

Ba Futuru Youth Empowerment Peace Building Project Evaluation



January 2012

Table of Contents

Executive Summary	3
Terminology.....	5
Acknowledgements	5
Agency profile and program description	6
Literature review	7
Purpose and scope of the evaluation	8
Methods	9
Results and Findings	11
Recommendations.....	18
References.....	19
Annexures	21

Executive Summary

An evaluation was conducted of the first year of a project known as the Youth Empowerment Peace Building project, funded by the Oaktree Foundation and managed by Ba Futuru, a non-government organisation in Dili, Timor-Leste. The project focuses on reducing interpersonal and inter-communal violence in the capital, delivering training to 600-plus 'at-risk' youth in four conflict-prone communities around Dili. The intention is to build young people's individual capabilities to resolve and prevent violence using peaceful and non-violent means.

Young people under 24 years comprising 62 per cent of the population (UNDP 2011), play a critical role in the country's future and while they can be perpetrators of conflict in urban and rural settings, they also contribute positively to their communities by assisting their community with a variety of civic programs, such as helping the poor, organising recreational activities and encouraging artistic and educational pursuits. A network of trained Community Response Team (CRT) members works with existing Ba Futuru facilitators as the critical liaison points between the organisation and the community – leaders and young people.

An Australian-based consultancy Empatheia Consulting was contracted to evaluate the project during December 2011, providing a final report in early January 2012. The evaluation reviewed progress against stated project outcomes, assessing the extent to which those outcomes had been achieved. The evaluation design was guided by a terms of reference outlining the specific project outcomes and indicators.

A mixed method approach was employed in the generation of data and comprised document review; focus group discussions with key stakeholders; one on one interviews with Ba Futuru staff; and questionnaires including quantitative and qualitative questions. Translation from English-Tetum-English was provided while a total of 38 participants were interviewed with 68.4 percent male and 31.6 per cent female.

The results of the evaluation revealed that overall the outcomes of the project have been successfully delivered against the designated indicators. In summary the findings include:

- **Widespread use of information/materials:** the combined responses of the youth training participants, Ba Futuru staff and community leaders indicate that youth participants have extensively used the information and/or material from the training provided to reduce violence both in their communities and in their own lives. Some of the respondents were quite specific that the training had positively influenced their behavior. Of the training materials used for those two contexts, conflict analysis instruments have been most used; while next most common are mediation, small group activities and role plays.
- **Confirmed improvement in CRT ability to engage youth, however some CRTs may lack confidence in their own capacity:** collectively the responses from the CRTs, Ba Futuru staff and community leaders all indicate strong confidence in the ability of CRT members to perform outreach to community members and youth. Perhaps unsurprisingly all CRT members reported increased confidence in their ability to perform outreach to community members and youth. However, while all community leaders were of the view that they had observed an improvement in CRTs' ability to engage youth people to reduce conflict, some registered some doubt as to CRT's own confidence in their outreach ability.
- **Strengthening community/CRT relationships:** collectively the responses from CRT members, Ba Futuru staff and community leaders indicate that CRT members have successfully built upon previous relationships with leaders in their respective

communities to strengthen linkages for the prevention of violence. There is however an indication that there is room to focus further attention on the techniques, conditions and skills necessary for CRTs and community leaders to add to existing and build new relationships.

A number of recommendations are posed for Ba Futuru and the funding body Oaktree Foundation. Some have come directly from analysis of the data, while others are of a more general nature and can be thought of as recommendations from observations by either participants or the evaluation team. They are:

- Continue to engage CRTs to liaise with community members and consider additional relationship-building support between community leaders and CRTs. Evaluation results indicate they have generally established rapport with local residents and are trusted to link 'at risk' young people to opportunities for personal development training in a safe, supportive environment.
- Explore the extent to which some CRTs may require further support in establishing and maintaining their confidence when dealing with young community members especially during their outreach activities within the community setting.
- Engage community leaders to continue to support an extension of the training at both village (*suco*) and sub-village (*aldeias*) scale, within Dili and in regional areas. In discussion during the evaluation, these leaders called for further training in their local areas, indicating that inter-communal disputation persists and in their view conflict mitigation had proved to be an effective strategy to reduce such conflict.
- Consider renewed attention to the design and implementation of strategies to actively increase access to the project review and evaluation functions to females at a local scale, especially at *suco* and *aldeia* community level. For example: from the evaluation results, only 31.6 per cent of females were involved as evaluation participants in the 2011-12 process.
- Review and enhance the delivery of capacity building and practice-based professional development of local staff –this will in some cases require skills transfer as part of volunteer placement program, but will eventually reduce current dependency on international volunteer staff particularly for specialised roles including project management, evaluation and staff mentoring.
- Seek funding for strategies with a focus on local capacity building.
- Continue to invest in building capability in translation and language skills. English is likely to persist as the preferred language for funding agencies and local capacity in English will reduce dependence upon external providers.

Terminology

Aldeia:	hamlet or sub-village. Smallest administrative unit in Timor-Leste
Chefe de Aldeia:	elected head of the aldeia
Chefe de Suco:	elected head of the suco
CRT:	Community Response Team
IDP:	Internally Displaced Person
MAG:	Martial Arts Groups
Suco:	village consisting of a number of hamlets; second smallest administrative unit in Timor-Leste
TAHRE:	Transformative Arts and Human Rights Education
Tetum/Tetun:	one of the two official languages of Timor-Leste
UN:	United Nations

Acknowledgements

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We particularly thank the participants who have given of their time, sombre reflection and vision for the future of their beloved Timor-Leste.

To the Ba Futuru staff and volunteers and to Oaktree Foundation staff, thank you for giving organisational effect and support to the review process and for the continuing impressive development work.

Agency profile and program description

Background

Ba Futuru is a peace building and child protection organization established in 2004, located in Dili, Timor-Leste. Its mandate has grown from early efforts to provide arts-based activities for children impacted by intergenerational conflict and violence to an extensive network of community liaison personnel, delivering specialised peace and conflict resolution training programs and community support (World Relief Australia 2011).

Producing a range of transformative arts and education materials and activities, including its self-authored Transformative Arts and Human Rights Education (TAHRE) curriculum, Ba Futuru's work seeks to reduce the existing levels of community-based violence in Timor-Leste by strategies including mutual learning; artistic self-expression and community-supported activities. Psychosocial recovery of those conflict-affected and especially children at risk of violence is by workshops with rights-based content (Ba Futuru 2011).

