the UN mission. The participants, including representatives from political parties, martial arts groups, youth organizations and religious groups were asked to reflect on the struggle of young people in Timor-Leste, as well as engage in open dialogue with politicians and leaders of the Timor-Leste V Constitutional Government about the success and challenges currently facing the country. They were also be encouraged to develop strong networks as a means to coordinate around issues affecting youth and identify constructive solutions to shared challenges. The issues raised and feedback from the forum have provided SFCG and its media partners with valuable material for creative production of the second series of its popular peace building radio programs: the youth radio magazine *Babadok Rebenta!* and the drama series *Karau Dikur ba Dame*, as well as inform key stakeholders in government and civil society about youth aspirations and challenges.

In order to identify the youth who will take part in the civic education and leadership training and media programming activities, the SFCG-TL team in partnership with CNJTL, carried out youth leadership mapping in all 13 districts in November and December. 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 gained an informed understanding of the youth targeted in the action and how they are organized. While the goal of the exercise was to identify youth beneficiaries in the 13 districts, the process also served to inform program staff on the major issues the youth face, how they see themselves and the role they play and wish to play in their communities. The engagement used a participatory process and the reports and information collected through this process also serve to contribute to modifications of the training curricula and other programmatic tools.

In December, SFCG-TL commenced preparation for its civic education and leadership Training of Trainers and Pilot Test in Liquica that will take place from February 1-6 and February 7-11 respectively. The primary purpose of the training is to involve the youth identified from the mapping exercise to increase youth leadership skills and build their skills to become key trainers and main focal points for coordination when the civic education and leadership training will be conducted in their own districts.

In addition to the aforementioned activities, young media professional from all over Timor-Leste came together in Dili for the SFCG-TL *Rumors Management Training* from October 29-31. Lively sessions were delivered to help burgeoning journalists deepen their understanding of ways to handle the spread of harmful rumors that can lead to conflict, encouraging them to play an active role in strengthening democracy in Timor-Leste. The training was co-facilitated by Agus Nahrowi, SFCG Program Manager from Indonesia, and Yubakar Rajkarnika, SFCG Media Manager from Nepal.

Additions to the SFCG-TL staff this quarter include Ana Sequeira, Media Manager, and Westri Stalder, a short-term DM&E Consultant.

## II. Country Context



On December 31st 2012, the UN completed its withdrawal of the UN Mission in Timor-Leste (UNMIT) that has spent the past six years restoring peace and stability to the country after the crisis of 2006. In coordination with the UN, the Australian-led International Stabilization Force and the Portuguese Republican National Guard (GNR) began withdrawing soldiers beginning in October 2012. Most have now left Timor, with only a small contingent of the GNR and UN officials remaining.

The withdrawal of UNMIT marks the first time since 2005 that the UN has concluded that Timor-Leste's security forces are now capable of maintaining peace and stability within the context of a multiparty democracy without international security support. Control has since been transitioned to the PNTL and F-FDTL. Over 1,400 UN Police have withdrawn and a large number of local and international UN staff contracts have ended.

This period of transition to Timorese control will pose a major test to the government's capacity and stability. There is anxiety in the community that this may affect the security landscape, and initial data from Belun's conflict monitoring program has shown an increase in violent incidents. However, it is not yet known whether this increase is associated with the conclusion of UNMIT, some other factor, or if it is an anomaly. The conclusion of UNMIT places increasing importance on the ability of communities to prevent and resolve community level conflict, reinforcing the need for SFCG's current work.

Specifically, the political dissident group, CPD-RDT, has recently been in violation of Timorese law by illegally using land to create cultivation communes and hunting the people's livestock in Manufahi, as well as wearing military uniforms. Statements by Prime Minister Gusmao on resettling them back to their hometowns across the country have been met with disagreement by the group. This dispute will test the government's capacity to maintain peace without the presence of the UN.

On December 4<sup>th</sup>, the Secretary-General of ASEAN, HE Dr. Surin Pitsuwan, visited Timor-Leste, meeting with senior government officials to discuss the possibility of Timor-Leste's integration into ASEAN. Timor-Leste submitted its formal application for ASEAN accession in February 2011, and has been gradually gaining support among member States for full membership. Most recently, the Australian Minister of Foreign Affairs, Bob Carr met with President Taur Matan Ruak in Dili to endorse the country's ASEAN aspirations. There was also discussion about the possibility of Timor-Leste joining the Commonwealth; it being cited as cheaper and more effective. However, Timor-Leste must develop its economy and human resources further before becoming a member of either community.

## III. Project Goals and Objectives

The goal of the YEPS project 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 will build on the previous Youth Radio for Peace Building (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.

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. 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 completed the Youth Mapping Exercise in all 13 districts on December 6-19 2012. The youth mapping team composed by SFCG and CNJTL staff was able to interview 155 males and 67 females between the ages of 15 and 29 from different background of youth groups through formal and informal discussion targeting youth (group and individual), local authorities, traditional and spiritual leaders, civil society groups, and stakeholders to youth. The process of youth identification enabled the team to identify key young people who have the most influence over their peers and who come from a range of groups and organizations, including formal and informal youth-led associations such sport clubs, churches, martial groups, music clubs, and art clubs, the team was able to reached "trouble makers"- of the martial art members to have a honest and deeps discussion among various issues.



