



## 2014 Annual Report



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## TABLE OF ACRONYMS

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Australian AID	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	Diresaun Nasional de Reinsersaun Sosial / National Directorate of Social Reinsertion (under the Ministry of Social Solidarity)
ECDI	Early Childhood Development Initiative
ECEF	Early Childhood Education Facility
GBV	Gender-Based Violence
INDMO	National Institute for Manpower Development
INFORDEPE	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	Polisia Nasional de Timor-Leste / Timor-Leste National Police Force
PTM	Protection Team Member
UNICEF	United Nations Children's Fund
UNDP	United Nations Development Programme
UNTL	Universidade Nasional 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

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Adat	A customary system of justice
Aldeia	Sub-village or hamlet
Chefe Suku	Head of suku, the governmental level below sub-district
Chefe Aldeia	Head of aldeia / village; the governmental level below suku
Child Protection Officer	Two officers per district appointed by MSS to liaise with communities and the MSS Child Protection Unit about child protection issues
Feto Fantástiku ba Dame	Fantastic Female Peacebuilder, Timor-Leste's first superhero created by the Ba Futuru Drama Team
Feto Rua	Women representatives who serve on the Suku Council
Juventude Feto	Female youth representatives who serve on the Suku Council
Lia Na'in	Those who traditionally resolve local disputes
Lisan	A customary system of justice
Suku	Governmental 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 strengthen protection through response and prevention programs through community structures, key actors, and the state. Programs for preventing abuse include national-level 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 local-level access to, and knowledge of, existing services in the formal 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, where there is little opportunity to be involved in community activities, and where violence and abuse are normalized.

**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 Suku Council, church and other faith-based organization representatives, teachers, police, youth leaders, and others who are influential in the community.

**Empowerment:** Refers to increasing the power of individuals and communities through building their confidence and capacity to control their own lives and claim their rights. This can involve increasing access to education, strengthening social structures, and overcoming obstacles related to 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. This could be due to a range of factors including limited capabilities, lesser physical strength, lower education levels, illiteracy, relationships that involve economic or emotional dependency, and previous experiences of abuse and harm.

## MESSAGE FROM BA FUTURU'S NATIONAL DIRECTOR

### Reflections and Looking Forward

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In 2014 Ba Futuru was amazingly successful in delivering positive programing in the areas of peace building, protection and education to thousands of beneficiaries across Timor-Leste. Ba Futuru also strengthened it's partnership with the government of Timor-Leste, especially the Ministry Social Solidarity (MSS) and the Secretariat of State for Security (SES). We have worked with the government on protection issues and developing the National Action Plan on Gender-Based Violence, by adapting the UN Security Council Resolution 1325 on Women, Peace and Security to the Timorese context.

In September 2014 we celebrated our tenth anniversary of the establishment of our organization. Over the past decade, Ba Futuru has directly served more than 30,000 Timorese people in all 13 districts of the country – providing them with life-changing skill building and educational training programs in the areas of human rights, child protection, gender-based violence, conflict resolution, conflict prevention, life skills, classroom management, positive behavior management and civic education. We celebrated the anniversary with a fundraising gala in Dili, with the theme 'Moulin Rouge', which raised more than \$20,000 for our future work.

In October 2014 Ba Futuru completed its three-year Empowering Women and Establishing Grassroots Protection Network Project, funded by the European Union and Australian Aid. This project has had great success with direct advocacy and continued to strengthen our relationships with parliamentarians and line ministries. Our three sets of comprehensive policy recommendations developed as part of the project have successfully influenced improvements to nation-wide protection systems. In 2014 we put on two visibility events, where copies of the recommendations in English and Tetum were distributed to national-level decision makers and other stakeholders on protection issues.

During 2014, several of Ba Futuru's staff had great opportunities to receive training overseas and in-country in the areas of human rights, incorporating gender issues into curriculum, and conflict mitigation. Additionally, five Ba Futuru staff received Certification IV qualifications in Training and Assessment, thanks to support from Mary MacKillop International.

I feel truly proud of the success that Ba Futuru has achieved in 2014, through great educational programing and providing psychosocial support to women, men and children across Timor-Leste.

Sincerely,



Juliana 'Lica' Marçal

## INTRODUCTION: TEN YEARS ON

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In 2014 Ba Futuru was proud to celebrate the tenth anniversary of our founding. This occasion presented an opportunity to reflect on our successes and challenges over a decade of working to build sustainable peace and development in Timor-Leste.

Ba Futuru was founded in September 2014, by Sierra James and Dr. Leilani Elliot (known at the time as Danielle Leilani Ujvari). From the outset they had the support of Joana dos Santos Camoes, who later served as the director of Ba Futuru for almost nine years. Children are often disproportionately affected by conflict and at the time, there were very few programs that sought to address children's conflict experiences. Ba Futuru was founded to fill the peace education gap and help those still struggling to overcome the past. In the early years, the founders targeted young people living in orphanages, as they were some of those most severely affected by the conflict.

Exploration and research led to the development of the Transformative Arts and Human Rights Education (TAHRE) program, an innovative melding of art, conflict resolution and human rights pedagogies. Over ten years Ba Futuru has built on this foundation, developing several training manuals and materials for our ever-expanding training programs. These training programs and resources cover topics such as:

- gender equality;
- child protection, positive discipline, classroom management and participatory education;
- conflict prevention, conflict resolution and mediation;
- early childhood development and education;
- legal frameworks for protection; and
- protection advocacy, including leadership, public speaking and debate, referral pathways and peer counselling focused on the needs of women leaders.

Though Ba Futuru has always focused on conflict prevention and empowerment, the strategies and methods used to reach these goals have continuously developed over the past decade. After the 2006 crisis began, Ba Futuru started working in Internally Displaced Persons camps and supported the post-crisis reintegration process. Since 2006, Ba Futuru has worked in many schools and has run various programs for young people through our Dili Peace Centre. In 2014 Ba Futuru's various conflict prevention and education programs have reached every district in Timor-Leste.

Ba Futuru now has more than 50 staff and the support of more than ten international volunteers each year. Ba Futuru believes it is important to invest in capacity development, and has facilitated many educational and training opportunities for staff, both in Timor-Leste and overseas. Over the years Ba Futuru has developed a strong suite of policies and procedures, and a diverse and committed Board of

Directors. In 2014 Ba Futuru was pleased to welcome past President of Timor-Leste and Nobel Laureate Dr. Jose Ramos-Horta to the Board of Directors, as Ba Futuru's Special Representative.

The last decade has not been without challenges. Every year Ba Futuru works hard to secure enough donor support to ensure the continuation of projects and employment of talented staff. Ba Futuru continues to seek opportunities for longer-term donor commitments.

Over the last ten years Ba Futuru has directly served more than 30,000 Timorese people, bringing them educational training programs on issues ranging from conflict prevention, human rights, child protection, and gender equality to classroom management, positive discipline and civic education. The anniversary represented the end of an exciting and significant decade for Ba Futuru and the start of the next phase of the journey. We look forward to the next ten years!

## 2014 ACHIEVEMENTS

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- Ba Futuru provided workshops for more than a thousand participants on topics including gender equality, human rights, art, photography, drama, life skills, job finding, CV creation, early childhood education, first aid, creating safe and respectful classrooms, participatory teaching, peer mediation, child protection, behaviour management, school governance, anger management, dispute resolution, conflict prevention, conflict analysis, legal frameworks, referral pathways, civic education and gender-based and domestic violence prevention.
- In September 2014 Ba Futuru celebrated its ten-year anniversary of founding, having directly served more than 30,000 Timorese people over the past decade.
- Ba Futuru collaborated with an external education consultant to develop a comprehensive teacher-training curriculum, with a focus on participatory and child-centred teaching methods and positive classroom management, as part of the three-year High Schools Transformation Project (HSTP). A total of 45 teachers from two high schools participated in trainings during the second year of the project.
- Ba Futuru was welcomed to former President of Timor-Leste and Nobel Laureate Dr. Jose Ramos-Horta to the Board of Directors. Dr. Ramos-Horta has been a long-term supporter of Ba Futuru's work and brings a wealth of experience and knowledge to the board.
- Ba Futuru developed a new community theatre piece focusing on the Law Against Domestic Violence, with support from the UNDP. The piece focused on the intricacies of the law, including suspended sentences and advice for victims needing to access assistance for protection cases. The play was performed ten times, with a total of 3,531 audience members from four districts.
- Ba Futuru's innovative Feto Fantástiku ba Dame film series continued to gather momentum. The films revolve around Timor-Leste's first superhero, a strong Timorese role model for youth, who appears in escalating conflict situations and helps the parties resolve their issues without using violence. Throughout 2014 the films were aired on television and screened in rural areas and schools, and Ba Futuru secured funding for two new Feto Fantástiku short films on gender-based violence and youth-related conflict, to be released in 2015.
- Ba Futuru had great success with direct advocacy and continued to strengthen relationships with parliamentarians and government agencies. Based on work through the Empowering Women and Establishing Grassroots Protection Networks Project (EWP), Ba Futuru developed three sets of comprehensive policy recommendations that have successfully influenced improvements to nation-wide protection systems.

## BA FUTURU'S PROFILE

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Ba Futuru is a national 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 30,000 women and girls, and men and boys—including elected and traditional community leaders, police, youth leaders and members of martial arts groups, and other key actors in the areas of peace-building, gender empowerment, education, child protection, civic education, 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 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 Tetum name 'Ba Futuru', which means 'For the Future'.

**Mission:** To contribute to peace-building and sustainable human development by facilitating the psychosocial<sup>1</sup> 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 by developing their capacity through programs in job preparedness, leadership and public speaking skills, human rights, and interactive activities that advocate for peaceful conflict resolution and non-violence.
- 2) To provide at-risk children, women and youth with the 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) To increase the capacity of youth from conflict-prone communities to mitigate 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.

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<sup>1</sup> The term "psychosocial" connotes the dynamic and symbiotic relationship between the psychological and social factors contributing to a person's well-being.



## CONTEXT

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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 death of tens of thousands of people. Shortly after Timor-Leste became independent from Portugal, Indonesia invaded. During 24 years of brutal occupation, a third of the local population of approximately one million people died, due to a combination of violence, famine and disease.<sup>2</sup>

Nation building is a complicated process and more than ten years after independence, Timor-Leste still faces many challenges. Timor-Leste remains one of the poorest countries in the world - in 2013, Timor-Leste was ranked 134th out of 187 countries in the United Nations' Human Development Index. The gross national income per capita is just \$3,940<sup>3</sup> and the current unemployment rate is estimated at 20%. For youth in urban centres, this rises to as high as 40%.<sup>4</sup> Literacy rates remain low, as the average adult has completed just 4.4 years of schooling.<sup>5</sup>

Furthermore, Timor-Leste's violent past has resulted in sustained and systematic devastation throughout the country. The history of violent conflict 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 nation building. Things were fairly peaceful until 2006, when political and civil unrest ensued and infighting between the police and military began. Between 2006 and 2008, the country went through a stage of unrest that led to widespread anxiety and distress, as well as to the displacement of more than 150,000 people. This violence and civil unrest was partly due to a lack of adequate education, unmet expectations of independence, wide-scale unemployment, and an extremely high population of young people who were not in school or employment.