Carers and community leaders are equally a focus of attention. Issues including child protection, inter-communal disputation and personal development needs are explored in a safe, supportive environment. Training activities build knowledge, skills and positive value-based understanding of the dimensions of violence and how to reduce both community and individual aggression.

Since 2004 more than 20,000 children, youth, teachers, police and community leaders across 11 of the 13 districts in the nation have received skills training while supported activities for young people continues at the organisation's peace centre in Dili. Ba Futuru's work is recognised internationally, including the receipt in 2011 of the UK-based charity STARS Foundation Rising Star award¹.

The organisation is built on principles of gender equity and mutual respect, encouraging involvement of women, who experience considerable discrimination in Timor-Leste (Kovar 2011, Ba Futuru 2009, TLAVA 2009b). With more than 20 staff, 70 percent are female. However there is currently a dependence on international volunteer support for specialised project management and corporate fundraising, a feature which may require some scaling down, as local staff take on more senior roles.

Ba Futuru's major donors in the past have included the Timor-Leste national office of the President, UNDP, AusAID, UNICEF, and UNHCR, together with small grants funds for numerous short-term projects from various international donors. Collaborative relationships exist with the national education and social solidarity ministries, CARE International, Catholic Relief Services, Concern Worldwide and the UNDP.

The program

The focus of this evaluation² is the Youth Empowerment Peace Building project, funded by the Oaktree Foundation for one year from February 2011. The project focuses on reducing interpersonal and inter-communal violence in the capital, delivering training to 600-plus 'at-risk' youth in four conflict-prone communities around Dili (Ba Futuru 2011). Those communities are Bairopite; Becora; Bidau; and Comoro. The intention is to build young people's individual

¹ The STARS Foundation was established in 2011 and focuses on improving the well-being of disadvantaged children around the world by supporting organizations which meet their health, education and protection needs.

² An Australian-based consultancy Empatheia Consulting was contracted to conduct the evaluation during December 2011-January 2012.

capabilities to resolve and prevent violence using peaceful and non-violent means (Ba Futuru 2011). Conflict mitigation skills, including personal development and confidence building, and human rights education are taught, using Ba Futuru's Transformative Arts and Human Rights Education (TAHRE) curriculum.

A network of trained Community Response Team (CRT) members work with existing Ba Futuru facilitators as the critical liaison points between Ba Futuru and the community – leaders and young people. While the CRTs do not deliver the training components, they make first contact with communities, negotiate selection of the young participants with local leaders and are in regular contact with both participants and their community decision-makers. For this project eight CRT personnel deliver the liaison role and a majority have similar backgrounds to the youth being targeted by this program, in martial arts; gang violence or illegal practices – a deliberate strategy by Ba Futuru to engage the youth at risk and establish a basis for building trust and participation (Ba Futuru 2011).

Four Ba Futuru staff work in the roles of program manager, project coordinator, facilitator and CRT coordinator while collectively delivering training and project planning, operational and financial reporting. In the four communities in Dili, a total of 612 young participants have received training in 20 sessions during the year to December 31st 2011.

Literature review

After 450 years of colonial rule by Portugal, Japanese occupation during World War II followed by a quarter-century of Indonesian occupation, Timor-Leste voted to secede in 1999, and became formally independent in 2002. One of the United Nations (UN) newest and smallest member states, its creation was however set against a backdrop of long-standing violence (Hainsworth 2010).

Despite post-conflict reconstruction and a considerable UN presence since 1999, the country faced near civic collapse in 2006 as widespread inter-communal violence erupted, persisting to national elections in the following year. Loss of life; looting and arson; gang extortion; and dislocation occurred as people fled their homes. An estimated 300,000 persons - 30 percent of the population were displaced, many of whom ended up in temporary, internally displaced person (IDP) camps (Tobias 2011).

During 2008 and 2009, the camps were closed and families reintegrated into their traditional communities or sought other living arrangements. While in large part returnees were absorbed peacefully in villages (*aldeias*), it was not universal and lasting social rifts between neighbourhoods, districts and regions persist (Muggah 2010a:32; Tobias 2011). The potential for renewed conflict over land and property issues, martial arts violence, and other root causes of the 2006 - 2007 displacement crises continue to threaten fragile conditions for consolidating peace (Harris and O'Neil 2011).

Timor-Leste's capital Dili, as described by Muggah (2010a:11), "can and should be understood as an 'urban village'—a set of interconnected and clustered villages that represents extensions of rural communities in an urbanised setting", sharing the social conditions for conflict and unrest reflected across the country. In recent survey data two areas west of the city, Bairopite and Comoro have the highest number of displaced families from the 2006 and 2007 crises (IOM, 2009:5) and represent the highest existing rates of conflict (Muggah 2010b:25).

Young people play a role in the perpetuation of conflict in Dili and across the nation, (Ba Futuru 2010). With a national population at 1.1million (National Statistics Directorate 2010), the UNDP (2011) has estimated 62 per cent of the population is under 24 years. In addition, from a survey conducted in 2010 by the national statistics agency, almost 40 percent of the population had received no education, while a further 25 percent had only reached primary school level (National Statistics Directorate 2010).

According to a 2006 survey on youth gangs in Dili conducted by Scambary, “the one common thread [in the violence] is the involvement of large numbers of young, marginalised males. The sources of their alienation are well known ...[including] a sense of disenfranchisement due to a range of factors including unemployment, security concerns, and lack of access to education (Scambary 2006:1). Gangs including martial arts groups recruit young people as both objects and as instruments of violence, with offers of money, jobs and status (CEPAD, 2009), while some trace their roots back to the nation’s resistance fight (Streicher 2011).

Martial arts groups (MAGs) have grown significantly in reach and influence in recent years, with a total membership estimated (but difficult to confirm in the absence of sufficient data) to reach 90,000 and an influence in 13 districts (TLAVA 2009a). Of three neighbourhoods surveyed in Dili during 2010, more than 90 percent of respondents said that youth and martial arts group violence generated the greatest negative impact on their community (Muggah 2010a:45, Ba Futuru 2011). The remaining 10 per cent of respondents thought that domestic violence was the greatest negative force in their community.