Youth Mapping in Oecusse, meet the youth leader in every corner



**Savio Bruno; Cultural Art Group Tres Familia – Baucau**

Many people seen youth as a trouble makers, which is not all true! Youth have many creativity or talent but there is no space providing in order for them to explore them self and build on what they already have, You will see around the street how the youngster gathering playing a music, dance and sing loudly sometimes until midnight; this is only space/place where they can express them self. Do not blame them, make something to changes it, give them support and provide them an opportunity to express themself as best as they can.

Through this mapping exercise 13 youth from the 13 districts were identified to participate in the ToT Civic Leadership Training that will be held on February 1<sup>st</sup> to 6<sup>th</sup> in Dare. The purpose of involving them is to increase youth leadership skills and to build their skills to become key trainers and main focal points to roll out CLTs in their respective districts. While it is also a process of building networks among youth in Timor-Leste to learn from each other, their participation will also give insight to SFCG in developing the CLT curriculum based on their perspectives and the context of youth in Timor-Leste.

Youth were very welcoming and open minded in talking to the mapper team. They stated that it is rare for other people from any government institutions or NGOs to come to the ground to talk with them about what they are doing and to get their own opinion on youth issues. In the conversations, the team also noted voices from youth that training facilitations and financial support to youth groups on the ground are very important in helping them to play their roles and participate more in community development.

*The training of the new team members:* Before conducting the mapping exercise, in October 9<sup>th</sup> to 11<sup>th</sup> 2012, SFCG and its partner CNJTL provided training to youth volunteers; 5 from Peace Center who were involved also in the SFCG’s baseline survey, 3 from CNJTL district based and 1 from Youth Parliament to help carried out the actual mapping exercise. After completing the training, the Mapper Team was divided into 4 different regions to carry out the mapping in all 13 districts.

**Youth Mapping Schedule and Teams**

Regions	Dates	Team Members	Team Leader
<b>Field Test:</b> Baucau, Bobonaro	Sept 27-Oct 3	Dario, Julio, Egas, Nelia, Gaspar	<b>Gaspar</b>
<b>Region 1:</b> Bobonaro, Ermera, Liquica, Dili	Nov 22 – Dec 1	Nelia, Dario, Fernando, Regina, Junior, Isabel	<b>Nelia</b>
<b>Region 2:</b> Manatuto, Baucau, Viqueque, Lautem,	Nov 22 – Dec 1	Egas, Julio, Manecas, Sandra	<b>Egas</b>
<b>Region 3:</b> Aileu, Ainaro, Manufahi, Covalima	Dec 6-15	Egas, Fernando, Manecas, Sandra	<b>Fernando</b>
<b>Region 4:</b> Oecusse	Dec 10-19	Dario, Nelia, Agustinho	<b>Dario</b>



The Youth team is now in the last phase of the mapping process, which consists of data analysis and the creation of a database. The result of the mapping will be shared with youth groups, government, stakeholders and civil society organizations in Timor-Leste.

Lessons Learned and Challenges:

- Carrying out the mapping exercise during the rainy season for two weeks was not an easy task and thus reaching many young people in remote and isolated areas was difficult.
- During the mapping exercise, many young people were already participating in the Interchange activity in District of Same. Thus, SFCG has learned that the mapping exercise should be considered as a continuation process during the life of the project because we are thinking of how SFCG-TL can utilize this tool to create something similar to the WHO IS WHO MAGAZINE idea in Timor-Leste. This is to celebrate positive contribution of young people in their community, and also to create a NETWORK for youth groups in the country to share and learn from each other’s experiences.
- Discussion with TL newspaper or Timor Leste “Lian foin Sae” weekly magazine produce by secretary of state youth and sport to profiling youth who identified in the youth mapping in their magazine/news.

Next Steps:

- The DM&E team will complete the mapping data analysis and create the database
- SFCG will share the results of the mapping with youth groups, government, stakeholders and civil society organization in Timor-Leste
- The database will be updated through the continuing process of mapping exercise

- Developing profile of the identify young people

**B. National Youth Forum**

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



Former President of RDTL - Ramos Horta at the youth March on 12 of November 2012

On November 9-12<sup>th</sup>, the SFCG Timor-Leste in partnership with Timor Leste National Youth

Council, hosted the National Youth Forum in Dili as part of the Youth Engagement to Promote Stability project. The Forum brought together 92 youth (between the ages of 17-29) from all 13 districts and from a diverse array of backgrounds and communities to discuss issues relevant to them in the aftermath of the elections and the lead up to the withdrawal of the UN mission. The participants, including representatives from political parties, martial arts groups, youth organizations and religious groups were asked to reflect on the struggles of young people in Timor-Leste, as well as engage in open dialogue with politicians and leaders of the Timor-Leste V Constitutional Government about the

successes and challenges of the recent elections. The issues raised and feedback from the forum will provide SFCG and its media partners with valuable material for creative production of the second series of its popular peace building radio programs: the youth radio magazine *Babadok Rebenta!* and the drama series *Karau Dikur ba Dame*, as well as inform key stakeholders in government and civil society about youth aspirations and challenges.