To this day, there is a pervading lack of knowledge regarding 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,

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

<sup>3</sup> The World Bank (2013) World Development Indicators, [Online], Retrieved from: <<http://data.worldbank.org/country/timor-leste>> [22 April 2013].

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

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

even when cases are reported at the local level, they are often dealt with through traditional mechanisms where local elected and traditional leaders act as de facto judges. Decisions made by local leaders about domestic violence often violate the very international human rights norms that Timor-Leste has undertaken to respect. In cases of sexual violence, child victims are at times forced to leave school and often feel that they cannot go to the police. Women and children also lack power at the village level as well as in their homes - traditionally, women cannot stand up to men or be involved in decisions to resolve conflict at the village level. Furthermore, violence is used as discipline and as a way of solving disputes, which means that there is a pressing need for interventions to support vulnerable people. Timor-Leste is a new country, and government entities for protection and access to justice are still forming. At the local level, knowledge about how to access these entities is lacking. For Timor-Leste to maintain peace, these are some of the needs that should be addressed.



## CROSS-CUTTING ISSUES

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### Child Protection

Child Protection refers to the protection of children against all forms of abuse, including violence, sexual abuse, economic exploitation and neglect. Although most Timorese have been affected by conflict, violence and chronic poverty, due to their vulnerability and dependence on adults, children have been disproportionately impacted.

Although some development outcomes for children in Timor-Leste have considerably improved over the last decade, several challenges remain. Children's health, education and well-being are often not prioritized in local communities, leaving many children undernourished, uneducated and inadequately prepared to become productive members of society. Preschool enrolment and school retention remains low, while violence against children in homes and schools is widespread.<sup>6</sup>

For example, many children are regularly beaten, shamed and/or threatened as a discipline method in both homes and schools. UNICEF and Plan International's 2006 joint report, *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."<sup>7</sup> Unfortunately, the beliefs still pervade that physical punishment is an effective way of teaching right from wrong, that it instills respect, and that it is not physical abuse.

International research in this field indicates that while the effects of exposure to violence are detrimental to the individual, communities, and nations as a whole, they are particularly pronounced among children.<sup>8</sup> Violence against children and exposure to violence have been shown to have direct impacts on children's health and psychosocial well-being, as well as numerous adverse social, economic and developmental consequences at the individual and community levels.<sup>9</sup> Additionally, physical violence is not an effective way to manage children's behavior – in fact, it harms relationships, is a form of abuse, and teaches children that the use of violence is an acceptable way to solve problems and resolve conflict. Additionally, physical violence violates the Convention on the Rights of the Child (CRC), which Timor-Leste ratified in 2003.

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<sup>6</sup> Ministry of Finance & UNICEF (2014), *Situation Analysis of Children in Timor-Leste*.

<sup>7</sup> UNICEF and Plan International (2006) *Speak Nicely to Me*. Timor-Leste.

<sup>8</sup> Brück, T., et al (2014). "Learning the hard way: The effect of violent conflict on academic achievement." *IZA Discussion Paper No. 8543*; Justino, P., et al (2013); "Short- and Long-Term Impact of Violence on Education: The Case of Timor Leste." *The World Bank Economic Review*. doi: 10.1093/wber/lht007.

<sup>9</sup> For a comprehensive literature review, see "Hidden in plain sight: statistical analysis of violence against children." UNICEF (2014).

In order to encourage supportive and positive discipline practices that do not use violence, Ba Futuru developed a training curriculum and teaching 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 progressively adapt the materials and activities to the Timorese context.

In 2014 the following Ba Futuru projects addressed child protection issues:

- Early Childhood Development Initiative (ECDI)
- Empowering Women and Establishing Grassroots Protection Networks Project (EWP)
- Drama Program (including community theatre)

Child protection training was offered through various projects in 2014, to diverse participant cohorts including NGO workers, teachers, school administrators, police officers and community leaders. These trainings included units on:

- children's rights and the national legal framework for their protection;
- children's psychosocial needs;
- child abuse and trauma, and how to identify and help children at risk;
- how to access legal, medical and social services for child victims of abuse, and how to report child protection cases;
- the negative impacts of physical punishment;
- positive (non-violent) discipline/behavior management strategies; and
- positive behavior reinforcement and classroom management.

Teachers have provided very positive feedback on Ba Futuru's Child Protection and Positive Discipline Manual and its corresponding trainings. Many said 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 training participants have been led to question their behavior and re-evaluate the methods they use with their students and children. Follow-up evaluations and mentoring with teachers and interviews with children under their care show that in general, participants have made significant changes to their behavior and are using more positive, and less violent, strategies for behavior management and discipline.

Additionally, Ba Futuru has helped to spread messages about child rights and where children can get assistance to large numbers of children, youth and adults. An important way of doing this is through strengthening the capacity of local leaders to act as protection advocates. Key actors within communities have the potential to impact large numbers of people through sharing information and taking action when confronted with violence and abuse. In 2014 Ba Futuru provided training on child protection

through the EWP (including child rights and the CRC, identifying signs of trauma and abuse in children, and referral pathways to protect vulnerable children) to a total of 295 people, including 109 police. Over the lifetime of the project 879 key actors received this training, and the percentage of those who could list three signs of trauma and abuse in children rose significantly from 18% to 78%. Additionally, after receiving training 95% of key actors stated that hitting a member of one's household is against the law, compared with only 44% before the training. In follow-up workshops (which are held one to three months after training) participants have consistently shared how they have taken what they learned in training and applied it to their daily lives, whether in interactions with their children or partners, or in talking to neighbors to discourage physical punishment.

Another key way the EWP empowered local leaders to share messages on child protection was through the group of approximately 40 female Protection Team Members (PTMs), who in addition to meeting monthly also organized youth animation workshops to teach young people about their human rights and where they can access assistance for themselves or a friend. In 2014 about 850 young people took part in these activities, bringing the total for the three-year project to more than 1,300 young people from seven communities across urban, rural and remote areas.

Over the course of the project the approach was continuously evaluated and revised, to make the content accessible and easily understood by large groups of participants from diverse age groups and education levels. This included a shift from classroom-style learning to an emphasis on creative engagement with protection and human rights concepts through songs, posters, and Ba Futuru's own *Feto Fantástiku* film. As one student who attended a workshop explained,

"This project is good because I have learned information that I didn't know before. Now I can change my understanding (about protection), building my capacity. I can also share this information to my friends in my school and my community."

The use of violence breeds more violence, with countless studies showing that children who are abused and beaten regularly revert to these violent models of behavior as adults. Reducing the use of violence against Timor-Leste's children and youth, who make up an astounding 63% of the population<sup>10</sup>, 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 the mission to build sustainable peace in Timor-Leste.

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<sup>10</sup> United Nations Development Programme 2011, Timor-Leste Human Development Report 2011: Managing Natural Resources for Human Development.

## Youth Engagement

Timor-Leste has experienced an immense loss of life over the last half century, due to war, occupation, forced starvation, extrajudicial killings, torture, and disappearances. Additionally, the country has one of the highest per capita fertility rates in the world, of 5.32 children per woman.<sup>11</sup> As a consequence, Timor-Leste's population is extremely young - approximately 43% of the population is younger than 15, and 62.9% of the population is younger than 21.<sup>12</sup>

Due to their vulnerability and dependence, young people have been disproportionately affected by conflict and poverty in Timor-Leste. Children and youth need psychosocial interventions to help them process their experiences, to live with a sense of safety. Many youth 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% of Timor-Leste's infrastructure. More recently, during the 2006 crisis many youth witnessed the burning and looting of houses.

The violence and anxiety experienced by young people during armed conflict and the following period of recovery have both short and long-term effects on their mental health, quality of life, and subsequent adult behaviour.<sup>13</sup> 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 ameliorate the harms suffered by young people, there are few programs in Timor-Leste that address this issue specifically and directly.

In order to break 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, empowering them with new skills and goals. This is a crucial step towards building lasting peace.

In 2014 the following Ba Futuru projects worked with at-risk youth through its:

- Youth activities at Ba Futuru's Peace Center;
- Consolidating Peace and Building Democracy Initiative;
- Drama Program;
- Empowering Women and Establishing Grassroots Protection Networks; and
- High Schools Transformation Project.

<sup>11</sup> Fertility Rate; Total Births per Woman in Timor-Leste (2012) Retrieved from <<http://www.tradingeconomics.com/timor-leste/fertility-rate-total-births-per-woman-wb-data.html>> [4 April 2013].

<sup>12</sup> United Nations Development Programme, Timor-Leste Human Development Report 2011: Managing Natural Resources for Human Development, Timor-Leste, 2011.

<sup>13</sup> Machel, Graca, 'The impact of armed conflict on children', U.N. Doc A/51/306, 26 August 1996.



In 2014, Ba Futuru's High Schools Transformation Project (HSTP) worked extensively to empower youth at two secondary schools with skills in leadership, conflict resolution, peer-mediation, confidence and self-esteem – to become active, engaged members of their communities. Moreover scholarships provided to students, prioritizing those most vulnerable.

Through the HSTP various student clubs were formed in our two target high schools, providing opportunities for students to become more involved in their areas of interest and strengthen their leadership skills. Each year, peace festivals allow these students to showcase their new skills for hundreds of people from their school communities. More than 45 girls became involved in the drama clubs in their high schools, empowering them with skills to speak out through drama performances on violence prevention issues, including gender-based and domestic violence.

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 they 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. In 2014, as part of our Consolidating Peace and Building Democracy Initiative (CPDI), Ba Futuru and SoSS successfully conducted three training sessions to 104 youth participants on conflict mitigation, civic education and gender-based violence. All (100%) of the participants reported that after the training they felt capable of resolving conflict without violence! This is a significant improvement from only 4% being able to list non-violent ways of solving conflicts prior to the training.

After participating in the training, a 23-year-old male youth from Tasi Tolu reported:

“I am really happy with the training because I can change my bad behavior. In the past, I was always involved in conflicts such as provoking and fighting each other. But after I attended the training, I started to minimize violence in my life. I have shared the information I have learnt with my family and community. Furthermore, the experience I had during the training helped me to resolve the conflict that a mother beat her child. I asked her to sit down and discuss together. Finally, she accepted my explanation and said she agreed that she would try to avoid violence.”

As several Ba Futuru staff and prior training participants 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 aimed at involving other youth from similar backgrounds.

## Women's Empowerment

Timorese women and girls are disproportionately affected by widespread poverty and many live under constant risk of domestic violence – indeed 29% have experienced physical violence in the past 12 months.<sup>14</sup> Traditionally, men wield power and authority in Timorese culture. Exacerbating these disempowering circumstances and increasing burdens on women are a high fertility rate (5.32 children)<sup>15</sup> and limited access to basic services, such as clean water, healthcare, education and transportation.