Dili has become the main battleground for group-based conflict. An analysis by Timor-Leste’s Armed Violence Assessment project, funded by Actionaid in 2009, identified, “pre-existing conflicts and revenge killings among ethnic groups that extend back decades, property disputes, systemic unemployment, political grievances, turf rivalries, predatory crime, and self-defence” (TLAVA 2009a), as factors influencing the likelihood of armed group violence.

Not all groups engage in violence however warns Scambary (2006). While much attention has been directed towards young people’s role in perpetuating violence, equally they offer possibilities for solutions and the establishment of long-lasting peace. These include local youth groups with a social focus, positively oriented to assist their community with a variety of civic programs, such as helping the poor, cleaning streets, organising recreational activities and encouraging artistic pursuits.

Purpose and scope of the evaluation

The evaluation’s central focus was to review progress against stated project outcomes and assess the extent to which those outcomes have been achieved. The evaluation design was guided by the terms of reference which outlined the specific project outcomes and indicators. The terms of reference appears in Appendix 1. The evaluation specifically gathered evidence whether specific groups were able to reduce violence and ameliorate the impact of conflict. These groups comprise CRT members; formal and non-formal community leaders; and young people. It examined both the capabilities of participants as well as trainers to use conflict resolution materials skills effectively. It also examined the extent to which these same groups have built and sustained relationships with the wider community.

While pre and post- training assessment is conducted and recorded as part of the project

implementation, this evaluation focused on the end-of-year outcomes. This approach was judged appropriate by Ba Futuru, Oaktree Foundation and the evaluation team for assessing the scale and success of this intervention within community life in Timor-Leste.

Methods

The evaluation was based on a research methodology using a program-logic approach. As discussed earlier in this report, the indicators used to measure project success were those specified in the terms of reference and which related to the project's end-of-year outcomes, listed below.

Outcome 1: More than 600 individuals (including both formal and non-formal community leaders and youth) will follow CRT and Ba Futuru led trainings gaining an increased knowledge of conflict analysis, conflict mitigation, alternative dispute resolution techniques, gender equality and decision making, and thus be equipped with skills to better resolve and transform conflict in their communities.

Indicators:

1. More than seventy per cent of the youth training participants will report having used the information and/or materials from trainings to reduce violence in their communities.
2. More than seventy per cent of the youth training participants will report having used the information and/or materials from trainings to reduce violence in their lives.

Outcome 2: The CRT members will continue to improve their ability to engage training participants in skill building around conflict mitigation through their outreach, community meetings, assistance with conflict mitigation trainings and follow up evaluations in conflict-prone communities in Dili. Further, the CRT members will have built upon previous relationships with leaders in their respective communities to strengthen linkages for the prevention of violent conflict.

Indicators:

3. More than seventy per cent of the CRT members will report confidence in their ability to perform outreach to community members and youth
4. CRT members will have built upon previous relationships with leaders in their respective communities to strengthen linkages for the prevention of violent conflict.

Data sources

The sources of data were primary – in this case young people who had participated in the training; community leaders; CRTs; and Ba Futuru staff members as well as secondary data sources – project plan; three project quarterly reviews; and supporting literature. These were either provided by Ba Futuru and Oaktree Foundation staff or sourced by the evaluation team. The participants were invited formally by Ba Futuru to attend focus group meetings and be part of the evaluation process. They were paid for their travel costs, at the conclusion of each focus group meeting.

Data collection

A mixed method approach was employed in the generation of data, comprising:

- Document review
- Focus group discussions with key stakeholders
- One on one interviews with staff

- Questionnaires including quantitative and qualitative questions.

Documents were analysed to provide the context and structure of the project, including the human resources allocated to the project. Financial and infrastructure resources were noted but these details were judged not to be critical in the assessment of the project outcomes as specified in the evaluation’s terms of reference.

Focus group discussions included the provision of a questionnaire which ensured a consistent approach to data generation for each meeting, together with round-table discussions for each of the qualitative questions. The qualitative component invited focus group participants to share their experiences, perceptions and observations.

Interviews were conducted with Ba Futuru staff, using a questionnaire as the basis of discussion.

Questionnaires for each stakeholder group were designed by the evaluation team with feedback from Ba Futuru staff, in advance of translation to Tetum. These appear in Appendix 2.

Demographic information comprised age; gender; community name; and role, while qualitative questions explored participant assessments of what degree the training delivered by the project and the accompanying learning materials helped them to prevent or resolve conflict, both personally and within their community. CRTs were asked to assess their level of confidence in delivering outreach activity and to examine the extent to which they may have strengthened relationships with those in the community. Community members and staff were invited to make the same assessments.

All focus group meetings, interviews and completed questionnaires were translated. A translator with extensive translation experience was secured for this purpose. The purpose and scope of the evaluation were explained to all participants at the beginning of each meeting in order to ensure realistic expectations as to who would have access to the evaluation findings and how these would be used. A discrete number was assigned to each participant to ensure confidentiality of individual responses, while participants could withdraw from the interview process at any time.

Discussion amongst participants was encouraged at these meetings and detailed individual responses on particular questions were captured by the evaluator. One focus group was held with community leaders who had not attended the training. These leaders were however actively involved as influencers and key enablers in their own communities. Table One below summarises the data collection stage, including the primary data collection conducted in Dili, on December 9, 10 and 19, 2011.

Table 1: Data collection stage

Data method	Timing	No of participants	Stakeholder group
Document review	Mid December		
Focus group discussion	December 9	5	Becora youth
		5	Bidau youth
	December 10	5	Bairopite youth
		5	Comoro youth
Interview	December 19	8	Community leaders
		6	CRTs
		4	Ba Futuru staff
Total		38	

Results and Findings

Ba Futuru organised interviews with key project participants and staff. Placing the data results in context, 75 per cent of CRTs and 100 per cent of staff were made available for interviews, while three per cent of community participants were interviewed. The sample was constructed with geographical and logistical challenges in mind, participants having been drawn from districts where training was delivered. Table Two describes the sample and the key demographic characteristics of age and gender. In summary:

- A total of 38 project participants and staff were interviewed; 68.4 per cent of all participants male and 31.6 per cent female.
- A total of 20 community/youth were interviewed; 70.0 per cent male and 30.0 per cent female.
- A total of 8 community leaders were interviewed; 62.5 per cent male and 37.5 per cent female.
- A total of 6 CRTs were interviewed; 83.3 per cent male and 16.7 per cent female.
- A total of 4 staff were interviewed; 50 per cent male and 50 per cent female.