Representatives from the United Mission in Timor-Leste, National Police of Timor-Leste the Secretary of Youth and Sport, USAID and various NGOs were present and gave remarks on the current and future roles of youth in security. The structure of the Forum revolved around two panel discussions and two Open Space Forum sessions. The theme for these sessions was: ***What are challenges that need to be overcome for a better future of Timor-Leste?*** Participants were active and energetic in raising issues. In the first day, participants discussed human resources, creating job opportunities for youth,



*Participants at the National Youth Forum*

the promotion of women leadership, security, education, the spirit of nationalism, justice, media for development, corruption, the involvement of the disabled in infrastructure, peace and unity, environment, and health. The second day covered infrastructure in rural areas, reconciliation, gender, tourism, sanitation, land dispute, the impact of Timor-Leste to join ASEAN, Election 2017, the challenges of UN Mission withdrawal, drug combats, border problems, community leader, domestic violence, culture, analphabetism, and the role and responsibility of civil society. The participants gave various recommendations, such as the socialization of women’s rights in rural areas, and the building of job training centers in sub-districts, which will be presented in a final report to the government. On 12<sup>th</sup> November, participants closed the National Forum by commemorating the massacre of Santa Cruz and joining the Dili procession to the Santa Cruz cemetery.

Through the “National Youth Forum”, SFCG was able to facilitate dialogues between the young people across the country with the government and other entities on the current situation while providing an opportunity for the young people to raise their views and voice their perspectives to the leader of the country in order to maintain peace and harmony.’ SFCG also facilitated the way people should engage, listen and respect one another for the common good and common solution.

<b>Issues Discussed by the Youth in the Open Space Forum</b>
<b>Saturday, 10<sup>th</sup> of November:</b>
<b>SESSION 1:</b> A) Human Resource, B) Job Opportunity for Youth, C) Promoting Women Leadership, D) Security, E) Education, F) Spirit of Nationalism, G) Justice, H) Media Development
<b>SESSION 2:</b> A) Corruption, B) The involvement of the Disabled in Infrastructure, C) Media, D) Peace and Unity, E) School Feeding Program F) Environment, G) Health



**Sunday, 11<sup>th</sup> of November:**

**SESSION 3:** A) Infrastructure in Rural Areas, B) Reconciliation, C) Gender, D) Tourism, E) Sanitation, F) Land Dispute, G) the Impact of Timor-Leste to Join ASEAN, H) Election 2017

**SESSION 4:** A) The Challenges of UN Mission Withdrawal, B) Drug Combats, C) Border Problems, D) Community Leader, E) Domestic Violence, F) Culture, G) Analphabetism H) The Role and Responsibility of Civil Society

Lessons Learned and Challenges:

- Participants recommended to hold the youth forums in all districts and to structure the forum agenda in a more dynamic and consultative way.
- Due to the forum's close proximity to the completion of the youth mapping, ToT training and Pilot Testing, the youth team found it challenging to organize such an event in such short time. The SFCG team has learned that preparation must start at least one month before to give more time to organizing the accommodation, identifying participants, lobby speakers, etc.
- Participant recommended allocating of more time during the panel discussion; at recent national youth forum a lot of questions were not able to address to the panelist.

Next Steps:

- The Youth team will compile the results of the forum into one report that covers both the regional and national forums
- The report and results will then be shared with the youth participants, as well as with the government, stakeholders and civil society organizations in Timor-Leste

**C. Media activities**

Project Objectives Pursued:

- 1) *To provide at-risk and disaffected youth nationwide with reliable information and specific skills to proactively address and respond to conflict related issues.*
- 2) *To strengthen the democratisation process in Timor-Leste and further stabilise the country by building NSA capacities and improving channels of communication between citizens and decision-makers.*

**a). Training on Common Ground Journalism-Rumour Management Training, in Nov 2012**

From October 29<sup>th</sup> to 31<sup>st</sup>, 24 young media professionals from all over Timor-Leste came together in Dili for the SFCG-TL *Rumors Management Training*. Here, lively sessions were delivered to help burgeoning journalists deepen their understanding of ways to handle the spread of harmful rumors, encouraging them to play active role in strengthening democracy in Timor-Leste.

With welcoming remarks from the SFCG-TL Country Director, Jose de Sousa and Timor Leste's Secretary of State for Social Communication, Nelio Isac Sarmento, participants were reminded of the importance of their work during this time of transition and how crucial it is for all media professionals to be acutely aware of the positive role they can play in conflict resolution.