Although each village council includes three women, they can lack skills to effectively participate in local governance and decision-making.<sup>16</sup> Impressively, 38% of parliamentarians are women, yet they are inadequately linked to their constituencies and need support to better understand the priorities of women and girls in Timor-Leste.<sup>17</sup>

In 2014 the following Ba Futuru projects focused on the prevention of violence against women:

- Empowering Women and Establishing Grassroots Protection Networks
- Drama Program
- Pathways to Justice

The Drama Program's thriving community theatre component takes various theatrical pieces on women's empowerment to the districts of Timor-Leste. The theatre pieces are performed in schools and communities, and others disseminated widely through radio and television. These pieces not only included messages about women's empowerment, but also show women in dynamic powerful roles, making decisions and teaching others. In 2014, topics included the Law Against Domestic Violence, the Penal Code, strategies for resolving problems without violence, women in politics, and positive relationships between boys and girls in the school environment.

Women are frequently sidelined from fulfilling their elected leadership roles in the Suku Councils of Timor-Leste. While a minimum of three women must be included in each Suku Council, their participation is often tokenistic and passive, as men largely dominate the discussions and decision-making. The EWP placed a special focus on empowering female elected leaders at the grassroots level. These include *feto rua* (the Suku Council's female representatives), *feto juventude* (the young female

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<sup>14</sup> 2009–2010 National Demographic and Health Survey (NDHS) of Timor-Leste.

<sup>15</sup> Fertility Rate; Total Births per Woman in Timor-Leste (2012), Retrieved from: <<http://www.tradingeconomics.com/timor-leste/fertility-rate-total-births-per-woman-wb-data.html>> [4 April 2013].

<sup>16</sup> Policy Recommendations to Strengthen Protection for Women and Children in Timor-Leste, Vols. 2 & 3 [October 2013; October 2014], Ba Futuru.

<sup>17</sup> Based on Ba Futuru's work with the Grupo Mulheres de Parlamentár Nacional do Timor-Leste (Group of Women Parliamentarians), 2012–2014.

members of the Suku Council), and female chefe aldeias (heads of villages). These women were provided with Protection, Empowerment and Conflict Transformation training and given roles as liaison on behalf of their communities about local protection issues, in the Protection Teams established by the EWP in target areas. Over the course of the project, female community leaders received a total of 291 cases, of which 77 have been referred to the formal.

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

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 these women 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 ... easily refer cases that I am faced with in my community.

After attending Protection Team Member training, a female 24-year-old Chefe Aldeia from Atauro Island reported:

When I was 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 now 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 whom Ba Futuru invited to speak with training participants]; this information really connects with the reality of our lives in Atauro. In another part of the training, the ALFeLa [a Timorese legal aid NGO which Ba Futuru also invited to speak with training participants] opened our minds regarding domestic violence law and the process of how to help victims get better assistance and access to justice.

The case study below illustrates some of the positive benefits that the EWP succeeded in delivering to women and children through community-based protection teams.

## HER STORY

### Justina: From victim to survivor to leader

Justina, a mother of six children, was attacked with a machete by her husband and very badly beaten, yet the police who attended the scene of the crime made no attempt to arrest him. Remembering that night, she said, “When my husband was beating me, I ran as fast as I could to my chefe aldeia’s [sub-village chief’s] house to find safety. I went to her house because I had heard from my neighbors that she also has a role to support vulnerable women.”

Her chefe aldeia is the coordinator of their community’s protection team, built by Ba Futuru’s EWP program, and she and another protection team member (PTM) brought Justina to the hospital where she received life-saving medical assistance. They also explained her options in pressing charges against her husband, supported her in filing her case with the correct police unit (the Vulnerable Persons Unit), and helped her obtain emergency financial assistance from the government that she later used to start a micro-business.

Justina explained that the support from the PTMs was critical in helping her to understand how the formal justice system works and gain the courage to pursue her case. She felt inspired to start attending monthly Protection Team meetings, and then asked to receive training to become a PTM herself. She said that the EWP trainings have made a huge difference in her life and household, which is now much more peaceful.

“I used to hit my kids when I was angry with them, and also yell at them with curses. I don’t do that anymore because of what I learned from the trainings.” Justina also says that she keeps an eye out for women in her neighborhood and extended family who show signs of experiencing violence or abuse, then goes to talk with them privately. “Sometimes they just need someone to talk to” she says, “but we Protection Team members truly believe in taking cases of domestic violence to the courts. Violence is wrong - there is punishment for it, and it’s against the law.”

Today, Justina’s micro-business provides a steady stream of income that allows her to pay for her children’s school and be more independent. Her husband was eventually found guilty by the court, which has not only helped Justina to find closure, but has also helped to decrease impunity for abusers through changing the attitudes of both women and men. She is active as a leader at monthly protection team meetings and is an outspoken advocate for women, girls and boys in her local community.

Over the course of the EWP program, a total of 65 women and girls were supported by their protection teams to file charges against their abusers and to access the support they need to rebuild their lives to referrals of service providers for free legal assistance, safe houses, psychological care and financial support.

## 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 government, helping to expand and improve the protection provided to Timor-Leste's most vulnerable citizens.

The Ba Futuru projects that supported government in 2014 include:

- Empowering Women and Establishing Grassroots Protection Networks;
- Early Childhood Development Initiative; and
- Consolidating Peace and Building Democracy Initiative.

## Supporting Policy

Ba Futuru is a strong advocate of the rights of women and children in Timor-Leste. Through the Empowering Women and Establishing Grassroots Protection Networks Project (EWP), Ba Futuru has undertaken effective advocacy at the national level, including:

1. In 2014 the EWP team published two comprehensive sets of policy recommendations on grassroots protection needs. More than 400 copies were distributed to government leaders and civil society members, and the e-booklet was also made available on the Ba Futuru organization website. This advocacy successfully led to improvements to nationwide protection systems; and the Ministry of Social Solidarity (MSS) incorporated three of Ba Futuru's recommendations on strengthening protection and delivery of services in its Annual Action Plan for 2014.
2. In March 2015 Ba Futuru launched the second set of recommendations with a roundtable dialogue on the interplay between formal and informal justice systems, and held another visibility event to launch the final set of recommendations in October of 2015. The final policy recommendations presented a model of Community Protection Teams, based on lessons learned during EWP implementation, and included specific recommendations to the draft suku law regarding how the model could be incorporated into existing structures. Several of these recommendations, including the role of women representatives on the Suku Council to coordinate protection activities within the suku, are reflected in the current draft of the law.

Through the EWP, in addition to developing our policy recommendations, we have undertaken significant advocacy in order to improve the government's awareness of grassroots protection needs. As a result, Ba

Futuru was able to play a key role in the National Budget Debates of Parliament by providing advice, briefing materials and issue statements to female parliamentarians on necessary budget allocations for a domestic violence framework. Moreover, we have provided both MSS and SEPI with statistics and information to help them understand grassroots concerns.

In addition, Ba Futuru is a long-time member of Timor-Leste's Child Protection Working Group, which coordinates programming and advocacy among development organizations nationally, and the MSS Gender Working Group, which meets monthly. By working directly with local authorities and leaders, Ba Futuru ensures that traditional practices and governance mechanisms are incorporated into our work and given the opportunity to make their practices more sensitive to the needs and rights of children, women, and other vulnerable groups.

## Supporting Education

Ba Futuru has been working in the formal education sector since 2006. Ba Futuru supports the Ministry of Education by facilitating the training and mentoring of preschool, primary and secondary school teachers, and teacher trainers.

In 2014, the High Schools Transformation Project (HSTP) provided teacher training to 45 secondary school teachers across two high schools in Tasi Tolu and Ataúro Island. In addition, a leadership training program was delivered to Directors and Vice Directors of both schools in October. This year the HSTP welcomed a representative from the Ministry of Education (MoE) to the Project Oversight Board, strengthening the relationship between the MoE and the HSTP, and ensuring that the lessons learnt from this project will be available for use by the government to expand quality education to additional schools throughout Timor-Leste.

## Supporting the Police

The Timor-Leste National Police Force (PNTL), and particularly its Vulnerable Persons Unit (VPU) and the Community Police, play a critical role in connecting local instances of violence and abuse to formal protection mechanisms. However, many police possess little knowledge of these formal systems. Additionally, although national police often receive mentoring from international police and other 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 need, Ba Futuru involves police in its training programs wherever possible.

In 2014, Ba Futuru engaged members of the police through its Empowering Women and Establishing Grassroots Protection Networks project (EWP). The EWP increases protection for women and child victims of abuse.



Through the EWP, 139 police (25 women and 132 men) received training in human rights, child protection, non-violent conflict resolution, access to justice and legal frameworks, gender equality, decision-making and the identification of children at risk. As a result, police are showing some understanding of their role and the impediments victims face. More police now respond positively to calls and help report cases rather than referring them back to traditional justice mechanisms.

After the peacebuilding and public service training for PNTL officers, a male police officer (aged 25) reported:

“I feel very happy with this training. It has helped me to increase my knowledge, experience and capacity. I felt I really understood the lessons provided during the training, and this knowledge has helped me to respect child rights, to make decisions, and solve conflicts in the community. I will try to apply these lessons in my life and I will also share them with my friends, so they can prevent conflict in their lives and live in peaceful communities.”

## 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 protection networks that link local issues to the existing district and national mechanisms is instrumental in building awareness about these formal systems and improving their effectiveness. This work also empowers local communities with knowledge about their rights, the law, and the protection services available to them.

Ba Futuru’s Empowering Women and Establishing Grassroots Protection Networks project (EWP) created local female Protection Teams in two high-conflict *sukus* (villages) in the city of Dili and another protection team that services the five villages on Ataúro Island. These teams offered support within the community and identified and referred domestic violence and child protection cases to appropriate services.

Ba Futuru supported the Protection Team Members (PTMs) by helping them to document and report cases of abuse; to refer victims to medical, legal, or social services; and to coordinate monthly grassroots protection meetings. Because they live in the communities in which they work, these women are approachable to victims – especially women and girls – and are thus well placed to identify protection cases. In this way, the project also helped to bolster meaningful female participation in peace-building and post-conflict governance, and to ensure that female community members become more actively involved in combating the issues affecting their lives.

Ba Futuru's EWP piloted the use of female Suku Council members as advocates for protection. Ba Futuru recommends that the government build on this model to ensure that access to justice and assistance mechanisms reach at least the suku level, if not further. Our findings indicate that such a model would be efficient because village leaders are already recognized as access points for justice – they are often the first point of contact for victims who decide to seek assistance beyond the family home. Local authorities understand the issues in their communities and are able to identify the main perpetrators of violence. Therefore, it is important to continue to empower local leaders with knowledge of gender equality, criminal law, domestic violence, and mechanisms for reporting cases, so they can facilitate the community's access to justice and use their influence to change attitudes, especially in communal decision making.