Table 2: Participant sample and profile

Groups	Total trainees/staff/CRTs	Interviewed trainees/staff/CRTs	Male	No	Female	No	Average Age
Community/Youth	612	20	70.0%	14	30.0%	6	20.9
Community leaders (no training)	n/a	8	62.5%	5	37.5%	3	41.8
CRTs	8	6	83.3%	5	16.7%	1	26.7
Staff	4	4	50.0%	2	50.0%	2	27.0
Total		38	68.4%	26	31.6%	12	

Summary of results

The results of the evaluation revealed that overall the outcomes of the project have been successfully delivered against the designated indicators. In summary the findings include:

- **Widespread use of information/materials:** the combined responses of the youth training participants, Ba Futuru staff and community leaders indicate that youth participants have extensively used the information and/or material from the training provided to reduce violence both in their communities and in their own lives. Some of the respondents were quite specific that the training had positively influenced their behavior. Of the training materials used for those two contexts, conflict analysis instruments have been most used; while next most common are mediation, small group activities and role plays.
- **Confirmed improvement in CRT ability to engage youth, however some CRTs may lack confidence in their own capacity:** collectively the responses from the CRTs, Ba Futuru staff and community leaders all indicate strong confidence in the ability of CRT members to perform outreach to community members and youth. Perhaps unsurprisingly all CRT members reported increased confidence in their ability to perform outreach to community members and youth. However, while all community leaders were of the view that they had observed an improvement in CRTs' ability to engage youth people to reduce conflict, some registered some doubt as to CRT's own confidence in their outreach ability.
- **Strengthening community/CRT relationships:** collectively the responses from CRT members, Ba Futuru staff and community leaders indicate that CRT members

have successfully built upon previous relationships with leaders in their respective communities to strengthen linkages for the prevention of violence. There is however an indication that there is room to focus further attention on the techniques, conditions and skills necessary for CRTs and community leaders to add to existing and build new relationships.

Findings

Evaluation results compared against the indicators for success of this project’s desired outcomes are now described in detail.

Indicator 1: More than seventy per cent of the youth training participants will report having used the information and/or materials from trainings to reduce violence in their communities.

Collectively the responses of the youth training participants, Ba Futuru staff and community leaders indicate that youth training participants have extensively used the information and/or material from training to reduce violence in their communities.

From the 20 youth participants, 80 per cent reported having used the information and/or materials from the training sessions to reduce violence in their communities. For those who did not use the materials and provided a reason why, all reported that it was because they knew of no instances of violence in their communities. One female respondent who is an informal community leader commented:

“Well, I haven't shared this information with my community as violence has not occurred - I have not faced such problems” (1P2).

Of the training materials used by young people to reduce conflict within their community the most commonly used information and/or materials were the conflict analysis instruments with 80 per cent of respondents indicating their use. As one female participant observed:

“Conflict analysis instruments were very useful. Before the training there was a lot of violence but after training I feel that I have been able to be part of reducing some of the community conflict, by using the materials” (1P4).

The extent of use of workshops, role plays and small group activity all shared a similar degree of use with just more than half (55 per cent) of respondents reported using small group activity and information learned from negotiation or mediation role-plays, while 50 per cent of respondents also used workshop discussions. One respondent indicated they used ‘ideas from their friends’ to manage conflict in their community. Table Three describes these results.

Table 3: young people’s use of training materials in their communities

Information/Material	Number of Respondents*	% of Respondents
Information learned from negotiation or mediation role plays	11	55.0%
Conflict analysis instruments	16	80.0%
Workshop discussions	10	50.0%
Small group activity	11	55.0%
Other	1	5.0%

*Respondents were asked to indicate as many information/material types as applicable

When Ba Futuru staff were asked ‘What information and materials from the training have you observed young community members use to reduce violence in their communities’, 75 per cent of them reported observing young community members using conflict analysis instruments and workshop discussions, supporting the young people’s remarks. Half of the staff respondents also reported young community members using information learned from negotiation or mediation role-plays to reduce conflict. The results are described in Table Four below.

Table 4: Staff observations of young people’s use of training materials in their communities

Information/Material	Number of Respondents*	% of Respondents
Information learned from negotiation or mediation role plays	2	50.0%
Conflict analysis instruments	3	75.0%
Workshop discussions	3	75.0%
Small group activity	2	50.0%
Other	1	25.0%

*Respondents were asked to indicate as many information/material types as applicable

When community leaders (who had not received training) were asked, ‘have you observed young community members use information and/or materials from the Ba Futuru training to reduce violence in their communities’ 62.5 per cent of responses indicated yes and 37.5 per cent no. Of those who indicated no, one respondent had not had a training program in his community and the remaining two indicated they thought they young people had yet to fully adopt the training message.

Indicator 2: More than seventy per cent of the youth training participants will report having used the information and/or materials from trainings to reduce violence in their lives.

When young training participants were asked about use of the materials to reduce violence in their own lives, 90 per cent reported having used the information and/or materials from trainings. Some of the respondents were quite specific that the training had positively influenced their behaviour, so that they actively avoided conflict. One male martial arts member observed:

“Before being involved with the BF training I did not know much about problem-solving except by actual conflict and I was often involved. After the training I know much more about better ways of solving conflict and I have changed my behaviour”, (1P2).

Consistent with the choice of materials for use within their communities, young people identified the same materials at similar levels of use, when reflecting on their own lives. The most commonly used information and/or materials were the conflict analysis instruments with 80 per cent of respondents indicating their use. A further 60 per cent of respondents reported using information learned from negotiation or mediation role-plays or workshop discussions, while 50 per cent reported using small group activity. The overall results appear in Table Five below.

Table 5: Young people’s use of training materials in their lives

Information/Material	Number of Respondents	% of Respondents
Information learned from negotiation or mediation role plays	12	60.0%
Conflict analysis instruments	16	80.0%
Workshop discussions	12	60.0%
Small group activity	10	50.0%
Other	3	15.0%

*Respondents were asked to indicate as many information/material types as applicable

Three respondents used other information/material including:

- Other information from the Norwegian Refugee Council and the Centre for Youth Training and Vocational Education;
- Participation in church youth groups;
- Avoidance.