*Rumors Management training participate by young journalist across country and Media persons from office the President*

The 3-day training was co-facilitated by Agus Nahrowi, SFCG Program Manager from Indonesia and Yubakar Rajkarnikar, SFCG Media Manager from Nepal who incorporated these key sentiments into interactive training sessions, exploring ways to prevent and avoid spread of rumors among the airwaves and in print. The young journalists explored ways they can become key players in mitigating adverse situations often created by injurious, inaccurate information

Trainers also took participants through exercises to help them better understand the nature of violence and conflict and their often-unpredictable course. They were asked to

question how conflicts become violent and, ultimately, how conflict ends. Key to training was learning to identify conditions that encourage the spread of rumors – while examining how, in special circumstances, they might even work on favor of society and journalists.

#### **b). Staff Capacity Building, in December 2012**

As preparation for continuing the radio magazine *Babadok Rebenta* program, the media team internally organized production training specifically on feature writing and production. Four media staff participated in this training conducted on December 5-7. The training brought all program staff and partners onto the same page of production. Two of the four staff already had strong skills in production, but the other two still needed intensive mentoring. The main objective was thus to prepare the media team to be a mentor for four community radios who were selected in the 2<sup>nd</sup> *Babadok Rebenta* to produce 30 minutes program independently. The program will cover 24 topics, with TLMDC producing 12 topics and four community radios producing 12 topics as part of the capacity building of community radios. The media team will support and mentor the community radios once they start production.

#### **c). Media Assessment, December 2012 to Community Radios**

The media team has visited five community radio stations in districts; Maliana, Liquica, Gleno-Ermera, Baucao and Lospalos-Lautem. The team met directly with the media manager and discussed the next media productions such as the radio magazine series *Babadok Rebenta* and radio drama series *Karau Dikur ba Dame*; as well as what are the capacity and the commitment of the community Radio to be directly involve in the production of upcoming media programming mentioned above; as a result two community Radios; Lospalos and Maliana agreed to join the production of 12 episodes of *Babadok Rebenta* , the two community Radios have requested SFCG media Team to mentors them during the process of production including to assist them to conducted series of talk shows. On the other hand most of the community radios that SFCG met agreed to broadcast the programs and contribute by sending SFCG small parts of production such as interviews, voxpops or feature stories. According to them, the main challenge is the delivery of audio material to and from Dili by bus given the potential for delays or getting lost. The media team is currently looking into a solution for this problem.

TLMDC, TLMDC agreed to be involved in the 2<sup>nd</sup> production of *Babadok Rebenta* as it will produce 12 episodes. SFCG will support TLMDC with gathering the raw material and assisting them to finalize it. They will monitor by using a 'task order' form to make sure the task is done well and on time. TLMDC will support the university debates and deal with RTTL for an on-air slot for SFCG's programs.

Conclusion: Community radios are ready to be involved in the next production once the MoU is complete; they will need intensive mentoring during the production process. This mentoring will be conducted to make sure that the quality and content are both good.

#### **d). Karau Dikur ba Dame**

Since the radio drama series is dedicated to youth, the media team has developed an idea to involve youth in the process. The media team plans to involve youth in the script writing as well as in the acting for the series. The main reason behind this initiative is to give space to youth to explore their own talent in writing and to tell their own success stories through radio drama. The idea will be implemented by collecting the information through youth centres and the youth itself. SFCG will provide radio drama writing trainings to youth who are selected before they start the process.

#### Lessons Learned and Challenges:

- The community radios expect to have mentoring from SFCG when they start producing the 30 minutes program of *Babadok Rebenta*.
- There is concern from the community radios over the transportation of audio of interviews, voxpops or feature stories from districts. They raised the potential problems with sending the audio material to and from Dili by bus, because it could be delayed or lost.

#### Next Steps:

- The media team will prepare the task order format for TLMDC and community radios
- The MoU for community radios will be finalized and will be signed by the community radio managers
- Production with TLMDC and community radios will begin in the next few months

#### **D. DME Monitoring Activities**

During the last quarter, the DM&E team focused on developing and utilizing pre and post-tests for the *Rumor Management* training to media professionals as a tool for conducting monitoring and follow-up with community radios, youth groups, community leaders and other stakeholders.

The DM&E team also worked closely with the YEPS team to develop an ongoing database of the Youth Mapping exercise as well as to create the documentation for the National Youth Forum. The database of the youth mapping will include the number of key informants who were directly interviewed, number of participants in the conversation, the type of organization along with disaggregated information by district and gender. In compiling the National Youth Forum documentation, the M&E team will focus on the process of National Youth Forum, the results of the panel discussions and open space discussions, as well as the key findings.



### Lessons Learned and Challenges:

- Regarding the rumor management training, a 15% or greater improvement in respondents providing correct answers was seen from the post-test. In response to the open question about rumors, participants generally had more favorable attitudes towards rumors pre-test, often commenting on the value of rumor as a source of information. In the post-test, many of these respondents provided negative assessments of rumor, citing the harmful consequences that rumors can have on communities.
- By developing the training pre-post-test with open-ended questions, the DM&E team noted that it was very difficult to analyze because the number of participants in the trainings was so small that they came up with their own answer so the responses could not be effectively clustered in the analysis. For simpler analysis, SFCG will develop the future training pre post-tests with only close-ended questions.