Bridging the divide between state protection structures and local realities is an essential part of improving protection for vulnerable populations in Timor-Leste.



## TRAINING PROGRAMS AND RESOURCES

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Over the past ten years, Ba Futuru has developed several training manuals and materials for our expanding training programs. These cover topics such as gender equality, child protection, positive discipline and participatory education, conflict prevention, mediation and resolution, early childhood development and education, and legal frameworks for protection.

### **Transformative Arts and Human Rights Education (TAHRE) Program**

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

### **Protection, Empowerment and Conflict Transformation (PECT) Manual**

The comprehensive and interactive Protection, Empowerment and Conflict Transformation (PECT) Manual was developed in 2012 for the EWP. The manual includes modules on human rights, child protection, conflict resolution, access to justice, gender equality, decision making and how to identify children at risk. In addition, the latest PECT includes new modules on gender-based violence (GBV), domestic violence and legal frameworks in Timor-Leste. This material introduces participants to the legal and cultural issues surrounding different forms of violence and abuse, the correct procedures for responding to and reporting incidents, and asserts every victim's right to legal assistance in cases of domestic violence. The curriculum includes accessible information on relevant legislation such as the Penal Code and the Law Against Domestic Violence.

In 2013, a PECT Youth Facilitation Guide was created which contains simplified versions of selected modules of the PECT curriculum. Specifically designed for a young audience, the Youth Guide clearly explains lessons and activities so that those with little experience in facilitation are able to deliver the workshops.

The various elements covered by this curriculum work together to empower people with knowledge and skills to protect vulnerable people, mitigate violence at the local level, and take on a vital protection role by becoming leaders in their communities.

## **Early Childhood Education Manual**

The Early Childhood Education Manual was first developed in 2012 and then revised in 2013 for use 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.

In 2014 the High Schools Transformation Project (HSTP) team collaborated with an international education consultant to further develop our teacher training curriculum and manual. Four new training sessions, themed around Safe and Respectful Classrooms, were developed, and manuals were printed and delivered to 99 Ataúro and Nicolau Lobato high schools.

## **Feto Fantastaku Film Series**

Where possible, Ba Futuru facilitators incorporate Feto Fantástiku films in trainings. The films, centred around a female super hero who delivers information on conflict resolution, child protection and domestic violence, are an important tool for trainings, and youth respond well to the visual format and easy-to-understand content.

Other Ba Futuru training manuals used in 2014 projects include:

- 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;
- Participatory Teaching Methods; and
- Safe and Respectful Classrooms.

The TAHRE Guide and Ba Futuru's other resources are available for free at [www.bafuturu.org](http://www.bafuturu.org) for use by other organizations.

## **Key points on Ba Futuru's training methodology:**

1. Quality training manuals 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 in training topics;
5. Regular capacity development opportunities for facilitators with international and national consultants who are experts in training program areas; and

Follow-up in target communities and with participants to ensure use of knowledge and skills gained through training workshops.



## 2014 PROJECTS

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

The projects that Ba Futuru delivered in 2014 include:

- Ba Futuru Peace Center & After School Program;
- Early Childhood Development Initiative;
- Empowering Women and Establishing Grassroots Protection Networks Project;
- High Schools Transformation Project;
- Drama Program;
- Consolidating Peace and Building Democracy Initiative; and
- Pathways to Justice Project.

### Ba Futuru's Peace Center and Afterschool Program

The primary objective of the After School Program is to provide a safe, supportive, supervised and fun learning and play environment for these children. Ba Futuru saw the need for an After School Program due to the number of children living in high risk environments. Ba Futuru saw this as an opportunity to not only enhance their lives by providing skills and education training, it was also a welcome respite from highly stressful living situations. Many children had experienced abuse (physical and sexual) in their homes or in the community, and several children displayed symptoms of trauma and/or learning difficulties. Although Ba Futuru has been assisting these children in their psychosocial recovery for several years, with Sunrise Joint Venture's support, Ba Futuru's work has been further enhanced in the following areas: children have gained better access to nutritious daily food, skilled educators and educational materials to support their knowledge and skills acquisition.

Ba Futuru helped between 8 and 50 children each day during the first half of 2014 when the After School Program was in full swing. Some of the program's activities were extracurricular classes targeted at primary school students from the local area, with classes on subjects including: Human Rights, Health, English, Portuguese, and Environment. As well as these classes, Ba Futuru staff members were able to assist with homework and enhance the natural skills the children already possessed. Ba Futuru's teachers



used different techniques in order to best engage the children, these included: role playing, illustration cards and portrait drawing. Ana, the Portuguese teacher, noted that the children displayed an extraordinary improvement in their emotional behaviour:

“In the beginning the children could barely talk and smile and were not able to interact with each other. They were not able to paint a simple image of themselves. Some could not even hold a pencil properly. They now have the ability to do simple crafts; they positively interact with each other and with me as the teacher; and they seem genuinely happier overall.”

Ba Futuru interviewed twelve children to assess how beneficial they had found the After School Program, eleven (91.6%) said that they had more confidence after taking part in the After School Program. They were all extremely happy to be learning: English; Portuguese; math; reading; human rights, conflict resolution and storytelling. Ba Futuru were delighted when 100% of the children reported that they now have better relationships and relate more positively with other children at school, in the After School Program, and in their community.

In addition to the class-based lessons, the children actively engaged in sports: basketball; badminton; skateboarding and soccer, with a couple of children even winning medals in the Timor-Leste Badminton Competition.

To conclude, Ba Futuru feels that the After School Program was a great success; we are proud of the achievements of our students and the progress they have made, in terms of both their academic and social development.

## Early Childhood Development Initiative

Early childhood interventions 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 children’s wellbeing and capacity. Less than 10% of Timorese children receive any form of early childhood education, and many in Timor-Leste are unaware of its importance. Children enter primary school unprepared for formal schooling. According to the 2009 World Bank Reading Assessment of Timor-Leste, more than 70% of students at the end of first grade could not read a single word in either Tetun or Portuguese, the country’s two official languages.<sup>18</sup>

Ba Futuru’s Early Childhood Development Initiative (ECDI) aims to improve the quality of preschool education for children across Timor-Leste. In 2014 the ECDI provided early childhood education (ECE) training to Timorese educators, gave disadvantaged children access to quality ECE at our own facility, and

<sup>18</sup> World Bank (2009). Timor-Leste: An Analysis of Early Grade Reading Acquisition. Retrieved from <[http://siteresources.worldbank.org/INTTIMORLESTE/Resources/Timor-Leste\\_EGRA\\_Report0130%5B1%5D.pdf](http://siteresources.worldbank.org/INTTIMORLESTE/Resources/Timor-Leste_EGRA_Report0130%5B1%5D.pdf)>

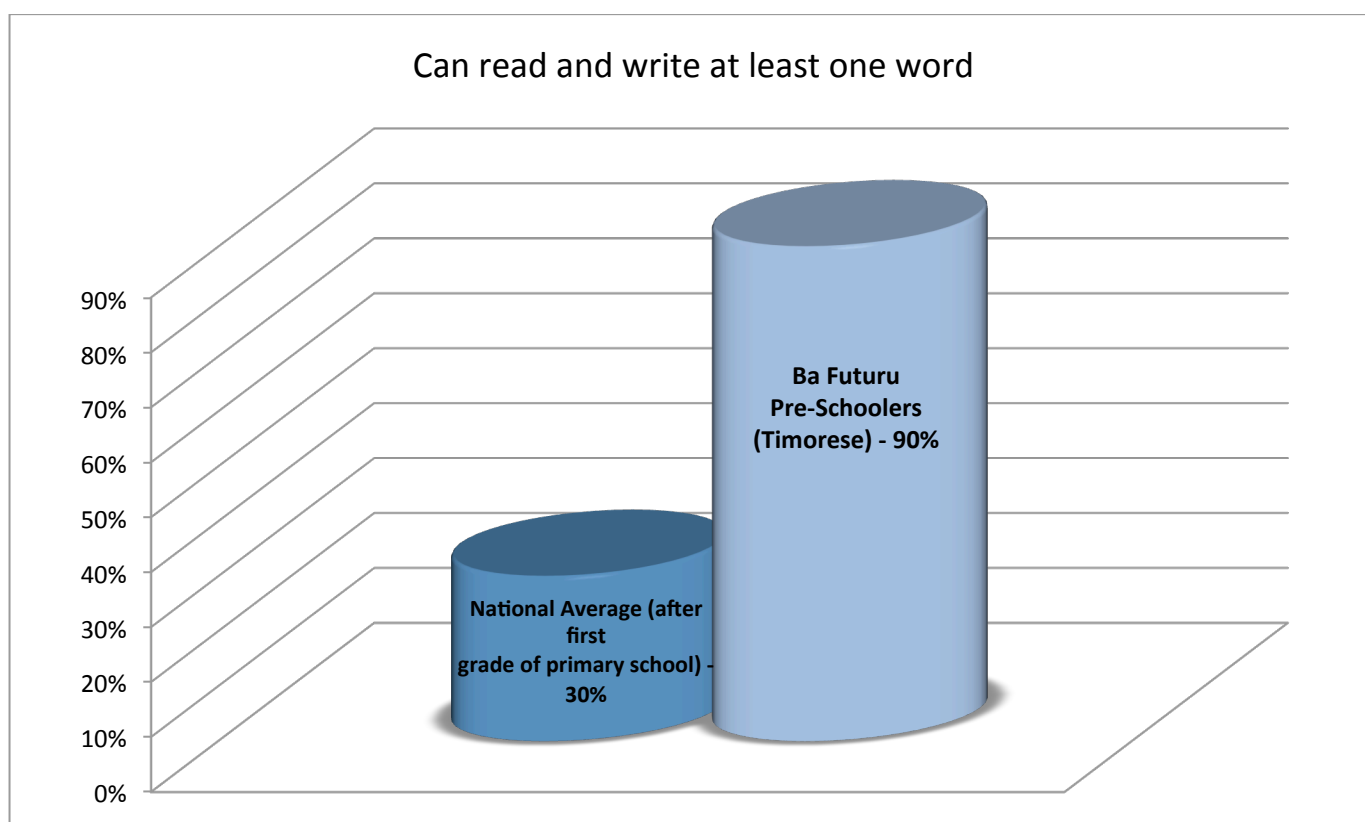
educated people in the community about the value of ECE. The ECDI received initial assistance from the Sunrise Joint Venture and further funding from the Rising Star Award for Protection from the STARS Foundation.

With support from the Sunrise Joint Venture during Stage 1 and Stage 2 of the ECDI project, Ba Futuru has been able to develop the skills of its staff, including teacher trainers and educators, so that Ba Futuru is now seen as a primary national non-governmental organization that is well-equipped to provide early childhood training and mentoring for parents, teachers and key actors in Timor-Leste. There are still only a handful of national organizations in Timor-Leste working in the Early Childhood area, and Ba Futuru is one of the few national organizations equipped to provide ECE teacher training. Thus, Ba Futuru is well-placed to support the government's roll-out of its new curriculum for preschools, as well as to support the government by assisting in the provision of in-service and pre-service training for preschool teachers.