Indicator 3: More than seventy per cent of the CRT members will report confidence in their ability to perform outreach to community members and youth.

Collectively the responses from the CRTs, Ba Futuru staff and community leaders all indicate a strong confidence in the ability of CRT members to perform outreach to community members and youth. Perhaps unsurprisingly all (100 per cent) CRT members reported increased confidence in their ability to perform outreach to community members and youth. When asked to indicate to what degree they agree with the statement ‘I have improved my ability to engage community members and youth in conflict mitigation’, 66.7 per cent of CRT members either strongly or very strongly agreed, with a further 33.3 per cent agreeing, as shown in Table Six.

Table 6: CRT’s confidence in ability to perform outreach

Degree of agreement	Number of Respondents	% of Respondents
Somewhat agree	0	0.0%
Agree	2	33.3%
Strongly agree	3	50.0%
Very strongly agree	1	16.7%
Total	6	100.0%

When Ba Futuru staff were asked to indicate their degree of agreement with the statement ‘I think CRTs have improved their ability to engage young community members in conflict mitigation’, 25 per cent of respondents reported agreeing, 50 per cent reported strongly agreeing and 25 per cent reported very strongly agreeing, suggesting that all staff are confident that CRTs demonstrate a strong improvement in their engagement skills to mitigate against conflict. The results appear in Table Seven below. One staff member commented:

“The successes of the CRTs engaging with young people in the communities include the results of working with community leaders, women representatives, *sucro* council youth leaders (including those in formal and non-formal roles) to realise conflict resolution action, including training and actual conflict resolution within the community, working with community leaders”,(4P1).

Table 7: Staff view of CRT's improved ability to perform outreach

Degree of agreement	Number of Respondents	% of Respondents
Somewhat agree	0	0.0%
Agree	1	25.0%
Strongly agree	2	50.0%
Very strongly agree	1	25.0%
Total	4	100.0%

As observers of CRT performance, Ba Futuru staff were also asked how confident did they think CRTs were in their ability to perform outreach to young community members, including community meetings, and respondents were equally split between very confident (50 per cent) or confident (50 per cent), while no staff member reported any doubts, adding evidence of the confidence of CRTs in their outreach performance - an especially necessary capability when dealing with disruptive, traumatised or marginalized youth. Table Eight describes this result.

Table 8: Staff views of CRT's outreach performance

Degree of confidence	Number of Respondents	% of Respondents
Not very confident	0	0.0%
Somewhat confident	0	0.0%
Confident	2	50.0%
Very confident	2	50.0%
Total	4	100.0%

Eight community group leaders, although not receiving training, but including sub-village leaders (*chefe de aldeia*), youth leaders and community members in other formal and informal roles, were interviewed. These decision-makers play a vital role in the community, most often responsible for leading and sustaining customary practices while operating as the dominant authority figures, especially in matters of conflict resolution and peace building (Brandao 2011).

These leaders were asked 'Have CRT members improved their ability to engage young community members in conflict mitigation?' and all respondents (100 per cent) agreed. When asked to indicate their degree of agreement with the statement 'I think CRTs have improved their ability to engage young community members in conflict mitigation', 50 per cent of respondents indicated they very strongly agreed with the statement, 12.5 per cent strongly agreed and the remaining 37.5 per cent agreed. Table Nine details this result below.

Table 9: Community leader perception of CRT engagement with young people

Degree of agreement	Number of Respondents	% of Respondents
Somewhat agree	0	0.0%
Agree	3	37.5%
Strongly agree	1	12.5%
Very strongly agree	4	50.0%
Total	8	100.0%

When community leaders were then asked ‘How confident are CRTs in their ability to perform outreach to young community members, including community meetings’, 87.5 per cent of these community leaders indicated CRTs were either very confident (50.0 per cent) or confident (37.5 per cent). However 12.5 per cent of community leaders felt CRTs were only somewhat confident, registering some potential doubt in leaders as to CRT’s own confidence in their outreach ability. While interviewing only eight leaders will not necessarily reflect a wider view, it is likely to be worth Ba Futuru exploring this result further, given the vital role community leaders play in providing their imprimatur to access potentially troubled youth in their communities; and the need for CRT confidence in performing outreach activities. Table 10 outlines these results.

Table 10: Community leader perception of CRT outreach ability

Degree of confidence	Number of Respondents	% of Respondents
Not very confident	0	0.0%
Somewhat confident	1	12.5%
Confident	3	37.5%
Very confident	4	50.0%
Total	8	100.0%

Indicator 4: CRT members will have built upon previous relationships with leaders in their respective communities to strengthen linkages for the prevention of violent conflict.

All CRT members reported having formed stronger relationships with formal and informal community and youth leaders. Collectively the responses from CRT members, Ba Futuru staff and community leaders indicate that CRT members have successfully built upon previous relationships with leaders in their respective communities to strengthen linkages for the prevention of violence.

When CRTs were asked to indicate to what degree they agree with the statement ‘I have formed stronger relationships with formal and informal community and youth leaders’, 50 per cent of respondents very strongly agreed, 16.7 per cent strongly agreed and a further 33 per cent. Table 11 describes the results below.

Table 11: CRTs performance in building relationships with leaders

Degree of agreement	Number of Respondents	% of Respondents
Somewhat agree	0	0.0%
Agree	2	33.3%
Strongly agree	1	16.7%
Very strongly agree	3	50.0%
Total	6	100.0%

When Ba Futuru staff were asked ‘Have CRTs formed stronger relationships with formal and informal youth leaders to prevent conflict’, 75 per cent of respondents strongly agreed with a further 25 per cent agreeing. One female staff member describes:

“CRTs are really active in organizing different activities in their communities. For example they work together with community leaders and youth leaders, organizing events, such as sport and social get-to-gethers. They can distinguish people in the

community who may need help - those who seem angry, involved in disputation and unable to live peacefully with others. The CRTs know who they are dealing with and what approach is best - informal or formal” (4P3).

A staff member commented that the approach and behaviour of CRT’s within the community setting demonstrates positive examples for the young people. It was her observation for example, that CRTs using good manners was a simple but effective way of building trust with not only the youth but the wider community (4P2). Table 12 describes the results.

