

BA FUTURU 2012 ANNUAL REPORT

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AusAID: the Australian Agency for International Development
AVID: Australian Volunteers for International Development
AYAD: Australian Youth Ambassadors for Development
CPO: Child Protection Officer
CPN: Child Protection Network
CRC: Convention on the Rights of the Child
CRT: Community Response Team
DNRS: Diretorio Nacional de Reinsersaun Sosial / National Directorate of Social Reinsertion
ECDI: Early Childhood Development Initiative
ECEP: Early Childhood Education Facility
EPD: Ekipa Promove Dame / Peace Promotion Team
GBV: Gender Based Violence
IFA: Institut für Auslandsbeziehungen / Germany's Institute for Foreign and Cultural Affairs
INFORDEPE: Instituição Nacional de Formação de Docentes e Profissionais da Educação /National Teacher Training Institute
JICA: Japanese International Cooperation Agency
MOE: Ministry of Education
MSS: Ministry of Social Solidarity
TAHRE: Transformative Arts and Human Rights Education
PECT: Protection, Empowerment and Conflict Transformation
PNTL: Timor-Leste National Police Force
PTM: Protection Team Member
UNICEF: United Nations Children's Fund
UNDP: United Nations Development Programme
UNMIT: United Nations Integrated Mission in Timor-Leste
UNTL: Universidade Nacional de Timor-Leste / National University of Timor-Leste
UN Women: United Nations Entity for Gender Equality and the Empowerment of Women
VPU: Vulnerable Persons Unit of the Timor-Leste National Police Force
VSS: Victim Support Services

TABLE OF DEFINITIONS

Adat: a customary system of justice
Aldeia: village
Chefe de Suco: head of governmental level below sub-district
Chefe de Aldeia: head of village; the governmental level below *Suco*
Child Protection Officer: one officer per district is appointed by the Minister of Social Solidarity (MSS) to liaise between communities and the MSS Child Protection Unit about child protection issues
Feto Rua: women representatives who serve on the *Suco* Council
Feto Juventude: female youth representatives who serve on the *Suco* Council
Lia Nains: those who traditionally resolve local disputes
Lisan: a customary system of justice
Suco: structural level below sub-district

GLOSSARY OF COMMON TERMS

Protection: Refers to the protection of vulnerable people, including women and children, against all forms of abuse, including violence, sexual abuse, economic exploitation and neglect. Ba Futuru aims to promote and increase protection through response and prevention programs through community structures, key actors, and the State. Programs for preventing abuse include advocacy and the provision of training about protection issues to community members, including children and youth, local leaders, teachers, child care workers, police and other State actors. Response programs focus on providing protection to victims and include strengthening community-based support mechanisms such as Child Protection Networks and Protection Teams, increasing access to and knowledge at the local level about existing services to access formal assistance and the justice system, as well as advocacy and training to improve the quality and efficacy of these mechanisms.

At-risk: Refers to people that are particularly vulnerable to abuse, delinquency or exploitation, or are restricted in fulfilling their rights and entitlements. At-risk people are often subject to social exclusion, and thus restricted from accessing employment, education, services and other opportunities. They often come from families or communities where poverty and unemployment are high, there is little opportunity to be involved in community activities, and where violence and abuse are normalised.

Key actors: Refers to leaders and other members of a community who hold positions of power, prestige, respect or representation and have a potentially large impact on a community's ability to embrace and implement change. Key actors often include members of the local *Suco Council*, church representatives, youth leaders and others that are influential in the community.

Empowerment: Refers to increasing the power of individuals and communities and building their confidence and capacity to control their own lives and claim their own rights. This can involve increasing education, strengthening social structures and overcoming obstacles to opportunities related with gender or other forms of social disadvantage.

Vulnerable: Refers to people who are vulnerable to the possibility of physical or emotional harm, often because of their limited power to protect themselves due to a range of factors including limited capabilities, lesser physical strength, a lower level of education, illiteracy, relationships that involve economic or emotional dependency and previous experiences of abuse and harm.

MESSAGE FROM BA FUTURU'S CO-FOUNDER

Reflections and Looking Forward

In 2012 Ba Futuru was astoundingly successful, reaching thousands of people throughout Timor-Leste by delivering life-changing programming. The Presidential and Parliamentary elections held throughout the year were predominantly peaceful, indicating that Timor-Leste, although vulnerable, is making progress on the path to peace.

Ba Futuru's eight major projects in 2013 utilized over 50 staff and directly engaged more than 3,000 individuals: 76 percent of these were aged 25 years and under, and 37 percent were under 18 years of age. More than half of our beneficiaries were female!

Ba Futuru's programming has benefited communities through:

1. the reduction of violence against, and abuse of, vulnerable populations
2. the empowerment of women, youth and community leaders as key agents for protection and conflict prevention
3. the establishment of local protection mechanisms in Dili and Atauro Island which provide a link to protection mechanisms at the district and national level
4. the improvement of the government's awareness about the need for grassroots protection

Ba Futuru's work directly transforms the lives of young people by providing them with psychosocial support and skill building, as well as indirectly, by educating those who impact children's lives on child rights, child protection and the importance of non-violent and positive discipline. Through the provision of child protection trainings and the establishment of local protection networks that provide a link to the district and national level mechanisms for assistance, Ba Futuru has been able to positively impact the lives of tens of thousands of children throughout Timor-Leste.

In 2012, Ba Futuru's commitment to children and youth in Timor-Leste expanded into a new and exciting area: early childhood education. Ba Futuru's new Early Childhood Education Initiative builds from our two years of work supporting early childhood programming in five kindergartens on Atauro Island. With the support of Sunrise Joint Venture, Ba Futuru has begun a new project, and is building an Early Childhood Education Facility (ECEF). This facility will open in 2013, providing a safe and supportive learning and playing environment for around 30 young children. The ECEF will also be used for mentoring early childhood educators from across Timor-Leste. Thus this facility will contribute to the wellbeing of hundreds of children by facilitating early childcare education as well as building the skills of those working in this field.

The end of 2012 brought tragedy for Ba Futuru. On November 27th we lost one of our Australian colleagues, Paula Clothier, who died after being hit by a motorbike in Dili. Paula volunteered with Ba Futuru in 2011 and returned later that year to help run the Empowering Women and Establishing Grassroots Protection Networks project. Paula was a vibrant, committed and passionate staff member. She will be remembered for her contribution to the organization, to Timor-Leste, and to the lives of her many close colleagues and friends in Dili. The legacy of her passion for development, gender equality and opportunity for all will continue to inspire us into the future. Donations made in Paula's honor by generous friends and family will be used to fund scholarships for disadvantaged local children to attend Ba Futuru's ECEF and to build an outdoor play area at Ba Futuru.

Sincerely,
Sierra James

2012 ACHIEVEMENTS

- Ba Futuru's conflict mitigation training workshops engaged 671 young people, including gang members and community leaders. A total of 23 workshops were held in conflict-prone communities in the districts of Dili, Liquiçá and Cova Lima. These workshops enhanced participants' conflict prevention and peace-building skills and increased their ability to stop the cycle of violence in their families and communities.
- Ba Futuru's Peace Center provided five months of intensive courses and activities for 39 at-risk youths to become empowered advocates for peace. They gained skills in the areas of public speaking, drama, art, media, design and photography. They then worked with Ba Futuru's staff to organize 20 Peace Festival showcases, where they used their new skills to increase awareness in the community about issues such as election violence, child abuse, human rights, environmental protection and domestic violence. They reached an audience of around 3,000 attendees.
- Ba Futuru continued to support the Child Protection Network it established on Atauro Island and worked to build two additional protection networks in Camea and Lahane Oriental in Dili. This was achieved by empowering 295 key actors (community leaders, police, youth and child protection advocates) with skills related to conflict mitigation and protection, and by building female Protection Teams to act as a link between grassroots intervention and formal assistance mechanisms.
- Ba Futuru also continued to work with its partner organization, Roman Luan, to engage 435 children on Atauro Island in library activities and early childhood education through supporting kindergartens and early literacy schools across the island. This included refurbishing one of the kindergartens on the island, and constructing an additional toilet in another.
- Ba Futuru once again supported a process working with key stakeholders to further develop a vision for the child and family welfare system. This built on prior collaboration between Ba Futuru and Child Frontiers to create the report "Mapping and Assessment of the Child Protection System in Timor-Leste," which was commissioned by the Government of Timor-Leste and UNICEF,
- Ba Futuru's drama group partnered with Paz y Desarrollo and the Rural Development Programme Phase III (RDP3) to produce and perform theatrical pieces in a number of districts across Timor-Leste, advocating for women's gender equality, women's participation in politics, healthy eating practices and encouraging peace within the family.
- Throughout 2012, Ba Futuru's Peace Center bustled with noise, color and activity as hundreds of children and youth joined courses and activities. Vibrant murals welcomed visitors and students to the Peace Center, where a variety of activities and free educational courses were offered, targeting those who are at the most risk of being involved in violence. Courses offered included creative arts, sports, human rights and civic education, as well as a Portuguese language course and the ever-popular English classes.
- Thousands of students, teachers and administrators in six schools in the districts of Lautem, Aileu and Dili benefited from child protection and positive discipline training, as well as innovative training on positive behavior reinforcement and legal frameworks for protection.
- An international consultant worked with Ba Futuru to strengthen the financial system, and many national and international volunteers helped Ba Futuru with everything from project implementation and the creation of drama pieces, to providing IT support.
- Ba Futuru launched its first music CD with traditional Timorese songs and new compositions as well as songs promoting peace, including one original Ba Futuru anthem and a short music video

BA FUTURU'S PROFILE

Ba Futuru is a non-profit development organization working to enhance child protection systems and peace building capabilities in Timor-Leste. Since its founding in 2004, Ba Futuru has provided life-enhancing programming to more than 25,000 children, women, youth, community leaders, police and other key actors in the areas of peace building, gender empowerment, education, child protection and conflict transformation. Ba Futuru's activities are founded on the principles of mutual learning, capacity development, artistic self-expression and human rights-based programming. Ba Futuru's programs have expanded and now reach all districts of Timor-Leste.

Vision: To transform mistrust and violence into peace by supporting the people of Timor-Leste in creating a positive future for themselves, their families and their communities. This vision is reflected in the Tetun name "Ba Futuru," which means "For the Future."

Mission: To contribute to peace-building and sustainable human development by facilitating the psychosocial¹ recovery of conflict-affected, vulnerable and at-risk children and youth, and by developing the knowledge, skills and values of community leaders, young people and their care-givers in the areas of human rights, children's rights, child protection and non-violent conflict transformation.

Goals:

- 1) To equip marginalized groups with the skills to create a positive and peaceful future through developing their capacity by providing programs in job preparedness, developing leadership and public speaking skills, improving knowledge about human rights, and facilitating interactive activities advocating conflict resolution and non-violence.
- 2) To provide at-risk children, women and youth with knowledge and skills to protect themselves from violence, while offering opportunities for education and self-expression that can help them overcome the negative effects of conflict.
- 3) To provide those who impact the lives of vulnerable people - including teachers and school directors, parents, police, civil society actors, traditional leaders and elected community leaders - with the knowledge and skills to implement community-based protection, access the formal justice system and increase their understanding of the negative impacts of violence and physical punishment.
- 4) To empower female leaders as agents of protection in their communities and provide them with enhanced skills in leadership and decision making, in order to assist them in making a meaningful contribution to the development of their nation.
- 5) Increase the capacity of youth in communities where there are high levels of conflict to mitigate this conflict through building their skills in the areas of civic education, human rights, child protection, positive discipline, mediation, decision-making, gender equality, gender-based violence, legal frameworks, referral pathways, conflict analysis and conflict resolution.

¹ The term "psychosocial" connotes the dynamic and symbiotic relationship between the psychological and social factors contributing to a person's wellbeing.

CONTEXT

In May 2012, Timor-Leste celebrated ten years of independence. Timor-Leste's debut as a sovereign member of the international community on 20 May 2002 was the result of a long struggle for independence. Timor-Leste's history of occupation began with four centuries of Portuguese colonization. During World War II, the Japanese occupied the country for three years causing the deaths of tens of thousands of people. Shortly after Timor-Leste became independent from Portugal, Indonesia invaded the country. During 24 years of brutal Indonesian occupation, a third of the local population of approximately one million people died, due to a combination of violence, famine and disease².

Nation building is a complicated process and ten years after independence, Timor-Leste still faces many challenges. On either side of the independence celebrations in May, Timor-Leste held a series of national elections for the third time since gaining independence. The first round of the Presidential Election was held on the 17th of March, the second round on the 16th of April, and the Parliamentary Election was held on the 7th of July. This undoubtedly affected the conflict context in Timor-Leste, bringing an increased sense of uncertainty. Although the elections progressed relatively peacefully, they brought with them a period of increased instability and a slight increase in the incidence of violence. The majority of outbreaks of violence occurred in July following the announcement that a coalition government would be formed that excluded Fretilin. Incidents occurred in the Dili district and included rock throwing, the burning of over 50 vehicles and clashes between police and civilians, resulting in one death.