### Next Steps:

SFCG DM&E team will continue to work on

1. Finalizing National youth forum documentation and youth mapping data entry and analysis
2. The preparation of the pre-post test for the Civic Leadership Training
3. The dissemination of the baseline results on key findings and recommendations

### **E. Capacity Building and Training**

*DM&E Network workshop:* From December 3-7, Delfina de Jesus, SFCG-TL's DM&E Coordinator, attended the SFCG DM&E Network Training Workshop at SFCG Nepal's office in Kathmandu, Nepal. In this 5-day workshop, participants learned about the importance of DM&E in peacebuilding, how to design and use monitoring tools, and strategic decision-making in DM&E systems.

*Visit of Agus Nahrowi and Yubakar Rajkarnika:* Agus Nahrowi, SFCG Program Manager from Indonesia, and Yubakar Rajkarnika, SFCG Media Manager from Nepal both visited Timor-Leste from October 28-31. During their time in Dili, they facilitated the 3-day Rumor Management Training for young media journalists, and provided support to the media team.

*Consultancy of Westri Stalder:* A specific focus was placed on the capacity development of the DM&E staff. Westri Stalder, a short-term M&E consultant joined the SFCG-TL team from October to December, and worked closely with the DM&E team on data analysis and the development of M&E trackers. Greater awareness was placed on the importance of M&E activities across all project activities.

*Fellowship of Zevonia Vieira:* SFCG-TL Media Officer Zevonia Vieira won a fellowship to attend the two-week seminar entitled *Human Rights, Peace and Security*, led by *indevelop* and funded by Sida, from October 15<sup>th</sup> through November 2<sup>nd</sup> in Stockholm, Sweden. The training focused on human rights, dynamics of peace and conflict and how to affect lasting change. She will soon participate in a follow-up training in Cambodia from March 11<sup>th</sup> to the 22<sup>nd</sup>.

### Lessons Learned and Challenges:

- In terms of DM&E, there needs to be clearer roles and responsibilities between program staff

and the DM&E team, with all staff involved in the structure and system of DME.

- Capacity-strengthening still remains a top priority at SFCG-TL. Significant progress has been made 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. In the next coming months, Lena Slachmuis, SFCG Chief Programs Officer, and Shawn Dunning, Leadership and Training Director, will visit the SFCG-TL office to provide support to the YEPS project and continue to strengthen the capacity of all SFCG-TL staff.

## V. Conclusion: Findings, limitations and challenges

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

In the past quarter, the full Baseline Survey Report was completed. In finalizing the report, it was noted that the SFCG-TL office has depended too often on the SFCG Nepal office, as well as the Asia DM&E Manager, in analyzing the baseline data and compiling the documentation. It is essential that the TL staff, and specifically the DM&E team, develop the capacity and skills to be able to complete the analysis and reporting in a self-sufficient manner. As a result, particular emphasis was given on increasing the capacity of the DM&E team this quarter. The process of compiling the Baseline Report also highlighted limitations among the original research team. During the data entry and analysis, it became clear that many participants had responded to the questions with irrelevant answers. This was in part due to the research team's lack of understanding surrounding the questions and the specific information they were supposed to collect. It is crucial for the next baseline and data collecting activities, that all program staff are aware of the methodology behind them.

The SFCG-TL team continues to grow, and while this quarter saw fewer additions than last quarter, serious progress has been made on hiring a new Director of Programs who will oversee and manage the implementation of program activities, including the YEPS project. This initiative, as well as the recent addition of a new Media Manager, has been in response to the increasing logistical and organizational challenges the TL office is facing as it expands and as new project activities get underway.

## VI. Work Plan

1. **Civic Leadership Trainings:** Four regional, 5-day civic leadership trainings will be held in early February 2012; the first TOT to the selected participant will be carried out facilitated by SFCG Global Director, Leadership & Training; Shawn Dunning; the CLTs training will include both outdoor and indoor components that take individuals out of their comfort zone. The methodology will be around experiential learning that focuses on the participants having a practical experience and reflecting on that experience for learning. It includes real life simulation exercises and helps develop deep interpersonal connections/relationships that can be sustained over time.
- **National University Debates and Panel Discussions:** As a part of SFCG-TL's civic education program activities, National University Debates and Panel Discussions will be held on campuses in Dili, Ainaro, Baucau, Bobonaro and Oecussi, in partnership with Forum Tau Matan (FTM)
- **District Youth Forums:** 26 2-day District Youth Forums will be held across the country in the next several months, in partnership with CNJTL these forums were a direct request of the nearly 90 youth who participated in two consecutive National Youth Forums in 2010 and 2011. The

forums will provide youth the opportunity to develop strong networks as a means to coordinate around issues affecting youth.

- **Media Production of *Babadok Rebenta*:** The SFCG-TL media team will continue to produce and broadcast the *Babadok Rebenta* radio magazine in collaboration with TLMDC and community radio stations.