Table 12: Staff views of CRTs performance in building relationships with leaders

Degree of agreement	Number of Respondents	% of Respondents
Somewhat agree	0	0.0%
Agree	1	25.0%
Strongly agree	3	75.0%
Very strongly agree	0	0.0%
Total	4	100.0%

When community members were asked if CRT members formed stronger relationships with them as leaders to prevent conflict, 87.5 per cent of respondents indicated yes and 12.5 per cent (one individual) indicated no. The individual, who indicated no, explained that there was no CRT program in his village. This leader went on to say,

“I live in an area where no organisation has provided training to reduce violence even though there was some information some time ago that some organizations do actually provide training. I would make a recommendation – and that is all programs that have been planned for the future as well as those which are currently running – they should be extended to the rural areas. The programs delivered by BF are very good – the programs on reducing conflict are vital – so I ask it to be expanded. The community would like to live in peace and calm and can carry out their daily lives” (2P1).

Leaders were then asked to rate their degree of agreement with the statement ‘CRTs had formed stronger relationships with them as leaders to prevent conflict’. A total of 42.9 per cent of respondents indicated they very strongly agreed, 14.3 per cent strongly agreed and 42.9 per cent simply agreed. This result provides evidence that leaders have observed a strengthening of relationships between them and the CRTs. Table 13 outlines these results. As one female leader described:

“Coordination with community leaders, the conduct of meetings as well as informing international organizations – this requires CRTs to have a good relationship with we as leaders and is a good method to prevent conflict. We have to work together as a team to gather the youth from each community. Many are still stressed. I look forward to implementation of the BF [Ba Futuru] program for the better life of community especially young people (2P6).

Table 13: Leaders' view of CRTs performance in building relationships with them

Degree of agreement	Number of Respondents	% of Respondents
Somewhat agree	0	0.0%
Agree	3	42.9%
Strongly agree	1	14.3%
Very strongly agree	3	42.9%
Total	7*	100.0%

* Only 7 respondents reported that CRTs had formed stronger relationships with them as leaders.

These results, although positive would suggest there is room to focus further attention on the techniques, conditions and skills necessary for CRTs and community leaders to strengthen existing and new relationships, given that the social capital from that effort is so vital for overall project success.

Recommendations

Recommendations based on the evaluation findings for this project are:

- Continue to engage CRTs to liaise with community members and consider additional relationship-building support between community leaders and CRTs. Evaluation results indicate they have generally established rapport with local residents and are trusted to link 'at risk' young people to opportunities for personal development training in a safe, supportive environment.
- Explore the extent to which some CRTs may require further support in establishing and maintaining their confidence when dealing with young community members especially during their outreach activities within the community setting.
- Engage community leaders to continue to support an extension of the training at both village (*suco*) and sub-village (*aldeias*) scale, within Dili and in regional areas. In discussion during the evaluation, these leaders called for further training in their local areas, indicating that inter-communal disputation persists and in their view conflict mitigation had proved to be an effective strategy to reduce such conflict.
- Consider renewed attention to the design and implementation of strategies to actively increase access to the project review and evaluation functions to females at a local scale, especially at *suco* and *aldeia* community level. For example: from the evaluation results, only 31.6 per cent of females were involved as evaluation participants in the 2011-12 process.
- Review and enhance the delivery of capacity building and practice-based professional development of local staff –this will in some cases require skills transfer as part of volunteer placement program, but will eventually reduce current dependency on international volunteer staff particularly for specialised roles including project management, evaluation and staff mentoring.
- Seek funding for strategies with a focus on local capacity building.
- Continue to invest in building capability in translation and language skills. English is likely to persist as the preferred language for funding agencies and local capacity in English will reduce dependence upon external providers.

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Annexures

Appendix 1: Terms of reference for Youth Empowerment Peace Building Project

EXTERNAL EVALUATION

BACKGROUND

Ba Futuru is Timor-Leste's pre-eminent peacebuilding and human rights organisation. Oaktree and Ba Futuru are currently seeking a consultant to conduct an external evaluation of the Oaktree funded Youth Empowerment Peace Building project. The Youth Empowerment Peace Building project established a network of trained Community Response Teams (CRTs). These highly motivated young people extend training in conflict mitigation throughout Dili.

ASSIGNMENT OBJECTIVES

In January of 2012, Ba Futuru will be completing the implementation of this one-year project and is seeking an independent evaluator to assess the efficacy and efficiency of the project in achieving its desired outcomes.

The evaluation is to review progress against the following outcomes:

Outcome 1: More than 600 individuals (including both formal and non-formal community leaders and youth) will follow CRT and Ba Futuru led trainings gaining an increased knowledge of conflict analysis, conflict mitigation, alternative dispute resolution techniques, gender equality and decision making, and thus be equipped with skills to better resolve and transform conflict in their communities.

Indicator 1: More than seventy percent of the youth training participants will report an increased knowledge in conflict resolution in their post-training evaluations. Additionally more than seventy percent of those participating in follow-up evaluations will report having used the information and/or materials from trainings to reduce violence in their lives and/or communities.

Outcome 2: The CRT members will continue to improve their ability to engage training participants in skill building around conflict mitigation through their outreach, community meetings, assistance with conflict mitigation trainings and follow up evaluations in conflict-prone communities in Dili. Further, the CRT members will have built upon previous relationships with leaders in their respective communities to strengthen linkages for the prevention of violent conflict.

Indicator 2: More than seventy percent of the CRT members will report confidence in their ability to perform outreach to community members and youth, and this will be evidenced by training participant attendance.

ACTIVITIES AND RESPONSIBILITIES

1. Develop methodological guidelines and tools for an external evaluation
2. Review project documentation including project reports and results from internal evaluations
3. Conduct interviews with (a) Ba Futuru staff, (b) Community Response Team members and (c) training participants
4. Prepare a discussion for Ba Futuru on conclusions
5. Compile a report based on the findings
6. Submit the final report (approx. 10 pages) to Ba Futuru and the Oaktree Foundation

REPORTING AND WORKING RELATIONSHIPS

As the evaluation is commissioned by the Oaktree Foundations, the consultant will report to the East Timor Country Manager at Oaktree. However, the consultant will work closely with Ba Futuru in the design of the evaluation and Ba Futuru will assist the consultant, where necessary, in gaining access to relevant stakeholders in the evaluation, including Ba Futuru project staff, Community Response Team members and training participants.