Timor-Leste remains one of the poorest countries in the world. In 2012, Timor-Leste was ranked 147th out of a total of 187 countries, according to the United Nations' Human Development Index. The gross national income is just \$3,000³ and the current unemployment rate is estimated at 20 percent, and for youth in urban centers this rises to as high as 40 percent⁴. Literacy rates remain low, with the average adult having completed 4.4 years of schooling⁵.

Furthermore, Timor-Leste's violent past has resulted in sustained and systematic devastation throughout the country. The history of violent conflict within the country destroyed trust and created a divided society based on fear and victimization that left deep emotional and social wounds, generating ongoing cycles of violence. Following independence in 2002, Timor-Leste started the difficult task of national building. Things were fairly peaceful until 2006 when political and civil unrest ensued and infighting began between the police and military. Between 2006 and 2008, the country went through a stage of unrest that led to widespread anxiety and distress as well as the displacement of more than 150,000 people from a population of approximately one million. Past violence and civil unrest was partly due to a lack of adequate education, unmet expectations,

² Hodal, K. (2012), 'Cuban infusion remains the lifeblood of Timor-Leste's health service', <http://www.guardian.co.uk/global-development/2012/jun/25/cuba-lifeblood-timor-leste-health-service>, The Guardian, 25 June 2012

³ United Nations Development Programme 2012, *International Human Development Indicators*, [Online], Available: <http://hdrstats.undp.org/en/countries/profiles/TLS.html> [8 March 2013].

⁴ East Timor Law and Justice Bulletin 2012, *Correlation between High Unemployment and Violence in Timor-Leste*, [Online], Available: <http://easttimorlegal.blogspot.com/2012/08/correlation-between-high-unemployment.html> [8 January 2013].

⁵ United Nations Development Programme 2012, *International Human Development Indicators*, [Online], Available: <http://hdrstats.undp.org/en/countries/profiles/TLS.html> [4 April 2013].

unemployment and an extremely high population of young people who were not in school or employed.

There is a pervading lack of respect for the rights of women and children in Timor-Leste. Traditionally men wield the power in Timorese culture and this is manifested in a social structure that often relegates women and children to roles that render them vulnerable and disempowered. The majority of domestic violence, sexual exploitation and abuse in Timor-Leste goes unreported. However, even when cases are reported at the local level they are often dealt with through traditional mechanisms with local elected and traditional leaders acting as de facto judges, instead of being processed through the formal court system. Decisions made by local leaders about domestic violence often violate international human rights norms, which Timor-Leste has undertaken to respect. In cases of rape and sexual violence, child victims are at times forced to leave school and often feel that they cannot go to the police. Due to the dowry system commonly used across Timor-Leste, many men consider women as property and women are at times forced to marry while still children. Women and children also lack power at the village level as well as in their homes and traditionally cannot stand up to men or be involved in decisions to resolve conflict at the village level. Furthermore, an excessive use of violence is used as a disciplinary measure and as a way of solving disputes, which means that there is a pressing need for interventions to support vulnerable persons. Timor-Leste is a new country and government entities for protection and access to justice are still taking shape. At the local level, knowledge about how to access these entities is lacking.

For Timor-Leste to sustain peace, these are some of the needs that should be addressed.

CROSS-CUTTING ISSUES

Please see the individual project listings under 2012 PROJECTS (pages 21-35) for more information.

Child Protection

In 2012, the following Ba Futuru projects addressed child protection issues:

- Strengthening Peace in the Lives of Children: Stopping the Violence
- Child Protection Project
- Peace and Development for Atauro Island
- Empowering Women and Establishing Grassroots Protection Mechanisms

The use of physical punishment and abusive discipline practices in Timor-Leste is prevalent, both in the home and in the classroom. Long standing traditions and cultural beliefs perpetuate these practices, including the belief that physical punishment is an effective way of teaching right from wrong, that it instills respect, and is different to physical abuse. UNICEF and Plan International's 2006 joint report, entitled "Speak Nicely to Me," cites that in Timor-Leste, "two-thirds of children reported teachers beating them with a stick and almost four out of every ten children reported teachers slapping them in the face."⁶

According to internationally accepted research and child development theory, physical violence is not an effective way to discipline children, and in fact harms relationships, is a form of abuse, and teaches children that the use of violence is an acceptable form of problem-solving and conflict resolution. Additionally, physical violence violates the Convention on the Rights of the Child, which Timor-Leste ratified in 2003. In order to encourage supportive and positive discipline practices that do not utilize violence, Ba Futuru developed a training curriculum and resource materials on child protection and positive discipline. This initiative was undertaken in 2006 after childcare staff in orphanages expressed a need for more information on non-violent ways to discipline children. Since that time, Ba Futuru has regularly updated its training materials to incorporate new information and adapt the materials and activities to the cultural context of Timor-Leste. This training includes units on:

- Children's rights and the national legal framework for their protection
- Children's psychosocial needs
- Child abuse and trauma
- How to identify and help children at risk
- How to access legal, medical and social services for child victims of abuse and report child protection cases
- The negative impacts of physical discipline
- Positive discipline strategies
- Positive behavior reinforcement and classroom management

Ba Futuru produced a toolkit called "Lessons Learned" in early 2012, which documented the process of transformation in three high schools in the Dili district that took part in the *Strengthening Peace in the Lives of Children* project the previous year. The toolkit included a manual and a 30 minute DVD containing interviews with students, teachers and parents. It also included many practical

⁶ UNICEF and Plan International (2006) *Speak Nicely to Me*. Timor-Leste.

suggestions for reducing violence and improving the behavior and relationships of students, which had already been proven effective in Timorese classrooms.

Later in 2012, two consultants contributed to advancing the Child Protection trainings. Jenna Rudostern built staff capacity in the area of positive behavior reinforcement and facilitation techniques. Lindsey Greising developed a training module on the legal framework for child protection.

Trainings in child protection were also undertaken through the Child Protection Project, which Ba Futuru partnered on with Plan International. Child protection trainings, incorporating positive discipline and classroom management were undertaken in the districts of Lautem and Aileu, and the diverse participant cohort included NGOs workers, teachers, school administrators, police officers and community leaders. The project also engaged directly with school students, running surveys to gauge young people's opinions about the use of violent and non-violent forms of discipline, and to get additional information about the discipline practices currently used in schools.

The child protection and positive discipline manual as well as the corresponding trainings have been well received. Many teachers communicated that the discussions stemming from these trainings have exposed them to new ideas and important information. While resistance to new ideas that challenge people's current practices is inevitable, many of those who participated in the training have been led to question their own behavior, and re-evaluate the methods they use with their students and their own children. Follow-up evaluations, mentoring and interviews with the children under their care show that in general, the participants have made significant changes to their behavior and are using far less harmful discipline methods towards children and youth.

On Atauro Island, Ba Futuru's child protection work extended beyond the provision of training and included supporting the Child Protection Network (CPN) it established there in 2011. Aiming to improve protection for vulnerable and at-risk children, Ba Futuru built capacity in these areas by facilitating regular meetings and implementing programs that disseminated information in the community. These increased the capacity and reach of the locally based child protection mechanisms on the island, which then link to the national-level systems for child protection.

Reducing the use of violence against the nation's children and youth will teach the youngest generations that non-violent methods are the most effective for solving problems. Therefore, Ba Futuru's child protection work is an integral part of its mission to build sustainable peace in Timor-Leste.

Youth Engagement

Timor-Leste has experienced an immense loss of life relatively recently due to forced starvation, extrajudicial killings, torture and disappearances. Additionally, the country has one of the highest birth rates per capita in the world. As a consequence, Timor-Leste has an extremely young population. Approximately 43 percent of the population is younger than 15 years and 62.9 percent of the population is younger than 21 years of age⁷.

⁷ United Nations Development Programme, *Timor-Leste Human Development Report 2011: Managing Natural Resources for Human Development*, Timor-Leste, 2011.

Conflict and poverty have affected the whole population, however, due to their vulnerability and dependence, young people are disproportionately affected. Children and youth need psychosocial interventions in order to help them process their experiences so that they can live with a sense of safety. Many children have seen violence occurring in the streets and in their homes. In 1999, many witnessed rape and murder, as Indonesian troops and militia destroyed 70 percent of Timor-Leste's infrastructure. More recently, during the crisis in 2006, many children were present as houses were looted and burned.

The violence and anxiety experienced by young people during armed conflict, and the period of recovery that followed, has both short-term and long-term effects on their mental health, quality of life and subsequent behavior as adults⁸. In a nation such as Timor-Leste, positive interventions to break the cycle of violence and build peaceful futures are crucial. However, despite the obvious need to address the harms suffered by children, there are few programs in Timor-Leste that specifically and directly address this issue.

In order to stop the cycle of violence, young people require assistance in gaining essential life-navigation skills in areas such as conflict mitigation, job preparedness, decision-making and problem solving. Such skills are required to build a nation, and indeed a world, where extreme poverty has been overcome and peace and security are assured. Ba Futuru's programs channel the vibrancy and passion of Timorese children and youth into constructive activities, and empower them with new skills and goals. This is a crucial step towards building lasting peace.

In 2012, the following Ba Futuru projects worked with at-risk youth:

- Peace Promotion Project
- Youth Empowerment and Peace Building Project
- Ba Futuru's Peace Center

In order to reduce violence in conflict-prone areas, Ba Futuru targets at-risk youth, including members and leaders of gangs and martial arts groups in an effort to transform negative attitudes and behavior. These individuals are offered opportunities to build their skills in conflict mitigation, and are empowered with the skills to keep themselves and their peers out of violent situations.

Ba Futuru has been remarkably successful in shifting the thinking and behavior of many at-risk youth.

For example, after participating in one of Ba Futuru's trainings, an elected youth leader reported:

The training that I have received from Ba Futuru is very helpful, as it has totally changed my behavior. Before I was a person who was always involved in fighting and nobody could stop me. I am very social and like making friends, so I often invite youth around to my house to drink tua sabu [palm wine]. When we'd get drunk, people often tried to fight each other and in the past I would have fought anyone and made the problem worse. Now I understand that this kind of behavior is not good and I tell people who are fighting that it is better for them to go home and sleep. The hardest thing for me since the training has been to learn how to manage my attitude and behavior so as not to get involved in conflict anymore. People like to come to my house now because they know I avoid trouble and am no longer involved in conflict.

⁸ Machel, Graca, *The impact of armed conflict on children*, U.N. Doc A/51/306, 26 August 1996.

Once young participants have begun to distance themselves from violence, they are often able to assist Ba Futuru to reach out to other young people from similar at-risk backgrounds. For example, over the last three years, Ba Futuru has used the Community Response Team (CRT) model, through which youth who have participated in the programs have been employed as outreach officers. As many of the CRT members come from at-risk backgrounds themselves, or have been affiliated with gangs, they are able to play a key role in assisting with outreach initiatives aiming to involve additional youth from similar at-risk backgrounds in training programs.

Women's Empowerment

Violence against women is prolific in Timor-Leste's intensely patriarchal society. Traditional customs and practices are upheld, which typically afford women with substandard rights and respect. Women disproportionately endure the impacts of ongoing economic deprivation that stems from enduring poverty, and many live under constant risk of domestic violence. It has been said that in Timor-Leste, a woman is violently or sexually assaulted every minute, and every day two or three are seriously injured due to violence inflicted by their boyfriend, husband, father or uncle.⁹ These disempowering circumstances are exacerbated by the fact that Timor-Leste has one of the youngest demographics in the world and an extremely high fertility rate of 5.32 children per woman¹⁰. The immense responsibilities associated with child rearing add to the burdens placed on women.

In 2012, the following Ba Futuru projects focused on women's empowerment:

- Peace Promotion Theater Project
- Empowering Women and Establishing Grassroots Protection Networks Project

The Peace Promotion Theater project involved the performance of theatrical pieces by Ba Futuru's drama team in a number of districts across Timor-Leste. The performances addressed the issues of women's political rights and participation, gender equality and encouraging peace within the family.

After these performances, audience members provided their feedback via surveys. A 17-year-old female student from Manatutu said:

"After watching the play, I see that men and women have the same rights to be decision makers in the community or family, so they can contribute their ideas to help build the community. Timor-Leste has a law to promote women's participation in politics, so that they can work together in their family and community by putting their ideas forward to contribute to community development."

In addition to the theater projects, Ba Futuru also works with female elected leaders at the grassroots level. Ba Futuru's Empowering Women and Establishing Grassroots Protection Networks project (the EWP) places a special focus on working with female elected leaders. These include *Feto Rua* (the female representatives on the *Suco Council*, or village council), *Feto Juventude* (the young female members of the *Suco Council*), and female *Chefe Aldeias* (heads of villages). These women were not only targeted for Protection, Empowerment and Conflict Transformation (PECT) trainings, but they were also given special roles as part of the Protection Team in target areas established as part of this project. Their role is to liaise on behalf of their community about local protection issues.