Stage 2 of the ECDI ran for thirteen months between June of 2013 and June 2014, making a substantial impact in improved ECE across five districts of Timor-Leste. Building off the comprehensive teacher training program developed in 2013, in 2014 Ba Futuru was able to provide quality ECE training for more than 80 educators with support from the Sunrise Joint Venture and ChildFund. By equipping educators with skills in early childhood education (ECE), nutrition, child protection, and first aid, we aim to improve ECE across Timor-Leste now and in the future. We also expect this knowledge to be passed between educators, their families, and their communities, thereby contributing to a greater appreciation of ECE. In addition, the ECDI team supported the government of Timor-Leste in training teachers on the new preschool curriculum.

Ba Futuru's preschool, the Early Childhood Education Facility (ECEf), provides quality education to young children and builds the capacity of educators. In 2014 the ECEf has provided a safe and supportive learning environment for between 20 and 30 Timorese and international children attending each week. Many of these children come from low income families or are deemed children at risk of abuse. They have been encouraged in both their personal and academic development through the provision of engaging lessons and specialized materials designed to address their developmental needs in a wide range of areas including fine and gross motor skills, language, mathematics, hygiene and nutrition.

Our highly skilled educators have been concentrating on teaching literacy and numeracy through play with great success. Of the ten Timorese children graduating next month and heading to primarily school, 90% are able to read and write at least one word, far beyond the national average of only 30% be able to read one word after the first grade of primary school, as seen in the graphic below.



Furthermore, the ECEF has also been used as a mentoring and training facility, to role model best practice to Timorese ECE educators. Two of our core teacher trainers are currently completing their Certification IV, so that in the future they can provide accredited teacher training.

A single mother from the Golgota community reported:

“In my point of view, Ba Futuru’s preschool is a very good school which has lots of experienced national and international educators and educational resources. There are many things that my child has learned in Ba Futuru’s preschool. She knows how to share her toys, behave more appropriately with her friends, ask questions politely, and covers her mouth when she’s coughing or sneezing. I am very happy with the progress of her development. I am very thankful to Ba Futuru for letting my child access your preschool for free and also thankful to all the teachers for their help and their patience!” (Translated).

Ba Futuru has undertaken the ECEF not only to assist the low-income and at-risk children in the Golgota area, but also to assist children through out the country. The ECDI was designed to build Ba Futuru’s expertise in early childhood education so that in the future it will be well-placed to assist the Government of Timor-Leste as a training provider for preschool teachers. Ba Futuru’s preschool, the ECEF, was designed to be utilized as a mentoring and training facility for early childhood educators and key actors. Thus Ba Futuru established the ECEF preschool next to its training facility and started an educator

training program as part of the ECDI, so that as many preschool aged children across the country as possible will also be able to benefit from the initiative over time.

## Empowering Women and Establishing Grassroots Protection Networks

From November 2011 to October 2014, Ba Futuru implemented the Empowering Women Project (EWP). This three-year project has improved grassroots protection for vulnerable populations through the empowerment of women and has increased linkages between state and non-state actors at the local level for the prevention of violence against women and children across Timor-Leste. The project was funded by the European Union for nearly €300,000 Euro and Australian AID for \$70,000 USD.

In 2014, the EWP provided ten targeted training sessions on legal frameworks, gender, child protection, conflict resolution and human rights to 295 key actors, bringing the total number of training participants to 879 key actors within 30 target communities, including 139 police. In addition, the EWP has empowered 42 female leaders with intensive training and mentoring support, allowing them to become Protection Team Members (PTMs) within their communities.

Ba Futuru and the Protection Teams from each target area have also provided protection workshops to more than 1300 young people on human and child rights, conflict resolution, and access to justice. The EWP has delivered a widespread understanding of protection-related topics to key actors.

In 2014, the EWP concluded with great success. Additional trainings were held in Dili and Ataúro Island to target the key actors that had been identified as roadblocks in addressing domestic violence in target areas – specifically, police and religious leaders. We continued supporting PTMs across Dili and Ataúro as they referred cases and served as powerful role models in their communities. A final evaluation retreat was held with PTMs at Ba Futuru's Peace Center in October 2014.



The EWP has increased 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. These linkages assist

vulnerable people in accessing the protection assistance they require and reducing violence and abuse in homes, schools, and communities. Over the course of the project, the Protection Teams referred 65 cases of domestic and gender-based violence to the formal system—a significant shift given the difficulty of reporting in Timor-Leste, especially in the rural areas in which we worked. These referrals represent 41% of the total number of cases of domestic and/or gender-based violence identified with PTMs. The PTMs conducted outreach with each of these victims and provided information to them about their options for reporting even if they chose not to report for a variety of reasons. Moreover, community members brought an additional 82 non-DV/GBV-related cases to the attention of PTMs, who responded with compassion and helped to refer 26 of these cases (32%) to the formal justice system and/or some form of assistance.

The EWP has made enormous progress in advocacy and relationship building with civil society and government. The Ministry of Social Solidarity (MSS) incorporated three of our recommendations into their 2014 Action Plan. Additionally, MSS trained and hired additional Child Protection Officers, and created a new role – the Gender Focal Point – and hired one in each district. In 2014, the EWP launched its second and third set of policy recommendations through two high-visibility events. The policy recommendations focused on presenting the EWP model as a pilot that could effectively and efficiently be scaled up to increase the protection of vulnerable people and enhance violence prevention efforts in communities throughout the country.

In order to ensure the sustainability of the project's achievements now that the project has ended, in 2014 the team deepened its work with community leaders in target areas to strengthen protection networks and ensure key actors understand and continue to fulfil their roles. The team focused specifically on strengthening and connecting the PTMs, who will continue in their roles as chefe aldeias/sukus into the future. Improvements to national policy that have taken place as a result of advocacy during the EWP will also help to ensure sustainability and continue to benefit women, children and other vulnerable groups across Timor-Leste well into the future. An external evaluation of the project, conducted in May-June 2014 by Australian-based firm Empatheia Consulting, documented lessons learned from the project and provided recommendations for upscaling and future interventions.

The EWP met its core objectives by contributing to reduced violence against vulnerable populations, empowering local female leaders as key protection agents, and improving the government's awareness of grassroots protection needs while also introducing strategies to address those needs. It has also expanded Ba Futuru's expertise into new fields: advocacy and women's rights. Being the first local Timorese organization to receive European Union funding has been an exciting challenge but also a powerful learning experience. We are proud that Ba Futuru has proven capable of handling a large project supported by a donor with stringent standards.

**As one neighborhood leader (Chefe do Bairro) explained:**

“My behaviour has truly changed. Before the training I always hit my wife and children when they didn’t do what I wanted, but through the training I came to understand about human rights and what constitutes domestic and gender-based violence. I try to give freedom to my wife because she also has rights, and in my community I help to resolve people’s problems.”

“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. I will now strive to help these women find better solutions. In the future I can ... easily refer cases that I am faced with in my community.”

**– Female Chefe Aldeia, aged 35**

## High Schools Transformation Project

The goal of the High Schools Transformation Project (HSTP) is to transform high school educational environments to become more child-friendly and to enhance their educational quality, thereby supporting a new generation of youth to become meaningfully involved as citizens, to promote peace and contribute to the development of Timor-Leste. The HSTP began in April 2013 and will continue through to March 2016. It is being implemented with two target schools—Nicolau Lobato in the urban capital, Dili, and 99 Ataúro on the remote island of Ataúro. Between these two schools, more than two thousand students and sixty teachers will benefit from the changes made in their educational environments. The project includes seven components: teacher training, student clubs, life skills for students, governance, scholarships, infrastructure, and an advocacy film.

Three project coordinators, three facilitators, and international volunteers and managers are all collaborating to implement this wide-ranging and ambitious project. In 2014 the HSTP team collaborated with an external education consultant to develop materials for the teacher training curriculum.

By the end of 2014, the project had made great progress in building teacher and student confidence and capacities; establishing governance and management structures in the school; developing life skills, peer mediation, and teacher training curricula; and equipping both target schools with new, safe, and hygienic infrastructure.

Teacher trainings in the second year of the project focused on improving teachers’ skills in participatory education and their ability to utilize a respect-based system of teaching and discipline in the classroom, and in recognising students’ needs to develop in order to succeed as adults. Teachers have been implementing strategies learnt in the teacher trainings, involving students in lessons, pre-planning, using



comprehension questions, and implementing many more strategies learnt throughout the teacher trainings. There have also been significant improvements in staff absenteeism. In addition, Ba Futuru developed a leadership training program, which was delivered to the Directors and Vice Directors of both schools in October.

In 2014 Ba Futuru was excited to establish extra-curricular student clubs in both schools to provide students with creative and active outlets to explore new interests and develop valuable skills. In addition, the first annual student showcase took place at Nicolau Lobato in July and was a huge success.

The 250-strong audience consisted of students, teachers, parents, community leaders and project board members. Further progress was made on implementing a scholarship program in both schools; at Nicolau Lobato more than 100 scholarships were awarded, with each scholarship recipient receiving a package of learning materials and coverage of their school fees for 6 months. Priority was given to those who qualified as vulnerable or at-risk students, and approximately 65% of recipients were female. Scholarship recipients for 99 Ataúro will be selected in 2015.

School Management Committees at both schools continue to meet monthly to evaluate project progress, make decisions about project activities, and develop more participatory and inclusive management models to make education more relevant and productive for all members of the school community. Participation at meetings has been regular and consistent, and attendance from parent representatives has improved and we are now seeing regular participation from these members at both schools. In 2014 a Project Oversight Board was established and met on an as-required basis throughout the year. The welcoming of our new Ministry of Education representative to the board in 2014 has also proved to be a very positive step.

By the end of 2014, all planned infrastructure repairs were complete at both partner schools, with funds remaining for additional improvements at 99 Ataúro. The new facilities, including a much-needed solar power system and backup generator at 99 Ataúro, are providing better conditions for students and teachers to focus on education, and attendance levels are up. In addition, Ba Futuru has successfully built a partnership with Timor Telecom who will provide free internet to 99 Ataúro (Nicolau Lobato already has free internet). Ba Futuru is continuing to seek additional resources for IT labs and libraries in both schools.

In 2015, the HSTP team looks forward to continuing to build a strong governance culture; implementing the scholarship program and teacher training package at 99 Ataúro; and partnering with local disability organization DPO to implement a half-day training on disability inclusion and awareness in each school. In addition, Ba Futuru will work with PixelAsia to combine footage from the first two years of the project into a how-to film, to be used as an advocacy and knowledge-sharing tool with other key education stakeholders including the Government.



"I am very thankful to the facilitators for sharing their experience. Through the student clubs and the showcase I was able to open my mind and increase my capacity in arts and media. In the future I will be able to discover and use arts materials in my school and community."