Appendix 2: Questionnaires

1. Community leaders – no training

Generu Mane Feto

(Gender)

Ita nia tinan hira?: _____

(What is your current age)

Ita mai husi komunidad ne'ebe?: _____

(What is the name of your community)

Ita nia papél saida?: _____

(What is your role)

1. ERK sira nia abilidade atu servisu hamutuk ho joventude sira hodi hamenus konfliktu hadi'ak ona? (Have CRT members improved their ability to engage young community members in conflict mitigation)

Sin Lae

Karik lae, tamba sa? _____

(If no, why)

Karik sin, hakat ba pergunta 2 no sukat oinsa ita konkorda duni ho dekrasaun ne'e.

(If yes go to question 2 and rate how strongly you agree with the statement below)

2. Hau hanoin ERK sira nia abilidade atu servisu hamutuk ho joventude sira kona ba hamenus konfliktu hadi'ak ona. (I think CRTs have improved their ability to engage young community members in conflict mitigation)

Konkorda oituan (Somewhat agree)	Konkorda (Agree)	Konkorda maka'as (Strongly agree)	Konkorda maka'as tebes (Very strongly)
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3. Favor deskrebe ezemplu ida foin dadaun nian, ne'ebé mak hatudu oinsa ERK sira susesu servisu hamutuk ho joventude sira hodi hamenus konfliktu. (Please describe a recent example of how CRT members have successfully engaged with youth in the community in conflict mitigation)

4. ERK sira harii ona relasaun diak tebes ho ita hanesan lider atu prevene konfliktu? (Have CRT members formed stronger relationships with you as leaders to prevent conflict)

Sin Lae

Karik lae, tamba sa? _____

(If no why)

Karik sin, hakat ba pergunta 5 no sukat oinsa ita konkorda duni ho deklarasaun ne'e.

(If yes go to question 5 and rate how strongly you agree with the statement below)

5. ERK sira harii ona relasaun diak tebes ho ita hanesan lider atu prevene konfliktu? (Have CRTs formed stronger relationships with you as leaders to prevent conflict)

Konkorda oituan (Somewhat agree)	Konkorda (Agree)	Konkorda maka'as (Strongly agree)	Konkorda maka'as tebes (Very strongly agree)
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6. Oinsa ERK sira hametin relasaun sira ne'e? (How have CRTs strengthened those relationships)

7. Oinsa ERK sira nia fiar-an hodi hala'o outreach ba membru juventude sira? (inklui inkontru komunidadade)
(How confident are CRTs in their ability to perform outreach to young community members, including community meetings)

La dun fiar-an (Not very confident)	Fiar-an oituan (Somewhat confident)	Fiar-an (Confident)	Fiar-an tebes (Very confident)
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8. Ita hare ona juventude sira iha komunidadade uza informasaun ka material hus treinamentu Ba Futuru hodi reduz violensia iha sira nia komunidadade? (Have you observed young community members use information and/or materials from the Ba Futuru training to reduce violence in their communities)

Sin Lae

2. Community and youth leaders

Generu Mane Feto
(Gender)

Ita tinan nia hira? _____
(What is your current age)

Ita mai husi komunidadade ne'ebé? _____
(What is the name of your community)

Ita nia papél saida iha ita nia komunidadade?
(What role do you play in the community)

Lider komunidadade formal Lider komunidadade non-formal

Seluk. Karik papél seluk halo favor deskrebe _____
(Formal community leader, Non-formal community leader, Other: if other please describe)

1. Ita uza tiha ona informasaun ka materia husi treinamentu Ba Futuru nian hodi reduz violensia iha ita nia komunidadade? (Have you used information and/or materials from training to reduce violence in your communities)

Sin Lae

Se lae, tamba sa? (if no why)

Se hatan sin, hakat ba pergunta 2
(If yes please go to question 2)

2. Informasaun no materia saida husi treinamentu ne'e mak ita uza ona hodi reduz violensia iha ita nia komunidadade? Fo marka hotu ba sira ne'ebé ita aplika ona. (What information and materials from the training have you used to reduce violence in your communities? Check as many as applicable)

Informasaun husi manual TAHRE (Information from the TAHRE manual)

Informasaun ne'ebé aprende husi negosiasaun no papél halimar mediasaun (Information learned from negotiation or mediation role plays)

Instrumentu analizaun konfliktu (Conflict analysis instruments)

Diskusaun iha treinamentu (Workshop discussions)

Atividade iha grupu kiik (Small group activities)

Seluk? Favor deskrebe
(Other, please describe)

3. Informasaun no materia saida mak di'ak los ne'ebé ita uza ona iha ita nia komunidadade no tamba sa? (What information or materials were most useful and why)

4. Ita uza ona informasaun no material ne'ebe ita hetan husi treinamentu ne'e hodi reduz violensia husi ita nian iha moris lor-loron? (Have you used information and/or materials from training to reduce your use of violence in your daily life)

Sin Lae

Se sin, hakat ba pergunta 5 (If yes go to question 5)

Se lae, tamba sa? _____
(If no why) _____

5. Informasaun no materia saida husi treinamentu ne'e mak ita uza ona hodi reduz violensia husi ita nia-an iha moris lor-loro? Fo marka hotu ba sira ne'ebé ita aplika ona. (What information and materials from the training have you used to reduce your use of violence in your daily life? Check as many as applicable)

- Informasaun husi manual TAHRE (Information from the TAHRE manual)
- Informasaun ne'ebé aprende husi negosiasaun no papél halimar mediasaun (Information learned from negotiation or mediation role plays)
- Instrumentu analizaun konflitu (Conflict analysis instruments)
- Diskusaun iha treinamentu (Workshop discussions)
- Atividade iha grupu kiik (Small group activity)
- Seluk? Favor deskrebe (Other, Please describe) _____

6. Informasaun no materia saida mak di'ak los ne'ebé ita uza ona iha ita nia-an rasik no tamba sa? (What information or materials were most useful and why)

3. CRTs

Ekiba Responde Komunitade(ERK) focus group (CRTS)

Generu Mane Feto
(Gender)

Ita nia tinan Hira? _____

(What is your current age)

Ita nia komunitade naran saida? _____

(What is the name of your community)