## VII. Appendices

### Appendix A: List of Participants National Youth Forum 2013

#	Name	Sex	Age	District	Organization Reps	Contact Information
1	Joana da Costa	F	21	Ermera	Estudante IOB	77869797
2	Joselita Alves	F	22	Ermera	Estudante ETICA / Regional Forum Candidate	77773355
3	Jeronimo Barreto Soares	M	23	Ermera	Estudante UNPAZ	7949484
4	Leopoldino Martins	M	27	Ermera	C.R. / / Regional Forum Candidate	77279534
5	Cristinha Soares	F	22	Ermera	C.R	77383743
6	Bartolomeu P	M	23	Ermera	C.R	77530627
7	Luciano Magalhaes	M	23	Ermera	Estudante ETICA	77119350
8	Feliciano Soares	M	26	Ermera	CJD / Regional Forum Candidate	77357865
9	Julio Filipe	M	22	Liquica	Korka ( <i>MAG</i> )	77772366
10	Anabela Sanches	F	20	Liquica	Estudante	77725347
11	Ana Goncalves	F	24	Liquica	Rep.Juventude	
12	Eduardo Tchea Exposto	M	28	Liquica	Radio Tokodede / Regional Forum Candidate	77294674

13	Alda Soares	F	18	Liquica	C.R	77723573
14	Romaldo da Costa	M	19	Liquica	PD / Regional Forum Candidate	77427897
15	Afonso dos Santos Fatima	M	28	Liquica	Conselho suco	77428451
16	Josefa do Santos Pereira	F	18	Liquica	CNRT / Regional Forum Candidate	777238117
17	Nelsia M.dos Santos	F	23	Liquica	FOSKA	77792259
18	Prisca de Jesus	F	24	Maliana	Estudante Secundaria	77939156
19	Germano Maya	M	28	Maliana	Juventude Centro	77101853
20	Tobias Moniz	M	26	Maliana	Conselho Suco	77555780
21	Saozinha de Jesus Maya	F	23	Maliana	Fini Creativo / Regional Forum Candidate	77503782
22	Antonio de Jesus	M	20	Maliana	Estudante / Regional Forum Candidate	77276669
23	Isac Fatima de Jesus	M	20	Maliana	Estudante / Regional Forum Candidate	77183108
24	Clotilda M.L maia	M	21	Dili	Taekwondo	77324549
25	Cidalia Pinto Baptista	F	21	Dili	Youth Parliament / Regional Forum Candidate	77330225
26	Jose Luis M.M. da Costa	M	22	Dili	Estudante / Regional Forum Candidate	77897667
27	Ana Berta B Menezes	F	19	Dili	Estudante / Regional Forum Candidate	77308283
28	Pedro da conceicao	M	20	Dili	Grupo Peace Love	77728771
29	Lucio S.T de Aroujo goncalves	M	19	Dili	Grupo Peace Love	77575654
30	Natalia Moniz	F	20	Dili	Estudante DIT	77381291
31	Azito da Costa	M	27	Dili	KATILOSA	77301901

32	Benyamin Adriano dos Santos	M	21	Dili	Peace Centre	77273204
33	Cecilia moniz	F	26	Dili	Peace Centre	77489437
34	Teodosia dos santos	F	21	Dili	Peace Centre	77606320
35	Delfina da C.Pereira	F	20	Dili	TLMDC	77021576
36	Jose da costa soares	M	24	Dili	PUN	
37	Elia da Costa Aroujo	F	23	Dili	Peace Center	776869885
38	Felis Moniz Amaral	M	27	Covalima	Juventude Suco	77814799
39	Carmelinda da recoreicao	M	25	Covalima	Estudante	77319401
40	Jose Pereira	F	25	Covalima	Desporto	7445382
41	Hipolito da Cruz	M	23	Covalima	CVTL / Regional Forum Candidate	77545330
42	Marcelina da Recoreicao	F	26	Covalima	FOSKA / Regional Forum Candidate	77573327
43	Candida Barros	F	26	Covalima	Estudante / Regional Forum Candidate	77491246
44	Milliyedes da Costa	F	22	Manufahi	CVTL	77332051
45	Aniceto da Silva	M	20	Manufahi	Centro Juventude	78014050
46	Marito Soares	M	23	Manufahi	Estudante Secundaria	77573836
47	Evalina de Jesus	F	18	Manufahi	Estudante SMAK / Regional Forum Candidate	77572746
48	Zulmira	F	20	Manufahi	C.R	77941514
49	Tome Amaral	M	25	Aileu	Radio Komunidade / Regional Forum Candidate	77484161
50	Iness de oliveira	F	20	Aileu	Juventude centro	77112005
51	Rosalino quintao	M	21	Aileu	Estudante	77301290
52	Sereno Araujo	M	24	Aileu	C.R	77915427