– 19 Year old student, 99 Ataúro

"I was really appreciative of this training because it gave me a good opportunity to learn new strategies that can help me manage my classes better. I have been using the positive discipline strategies I learnt during the training. I have made good progress and am seeing results; the students are more engaged, so they focus better and pay more attention to the subject than they did before. It has motivated me to continue using the strategies. Several of my colleagues are using these strategies, and in this way we support and motivate each other to continue practicing."

– Female teacher, Nicolau Lobato Highschool, Tasi Tolu, Dili



## Drama Program

The Ba Futuru Drama Program has been running since 2008 and is a core part of the organization's human rights based programming. Ba Futuru's Drama Team consists of highly skilled and experienced actors, writers and facilitators, who use creative mediums including community theatre, film and radio programming to educate communities, create positive behavior change and shift cultural paradigms on a range of social issues. The Ba Futuru Drama Team are not only professional theatre makers, but also trained conflict resolution facilitators who utilize drama as a tool for conflict prevention.

### 2014 Program Activities:

#### Community Theatre Performances

The Drama Program has a thriving community theatre performance component, which uses theatre as a tool to promote peace and raise awareness on important human rights issues in rural Timor-Leste. In the past, the Drama Team has developed performances on a range of topics, including women's voting rights, family nutrition, positive discipline and the prevention of violence against women.

#### Law Against Domestic Violence Performance

In 2014 the Drama Team developed a performance focusing on the Law Against Domestic Violence, as part of the Dalan ba Justisa (Pathway to Justice) project, supported by the United Nations Development Program. The play focused on the intricacies of the law, including suspended sentences and advice for victims needing to access assistance for protection cases. The play was performed ten times, in Ainaro, Manufahi and Bobonaro districts.

The performance and its messages had a strong impact on men and women of all ages across the three districts. The quotations below demonstrate responses from a range of audience members.

#### Women in Politics Performance

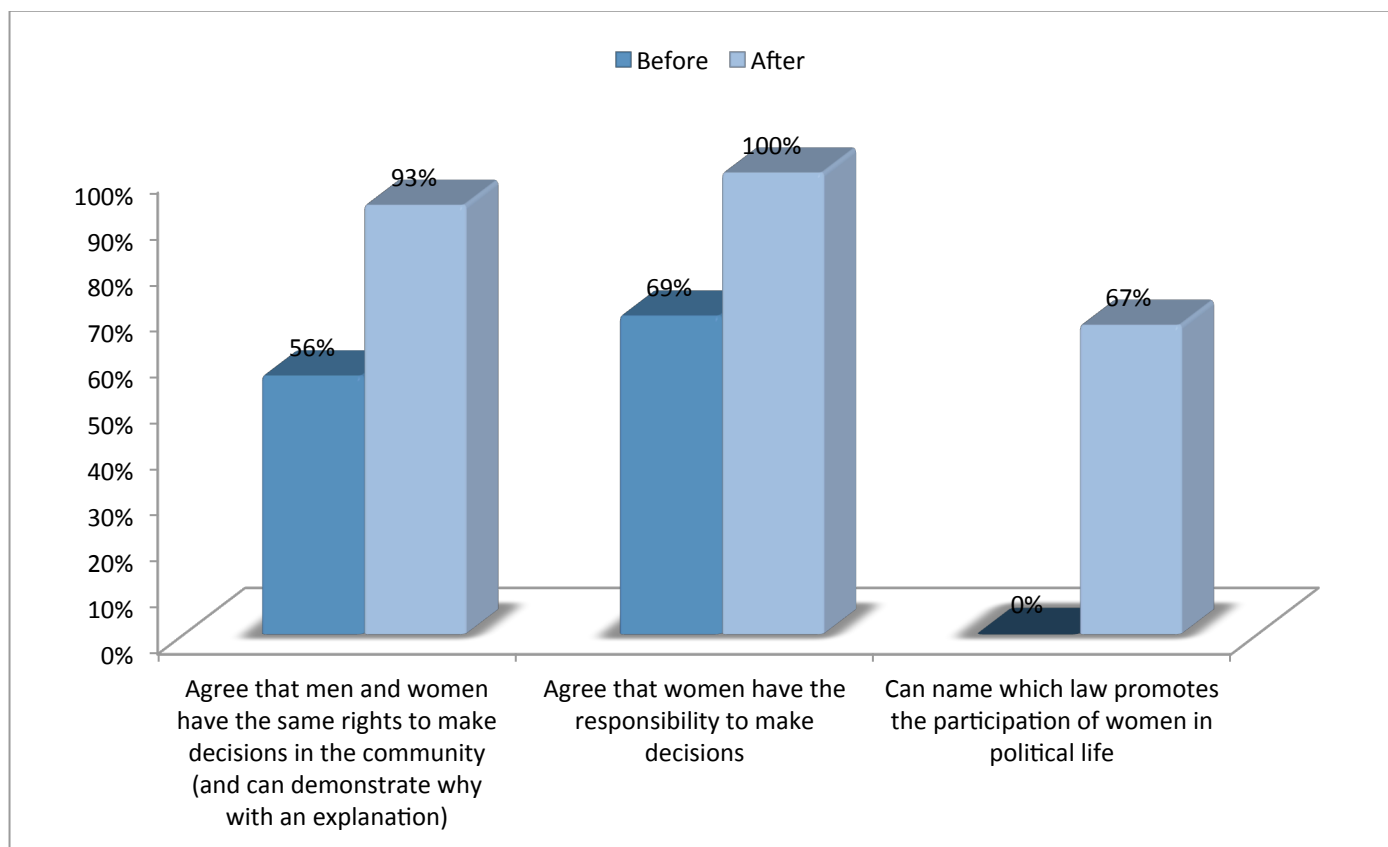
The Drama Team also performed their theatre piece promoting the role of women in politics at the suku level, which was originally developed in 2012. With the support of Paz y Desarrollo, the performance was taken to suku Samalari, Baucau District, on 18 November 2014 as part of the worldwide 16 Days of Activism Against Gender Violence.

This play follows the story of Mira, an intelligent and independent young woman who wants to participate in the decision-making processes in her community but faces obstacles due to her gender. The play portrays positive female role models and demonstrates the benefits that arise when men and women work together to make decisions in the community.

The impact of the performance was measured through pre- and post-performance surveys, which demonstrated the effectiveness of community theatre as a medium for disseminating information and changing mindsets. Approximately 100 people were in attendance, with 20 audience members randomly selected for interview before the performance, and 15 audience members interviewed afterwards. The demographics of those who were surveyed are as follows:

- The age of those surveyed ranged from 23 to 66 years old.
- 44% of the audience members surveyed before the performance were female (56% male). After the performance, 67% of those surveyed were female (33% male).
- Most of those surveyed identified as general community members, with a notable representation from housewives. Very few of those surveyed identified as youth, students, employed community members or local elected leaders.

The audience deepened their understanding of the benefits of women's participation in decision-making at the local level, as demonstrated by the table below which gives an overview of the pre- and post-performance surveys responses.



"I am very happy with the theatre performance because this is my first time watching a performance of this kind. It opened our minds and reminded us to practice good behavior in our families. Sometimes, I would see my neighbors yelling and fighting with each other, and just left them be because I thought these were their own problems. However, I understand what they did is a crime through this performance. In the future, if I witness violent behaviors in my family or neighborhood, I will report it to the police."

**28-year-old mother, Maubisse Sub-District (27 July 2014)**

"I really appreciated the theatre performance at Beco market presented by NGO Ba Futuru. Beco, Suai is one of the areas with a very high percentage of domestic violence and most of the population does not know the way to avoid domestic violence and where to report cases. Two days ago, a woman was beaten to death by her husband. This case is under investigation now. We police also lack information in some degree about suspended sentences and places from which the victims of domestic violence can seek assistance. So, I was surprised to hear that you mentioned this information. Now, I realize that not only the police but also NGOs and other agencies can give assistance to victims. I believe that this performance has had a positive impact on the community and has enhanced people's knowledge and strategies about the prevention of domestic violence. Again, thank you very much for this opportunity."

**36-year-old male PNTL commander, Beco (12 September 2014)**

## **Feto Fantástiku ba Dame**

Ba Futuru first brought Feto Fantástiku ba Dame (Fantastic Woman Peacebuilder) to life in 2013. Timor-Leste's first super-hero, Feto Fantástiku is a role model in the community, with a mission to spread peace and help Timorese individuals, families and communities learn strategies for peaceful and non-violent conflict resolution. Feto Fantástiku films aim to promote a culture of peace in Timor-Leste by equipping Timorese people with the practical knowledge and skills to solve problems without using violence. In each episode, Feto Fantástiku enters conflict situations that are about to escalate, and helps the conflicting parties to solve the problem together, demonstrating the benefits of non-violent conflict resolution in the process. The films are produced in partnership with PixelAsia Productions.

Since 2013 the Feto Fantástiku films have aired on national television, reaching an audience of tens of thousands of people across all 13 districts of Timor-Leste, inspiring them to create peace in their communities. The existing films continued to be aired on television and screened in rural areas and

schools in 2014, bringing the messages directly to target communities. In 2014 the Drama Program began work on two new Feto Fantástiku films.

### Feto Fantástiku: Stopping Gender-Based Violence

Supported by Canada Fund for Local Initiatives, the film Stopping Gender-Based Violence was shot on location in Dili in December 2014. In this film, Feto Fantástiku assists a family to apply practical ways of respecting women and managing anger, and to understand the law against domestic violence. The film introduces Feto Fantástiku's new sidekick, Mane Matenek ('Smart Man'), who speaks directly to men about critical issues and behaviour change.

Launched at Cineplex Timor Plaza on 28 January 2015, this event attracted approximately 100 representatives from government, not-for-profit organisations and the private sector. Representatives from the Canadian Embassy to Indonesia and Timor-Leste were in attendance, including Counsellor of Political and Public Affairs Mrs. Helene Viau. Mrs. Viau commended Ba Futuru, as a "dynamic civil society organisation" doing "important work to combat violence against women and girls in Timor-Leste".

500 DVDs of this film have been produced and disseminated to organisations working in gender-based violence prevention. This film is touring communities across Dili, Ataúro Island and Aileu in early 2015, and the results and impacts of the screenings will be shared in the 2015 annual report.

### Feto Fantástiku: Youth Conflict

A second Feto Fantástiku project was begun in 2014, supported by the GIZ Peace Fund. This film deals with youth conflict, and specifically, group fighting. The film follows a young man, who at the end of a difficult day is provoked by a group of other youth in his community. Immediately prior to the violence escalating, the young men are shown two potential 'futures' in relation to their decision to partake in violence – the negative impacts of using violence, and the positive consequences if they choose to abstain. The cast of this film was a combination of young men from the Ba Futuru drama team, Ba Futuru staff, professional actors from TERTIL (Theatre Timor-Leste) and HSTP student drama club members, which allowed for the representation of a variety of perspectives, and opportunities for actors to learn from one another.