⁹ Fokupers (Forum Komunikasi Untuk Perempuan Timor Lorosa'e), 2010 Diary.

¹⁰ Fertility Rate; Total Births per Woman in Timor-Leste (2012) <http://www.tradingeconomics.com/timor-leste/fertility-rate-total-births-per-woman-wb-data.html> [4 April 2013]

Women are frequently sidelined from fulfilling their elected leadership roles in the village councils of Timor-Leste. While a minimum of three women must be included in each village council, their participation is often tokenistic and passive, as men largely dominate the discussions and decision-making.

In 2009, Ba Futuru consulted with female leaders from the five village councils of Atauro Island, some of whom had held their positions for more than 10 years. These discussions enabled women to share their frustration about their current disempowerment compared to the opportunities they had during Indonesian occupation. Many women had previously held strong outreach roles, and had been taught new skills and were given supplies to pass on to other women in their communities. Many of the women felt they had been overlooked since Timor-Leste achieved independence. They also reported that whilst they were included at village meetings, their opinions were not taken into consideration and their role in decision-making was superficial. The majority of the women reported a need for training and skill development, and a desire to hold more proactive roles in assisting their community members.

The EWP, since it began in 2011, is now taking positive steps towards empowering local female leaders as key agents for protection in Timor-Leste. Female community leaders involved in the project have been successful in gathering information on protection cases at the local level, as well as advocating for the issue of protection in their monthly Suco Council meetings.

Ba Futuru recommends enhancing access to protection services at the local level by appointing certain individuals on *Suco Councils* to act as local level advocates for protection to help fill the protection gap. This is in line with the recommendations contained in the 2012 Timor-Leste Child and Family Welfare System Policy Paper by the Government.

Paying for additional protection actors at the *suco* level has already been considered by the government and was deemed not financially realistic. Instead, utilizing community leaders instead will allow the government to achieve better protection outcomes while using those already working at the *suco* council level. This requires defining *suco* council member roles more precisely and providing individuals with the necessary resources to carry out their responsibilities. This could possibly include a small stipend for the costs incurred from communications and transport.

The Empowering Women project piloted the use of female *Suco Council* members as advocates for protection. Ba Futuru recommends that the government build on this model to ensure that access to justice and mechanisms for receiving assistance reach at least the *suco* level, if not further.

Our findings indicate that such a model would be efficient because the village leaders are often the first point of contact for victims who decide to seek assistance beyond the family home. Local authorities are therefore already recognized as access points for justice. They understand the issues in their communities, and are able to identify the main perpetrators of violence.

Therefore, it is greatly important to continue to empower local leaders with knowledge in areas such as gender equality, criminal law, the Law Against Domestic Violence and mechanisms for reporting these, so that they can act as reference points for the community and use their influence to help change attitudes, especially when decisions are being made.

The female *Chefe Aldeia* of a remote village (aged 35) reported after the leadership and public speaking training for female Protection Team Members:

“During the two days of training I felt there were changes in me and an increase in my knowledge. Through this training I began to feel empowered and I felt my capacity grow. As a Protection Team Member as well as a Chefe Aldeia in my community I feel the lessons on leadership and the referral pathways will help to increase my comprehension of how to be a good leader.

In my aldeia there are a lot of cases of sexual abuse, physical abuse and domestic violence, and many women I know who experience domestic violence stay with their husbands. Before I attended this training I had no idea how I could help them get assistance. Luckily I have been selected as a Protection Team Member for Lahane Oriental and have been involved in this training. I will now strive to help them find better solutions, as I know the places where those who experience violence or abuse in their life can get assistance. Thank you to Ba Futuru for this training and for linking me directly with the Child Protection Officer from the government, so that in the future I can work more closely with child protection and vulnerable women and easily refer cases that I am faced with in my community.”

The female 24-year-old *Chefe Aldeia* from Atauro Island reported after attending the training for female Protection Team Members:

“When asked to participate in this training, I felt very happy because the information that they shared with me at that time sounded very useful for my task as an elected female leader for aldeia Atauro Vila Maumeta. After the training I feel happy because through this opportunity I was able to learn about public speaking, debate and leadership. I also was able to listen to government information on child protection directly from Maun Florencio [the head of the Ministry of Social Solidarity’s Child Protection Unit who Ba Futuru invited to speak with training participants]; this information really connects with the reality of our life in Atauro. In another part of the training the Victim Support Service [a Timorese NGO which Ba Futuru also invited to speak with training participants] opened our mind regarding domestic violence law and the process of how to facilitate the victim to get better assistance and access to justice.”

Supporting Government

Ba Futuru has worked with and supported various aspects of government in Timor-Leste for several years, helping to build the fledgling capacity of government bodies and their employees in areas important to their successful operation, such as education, protection and community engagement. Additionally, Ba Futuru has contributed to the development of networks and mechanisms that forge closer links between the grassroots level and the state level, helping to expand and improve the protection provided to Timor-Leste’s most vulnerable citizens.

The Ba Futuru projects which supported government throughout 2012 include:

- Strengthening Peace in the Lives of Children: Stopping the Violence
- Empowering Women and Establishing Grassroots Protection Networks
- Early Childhood Development Initiative
- Peace and Development for Atauro Island

Supporting Policy

Throughout 2012, Ba Futuru assisted in the development of a new policy vision for the Child and Family Welfare System in Timor-Leste that is culturally appropriate and realistic for the context whilst also upholding the best interests of children and victims of abuse. This project was led by the Ministry of Social Solidarity and was also supported by UNICEF. Ba Futuru provided logistical, translation and data collection support to Child Frontiers, the international consultancy contracted to facilitate this process. Ba Futuru was also one of a group of stakeholders including child protection organizations, government departments, police and UN agencies, which contributed to the development of the policy through a series of workshops and roundtables.

Supporting Education

In addition to its role as a provider of non-formal education, Ba Futuru has also been working in the formal education sector since 2006. Ba Futuru supports the Ministry of Education by facilitating training for kindergarten, primary and secondary school teachers and teacher trainers in districts including Baucau, Maliana, Dili, Aileu and Lautem. Ba Futuru signed a letter of understanding with the Ministry of Education in 2010 formalizing its training of teachers in child protection and positive discipline.

Ba Futuru recently followed-up on the long-term impacts of teacher training conducted four years ago on positive discipline and child protection in Bela Vista primary school in Baucau. All the teachers that responded to anonymous interview forms stated that they still use the positive discipline strategies they learned during the training, and 80 percent of teachers listed three specific strategies they use.

One teacher reported: *"The lessons I received from Ba Futuru were very positive, as they were what taught me not to use violence against children in the classroom."*

The Bela Vista school director referenced long-term changes that had been brought about by the training: *"Based on the information that Ba Futuru provided to our teachers, they have been able to implement positive changes in our school environment. The training encouraged the establishment of clear rules which have helped to prevent bad behavior."*

Throughout 2012 Ba Futuru provided teacher training to more than one hundred secondary school teachers in Dili, Aileu and Lautem districts as part of our ongoing efforts to stop the use of violence against children in the classroom.

Also in 2012, the Strengthening Peace in the Lives of Children project worked directly with teacher trainers from the national teacher training institute, INFORDEPE, to educate them in child protection and positive discipline. Eleven teacher trainers from seven districts attended the 3-day training in Dili, and took 'Lessons Learned' toolkits back with them for distribution in each of the public high schools in their home districts, thus advocating non-violent discipline methods and child protection principles in schools across the country.

Following on from this work, in 2013 Ba Futuru will continue to provide training for teachers through several different projects, including its new early childhood educators training for preschool and kindergarten teachers and a three-year High Schools Transformation Project in two secondary schools in Dili.

Supporting Early Childhood

Ba Futuru's Early Childhood Development Initiative (ECDI) was launched in 2012 within months of the newly elected government's announcement that early childhood education would be a priority area for the national education sector. The ECDI involves training early childhood educators from around the country, as well as establishing a pre-school facility at Ba Futuru for 2-6 year-olds. Ba Futuru is involved in the national Early Childhood Education Network, and is on track to become a registered Early Childhood Education facility once the Government's registration process is up and running.

Supporting the Police

Ba Futuru engaged members of the police through its Empowering Women project, which targets key actors at the community level to increase protection for women and children victims of abuse. The police, and particularly the Vulnerable Persons Unit (VPU) of the Timor-Leste's National Police (PNTL), play a critical role in connecting local instances of violence and abuse to formal protection mechanisms. However, civil and community based police generally possess little knowledge of these systems. Additionally, although national police are often mentored by international police and targeted for special training programs, they still lack knowledge and awareness about the special needs of vulnerable persons, the intricacies of the law against domestic violence, and how to identify and assist children who are at risk. In response to this, Ba Futuru conducted a training session specifically for national police in 2012.

Mariano Pereira Fernandes (male, 35 years old, National Police Task Force unit) attended one of Ba Futuru's trainings for key actors. Afterwards, he reported: *"In the past, I have participated in various trainings, but Ba Futuru's training is unique and different to the previous training that I had. I will share the materials that I got in this training with my other friends that have not had the chance yet to participate, especially the lessons on conflict resolution, instruments of conflict analysis and conflict mapping, and how to protect children. That information is very useful for us to manage cases in our work. Now I feel confident to manage myself at work. My suggestion is, if possible, for Ba Futuru to provide more training for us in order to increase our capacity even more."*

Indeed, the results of the surveys conducted before and after the training showed a significant increase in the knowledge and skills of the police participants. For example, before the training, only 53 percent could list signs of trauma and abuse in children, however after the training this number rose to 87 percent. Moreover, after the training, 90 percent or more of the police participants reported that they had increased their understanding of protection, identification of children who are at risk, decision-making skills, gender equality, access to justice, conflict resolution and human rights.

Supporting Protection Networks

The government systems and networks for the protection of Timor-Leste's most vulnerable citizens are still in a formative stage in this young nation. They are under-resourced and staffed by a workforce with minimal professional qualifications and experience. Hence, Ba Futuru's work in developing grassroots networks which link local issues of protection to the existing national mechanisms for protection is instrumental in building awareness about these systems and improving their effectiveness. This work also empowers local communities with knowledge about their rights, the law and the protection services that are available to them.

The Empowering Women project established local female protection teams in two *sucos* (villages) in the Dili district during 2012. These teams offer support within the community, and have already

identified cases of domestic violence and child protection and referred them to the appropriate services.

In 2012 the Peace and Development for Atauro Island project continued to support and build the capacity of the Child Protection Network (CPN) Ba Futuru established in 2011. By the end of 2012, the CPN had more than 40 members representing all *sucos*, as well as various organizations, government administrators, the United Nations and the police. The CPN had identified and helped to resolve local child protection cases, and had initiated a campaign aiming to socialize important information on health, protection, education and other social issues across the island.

In 2013 the Empowering Women project will continue the work of the Peace and Development project by strengthening the Child Protection Network on Atauro Island through facilitating key actor trainings for 300 people on the island. Additionally, female protection teams with individuals from all five *sucos* on the island will be created.

TRAINING PROGRAMS AND RESOURCES

Ba Futuru's Transformative Arts and Human Rights Education (TAHRE) Program was developed in 2004 to strengthen the capacity of the Timorese to create and sustain peace in Timor-Leste. The primary curriculum of the TAHRE Program is called the *TAHRE Guide* and was originally used with children in orphanages. The *TAHRE Guide* teaches participants about their own rights, the rights of others, and how to reduce violence in their everyday lives.

The TAHRE Guide forms the basis for the projects that Ba Futuru administers, but in recent years, as training programs have expanded, Ba Futuru has developed several other training manuals and materials. These address the issues of gender equality, child protection, positive discipline, conflict prevention, mediation and resolution, early childhood development and education, and legal frameworks for protection.

The Protection Empowerment and Conflict Transformation (PECT) Manual was developed in 2012 for the Empowering Women project and is a very comprehensive and interactive training tool. Drawing upon existing materials, it also includes additional lessons about gender-based violence (GBV) and methods for participating effectively in community-level action, such as skills in decision-making. Additionally, it provides information about legal frameworks such as Timor-Leste's new Penal Code, and the Law Against Domestic Violence, which was passed by Timor-Leste's National Parliament in 2010. This material introduces participants to the legal framework surrounding different forms of violence and abuse, identifies the correct procedures for responding to incidents and reporting them, and asserts every individual's right to legal assistance in cases of domestic violence. Together the various elements covered by this curriculum work together to empower people with knowledge about how to protect vulnerable people and mitigate violence at the local level, and to give them the practical skills to take on this vital protection role through becoming leaders in their communities.

Also in 2012, the Early Childhood Education Manual was developed to support the work of teachers on Atauro Island, and also for implementation in early childhood trainings at the Ba Futuru Early Childhood Education Facility. The manual covers key learning areas and competencies for young children, techniques for educators to assist with planning and reflection, child-centered approaches and participatory strategies in early childhood education, tips on working with parents and communities, and guidelines for working with children affected by violence and conflict.