Ita nia papél saida? Membru ERK Seluk. Karik seluk deskrebe: _____
(What is your role, CRT, Other: if other please describe)

1. Ita nia kapasidade atu servisu hamutuk ho membru komunitade no Juventude sira iha prevansaun konflitu hadi'ak ona? (Have you improved your ability to engage community members and youth in conflict mitigation)

Sin Lae

Karik sin, hakat ba pergunta 2 no deskrebe ita nia nivel dezemvolvimentu (If yes please go to question 2 and rate how strongly you agree with the statement)

2. Hau dezemvolve ona hau nia kapasidade kona ba servisu hamutuk ho Juventude sira hodi hamenus konflitu. (I have improved my ability to engage community members and youth in conflict mitigation)

Konkorda oituan (somewhat agree)	Konkorda (agree)	Konkorda maka'as (strongly agree)	Konkorda maka'as tebes (very strongly agree)
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3. Favor deskrebe ezemplu ida foin dadaun nian, kona ba susesu servisu hamutuk ho joventude iha komunitade hodi hamenus konflitu! (Please describe a recent example of how you have successfully engaged with someone in the community in conflict mitigation)

4. Ita harii ona relasaun diak tebes ho komunitade formal no informal no lider Joventude sira nian hodi prevene konflitu? (Have you formed stronger relationships with formal and informal community and youth leaders)

Sin Lae

Se lae, Tamba sa?
(If no why)

Se sin, hakat ba pergunta 5 no sukat to'o iha ne'ebé ita konkorda maka'as ho deklarasaun ne'e.
(If yes go to question 5 and rate how strongly you agree with the statement)

5. Hau harii ona relasaun diak tebes ho komunidadade formal no informal no lider Joventude sira nian hodi prevene konflitu? (I have formed stronger relationships with formal and informal community and youth leaders)

Konkorda oituan (somewhat agree)	Konkorda (agree)	Konkorda maka'as (strongly agree)	Kokorda maka'as tebes (very strongly agree)
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6. Oinsa ita hametin relasaun sira ne'e? (How have you strengthened those relationships)

7. Oinsa ita nia fiar-an konaba ita nia kapasidade hodi hala'o outreach ba membru komunidadade joventude sira?(inklui inkontru komunidadade (How confident are you in your ability to perform outreach to community members and youth)

La fiar-an tebes (not very confident)	Fiar-an oituan (somewhat confident)	Fiar-an (confident)	Fiar-an tebes (very confident)
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4. Ba Futuru staff

Generu Mane Feto

(Gender)

Ita nia tinan hira?: _____

(What is your current age)

Ita mai husi komunidad ne'ebe?: _____

(What is the name of your community)

Ita nia papél saida?: _____

(What is your role)

1. ERK sira nia abilidade atu servisu hamutuk ho joventude sira hodi hamenus konflitu hadi'ak ona? (Have CRT members improved their ability to engage young community members in conflict mitigation)

Sin Lae

Karik lae, tamba sa?
(If no, why)

Karik sin, hakat ba pergunta 2 no sukat oinsa ita konkorda duni ho dekrasaun ne'e.
(If yes go to question 2 and rate how strongly you agree with the statement below)

2. Hau hanoin ERK sira nia abilidade atu servisu hamutuk ho joventude sira kona ba hamenus konflitu hadi'ak ona. (I think CRTs have improved their ability to engage young community members in conflict mitigation)

Konkorda oituan (Somewhat agree)	Konkorda (Agree)	Konkorda maka'as (Strongly agree)	Konkorda maka'as tebes (Very strongly)
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3. Favor deskrebe ezemplu ida foin dadaun nian, ne'ebé mak hatudu oinsa ERK sira susesu servisu hamutuk ho joventude sira hodi hamenus konflitu. (Please describe a recent example of how CRT members have successfully engaged with youth in the community in conflict mitigation)

4. ERK sira harii ona relasaun diak tebes ho lider joventude formal no informal sira atu prevene konflitu? (Have CRT members formed stonger relationships with formal and informal youth leaders to prevent conflict)

Sin Lae

Karik lae, tamba sa?
(If no why)

Karik sin, hakat ba pergunta 5 no sukat oinsa ita konkorda duni ho deklarasaun ne'e.
(If yes go to question 5 and rate how strongly you agree with the statement below)

5. ERK sira harii ona relasaun diak tebes ho lider joventude formal no informal sira atu prevene konflitu? (Have CRTs formed stronger relationships with formal and informal youth leaders to prevent conflict)

Konkorda oituan (Somewhat agree)	Konkorda (Agree)	Konkorda maka'as (Strongly agree)	Konkorda maka'as tebes (Very strongly agree)
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6. Oinsa ERK sira hametin relasaun sira ne'e? (How have CRTs strengthened those relationships)

7. Oinsa ERK sira nia fiar-an hodi hala'o outreach ba membru juventude sira? (inklui inkontru komunidadade)
(How confident are CRTs in their ability to perform outreach to young community members, including community meetings)

La dun fiar-an (Not very confident)	Fiar-an oituan (Somewhat confident)	Fiar-an (Confident)	Fiar-an tebes (Very confident)
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8. Ita hare ona juventude sira iha komunidadade uza informasaun ka material hus treinamentu Ba Futuru hodi reduz violensia iha sira nia komunidadade? (Have you observed young community members use information and/or materials from the Ba Futuru training to reduce violence in their communities)

Sin Lae

Karik sin, hakat ba pergunta 9
(If yes please go to question 9)

9. Informasaun no materia saida husi treinamentu mak ita hare joventude sira husi komunidadade uza ona hodi reduz violensia iha sira nia komunidadade? Marka hotu ba sira ne'ebé mak aplika. (What information and materials from the training have you observed young community members use to reduce violence in their communities, check as many as applicable)

- Informasaun husi manual TAHRE (Information from the TAHRE manual)
- Informasaun ne'ebé aprende husi negosiasaun no papél halimar mediasaun (Information learned from negotiation or mediation role plays)
- Instrumentu analizasaun konfliktu (Conflict analysis instruments, like conflict mapping)
- Diskusaun iha treinamentu (Workshop discussions)
- Atividade iha grupu kiik (Small group activities)
- Seluk? Favor deskrebe
(Other, Please describe) _____

10. Informasaun ka materia saida mak diak tebes no tamba sa? (What information or materials were most useful and why)

ENDS