As part of the concept development and scriptwriting process for the film, a participatory consultation session was held with more than 40 young people from Nicolau Lobato High School in Dili on 21 October 2014. The purpose of the consultation workshop was to ascertain information about what conflict young people are facing in their lives, to ensure the film's relevance to youth in Timor-Leste.

In small groups facilitated by a Ba Futuru staff member, activities were undertaken to spark discussion focused on three main questions:

- What is the main conflict you face in your life (that worries you the most)?
- What do you think the effects of conflict are on you, on your community (family/friends) and on

## Timor-Leste?

- What strategies are you currently using to deal with conflict, and what strategies could you use in the future?

An analysis of the data gathered demonstrated that the biggest areas of conflict faced by young people are: violence in their community (such as the type of situation this film is based on); water disputes (a topic on which a Feto Fantástiku film already exists); not being able to attend school; and family. It was evident that many topics and issues faced by young people were inextricably interlinked – for example, money was often cited at the same time as not being able to attend school due to family pressure. A more detailed analysis of the data gathered can be seen in the figures below.

In 2015 the Drama Team looks forward to completing these two Feto Fantástiku projects. This includes launching the Youth Conflict film, and disseminating both films through roadshows, as well as on national broadcaster TVTL. The Drama Team also seeks to identify further opportunities from the success of the series and to explore new platforms for reaching wider audiences throughout 2015.

## Student Drama Clubs

In 2014 the Drama Team continued its work with the High School Transformation Project, funded by the Oaktree Foundation, to deliver drama clubs to students from Nicolau Lobato High School in Tasi Tolu (Dili) and 99 Ataúro High School on Ataúro Island. Through the workshops, students learn about different styles of theatre, build confidence, and explore relevant community and youth issues such as gender-based violence, human rights, and school attendance. In Dili, students attended classes twice a week over the course of the year, and on Ataúro Island classes were condensed into two-week intensive courses.

Culminating showcases were held in both locations in 2014, with the drama club students collaborating with their peers in the art, music and photography clubs. These performances allowed the students to demonstrate what they'd learnt to family and friends, as well as educating their local communities on specific topics identified as being of most importance to their community.

In late 2014 the Drama Team worked to engage prior drama club students as 'mentors' for new student club members, in order to maintain their involvement and to create a sustainable system for the student clubs. Through this process, students are empowered with skills in leadership, teamwork and communication. In addition, selected drama student club members were involved as actors in the creation of the two new films in the Feto Fantástiku film series, offering them opportunities to expand their skills and gain experience in the area of theatre and film production.

## Professional Development



In 2014 the Drama Team collaborated with theatre makers and actors from across Timor-Leste to devise, rehearse and perform a pantomime performance for the Arte Publiku Festival. As part of this festival, the Drama Team also facilitated workshops on the Theatre of the Oppressed.

In September 2014 Australian volunteer Claire Millar joined the team. The team will be working with Claire for one year, expanding the Drama Program and ensuring sustainability by building capacity in areas of project management, fundraising and the production of high quality theatre and film.

## **Drama classes**

Ba Futuru's Drama Team has been facilitating drama classes for children and young people since 2010, through a range of activities. Classes were first conducted as part of the Ba Futuru After School Care Program, with children aged 6 to 12 years, and were aimed at building confidence and exploring creativity.

In 2014, classes were extended to the Ba Futuru's preschool, working with children aged 3 to 5 years to learn drama games, songs and take part in other play-based learning activities.



## Consolidating Peace and Building Democracy Initiative

The Consolidating Peace and Democracy Initiative project ran for a period of three months, and was funded by the British Foreign Commonwealth Bilateral Programme Fund. The purpose of this project was to work in conjunction with the Secretary of State for Security (SoSS) to equip youths, including gang members, with conflict prevention skills. Growing up in Timor-Leste is hard; “20% of the population are between 15 and 24 years, and many do not have a basic education, experience high rates of unemployment and, if they do work, are engaged in unskilled jobs or precarious work.”<sup>19</sup> Youths are often drawn into a life of crime and/or martial arts groups as they believe there is no other option – the government currently does not have the capacity to address the massive unemployment rate. Historically, violence has been used in Timor-Leste to resolve conflicts; during the battle for Independence, Indonesian occupation and Portuguese colonial rule. It is little wonder that the current (very young) population of Timor-Leste often relies on violence to resolve problems – they have never been equipped with other means.

**A 23 year old male youth  
representative in Tasi-Tolu  
reported–**

“I am really happy with the training because I can change my bad behavior. In the past, I was always involved in conflicts and provoking and fighting others. But after I attended the training, I started to minimize violence in my life. I have shared the information I have learnt with my family and community. Furthermore, the experience I had during the training helped me to resolve a conflict where a mother was beating her child. I asked her to sit down and discuss it with me. Finally, she accepted my explanation and said she agreed that she would try to avoid violence.”



<sup>19</sup> UN Women, Timor-Leste factsheet

The SoSS helped Ba Futuru to identify the most at risk communities, and Ba Futuru then cooperated with village leaders and youth representatives in order to identify participants for the training. This resulted in Ba Futuru and SoSS successfully conducting three training sessions to 104 youth participants on conflict mitigation, civic education and gender-based violence. 100% of the participants reported that after the training they felt capable of resolving conflict without violence, a significant improvement from prior to training, when only 4% reported being able to list non-violence ways of solving conflicts.

We are encouraged by the high rate of knowledge sharing reported in our follow-up evaluations – 99% of participants reported that they had disseminated the information they learnt with their family, friends and neighbors, with an additional 82% reporting that they had successfully assisted in the resolution of conflicts within their communities. Ba Futuru sees this is a great step forward; it is through youth engagement and participation that we believe we will create a more peaceful country.

The Consolidating Peace and Democracy Initiative of 2014 was only a short project, however, we are happy to announce that we are beginning a nationwide three year project along the same lines, commencing in January 2015.

### Pathway to Justice Project

The Pathway to Justice / Dalan ba Justisa project, funded by United Nations Development Program (UNDP), began in June 2014 and ended in February 2015. The primary objective of the project was to engage with perpetrators of domestic violence and gender-based violence offences, and teach them about gender-equality, alternative conflict resolution mechanisms and the laws that prevent gender-based violence. This objective was achieved using two key strategies; community theatre performances and training workshops facilitated by our skilled and experienced staff.

Ba Futuru believes that behavior change projects are essential to the positive development of Timor-Leste. The majority of people who live rurally are not aware of the Law Against Domestic Violence, and a worrying number of men and women believe a husband has a right to hit his wife if she displeases him. This project addressed the root problems of GBV – the need to change people's attitudes towards women as well as their perceptions of violence.

#### Prevention medium

- Training workshops
- Community theatre

#### Target group/s

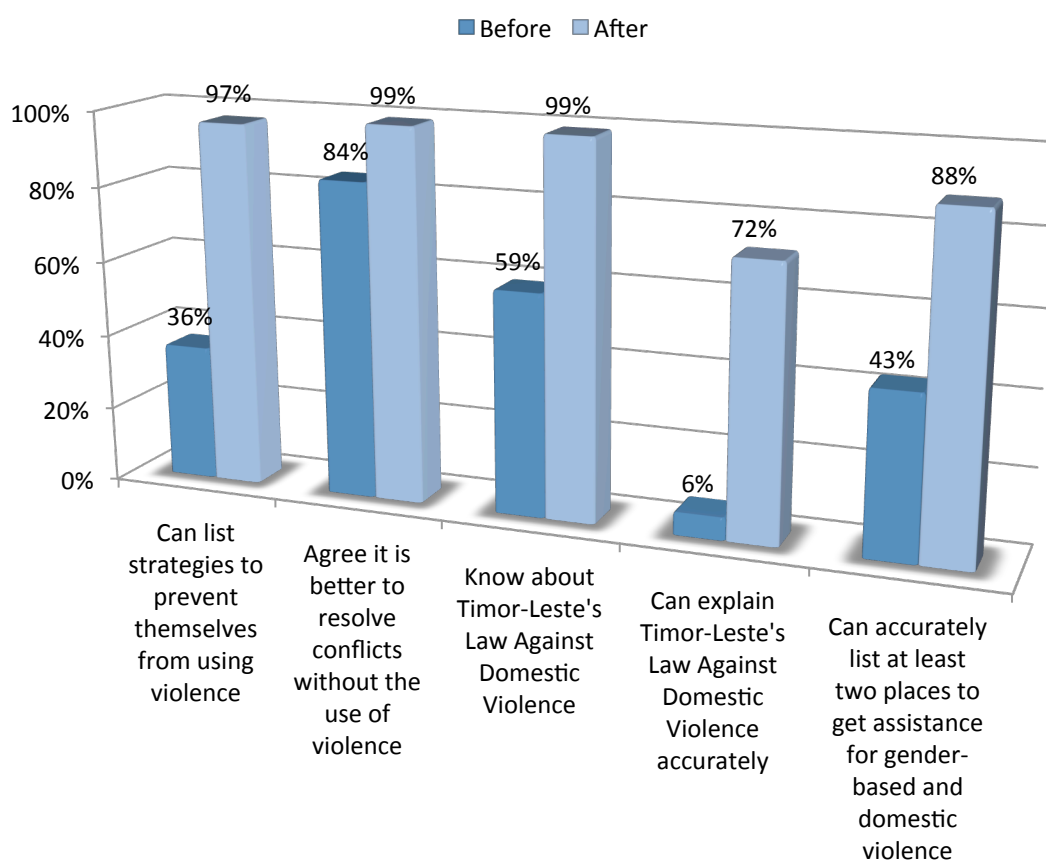
- 75 men serving time for GBV and DV offences in Becora and Gleno prisons

#### Key prevention outcomes

- Increased preference for using non-violent conflict resolution strategies with ability to provide examples