Ba Futuru's resources on Child Protection and Positive Discipline were further enriched in 2012 by the addition of modules on positive behavior reinforcement and the national legal framework for child protection, which included more detailed guidelines about how to access existing legal, medical and social services for children at-risk or the victims of abuse and maltreatment.

Current Ba Futuru training manuals used in 2012 projects include:

- Transformative Arts and Human Rights Education (TAHRE)
- Positive Discipline in the Inclusive, Learning-Friendly Classroom (UNESCO guide, translated into Tetun by Ba Futuru)
- Protection, Empowerment and Conflict Transformation (PECT)
- Early Childhood Education
- Lessons Learned: Simple and Effective Strategies for Transforming Timorese Classrooms (manual and 30-min DVD)

- Legal Framework for Child Protection
- Use of Non-Violence with Children: A guide for teachers and childcare staff in Timor-Leste

The *TAHRE Guide* and Ba Futuru's other resources are available on the Internet for use by external organizations. Access to the guides can be found on Ba Futuru's website at www.bafuturu.org.

Key points on training methodology:

1. Quality training manuals produced in both English and Tetun, the predominant local language in Timor-Leste.
2. Simple language and frequent use of graphics to assist learning
3. Participatory education techniques to engage illiterate and uneducated populations
4. Skilled Timorese facilitators with experience on training topics
5. Regular capacity development opportunities for facilitators with international and national consultants who are experts in training program areas
6. Follow-up in target communities and with participants to ensure use of knowledge and skills gained through training workshops

2012 PROJECTS

Each year, Ba Futuru runs various projects that promote enhanced life-skills, quality formal education, human rights, gender empowerment, protection for women and children and the prevention and transformation of conflict. These projects draw upon Ba Futuru's more than eight years of experience working on peace building and protection related issues. Many of these projects include training programs that aim to enhance the capacity of children, youth, teachers, parents, police and community leaders, as well as youth from at-risk backgrounds such as gang members and martial arts groups.

The projects that Ba Futuru delivered in 2012 include:

- Ba Futuru Peace Center
- Child Protection Project
- Early Childhood Development Initiative
- Empowering Women and Establishing Grassroots Protection Networks Project
- Peace and Development Project for Atauro Island
- Peace Promotion Project
- Peace Promotion Theater Project
- Strengthening Peace in the Lives of Children - Stopping the Violence Project
- Youth Empowerment and Peace Building Project

Ba Futuru's Peace Center

The Peace Center was constructed at the request of former President of Timor-Leste, José Ramos-Horta. Ba Futuru, Edge-ucate.org, and Uma Juventude were involved in the initial stages of the project, and Ba Futuru has managed the Peace Center since 2007.

Hundreds of children and youth attend various courses at Ba Futuru's Peace Center each year. The Center provides psychosocial support for young people and holds an array of courses on various topics including the International Youth Award, English, Japanese, Portuguese, traditional and modern dance, music, art, basic health and hygiene, skateboarding and various other sports. Ba Futuru also runs courses on conflict resolution, child rights, human rights, child protection, conflict analysis, trauma recovery, democracy and peace building in communities through the TAHRE and Positive Discipline curriculums. The majority of courses in 2012 ran for a period of three months over two terms, after which certificates were awarded to participants.

Facilitators conducted surveys to gauge student understanding before and after the Transformative Arts Human Rights and Education (TAHRE) training was held. Prior to attending training, only 41 percent of the 29 participants who completed the pre-training survey declared that they had the capacity and ability to solve conflict without using violence. However, after the training, 90 percent of those who filled in the post-training survey agreed that they would be able to solve conflict without using violence and could list examples. Many of the students felt that their participation in the TAHRE program transformed their ability to deal with conflict. For example, Alexandrina Conceicao, a 23-year-old participant, reported:

I feel happy because through the training I was able to change my daily behavior. The training encouraged me to become brave to face my own and my family's challenges. Due to this benefit I achieved at Ba Futuru's Peace Center, I hope Ba Futuru will continue this program because it would help Timorese young people to resolve conflicts happening in the community, create peace in the future, and promoting to those in other countries that Timor-Leste is a peaceful nation.

During the first term of 2012, 55 young people attended formal English language classes at Ba Futuru's Peace Center. Afterwards, the center conducted course evaluations to assess the English classes and the facilitators interviewed some students who reported that they had greatly improved their English language skills through the courses. Sonya das Dores de Araujo Nunes, a 29 year old English student, stated:

I am really interested in learning English and I have a dream of getting a good job in the future. I forced myself to study hard in the classes and I practiced speaking, reading and listening with the audio aids. There are lots of different ways to study English. At the other places that I have studied, I did not develop my English as much. But when I decided to study at the Ba Futuru Center, my English improved a lot.

According to many of the participants, the benefits of attending the Center included making friends, learning new skills, feeling more confident and learning about human rights and conflict resolution. These outcomes will aid them in building a peaceful future for Timor-Leste. Many of the children served by the Peace Center are living in poverty, as their parents are unemployed or working very low paid jobs. Often, children in this demographic end up dropping out of school and become involved in gangs. Some of the children living near the Center had already begun to succumb to these pressures before Ba Futuru intervened. The Peace Center provides children and youth with activities to keep them positively engaged. Children and youth living in the vicinity now have a safe environment to engage in activities and classes that will improve their daily lives.

Child Protection Project

In November of 2011, Ba Futuru embarked on the Child Protection Project with Plan International. The project focuses on building the capacity of NGO partners in Aileu and Lautem districts in the areas of positive discipline, child protection, peace building, and conflict resolution. This project forms part of the Swedish International Development Agency's (SIDA) efforts to strengthen child protection throughout Timor-Leste.

Through this project, in 2012 Ba Futuru provided training and briefings for a total of 570 individuals on topics related to child protection, positive discipline and conflict resolution.

After Ba Futuru began its work in Aileu in mid-2012, briefings led by Ba Futuru on positive discipline were implemented for hundreds of students at one high school. A survey done with the students who attended these briefings showed that an overwhelming majority of students had either experienced or witnessed physical punishment by teachers on a weekly basis. Based on Ba Futuru's experience working with schools in various parts of Timor-Leste, we believe this is not unique to this school but unfortunately is common throughout the vast majority of schools across the country.

As part of Ba Futuru's campaign to eradicate violence against children in classrooms in Timor-Leste, Ba Futuru provided positive discipline and classroom management trainings for 145 participants. The participants included NGOs workers, teachers, school administrators, police officers and community leaders. Through the analysis of pre- and post-evaluation surveys, it is evident that those who completed the training have improved their knowledge on positive discipline and referral pathways for assisting children and gender-based violence.

In the post-evaluation survey, all of the participants reported that they understood positive ways to discipline children when they misbehave and 86 percent could list specific examples of positive discipline strategies, whereas before the training, only 51 percent could list examples. Also, after the training 96 percent of the participants reported that they knew of the pathways to refer abused children for assistance, and 86 percent could list these, while only 13 percent could accurately list examples in the pre-training survey. Furthermore, 97 percent of the participants reported that they knew the meaning of gender-based violence at the end of the training, while only 31 percent stated that they knew before the training.

In the follow-up survey, a male who participated in the positive discipline and classroom management trainings reported:

"It was a little difficult to apply what I have learnt during the positive discipline training because, to be honest, I sometimes lost my control at the beginning. For example, when I asked a child to do something but they did not, I came and hit them. I know the information I got from the training is very, very good, and one of my friends who participated together with me in the training always reminded me of child protection and positive discipline, and then I realized that I made a mistake. Then I started trying more positive discipline, as I realized it is what needs to be done. Step by step some children start sitting with me, telling their stories and so on. Now I know the information [I received in the training] and my friend have changed me."

Also in the follow-up, a 33-year-old male, working for the local government, reported:

"The training was good because it gave us a lot of information about child protection, positive discipline and gender-based violence. Participants in this training came from VPU of the police and NGOs working in child protection, shelter, justice and other areas including the local government, like me. In my opinion, all of the participants in this training had a good understanding of the issue, but we increased our knowledge through the training. I suggested that Ba Futuru do the same training for people who work directly for child protection, other stakeholders and community leaders. Many people think they know about child protection, but they do not know how to protect children, how to refer cases to the legal system, and how to identify children at risk. Communities in remote areas deserve to have child protection training, too, because they still have old ideas and traditional systems to discipline children: physical punishment."

A 39-year-old female from a local partner organization said:

"As one who works at a shelter, I really appreciated the training because it provided me with new ideas on how to know or identify people or children suffering from trauma or abuse. Also, the positive discipline and child protection lessons pave the way for me to communicate with victims. In addition, the referral pathway helps our organization with our work, since our organization is the only one providing a shelter for victims in Lautem district. All information my colleagues and I learnt from Ba Futuru through this training is important for us. I would like to thank Plan and Ba Futuru who invited us to participate in this training. We hope that in the future we can become good partners in helping all victims."

Early Childhood Development Initiative

Interventions during early childhood have proven to be more cost-effective, and to influence a wider range of health, social and economic outcomes than interventions later in life. Currently in Timor-Leste, little emphasis is placed upon this critical early stage of development that later impacts on the wellbeing and capacity of children. Less than 10 percent of children receive any form of early childhood education, and many Timorese are unaware of its importance. Children enter primary school unprepared, and after first grade 70 percent of children are unable to read one word.

After two years of supporting early childhood programs on Atauro Island and seeing first hand the vast needs in this area, Ba Futuru decided to undertake the new Early Childhood Development Initiative in 2012 with the initial assistance of Sunrise Joint Venture, and further funding from the Rising Star Award Ba Futuru received from the STARs Foundation.

Ba Futuru's Early Childhood Development Initiative builds from years of experience in leading child protection, positive discipline, child rights, human rights and peace building education training seminars with children, parents, teachers and community leaders. The first stage of Ba Futuru's Early Childhood Development Initiative began in 2012, with the building of an Early Childhood Education Facility that will open in 2013. Also in 2012 Ba Futuru laid the groundwork for this project by recruiting staff and developing plans for the facility and its management.

The facility will provide a safe and supportive learning and play environment for young children between the ages of two and six, which will prepare them socially, emotionally and mentally for formal schooling. The facility will include two classrooms that will be fully equipped with age-appropriate educational equipment to support children's development. Enrolment will be open to children from Timorese and international backgrounds, and the facility will be staffed by Timorese and international educators and early childhood professionals.

Furthermore, the early childhood education facility will also be used as a mentoring classroom for equipping Timorese early childcare educators from external organizations with valuable skills in childcare, thereby benefiting children throughout Timor-Leste at the grassroots level, since their educators will receive training and mentoring of an international standard at Ba Futuru's facility.

Empowering Women & Establishing Grassroots Protection Networks

Ba Futuru's three-year Empowering Women and Establishing Grassroots Protection Networks Project (EWP) began in November of 2011 and will continue until October 2014. Funded by the European Union and AusAID, this project seeks to combat cycles of violence that negatively impact on the lives of many of Timor-Leste's most vulnerable citizens, particularly women and children. The overarching goal of the project is to enhance grassroots protection of vulnerable populations in high-conflict and remote areas through the empowerment of local women. The project aims to assist in stopping human rights violations and preventing violence against women and children, by establishing protection networks that build on local knowledge and existing governance structures. The project's rationale is founded on the belief that the people of Timor-Leste have the capacity to build peace in their communities if they are given the opportunity and support to do so.

This project has three specific objectives:

1. Reduce violence against, and abuse of, vulnerable populations
2. Empower local female leaders as key agents for protection

3. Improve the government's awareness of the need for protection at the grassroots level and introduce strategies to address these needs

The EWP takes a multifaceted approach to working towards change that is culturally appropriate and sustainable. Firstly, it seeks to reduce incidents of violent behavior through advancing local knowledge about the causes of violence and inequality. Over three years, 900 key actors across the project's three main target areas will receive training in human rights, non-violent conflict resolution, child protection, gender equality, and access to justice. In addition, participants will be informed of their individual rights and responsibilities under the new Law Against Domestic Violence, Local Leaders Law, and the Penal Code, in order to decrease impunity regarding violent crime against women and children.

Community leaders have a great impact on the wellbeing of women and children in Timor-Leste. Due to the predominant use of the *adat* or *lisan* customary justice practices, community leaders serve as de-facto judges. They are the first line of response to incidents of violence in the community and are traditionally seen as the main authority for resolving disputes at the local level. However, they also have the potential to inflame conflict if they are not careful with their power. Thus, in Timorese society, community leaders are uniquely placed to take on important roles in conflict resolution and conflict transformation at the grassroots level, and are also instrumental in preventing and responding to domestic violence.