53	Justina Costa	F	22	Aileu	ASTI / Regional Forum Candidate	77112002
54	Isac de Jesus	M	22	Aileu	Juventude Lekidoe / Regional Forum Candidate	77589367
55	Joaquem Coutinho	M	29	Ainaro	Radio Komunidade / Regional Forum Candidate	77298526
56	Flavia Almeida	F	21	Ainaro	Juventude / Regional Forum Candidate	77443628
57	Durcilia da Costa	F	20	Ainaro	Juventude / Regional Forum Candidate	77411379/77522170
58	Maria Madalena Hornai	F	23	Lautem	MJS / Regional Forum Candidate	77445949
59	Natalicia R Lopes	F	20	Lautem	Centro Juventude	77449601
60	Lina fernades	F	28	Lautem	Chefe Juventude	77959037
61	Auxilio Solatu	M	19	Lautem	CNRT / Regional Forum Candidate	77567662
62	Bonifacio Amaral	M	20	Lautem	C.R	77001276
63	Rosalia Miranda	F	21	Lautem	PD / Regional Forum Candidate	77307726
64	Maria Hornay	F	22	Lautem	Rep Juventude Suco Raca	77519276
65	Ostelina Gusmao	F	25	Viqueque	FOSKA	77301678
66	Julia Mateus	F	26	Viqueque	CAS / Regional Forum Candidate	77296807
67	Jose Noguera	M	23	Viqueque	Centro Juventude / Regional Forum Candidate	77414620
68	Romario Freitas	M	20	Viqueque	MEDIA / Regional Forum Candidate	77436371
69	Joanico M. da costa	M	23	Viqueque	Estudante CRISTALI	77512053
70	Lucilda pinto	F	26	Viqueque	FOSKA	77388661

71	Agosto da Costa	M	25	Manatuto	Fretilin	77660058
72	Lusia Pereira Adeti	F	21	Manatuto	Juventude / Regional Forum Candidate	77262623
73	Agustinho pinto	M	24	Manatuto	Juventude / Regional Forum Candidate	77524044
74	Francisco pinto	M	22	Manatuto	Conselho do Suco / Regional Forum Candidate	77485656
75	Abrao de Sa	M	27	Baucau	Grupo Sarani	77395018
76	Rival Delson Correia	M	23	Baucau	Kera Sakti (MAG) / Regional Forum Candidate	77668917
77	Delia Correia	F	24	Baucau	Juventude / Regional Forum Candidate	77294003
78	Ajay da Costa	M	23	Baucau	Radio Matebian / Regional Forum Candidate	77909509
79	Eldito D.C Guterres		21	Baucau	FC Benfica	77669678
80	Aniciao da Rosa dos Santos	M	24	Baucau	CJDB	
81	Aureo da silva	M	21	Baucau	Centro comunidade	
82	Rozito A lopes	M	20	Baucau	Kera Sakti (MAG)	
83	Agustinho Fuca Elo	M	25	Oecusse	PSHT (MAG)	77528635
84	Joni Freitas	M	21	Oecusse	Pante Makassar / Regional Forum Candidate	77523299
85	Agustinho Teac Colo	M	26	Oecusse	Pante Makassar / Regional Forum Candidate	77118550
86	Jacob Ello	M	20	Oecusse	Oessilo / Regional Forum Candidate	77444212
87	Bento S.Mano	M	22	Oecusse	Oessilo / Regional Forum Candidate	77436265
88	Rosa Quefi	F	21	Oecusse	Oessilo / Regional Forum	77442050

					Candidate	
89	Agustinho Neti	M	26	Oecusse	Passabe / Regional Forum Candidate	77475313
90	Marcos Nufa	M	20	Oecusse	Nitibe / Regional Forum Candidate	77594487
91	Fatima Sila	F	21	Oecusse	Nitibe / Regional Forum Candidate	77643500
92	Raimundo Colo	M	23	Oecusse	Radio Atoni	77054128
93	Jose A. Quelo	M	21	Oecusse	Rep joven pante Makassar	77554558

## Appendix B: National Youth Forum Agenda

### Agenda for National Forum 2012:

#### **Thursday, 8<sup>th</sup> of November:**

- 08.0 – 12.00: Participants arrival (SKB Vila Verde)  
14.00 – 17.00: - Identity exercise (Getting to know each other)
- Open Discussion on their expectation to the forum
  - Introduce forum format & agenda

#### **Friday, 9<sup>th</sup> of November:**

- 8.30-9.30: Registration
- 9.30 – 9.45: Welcome & Introduction to Youth Forum; SFCG & CNJTL – **Mr. Leovigildo Hornai**
- 9.45 – 10.00: Remarks from USAID Representative – **Mr. Roger Carlson**
- 10.00 – 10.15: Remarks from Secretary of State for Youth & Sport – **Mr. Miguel Manetelo**
- 10.15 – 10.10: Babadok to open the forum
- 10.10 – 11.00: Snack

#### **Panel session 1:**

- 11.00 – 11.20: UNMIT Representative - **Mr. Gary Gray, Political Affairs Unit:** UN Mission in Timor-Leste – “Achievement and Challenges during and lead up to the end of mission.”
- 11.20 – 11.40: FUNDASAUN MAHEIN – **Mr. Nelson Belo, President of FM:** Civil Society Perspective toward Youth and Security
- 11.40 – 12.30: Q & A
- 12.30 – 13.30: Lunch

#### **Panel session 2:**

- 13.30 – 13.50: PNTL – **Komandante Operasional Armando Monteiro:** Strategic Plan for Future Internal Security and How to Involve Youth to Guarantee and Ensure National Stability
- 13.50 – 14.10: FFDTL – **Chefe Estado Maior Falur Rate Laek:** Strategic Plan for Future External Security and How to Involve Youth to Guarantee and Ensure National Stability
- 14.10 – 15.00: Q & A
- 15.00 – 15.20: Afternoon break