The EWP involved hundreds of community leaders in its key actor trainings on protection and peace building, including various *Chefe Suco*, *Chefe Aldeia* and *Lia Nain*. In the first year of implementation, Ba Futuru trained a total of 304 individuals, including 274 community leaders and key actors in the Dili *sucos* of Camea and Lahane Oriental, as well as 30 police officers. Of the key actors trained, 86 percent of participants reported increased knowledge of human rights; 85 percent of non-violent conflict resolution; 81 percent of access to justice; and 82 percent of how to identify children at risk. In January 2013, the EWP will begin trainings with key actors on Atauro Island, and will train approximately 300 actors across the Island over the course of the year.

Additionally, by spreading understanding of conflict resolution techniques and knowledge of the legal framework for domestic violence, the EWP trainings have also achieved progress in community attitudes towards violence. For example, in Aldeia Deposito Penal in Suco Lahane Oriental, a 39-year-old male participant noted:

"Before I attended Ba Futuru's training, I always used violence against my children and my wife. I became irritated if I called my kids and they didn't listen or they ignored me. However, after I participated in the training, I realized that I had violated their rights by abusing them. Now I don't want to use violence."

The EWP's second priority is to empower twenty female leaders from each of the three main target areas as Protection Team Members and assist them in successfully fulfill their roles as locally elected leaders, by building their skills in public speaking, debate and leadership.

Ba Futuru supports these Protection Team Members by helping them to document and report cases of abuse, refer victims to services (such as medical, legal, or social), and to coordinate monthly grassroots protection meetings. Since they are living in the communities in which they work, these women are approachable to victims, especially women and girls, and are thus better placed to identify protection cases. In this way the project also helps to bolster meaningful female participation in peace building and post-conflict governance, and ensure that female community members are actively involved in combating the issues that impact upon their lives.

By the end of 2012, the Protection Teams were up and running in Dili Central and Atauro Island. Already, the model is proving powerful, as women are being identified and have become focal points in their communities. Since May 2012, Ba Futuru's protection team has referred 17 cases of abuse to relevant services.

Many children in Timor-Leste are unaware that they can seek help outside of the family home, where most instances of violence or abuse occur. Through the EWP, female leaders from each target area provide protection workshops to local young people in human and child rights, conflict resolution and access to justice, and will liaise between young people, the formal protection system and other support agencies. To date, Ba Futuru and the Protection Teams have conducted workshops with more than 80 young people across Lahane Oriental and Camea. The trainings have proven overwhelmingly successful, with 100 percent of youth in Lahane Oriental and 96 percent of youth in Camea demonstrating an increased knowledge and understanding of their rights.

Finally, the EWP aims to foster linkages between state and non-state actors, by connecting key actors at the local level to those providing formal assistance at the district and national levels. Solid links to formal justice mechanisms and support agencies assist vulnerable people in accessing the protection assistance they require and reducing violence and abuse in homes, schools and communities. Currently, however, these links are ineffective, underutilized, or at worst, non-existent. This has left numerous victims vulnerable and has allowed impunity for domestic abuse to continue. Annual policy recommendations, which will be developed by Ba Futuru in consultation with female leaders and local authorities, will offer new strategies to increase grassroots prevention and protection and improve the government's awareness of local protection needs and gaps. Consequently, this will help the government develop a more sustainable and effective district-based protection system that is informed by local knowledge. Ba Futuru will launch its first set of policy recommendations in February 2013.

Bridging the divide between state protection structures and local reality is an essential step in improving protection for vulnerable populations in Timor-Leste. Through the EWP's development of grassroots protection networks, a model system will be created which can be replicated across the country.

Peace and Development for Atauro Island Project

In this two-year project, Ba Futuru worked to build local capacity in the areas of child protection, conflict mitigation and early childhood and participatory education on Atauro Island, the most remote part of Dili District. Ba Futuru's partner organization on this project was the local NGO on Atauro Island, Roman Luan (ROLU).

Ba Futuru supported the staffing of ROLU's five kindergartens, two early literacy schools and library. Furthermore, Ba Futuru engaged community leaders, teachers and police on Atauro Island in positive discipline and child protection training.

Ba Futuru also established a local Child Protection Network (CPN), which by the end of the project had more than 40 members, including community leaders and members of local NGOs, government departments, the police and the United Nations. The CPN feeds into the existing national protection mechanisms, and has already referred various cases both to the Ministry of Social Solidarity's Child Protection Unit and to the Vulnerable Persons Unit of the Police. The CPN initiated a socialization

program across the island to share information with children, youth, parents, faith-based groups and other community members on issues ranging from hygiene and health to abuse and education. Ba Futuru also helped the CPN to organize and celebrate International Children's Day 2012, which involved approximately 300 children from the island's five villages and enthusiastic participation from the community. At the official close of Ba Futuru's project in December 2012, the CPN had plans to continue its vital child protection and socialization work across Atauro, ensuring increased protection for its most vulnerable citizens.

Other achievements of this project in 2012 include the development of a training manual in early childhood education with the assistance of an international advisor, Julia Scharinger. Additionally, infrastructure improvements were made in two schools on the island, including the construction of a toilet block at Berao and the addition of a new classroom at Lilahunal (Biqueli) Kindergarten.

Over the course of the two-year project, a total of 262 community members and key actors from all communities on Atauro were trained in Child Protection and Positive Discipline. The short and long term evaluation surveys show excellent results, with participants demonstrating greatly increased knowledge and understanding of child protection principles, issues and referral pathways, as well as a strong commitment to changing behavior (including discipline practices) to protect children's interests.

Specifically, the follow up evaluations found that:

- 96 percent of participants said they now use the basic principles of child protection in their lives and 94 percent were able to explain how they do this;
- 85 percent said the training helped them solve problems or utilize a referral pathway and 80 percent were able to provide details about how they have done this;
- 93 percent answered that they are now able to identify symptoms of trauma and abuse in children and 89 percent were able to provide solid examples.

Arlindo Martins, father and training participant, said: *"I provided information to the members of the community about the information I have acquired in training. As a father, when my kids fight with each other, always call them to resolve their problem. Since I followed the training a few months ago, I have always remembered the words mentioned by the facilitators to not use physical force with the children, which makes them scared or traumatized. I think the training has changed my behavior; for example, I try not to get angry with the children or threaten them. I also feel that there have been changes in my children's lives as they are now not afraid anymore of me like they were before I followed the training, and my family has begun to have harmony in our day-to-day life".*

Peace Promotion Project

Ba Futuru also focuses on working with the most at-risk youth, who are the main perpetrators of violence at the community level in Timor-Leste. The Peace Promotion Project ran for a period of one year, and was funded by the German Federal Foreign Office via the IFA. The project focused on empowering two groups of 20 at-risk youths to be agents for peace, preparing them to engage in creating a positive future for themselves, their communities and their nation. These youth became members of the peace promotion team, known as the Ekipa Promove Dame (EPD).

Ba Futuru has had extensive experience in providing four- to six-day trainings for at-risk youth, and these have been remarkably successful in changing the attitudes and behavior of participants in a

short time. However, this more intensive long-term youth engagement program was an opportunity to ensure a more thorough transformation of individuals' mindsets and behaviors. Two groups of approximately 20 at-risk youths were identified from high-conflict communities in Dili and were interviewed. They then enrolled in an intensive set of training courses that continued for a period of five months. Through these courses, their professional and life skills were developed, as they were trained in media, art, English language, drama, debate, public speaking, human rights and conflict resolution. Following the training, the participants were assisted by the team to create a professional CV and practice job-finding skills. They also had the opportunity to apply their new skills in a practical context by engaging in outreach to other at-risk youth aiming to find participants for two consequent training workshops on conflict mitigation held by Ba Futuru. They also helped to facilitate the drama and media activities during these workshops.

After their first few months of intensive courses, the EPDs began implementing their new skills to create Peace Festivals in their home communities that would showcase some of their new skills and creations, as well as share important information on a range of community issues. A total of 20 Peace Festivals were held over the one year period. Each Peace Festival included a larger-than-life exhibition of anti-violence art and multimedia work, as well as drama, dance and music performances.

The Peace Promotion Project greatly changed the lives of the 39 young people who became EPD members, through the combination of intensive training and practical experience. They were equipped with the confidence, skills and ability to create a positive future for themselves and their communities, in spite of their at-risk backgrounds. Ba Futuru found this model of engagement to be extremely successful and believes that it could be replicated in other post-conflict countries.

Before becoming EPD members, many of the young people were seen as troublemakers in their communities without much hope for a positive future, however through the project they have all shown that change is indeed possible. They proved themselves to be motivated, intelligent and passionate individuals when given the opportunity to learn and transform. After their five months with Ba Futuru, many of the students continue to advocate for peace in their communities. More than half of all EPD members reported in follow up surveys that they are now either enrolled in university or have a job.

A 22-year-old male EPD stated:

"After I became involved in the Ba Futuru program, I changed my life and created good relationships with everyone...I have solved a conflict in my family and also I have encouraged and reminded other youth to stay away from violence, because it can shorten our destiny and discredit our name, so we need to stay away from violence so that people can trust us."

Incidentally, this project also unearthed great talent amongst the EPD students. Ba Futuru discovered some students with raw talent in the areas of drama, media and art, and now these students are empowered to utilize these talents in the future. Several of the drama students now receive casual work as paid actors through Ba Futuru's funded drama projects, four of the first-round media students assisted with media facilitation for the second round of the EPD members, and several of the artistic pieces will be used in future Ba Futuru promotional material.

Follow up surveys indicate that this project was remarkably successful as more than half of the at-risk youth that become EPD members had jobs or were enrolled in university within a few months after the project finished.

Many community members, including other at-risk youth randomly interviewed after attending the showcases reported that they were surprised to see the former troublemakers from their communities engaged in the promotion of peace, and commented on how the activities implemented by the EPDs would greatly benefit the other youth in the community. For example, a 48-year-old female who attended a showcase said: *“Thank you very much to those who organized this program because they can help to guide the other youth, who can learn from what [the EPDs] have studied. In this community, the youth are always fighting each other and throwing rocks at each other, and I believe that the message from this event can remind people to say ‘no’ to violence and to maintain peace and unity in our community.”*

In the follow-up survey, all of the EPD members said that they had shared the information they had learnt in the training with their friends, families and communities and that they felt confident to continue sharing their experiences.

The ability of the EPD members to influence others in the community is further evidenced in the high attendance rates of the showcases, where youth constituted a high proportion of the audience members. This would have been impossible to achieve without the outreach of the EPDs, who were in a unique position to influence their peers to attend the showcase.

Moreover, in addition to the EPD trainings, 134 community members attended the conflict resolution trainings throughout the year, for which the EPD members assisted with outreach. In the follow-up evaluation of the trainings, all of the participants reported that they had shared the information they learned during the training with their friends, families and communities. While it is too early to gauge the ultimate impact that they will have on the wider cohort of at-risk youth in the community, this ripple effect will help to raise awareness about key issues and create a broader impact throughout the target communities, which will potentially influence the behavior of the wider community. After the training, participants have developed skills in conflict analysis that they will be able to use to act as a positive influence when conflict arises in their communities. According to a follow-up survey, 80 percent of participants said they had already helped to solve a conflict in their family or community since attending the training.

The audience members at the showcases now have the ability to influence others with their increased knowledge about conflict resolution, human rights and other issues such as election violence, thus continuing the ripple effect of this project. It is hoped that the audience members will share this information with the wider community, thus helping to change perspectives at the grassroots level. After the showcases, interviews with randomly selected audience members found that they had greatly increased their awareness of the issues discussed. Specifically, 98 percent of respondents had an increased awareness of the issues surrounding election non-violence, 80 percent about human rights, 98 percent about the need for peace in the community, 92 percent about domestic violence and 75 percent about environmental protection.

CASE STUDY: Santiago

Last year, 24-year-old Santiago had the opportunity to take part in Ba Futuru’s intensive training program for at-risk youth as part of the Peace Promotion Project. He says the training helped him to change his life.

“Before I came to study at Ba Futuru Peace Center, I did not know anything, because I was a trouble maker and I liked throwing rocks at people’s houses and provoking people,” Santiago recalled.

While growing up in the Dili community of Belo, Santiago faced a number of disadvantages: threatened by martial arts groups operating in his community, he had to drop out of formal education during his first year of secondary school. Unable to complete his schooling, he remained unemployed until last year, when he became a member of the Peace Promotion Team (EPD).

Santiago believes that Ba Futuru's program has changed his life in many ways, helping him to build his confidence and develop a more positive attitude. Despite his disadvantaged background, Santiago now has a stable job at a gas station. *"Right now, I have a job because of the specific intensive training I studied at Ba Futuru Peace Center."*

Santiago has become a role model for young people from similar backgrounds and has used his new attitude and skills to help to solve conflict in his own family.

"My girlfriend and family are so proud of me because I have so quickly changed my life, and this is because of the different activities that I have been involved in at Ba Futuru. Since attending the training, I have helped to solve a conflict in my family and I also try to encourage other youth to stay away from violence because it has no value for our lives and it will destroy our future."

Peace Promotion Theater Project

Ba Futuru's theater programs have been running since 2008, and consist of a range of different drama activities that focus on conflict prevention and human rights. The Peace Promotion Theater Project gained momentum in January 2012, when it received funding from UNWOMEN to develop and perform a play promoting women's participation in politics. Ba Futuru performed the play, *Voting Day*, in various districts throughout Timor-Leste with the aim to promote women's right to vote and encourage women, particularly first-time voters, to take part in the 2012 presidential and parliamentary elections. Ba Futuru also filmed this performance and it was aired regularly on national television prior to the elections.

In addition, Ba Futuru's drama facilitators worked with two groups of 20 at-risk youths throughout 2012 to develop drama pieces that were then performed at the Peace Festival showcases in many areas of Dili as part of the Peace Promotion Project. Ba Futuru's drama facilitators ran weekly drama classes at the Peace Center to aid in the psycho-social development of these at-risk youth and help them use drama to process negative experiences and learn new skills to engage positively in their communities, incorporating methods such as play-back theater and forum theater.

The students who chose to focus on drama attended intensive drama workshops three days a week, and worked to develop a performance piece that explored issues close to their heart, such as domestic violence, children's rights, martial arts and election-related violence. The result was an intense and emotionally charged 45-minute performance incorporating dance, mime, drama, music and monologues that made audience members both laugh and cry. This play was performed 20 times in high-risk communities throughout Dili, with the aim to raise awareness among people in conflict-prone areas on issues such as election violence, human rights, and conflict resolution, through non-traditional, creative methods. Many of the students who were part of this program went on to join the Ba Futuru drama group and become involved in its other projects.

In 2012, Ba Futuru also had the support of Paz y Desarrollo (PyD) to develop and perform two theater pieces in rural areas of Timor-Leste, one focusing on the promotion of women in politics and the other on preventing gender-based violence in order to assist in disseminating information about the Law Against Domestic Violence.

After these performances, surveys were conducted with audience members. A 41-year-old male community member from Builale said:

“The play is very worthwhile because I can access the information about how to build peace in my family. I also understand much better now that men need to take the same responsibility as women to work together in the family. After watching the play, I also learnt some points about what strategies I can use to avoid violence. The play showed me that we should listen to each other and support each other in the family and in the community.”

Most recently, Ba Futuru’s theater group has been working with GIZ and Pixelasia to produce the ‘Super Hero Peace Builder’ film series, which aims to promote a culture of peace in Timor-Leste. This innovative film series revolves around a female Super Hero, who shows up in conflict situations and solves the issue together with the involved parties, demonstrating the benefits of non-violent conflict resolution. These film clips will be aired regularly on television and screened in rural areas in 2013. The Super Hero Peace Builder film series is inherently innovative in that the lead character is a strong and powerful female, in a country where women are often marginalized. The female super hero, known as “Feto Fantastiku”, is a role model for all Timorese women. She is a strong advocate for peace who defies gender stereotypes, and encourages female empowerment. The Super Hero character is also uniquely Timorese, combining typical super hero clothing with traditional Timorese materials and headwear. In this way, she is a national role model, providing an alternative to the many foreign heroic characters Timorese are generally exposed to in films.

The progress and outcomes of the past activities of the Peace Promotion Theater Project have shown that theater and film are very effective tools to promote peace, due to their visual nature and the novelty of the medium. Theater and film are able to successfully engage audience members so that they personally identify with the characters they are viewing and the problems they are facing.

In 2012, community theater performances by Ba Futuru’s theater group drew between 100 and 250 audience members, who were engaged throughout the performances, listening intently to the dialogue, with the majority staying throughout the entire performance. In interviews conducted after these performances, staff noted that many people expressed their desire to invite Ba Futuru back to their community to perform the play again, as they felt the messages were very strong and powerful and the plays were very entertaining. Several audience members explained that sometimes it is difficult for them to process information about domestic violence when this information is shared formally or verbally, but through drama they could understand the key messages, which were presented strongly and clearly through action.

Ba Futuru has also discovered that delivering theater through the medium of film is also an innovative and effective tool. Film is an extremely popular medium that allows for a much larger target audience to be reached in a short period of time, through repetitive screening on nationwide television and live film screenings in rural areas.

The impact of theater pieces in 2012 was measured through pre- and post-performance surveys. In a series of theater performances in Dili that focused on human rights and GBV, 80 percent of the audience members interviewed reported an increased awareness of human rights and 92 percent

reported an increase of knowledge about domestic violence issues after watching the play. Additionally, after observing a performance on domestic violence in rural areas, 96 percent of the community said they had learned strategies for preventing themselves from using violence and could list examples, whereas before the performance only 64 percent of the community said that they knew strategies they could use to prevent themselves from using violence.

Strengthening Peace in the Lives of Children: Stopping the Violence

This project has been running since January 2011 with the support of the East Timor Justice Sector Support Facility. It is designed to address two key issues: a) a widespread lack of understanding of how to identify and address child protection issues; and b) teachers' and parents' limited understanding of the negative impacts of the use of violence with children and of positive discipline methods.

From January to April 2012, this project produced a toolkit entitled 'Lessons Learned', which included a 30-minute DVD and manual. The toolkit documents the transformation process in the three schools the project had worked in previously, and provides tips on positive discipline by outlining strategies that had been proven effective in the Timorese context.

One student, after seeing the 'Lessons Learned' film, said that: *"When I watched this film, I drew the conclusion that teachers and educators are like role models for their students to follow, so a teacher's actions will be imitated by students. In my opinion, school is a place for all of us students to learn, but not through violence or physical punishment. Therefore, teachers should use positive strategies to educate us and to remind us to carry out our obligations as students to support teachers, because when teachers can no longer control our behavior well, this gives rise to punishment. I think that this film can teach us how teachers and students can respect one another."*

From January to April, the project team also wrapped up activities in two schools: 10 de Dezembro, Dili, and 99 Atauro, Atauro Island. From May to December 2012, the project moved into a new phase and worked with more than 120 school directors, teachers and other staff from four new high schools: Rainha da Paz (Dili), 4 de Setembro (Dili), Finantil (Dili) and Nino Conis Santana (Lospalos). Ba Futuru also worked with eleven teacher trainers from the government's teacher training institute, INFORDEPE, to reduce violence in the classroom by building their capacity to use positive teaching and discipline methods. Additionally, they were equipped with skills in protecting and promoting children's rights and becoming advocates for child protection.

Project activities included:

- Three day trainings with teachers on child protection and positive discipline
- Monthly meetings for 15 teachers (five from each school) to support training implementation and discuss positive and constructive responses to discipline issues in the schools
- Mentoring sessions to train teachers in positive behavior reinforcement skills
- One-day trainings sharing information about the legal framework for child protection and access to justice in Timor-Leste, and how to access legal and other services for victims of abuse

- Ongoing monitoring and evaluation with teachers including pre- and post-training surveys and follow-up evaluations. Follow up evaluations and film screenings were also conducted with students to measure the change in the behavior of their teachers

The project team benefited from capacity building by two international consultants, both of whom developed new training materials, trained staff in new skills, and supported the implementation of the new training modules with teachers in the target schools. Jenna Rudo-Stern worked with the team on positive behavior reinforcement. She helped expand the project's focus beyond positive discipline to include the prevention of negative behavior and the reinforcement of positive behavior. Lindsey Greising developed a legal framework manual and trained staff, in order to inform participants about what protection the law provides for children in Timor-Leste, and how people can access legal and other services to assist victims of violence.

A total of 119 teachers, school staff and teacher trainers received training in child protection and positive discipline. Before the training, only 51 percent of participants could identify five child rights whereas after the training 98 percent could do this. Before the training 25 percent of participants knew of at least three places where they could access assistance for children at risk and suffering from abuse; however, following the training this rose to 84 percent. In follow-up evaluations conducted several months after the initial training, 85 percent of participants reported having experienced a change in their behavior since the training, and 67 percent could list specific ways in which this has occurred.

Mestra Maria da Costa Ramos from secondary school Finantil (Dili) followed the Child Protection and Positive Discipline training and said that: *"I think that this information is very valuable for me, because I have learned many strategies that will support my teaching and help me build good relationships with my students. I also recognize that there are various obstacles that I face such as large numbers of students and I often struggle to manage the students effectively. But I am hopeful that by trying to implement these new positive discipline strategies, it will help me to minimize disturbances in the classroom in order to manage the students' behavior and I think this is the first step in making a good change for the future."*

Mestre Francisco Fernandes Guterres from secondary school Rainha da Paz (Dili) shared his views on the training: *"I feel that this training was beneficial, ran well and was successful. Something that was new and helpful for me as a key principal to follow was 'Reinforce and promote good behavior rather than respond to and punish bad behavior'. This material supports me greatly to be able to implement [these new strategies] and step away from the methods I have been using, because the several methods I have tried in the past have failed. In practice while teaching students, I've often used negative methods, but I myself haven't been sure what the real impacts of physical punishment are! Because of this, I am very happy with the information I've received from this training. All of this information will help me to minimize my use of the negative methods I previously used, and I recommend that Ba Futuru shares this information also with parents in the community."*

Ba Futuru has secured support for this project for another year, and will continue working with three high schools in Dili and Lospalos to further enhance the positive discipline and child protection capacity of teachers and school staff throughout 2013.

Youth Empowerment and Peace Building Project

Ba Futuru's Youth Empowerment Peace Building Project began in 2011 and expanded on Ba Futuru's prior peace building and youth engagement work. From April 2012, this project continued to provide skill building for youth but focused on more remote communities than the previous year, including remote parts of Dili, Cova Lima district and Liquiçá district. This focus on remote areas was particularly important in the lead-up to the elections given the historical potential for election violence in these areas. This project will continue until March 2013.

The project has developed Community Response Teams (CRTs) in each target area to assist with outreach to at-risk youth, encouraging them to come to the community trainings on conflict mitigation. The first half of the year focused on providing trainings in two conflict-prone sub-districts, Zumalai (Cova Lima District) and Tibar (Liquiçá District), while during the second half of the year trainings were delivered in two remote areas of Dili District, Cristo Rei and Metinaro. These four areas were identified previously by the CRT and project staff as key areas of focus for Ba Futuru trainings, because they are often prone to violence due to the activities of martial arts groups and land disputes. The project achieved 20 capacity-building community trainings over the one-year period using the Transformative Arts and Human Rights Education (TAHRE) curriculum.

In Timor-Leste, where three-quarters of the population is 25 years and under, young people play a critical role in the country's future. While they can be perpetrators of conflict, they can also contribute positively to stabilization and peaceful development. This project strove to encourage youth to be assets to their communities through providing trainings that were funded by the Oaktree Foundation. A total of 492 young people (212 females and 280 males) attended the 16 trainings held throughout 2012. This project will engage even more participants through trainings that will take place in the first part of 2013.

Pre- and post-training surveys showed an increase in the preference for the use of non-violent strategies to solve conflict amongst participants. The post-evaluation found that 80 percent of participants felt that it is better to solve conflicts without violence, while only 32 percent felt this way in the pre-training evaluation. After the training, 83 percent reported that they had the ability and knowledge to solve conflicts without violence, compared with only 37 percent before the training. Moreover, in the post-training evaluation, 84 percent of participants reported having gained knowledge of instruments for conflict analysis and 67 percent were able to accurately list these, whilst in the pre-training survey, only 10 percent reported that they had knowledge of conflict analysis and only two percent of the participants could list any conflict analysis instruments.

Since the trainings, six follow-up evaluations have been conducted: three in Zumalai and three in Tibar. In these evaluations, 92 percent of participants reported that they had shared the information they learnt with their friends, family and communities, and 96 percent of participants stated that they had minimized violence in their lives.

A network of trained Community Response Team (CRT) members worked with Ba Futuru's facilitators and were critical to the project's success. Two youths from each of the four target areas became active CRT members and were involved in outreach to leaders and youth and in the monitoring of conflict and violence in their communities. All eight of the CRTs demonstrated their confidence in conducting outreach in their communities, which is evidenced by the high numbers of participants at the trainings. By the end of 2012, 492 participants had attended sixteen trainings, which exceeded expectations.

Through constant communication regarding the project, the CRTs built strong relationships with their communities, including with village storytellers, *suco* council leaders and members, youth representatives and martial arts leaders. These relationships will help the CRTs to continue to monitor the behavior of the training participants in the months to come. After the training, the CRTs often keep in touch with the participants to monitor changes in their behavior.

One of CRT members from Tibar said:

“I really appreciate NGO Ba Futuru because it provided me an opportunity to become a CRT member. I would like to show my great gratitude to Ba Futuru, which kindly assisted us during our work in communities to conduct outreach, to hold community monthly meetings, and to facilitate the trainings. In addition, this work provided me with benefits, particularly a better understanding about conflict resolution, and how to assist the community to solve their problems. I feel happy with my new knowledge and skills in these subjects, and I am so keen to share the information with the communities. I also feel personal development in myself, especially around leadership, self-confidence and attention to detail. Even after my contract finishes, I will still use these skills and knowledge to create peace in my community.”