**Panel session 3:**

15.20 – 15.35: Winner of N’Peace Award 2012 – **Madre Lourdes Martins Cruz:**

Women’s Role in Security and Peace building

15.35 – 16.05: CNE – **Mr. Sergio Hornai, Commissario CNE:**

Reflection with Youth on the Challenges and Successes on Recent Elections

16.05 – 16.50: Q & A

16.50 – 17.00: Closing

**Saturday, 10<sup>th</sup> of November:**

8.30 – 9.00: Registration

**Panel session 4:**

9.00 – 9.20: MoE – **Marcal Avelino Ximenes, Vice Ministro Ensino Superior:** How to Improve the Quality of Education in Timor-Leste?

9.20 – 9.40: MoH – **Dr. Jaime Sarmento:** HIV/AIDS and Drug Use Prevention – “How to Involve Youth to Combat”

9.40 – 10.00: SEFOPE – **Paulo Alves, Diretor do Emprego SEFOPE:** Strategy for Reducing Unemployment in Timor-Leste

10.00 -10.20: KAK – **Almeiro Alves, Coordenador Peskiza KAK:** Progress and Challenges of CAC – “How Youth Can Take Role in Combatting Corruption and to Promote Working for Transparency”

10.20 – 11.00: Snack

11.00 – 12.00: Q & A

12.30 – 13.30: Lunch

13.30 – 16.40: **Facilitation of OST forum with youths (Session 1)**

Theme: *What are challenges that need to overcome for better future of Timor-Leste?*

- Introduction of Open Space Forum: Facilitator
- Identify topics and establish agenda
- Group Discussion
- Publish Report

16.40 – 17.00: Closing circle

21

**Sunday, 11<sup>th</sup> of November:**

AM: Sunday Mass

14.00 – 16.40: **Facilitation of OST forum with youths (Session 2)**

- Introduction of Open Space Forum: Facilitator
- Identify topics and establish agenda
- Group Discussion
- Publish Report

16.40 – 17.00: Closing circle

**Monday, 12<sup>th</sup> of November:**

9.00 – 12.00: Marching to Cemetery Santa Cruz and

14.00 – 15.40: Closing Forum (Reflection on Forum and 12 November event)

18.00 – 20.00: Movie show and cultural event at night

**Tuesday, 13<sup>th</sup> of November:** Farewell

## Appendix C: Rumor Management Training Participant List

No	Naran	pozisaun	media	No Hp
1	Delfina da c. peeira	penyiar	R. Liberdade Dili	77021576
2	Nelson de J. Soares	Penyiar	R kafe Ermera	77125965
3	Melita M. de oliveira	Asst. media	GPR , Dili	77327632
4	Mario da costa	Reporter	R. Unpaz , Dili	77624418
5	Feliciano c. Guteris	penyiar	R. jojo , Dili	77291505
6	Adelina M. Fernandes	Reporter	R. UNTL , Dili	77553874
7	Venidose Oliveira	Reporter	Dili weekly, Dili	77239945
8	Dulce S. Belo	Reporter	R. Matebian , Baucau	77320643
9	Alexandre Lobato	Reporter	Suai	77365711
10	Angelinha Alves	Penyiar	R. RPV, Viqueque	77319676
11	Bonifasio Matos	Reporter	R. kolelemai , Bukoli	77579629
12	Felipe Freitas	Reporter	R . Iliwai , Manatuto	77744063
13	Julio d jesus	Reporter	ME-CSM ,	77730665
14	Rofindo da cruz	Reporter	JP.S. pedro , Dili	77549371
15	miza	Ass	GPR , Dili	77235309

16	Agustu sarmentu	Editor	TP , Dili	77183335
17	Murac Afonsu	Reporter	JP, s. Pedro, Dili	78005313
18	Efren Guterres	Penyiar	UNTL , Dili	77979013
19	Eduardo Esposto	Manager	R. Tokodede , Liquisa	77294674
20	Lauridu Mendonsa	Penyiar	R. Mauloko Maubesse	77347934
21	Ronny da Silva	Manager	R. jojo , Dili	77367770
22	Lena horta	reporter	STL ,Dili	77327263
23	Ato sanches	Penyiar	STL , Dili	77924341

### *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**:

- 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:

- (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.

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<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.

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*

**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 I 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

30

**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:

### o **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.
  - o 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 I. - 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 1.1 – SFCG Civic Education and Youth Leadership Program Criteria**

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

**District:** Does this person reside in which District or is their youth structure in which District?

**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;

## Annex 1.1 Youth Leadership Traits

- Can this person **mobilize other youth?**
  
- Does this person demonstrate **enthusiasm and motivate his/her peers;**
  
- Does this person have **Strong Communication skills;**
  
- Is this person **Well organized;**

## Annex 2. Questions for Youth Structures

1. Please name 3 young people ***inside your youth group*** (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 youth group*** (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