ORGANIZATIONAL DEVELOPMENT

In 2012 Ba Futuru continued to strengthen as an organization and build its internal capacity and the sustainability of its operations. Capacity building took place on a daily basis within the organization, and was further supported by external training. Ba Futuru's organizational capacity and sustainability is based on transparent and sophisticated financial management systems including annually audited accounts, well-trained staff that receive regular professional development, and a strong governance structure overseen by a Board of Directors.

A team of national and international staff manages Ba Futuru. This organizational structure has created an environment conducive to capacity development because it facilitates a daily exchange of skills and knowledge. This approach allows for programming tailored to local needs while maintaining the organization's adherence to international standards. The majority of the Timorese staff on Ba Futuru's management team are equipped with university-level qualifications. Ba Futuru's international staff are also qualified with relevant academic experience and often several years of experience working with NGOs. Ba Futuru has received eight years of in-country support from one of its co-founders, Sierra James. Ms. James has a Master's Degree in International Affairs from Columbia University, where she studied education in emergencies and conflict resolution.

In 2012, Ba Futuru staff had several opportunities to attend external capacity development conferences and trainings. These included trainings in the Convention on the Rights of the Child and advocacy, project monitoring and evaluation, peace building and non-violent action, financial mentoring, research methodology and journalism, filmmaking and editing, positive behavior reinforcement and both Portuguese and English language.

Some of the highlights of staff training activities in 2012 included:

- Joana Camoes, Ba Futuru's National Director, attended Action Asia's Reflective Peace Practice training (advanced) in the Philippines
- Remegito Jorge da Costa, Ba Futuru's Child Protection Project Coordinator, attended a Child Protection and Advocacy training in Malaysia, with the support of Plan International
- Vidal Campos Magno, Ba Futuru's Lead Peacebuilding Project Coordinator, spent a month in Japan participating in a Peace Education training which was supported by the Japanese International Cooperation Agency (JICA)
- Rosa Martins, Ba Futuru's Advanced Facilitator, attended a three-week Program in Human Rights, Peace and Security training in Sweden, with the support of the Swedish International Development Agency (SIDA).
- Ba Futuru was the local host of the 4th International Action Asia Peace Builders Forum, held in Dili from 19-21 September 2012. A number of Ba Futuru staff also attended the seminars and workshops as part of the conference, which allowed them to build their knowledge, skills and networks in peace building around Asia.

Ba Futuru received capacity building support from the following partners: Adobe Youth Voices, Action Asia, Austraining (via AYAD & AVID volunteer assignments), Dili Film Works, Forum Tau Matan, JICA (via JOVC volunteer assignments and a peace building course in Japan), the Justice Facility, NAO Office, Peace and Sport, and Plan International, and SIDA's Programme in Human Rights Peace and Security.

Donors and Partners

Ba Futuru's main donors and implementation partners in 2012 were: AusAID, Child Frontiers, the European Commission, the Finnish Fund for Local Cooperation / Deutsche Gesellschaft für International Zusammenarbeit (GIZ), Germany's Institute for Foreign Cultural Relations / Institut für Auslandsbeziehungen (IFA), the Global Fund for Children, the Justice Facility, the Oaktree Foundation, Paz y Desarrollo, Plan International, the STARs Foundation, Sunrise Joint Venture, and UN Women. The American Service Committee together with GIZ supported Action Asia 4th International Peace Builders Forum which Ba Futuru assisted in organizing. Other donors and supports included: The Ashmore Foundation, International Youth Award, the US Embassy, the United Nations Development Program, the Ministry of Agriculture's Rural Development Program Phase III, the University of Minnesota's Robina Public Interest Scholars Fellowship, Global Giving, AWISH Foundation and Austin Community Foundation also supported Ba Futuru by acting as liaisons for donations from individuals outside of Timor-Leste.

Staff and Volunteers

Ba Futuru had almost 50 staff throughout 2012, including Timorese and internationals

Elisabeth da Silva Andrade	Lindsey Greising	Zulmira de C.S Pinto
Abel de Araujo	Jose Henrique	Angelo dos Reis
Joao Bano Suni	Dinis dos S. Hornay	Marito Salsinha
Yohanes Bouk	Juliana Imaculada	Eldina dos Santos
Joana dos Santos Camoes	Sierra Emilia James	Emilia Savio
Jose Antonio de Carvalho	Letigia de Jesus	Julia Scharinger
Maria E. Pereira Chan	Jose Lobo	Adilson da Silva
Paula Clothier	Jose Lopes	Arlinda N. Siqueira
Eugenio Carceres da Costa	Vidal Campos Magno	Mateus Soares
Jose Ximenes da Costa	Jacinto Maia	Jose Soares
Palmira da Costa	Juliana de Oliveira Marcal	Judith Maria de Sousa
Remegito Jorge da Costa	Rosa Jose Martins	Jacinta Pereira de Sousa
Januario Crispin	Sabino Noronha	Juvinal de Sousa Calau
Helio Roberto Dias	Thomas de Oliveira	Geronimo Vicente
Bete Fatima	Joao Paulo	Jessica Wilde
Augustinha da Fonseca	Larimiro Pereira	Jacinta Florenca Ximenes

International short-term consultants provided specialized training in 2012 supported by Ba Futuru's Rising Star of Asia Award from STARs Foundation UK. These consultants included: Jenna Rudo-Stern (positive behavior reinforcement), Mark Dohm (IT) and Julia Sharinger (early childhood education).

Every year, Ba Futuru welcomes international and national volunteers who work as counterparts to national staff. In 2012 Emma Dawson¹¹, Laura Ogden and Jennifer Buss from the Australian Youth

¹¹ Emma Dawson later became a consultant to Ba Futuru, following her AYAD assignment.

Ambassadors for Development (AYAD) program supported Ba Futuru, along with Japanese volunteers Saki Yakabe, Makoto Abe and Hiromi Akutsu from the Japan International Cooperation Agency (JICA). In addition, Ba Futuru had the support of other dedicated full-time independent volunteers including Guilherme Bragança, (Portuguese classes, music and the production of Ba Futuru's first music CD) and Holger Koetzle (IT). Part-time and short-term international volunteers throughout 2012 included: Nathan Alexander (skateboarding), Sara ten Brinke (drama and art), Sophie Buchanan (film editing and English), Hannah Cahill (early childhood), Diane Durongpisitkul (photography), Carlos Figueiredo (skateboarding and Portuguese classes), Alex Hughes (child protection and positive discipline), Owen Morton (project planning and skate park development), Daniel Walton and Rosie Coorey-Ewings (artistic murals), and Ana Correia Mendes (children's Portuguese language and art classes). Timorese volunteers included Leonito Elizario (communications), Isidoro dos Santos Correia (graphic design) and Antonia Lopes (children's activities).

Case Study: Lica Marcal

Fourteen years ago, when Lica Marcal was only 17 years old, she hid inside the Ave Maria church in Suai (in Cova Lima district near the current border of Timor-Leste and Indonesia) as a horrific massacre took place by Indonesian military and militia. During an attack that lasted for two hours, she witnessed the deaths of many people, including many women and children.

Afterwards, she was taken to a military base for interrogation, where she was threatened with death and treated very badly. The military then took her to Indonesia, where she stayed for two months. "This was a very, very hard time and it was a very hard life for me," Lica recalls. "I had to be strong!"

Despite the horrors of the past, Lica has become a very successful and strong woman. She completed her senior high school when she returned from Indonesia, and then graduated with a university degree in Social Economic Agriculture. Before working with Ba Futuru, she had worked in a number of high-profile organizations including the UNHCR, The World Food Programme and Plan International.

It has now been eight years since Lica started with Ba Futuru. When she began in 2005, the organization had only five employees and resources were very limited. "I especially like working as a social worker, because I can help other people," Lica says. "In this work, we are connected to the community. Sometimes we talk about how people are feeling; sometimes we talk about how the people are surviving."

Lica is now part of Ba Futuru's management team and is the Project Coordinator for the women's empowerment project, which supports women at the grassroots level. In Timor-Leste, the patriarchal society often hinders women's ability to actively participate in society and exercise their full rights. Lica hopes that the current project will help women to stand up and talk about their concerns. "We support them in becoming strong women!" She says, smiling.

Lica feels a strong personal connection with this project, as she herself has had to learn to be strong and move on from her own traumatic experiences. "In the past I faced a very hard life, and so now I am trying to help other people to be strong as well."

As a truly empowered woman, working on an important project in a position she enjoys, Lica is an inspiration for all women.

Governance

Ba Futuru's governance structure includes various layers of oversight to ensure accountability and transparency within the organization. Ba Futuru staff report internally to the National Director, who reports to the Board, who then reports to the Members. Ba Futuru has a Constitution and various governance policies that help to guide the work of the Board of Directors and the organization.

Board of Directors

Over the course of 2012, Ba Futuru's Board had six members: two Timorese and four internationals. Half of these members were female, supporting Ba Futuru's emphasis on gender empowerment. The members' duration of experience on Ba Futuru's Board ranges from six years, to less than one year, with the newest member joining in mid-2012.

- **Izitu Castanheira** - member since 2010 and Board President. Mr. Castanheira has four years' work experience with the United Nations, one year working on the UNICEF illiteracy program, two years in the United Nations Mission to Timor-Leste, one year working on the UNICEF illiteracy program and two years experience in program analysis and learning systems including: human rights and child rights training; monitoring and evaluation; and project management. He currently works for the Ministry of Finance as a researcher. (Nationality: Timorese)
- **Juvita Pereira** - member from 2009 to 2012 and Vice-President. Ms. Pereira previously assisted the Government of Timor-Leste in the development of the Juvenile Justice Law and has been involved in various Ba Futuru programs. She brought a youth perspective to the Board and was able to provide advice based on her experience as a prior program participant. Ms. Pereira resigned as Board Member in 2012 to pursue study opportunities in Australia. (Nationality: Timorese)
- **Melissa Wingard-Phillips** - member since 2007. Ms. Wingard-Phillips has 15 years of corporate project management experience and is currently based in Singapore with Dell Corporation as a Regional Portfolio Manager. She has over 10 years' experience as a volunteer, donor and Board member for organizations supporting women and children. She also lived and worked in Timor-Leste in 2007 and 2008 with the Office of the Prime Minister and Peace Dividend Trust. (Nationality: American)
- **Megan Lavelle** - member since 2009. Ms. Lavelle has a Master's Degree in Anthropology and five years work experience conducting community needs assessments, managing projects and building staff capacity in Timor-Leste. She has also worked as a government liaison officer, is fluent in English and Bahasa Indonesian, and has prior experience acting on a board of governance in the Timor-Leste context. (Nationality: American)
- **James Coy** – member since 2010. Mr. Coy is a human rights lawyer who has worked in Timor-Leste for ten and a half of the last 12 years. He and his wife have two children and their family lives in Dili. Mr. Coy is interested in seeing Timor-Leste develop and stabilize. He believes Ba Futuru's focus is crucial to moving things forward and is interested in being a part of this movement. Mr. Coy has many contacts in various agencies, which he uses to help develop and strengthen Ba Futuru as an organization. Mr. Coy is currently working with USAID. (Nationality: American)

- **Daniel Wilde** – member since 2012 and Board Treasurer. Mr. Wilde is a development economist with ten years experience working on economic and finance related issues in developing countries. Mr. Wilde currently works as the Budget Adviser for the Government of Timor-Leste. He has previously worked as a finance and economic adviser for the Governments of Tanzania, Nigeria, Kyrgyzstan, Afghanistan, Swaziland, Ukraine and Bosnia-Herzegovina. Mr. Wilde also has experience writing proposals for multi-million dollar EU, DFID and WB projects. His educational qualifications include a PHD from Bath University in Social Policy, an MSC in development economics from SOAS/the University of London and an economics degree from Leeds University. (Nationality: British)

Ba Futuru Members

Members are the overarching oversight group of the organization and a crucial level in the accountability checks-and-balances of the organization. Members attend the Annual General Meeting where they receive reports from the Board of Directors and the National Director, receive the annually audited accounts, and elect Board members. Members are kept well informed of Ba Futuru's activities throughout the year and those in Timor-Leste are invited to Ba Futuru's events.

2012 FINANCIALS

The Ba Futuru Annual Finance Report 2012 can be found on the following two pages, including the Balance Sheet and Project Details.

A full copy of the Audit Report 2012 can be made available on request.

BA FUTURU
Annual Financial Report
YEAR ENDED 31 DECEMBER 2012

Note 15 Organisation Details

The registered office of the organisation is:

Ba Futuru / For the Future
Peace Center, Rai Kotu Comoro
Dili, Timor-Leste
www.bafuturu.org

The principal place of business is:

Ba Futuru / For the Future
Peace Center, Rai Kotu Comoro
Dili, Timor-Leste

Note 16 Annual Report

	2012	2011
	\$	\$
1 Total Expenditure	860,199.54	557,616.51
2 Net Earnings	39,830.98	18,731.73
3 Balance Sheet		
Current Assets	375,371.34	236,726.47
Total Assets	375,371.34	236,726.47
Current Liabilities	283,796.26	184,982.37
Equity	91,575.08	51,744.10
Total Capital	91,575.08	51,744.10
Total Liabilities & Capital	375,371.34	236,726.47

BA FUTURU
Annual Financial Report
YEAR ENDED 31 DECEMBER 2012

Note 17 Project Details

Job No	Job Name	Carry Forward 2011	Income 2012	Expenses 2012	Project Support	Carry Forward 2012	Funds available for future use
10-UF	Unrestricted Funds		31,260.00				31,260.00
101-FF	Flexible Funds		0.19	45,263.47	53,834.26		8,570.98
1100-PI	Child Protection Year 1	3,027.05		3,027.05		-	
1100-PI	Child Protection Year 2 Qtr 1		14,755.74	14,755.74		-	
1111 PI	Child Protection Year 2 Qtr 2		6,369.00	6,369.00		-	
1112 PI	Child Protection Year 2 Qtr 3		12,204.00	12,204.00		-	
1113 PI	Child Protection Year 2 Qtr 4		7,321.00	7,280.63		40.37	
1200-EU	Women Empowerment	100,326.97	22,833.86	123,160.83		-	
1300-CF	Child Frontiers		8,856.00	5,903.00		2,953.00	
1400-IFA	Peace Promotion Project		168,533.61	168,533.61		-	
1500-SF	Star Foundation		24,958.00	11,677.67		13,280.33	
1600-UNW	Drama Project		9,947.00	9,947.00		-	
1700-OKT	Youth Emp Peace B Program		150,072.00	109,628.59		40,443.41	
1800-AA	Empowering Women - (0%		66,155.93	6,300.00		59,855.93	
1810-AA	Empowering Women 10%		7,565.24	7,565.24		-	
1900-GFC	GFC Sustainability		23,888.00	1,173.90		22,714.10	
2000-PS	Peace & Sport		750.00	538.10		211.90	
2100-RDP	Ministry of Agriculture		569.60			569.60	
2200-USA	US Embassy		2,800.00	2,800.00		-	
2300-GG	Global Giving		4,869.75	4,869.75		-	
2400-AFSC	Peace Forum A		10,988.00	10,988.00		-	
2500-GIZ	Peace Forum B		3,000.00	3,000.00		-	
2600-WS	Early Childhood		89,978.00	55,000.00		34,978.00	
2700-IYA	International Youth Award		755.00	755.00		-	
2800-UNDP	Peace Promotion Project		10,000.00	4,800.00		5,200.00	
2900-PYD	Drama Project		11,962.50	6,390.00		5,572.50	
3000-FS	Law Fellowship Program		24,988.00	4,166.00		20,822.00	
3100GIZ	Peace Theatre Project		14,885.00	40.00		14,845.00	
3200-AF	Ashmore Foundation		7,787.88			7,787.88	
3400-PC	Paula Clothier Fund		1,568.01			1,568.01	
621-GFC	Adobe Youth Voices	13.19		13.19		-	
622-GFC	GFC Health 2011-2012	19,692.29		19,692.29		-	
623-GFC	AYV Commnication		2,089.38	1,864.35		225.03	
680-OKT	Youth Emp Peace B Program	26,121.94		26,121.94		-	
7000-F	Peace & Development	17,578.98	42,537.08	56,020.39		4,095.67	
9000-JF	JF Peace Project		51,133.64	51,051.80		81.84	
9100-JF	JF Peace Project		79,299.00	79,299.00		-	
TOTAL		166,760.42	914,680.41	860,199.54	53,834.26	235,244.57	39,830.98

ANNEX I – 2012 TRAININGS IN COMMUNITIES

Peace Promotion Project – Conflict resolution trainings funded by IFA at Ba Futuru’s Training Facility

No	Training dates	Participants	Number of Participants
1.	6-10 February	Ekipa Promove Dame / Peace Promotion Team Members	20
3.	23-27 April	At-risk youth from across high conflict parts of Dili	48
4.	14-18 May	At-risk youth from across high conflict parts of Dili	32
5.	23-26 July	Ekipa Promove Dame / Peace Promotion Team Members	25
6.	1-5 October	At-risk youth from across high conflict parts of Dili	30
7.	15-19 October	At-risk youth from across high conflict parts of Dili	24
		Total	179

* Each of these five-day trainings included information on conflict resolution, conflict transformation, conflict analysis & mapping, negotiation, mediation, introduction to human rights, civic education, gender equality, rumor management and democracy.

Youth Empowerment Peace Building Project – Conflict mitigation trainings funded by the Oaktree Foundation

No	Training dates	Location	Participants
1.	14-17 May	Suai, Zuamalai, (Zulo)	36
2.	14- 17 May	Liquiçá, Tibar (Turleu)	21
3.	11-14 June	Suai, Zumalai (Fatuleto)	42
4.	25-28 June	Liquiçá, Tibar (Mausoi)	29
5.	25-28 June	Suai, Zumalai (Lour)	23
6.	23-26 July	Tibar (Ermeta)	39
7.	23-26 July	Zuamali (Taz Hilin)	41
8.	13-16 August	Tibar (Cassait and Titisari)	33
9.	20-23 August	Zumalai (Raimea)	39
10.	25-28 September	Tibar (Ulmera)	22
11.	5-8 November	Metinaro (Libutun)	29
12.	13-16 November	Hera (Mota Ki'ik and Halidolar)	23
13.	26-29 November	Metinaro (Sabuli)	32
14.	3-6 December	Hera (Ailok-Laran)	25
15.	10-13 December	Metinaro (Besahé)	30
16.	10-13 December	Hera (Sukaer laran and Akanunu)	28
		Total	492

* Each of these four-day trainings included information on conflict resolution, conflict transformation, conflict analysis & mapping, negotiation, mediation, introduction to human rights, civic education, gender equality, rumor management and democracy.

Empowering Women Project – funded by AusAID and the European Union

Protection, Empowerment and Conflict Transformation (PECT) Training

No.	Dates	Communities Trained	Participants
1.	9-14 January	Sare, Becoe & Rai Mean	35
2.	23-28 January	Suhu Rama, Metin & Tuba Rai	27
3.	6-11 February	Marabia & Calma	29
4.	27 February -3 March	Temporal & Deposito Penal	28
5.	26-31 March	Alekrim, Jembatan Besi & Villa de Lahane	30
6.	4-9 June	Aidak Behare, Namlai & Kaisabe	30
7.	25 June-2 July	Bedois, Ailele Hun & Suco Laran	26
8.	23-28 July	Lases, Has Laran, Lenuk Hun & Ailok Laran	37
9.	13-18 August	Burbalao, Terminal, Fatuk Francisco	32
10.	15 September	Dili based PNTL	30
		Total	304

Empowering Women Project – Protection Team Trainings funded by AusAID and the European Union

No.	Dates	Activities	Location	Participants
1.	14-15 May	Lahane Oriental Protection Team training (public speaking, leadership, debate)	Dare	11
	22-23 May	Lahane Oriental Protection Team Coordinator training (referral pathways, youth animation)	Ba Futuru Training Facility	2
2.	September	Camea Protection Team	Dare	10
	September	Camea Protection Team Coordinators	Ba Futuru	2
3.	December	Atauro Protection Team Training	Aalao Madre Sao Paulo	16

Youth Animation Workshops

No.	Date	Community	Training module	Participants
1.	28 June	Sare, Becoe, Rai Mean	Module 1: Introduction and Affirmations	22
2.	5 July	Sare, Becoe, Rai Mean	Module 2: Declaration of Human Rights and the Special Needs of Children	27
3.	12 July	Sare, Becoe, Rai Mean	Module 3: Access to Justice and Conflict Analysis	21
4.	19 July	Sare, Becoe, Rai Mean	Module 4: Peaceful and Creative Conflict Resolution	24
5.	2 August	Suhu Rama, Metin, Tuba Rai	Module 1: Introduction and Affirmations	32
6.	9 August	Suhu Rama, Metin, Tuba Rai	Module 2: Declaration of Human Rights and the Special Needs of Children	37
7.	16 August	Suhu Rama, Metin, Tuba Rai	Module 3: Access to Justice and Conflict Analysis	25
8.	23 August	Suhu Rama, Metin, Tuba Rai	Module 4: Peaceful and Creative Conflict Resolution	13
9.-12.	September	Marabia & Calma	Modules 1-4	28

ANNEX II – 2012 TRAININGS IN SCHOOLS

Strengthening Peace in the Lives of Children Project – trainings and briefings funded by the Justice Facility and individual donations via Global Giving

Child Protection and Positive Discipline Training

No	Training dates	Location	Participants
1.	12-14 June	INFORDEPE	11
2.	31 July – 2 August	Secondary School Finantil, Dili	29
3.	23-25 August	Secondary School Rainha da Paz, Dili	30
4.	28-30 August	Secondary School 04 de Setembro, Dili	20
5.	26-29 September	Secondary School Ninu Conis Santana, Lautem	29
		Total	119

Legal Framework Training

No	Training dates	Location	Participants
1.	21 November	Secondary School Finantil, Dili	16
2.	23 November	Secondary School Rainha da Paz, Dili	17
3.	29 November	Secondary School 04 de Setembro, Dili	11
		Total	44

Mentoring Activity

No	Training dates	Location	Participants
1.	23 October	Secondary School Finantil, Dili	15
2.	24 October	Secondary School Rainha da Paz, Dili	14
3.	26 October	Secondary School 04 de Setembro, Dili	27
4.	08 – 09 November	Secondary School Ninu Conis Santana, Lautem	19
		Total	75

ANNEX III – 2012 OTHER TRAININGS AND ACTIVITIES

Child Protection Project – Training funded by SIDA via Plan International

No	Training dates	Topic	Location	Participants
1.	23-26 January	Conflict Resolution Training	Aileu	12
2.	23-25 February	Positive Discipline and Classroom Management Training A	Aileu	21
3.	27-29 February	Positive Discipline and Classroom Management Training B	Aileu	18
4.	14-16 May	Positive Discipline and Class Management Training C for Partners	Dili	12
5.	12-14 August	Positive Discipline and Classroom Management Training A	Lautem	38
6.	15-17 August	Positive Discipline and Classroom Management Training B	Lautem	39
7.	24-26 September	Positive Discipline and Class Management Training C for Partners	Lautem	17

Peace and Development Project for Atauro Island - trainings and activities funded by the Finnish Fund for Local Cooperation

No	Training dates	Location	Topic	Participants
1.	4-5 June	Atauro – Suco Makadade and Suco Berao	Child protection training for key actors in the community	30
2.	6-7 June	Atauro – Suco Macuili	Child protection training for key actors in the community	19
3.	17-18 July	Atauro – Suco Beloi-Adara	Child protection training for key actors in the community	30
4.	19-20 July	Atauro – Suco Biqueli-Fatu-u	Child protection training for key actors in the community	26
5.	6-7 September	Atauro – Suco Biqueli	Child protection and gender-based violence training for key actors in the community	31
11.	7 Sept	Atauro	First Aid Training	14
			Total (child protection)	140
			Total (First Aid)	14

ANNEX IV – 2012 PEACE CENTER COURSES AND ACTIVITIES

April – June Term 2012

No.	Subject	Contents	Target Group	Participants
1.	English course	Basic English	Youth	55
2.	TAHRE Program	Complete TAHRE Guide	Youth	41
3.	International Youth Award	The International Award concept is one of individual challenge. It presents to young people a balanced, non-competitive, program of voluntary activities which encourages personal discovery and growth, self-reliance, perseverance, responsibility to themselves and service to their community	Children and Youth aged 14-25	68
4.	Activities for Kids	Basic Portuguese and English, Badminton, games, arts, dance and etc.	Kids	36
5.	Japanese class	Japanese language course for Basic	Youth	10
6.	Kids, youth and community	Kids, youth and community utilize Ba Futuru's sport spaces such as basket all court, volley ball court and skate park	Kids, Youth and community	842
			Total	997

*The number of people attending classes in each period includes some participants that attended more than one class or activity.

October-December Term 2012

No.	Subject	Contents	Target Group	Participants
1.	English course	Basic English	Youth	38
2.	TAHRE Program	Complete TAHRE Guide	Youth	14
3.	International Youth Award	The International Award concept is one of individual challenge. It presents to young people a balanced, non-competitive, program of voluntary activities which encourages personal discovery and growth, self-reliance, perseverance, responsibility to themselves and service to their community	Children and Youth aged 14-25	20
4.	Activities for Kids	Basic Portuguese and English, Badminton, games, arts, dance and etc.	Kids	62
5.	Japanese class	Japanese language course for Basic	Youth	10
6.	Kids, youth and community	Kids, youth and community utilize Ba Futuru's sport spaces such as basket all court, volley ball court and skate park	Kids, Youth and community	894
			Total	1038

*The number of people attending classes in each period includes some participants that attended more than one class or activity.



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Dili, Timor-Leste

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