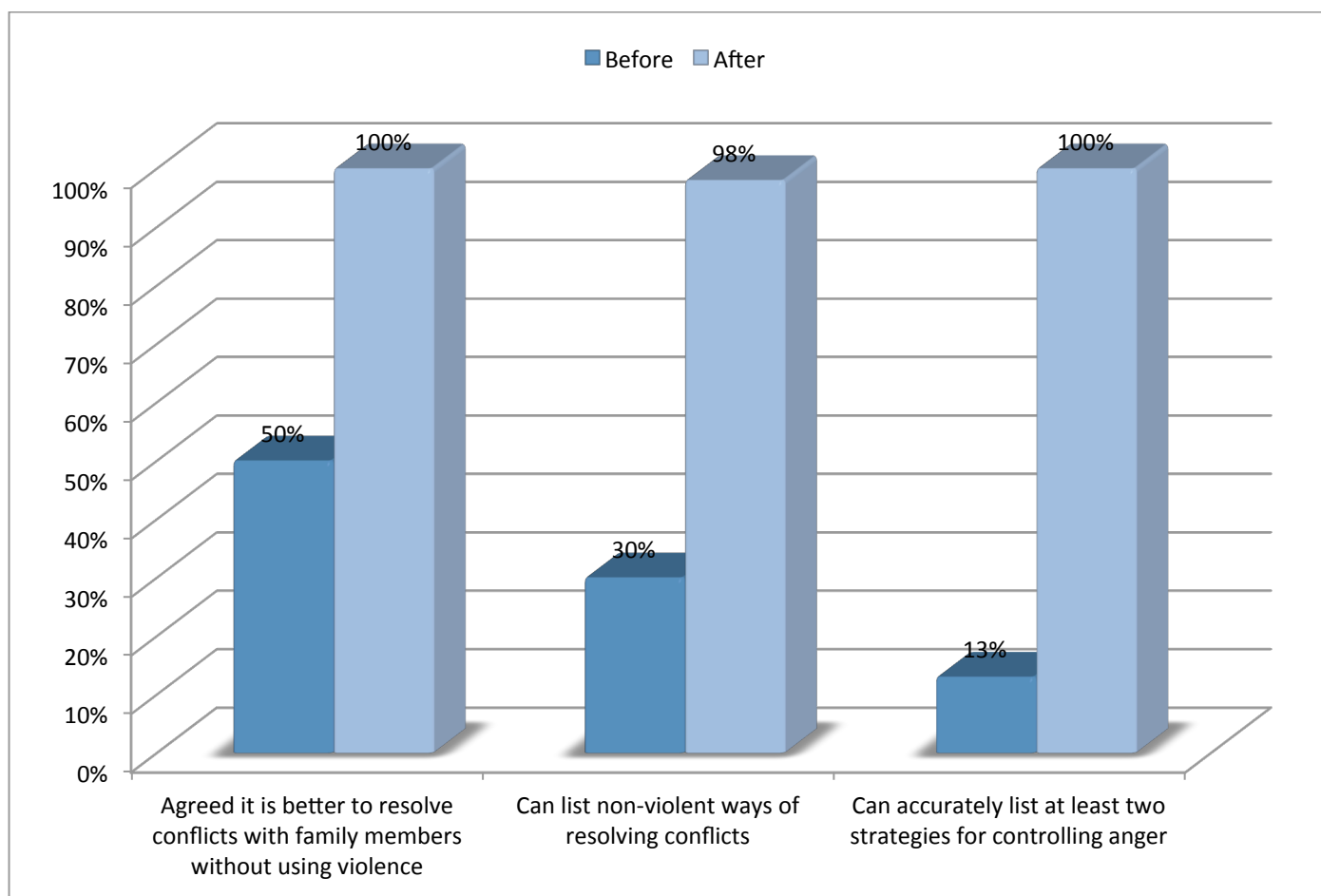
The ten theatre performances commenced in July and ran until September, and were shown to a total of 3,531 audience members from four districts: Ainaro, Manufahi, Bobonaro and Cova Lima. We are assured of the positive impact these performances had on the audience thanks to pre- and post-performance evaluations.

Out of those audience members, 192 were randomly surveyed before and after the performances. The table below demonstrates the increase in audience member content knowledge after the performance.



The second part of the Pathways to Justice program involved five ten-day training courses in Becora and Gleno prisons with men serving sentences for domestic violence and gender-based violence offences. In 2014, Ba Futuru provided 4 trainings, starting from the 6<sup>th</sup> of October. Ba Futuru successfully worked with 60 men (15 on each course) and covered topics such as conflict resolution, gender-based violence, anger management, and civic education.

In every training Ba Futuru saw a marked increase in knowledge of non-violent conflict resolution mechanisms. The participants were able to name the relevant laws relating to domestic violence, and the majority of participants left saying they believe it is better to resolve conflict in a non-violent way. The table below demonstrates the results of the trainings, as shown in the post-training evaluation surveys.



## ORGANIZATIONAL DEVELOPMENT

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In 2014 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, who receive regular professional development, and a strong governance structure overseen by a Board of Directors.

A team of Timorese and international staff manage Ba Futuru. This organizational structure has created an environment that facilitates a daily exchange of skills and knowledge, and ensures programming is tailored to local needs while maintaining international standards. A majority of the Timorese staff on Ba Futuru's management team have university-level qualifications. Ba Futuru's international staff have relevant academic qualifications and often several years of experience working with NGOs. Ba Futuru has received ten 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 conflict resolution and education in emergencies. Juliana "Lica" Marçal is Ba Futuru's national director. Mrs. Marçal is a skilled peacemaker and protection advocate, and has worked with Ba Futuru since 2005. She received a graduate diploma from Southern Cross University (Australia) in Community Recovery (for which she studied in Timor-Leste with Australian professors).

In May 2014 Ba Futuru developed a comprehensive human resources (HR) policy in English and Tetum with support from an international volunteer Izabela Michno. This represents an important milestone for the organization, which has grown considerably over the last decade. All staff have been briefed on the new policy, which is positively influencing the implementation of projects through clearer expectations and systems of management for staff.

In 2014, Ba Futuru staff had several opportunities to attend external capacity development conferences and trainings. These included trainings on Certification IV in Training and Evaluation from INDMO, gender-based violence from Fokupers, and a leadership and management skills training course.

Here are some of the highlights of staff training activities in 2014:

- Yohanes Bouk attended training in Vietnam on how to incorporate gender issues in the national education curriculum;
- Judith de Sousa went to the Philippines for training on Human Rights Defenders;



- Juliana Marçal went to Indonesia for a study tour on developing the National Action Plan for Timor-Leste based on the UN Resolution 1325 Women, Peace and Security supported by UN Women;
- Remegito da Costa, Eugenio da Costa and Angelo dos Reis went to Japan for a course on conflict resolution supported by JICA; and
- Juliana Marçal went to London for the STARs Foundation Philanthropreneurship Forum.

In addition, Ba Futuru received capacity building support from the following partners: Scope Global (formerly Austraining), through AVID volunteer assignments; the Japan International Cooperation Agency (JICA) through JOVC volunteer assignments; and Volunteer Services Abroad New Zealand.



## DONORS AND PARTNERS

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Ba Futuru has a robust network of civil society organisations that we collaborate with, including Rede Feto, Patria, Belun, Forum Tau Matan, Ba Distritu, Plan International, ChildFund, Paz y Desarrollo (PYD), the Justice and Peace Commission, PeaceJam Foundation, The Asia Foundation, Roman Luan and the Alola Foundation. Ba Futuru also has existing collaborate relationships with a number of arts organisations and groups, including Teatru Timor-Leste (TERTIL), Teatru Feto Timor Leste (TEFTIL), Gembel Community Arts Collective, Many Hands International, Kinetic Community Arts, Arte Moris; dance groups such as December Crew, St Peters Street Dance and New Boyz; and individual artists (including former members of Ba Futuru's Student Art Clubs) across a range of mediums.

In addition, Ba Futuru works with a variety of government agencies including the Ministry of Social Solidarity (MSS), the Ministry of Education (MoE), the Ministry of Interior (MoI) the Secretary of State for the Support and Socio-Economic Promotion of Women, the Secretary of State for Youth and Sports, the National Institute for Manpower Development, the National Teacher Training Institute, and the Timor-Leste National Police Force (PNTL).

Ba Futuru also has partnerships with and provides capacity building and internships for students affiliated with the National University of Timor-Leste (UNTL); New York University and Denver University in the United States; and RMIT University, Griffith University, Southern Cross University and the Chisholm Institute of TAFE in Australia.

Ba Futuru's recent key donors and implementation partners included: the United Nations Children's Fund (UNICEF), the United Nations Development Programme (UNDP), the United Nations Entity for Gender Equality and the Empowerment of Women (UNWOMEN), the Australian Department of Foreign Affairs and Trade (DFAT), the Foreign & Commonwealth Office Bilateral Programme Fund, Canada Fund, the European Commission, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), Oaktree, Global Fund for Children, Global Fund for Women, New Zealand Head of Mission Fund (HOMF), the STARS Foundation and the Sunrise Joint Venture. Additional donors for projects or fee-for-service trainings included Austin Community Foundation, ChildFund Timor-Leste, the Japan International Cooperation Agency (JICA), the Justice & Peace Commission, the Ministry of Education (MoE), the Secretary of State for Security and the National University of Timor-Leste (UNTL). Global Giving also supported Ba Futuru by acting as an online liaison for donations from individuals. Several individuals and Ballarat Grammar School also provided donations directly to Ba Futuru.

Ba Futuru staff also gained capacity development and assistance from international volunteers placed through Scope Global, New Zealand Volunteers Abroad, the Association for Development Cooperation (AGEH) and the Japan International Cooperation Agency (JICA).

## STAFF AND VOLUNTEERS

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Ba Futuru had more than 50 paid staff in 2014, including Timorese and internationals:

Elisabeth da Silva Andrade	Jose Henrique	Oldegario Rangel
Joao Paulo de Andrade	Dinis dos S. Hornay	Angelo Pereira dos Reis
Yohanes Bouk	Beth Hutchison	Marito Salsinha
Juvinal de Sousa Calau	Sierra Emilia James	Eldina dos Santos Gonsalves
Joana dos Santos Camoes	Letigia de Jesus	Nivea Maria Saldanha
Jose Antonio de Carvalho	Jose da Costa Lopes	Emilia Savio
Maria E. Pereira Chan	Vidal Campos Magno	Ana Graciana da Silva
Eugenio Carceres da Costa	Jacinto Maia	Milena da Silva
Palmira da Costa	Luizinha de Jesus Maia	Otavia Lujider da Silva
Remegito Jorge da Costa	Juliana de Oliveira Marcal	Mateus Soares
Helio Roberto Dias	Rosa Jose Martins	Jose Soares
Bete Fatima	Martinha Monis	Judit Maria de Sousa
Jacinta Ferreira	Sabino Noronha	Jacinta Pereira de Sousa
Augustinha da Fonseca	Thomas de Oliveira	Emily Stallman
Lindsey Greising	Dominga Pereira	Joao Bano Suni
Andreza E. M. Guterres	Larimiro Pereira	Geronimo Vicente
Jose Lobo Victor Gusmao	Zulmira de C.S Pinto	Jessica Wilde
		Jacinta Florenca Ximenes

International short-term consultants provided specialized training in 2014, including Emma Dawson (drama), Nicole Neumiller (education), Tony Franklin (IT) and Cecile Benhamou (fundraising).

Every year, Ba Futuru welcomes international and national volunteers who work as counterparts to national staff. In 2014, volunteers included Kelly Stevenson, Catherine Barratt, Claire Millar and Laura Ogden on the Australian Volunteer program, New Zealand volunteer Stephanie Harris on the Volunteer Service Abroad (VSA) program, and Kenji Maruyama from the Japan International Cooperation Agency (JICA). In addition, Ba Futuru had the support of other full-time independent international volunteers including Katie Dobosz (HSTP/ECEF/after school program), Ranitha Govindasamy (grant writing), Izabela Michno (human resources), Lucy Demant (fundraising) and David Tortuio (HSTP/after school program). Over the last few years, Ba Futuru has had ongoing part-time volunteer support from Ana Correia Mendes, who ran the children's Portuguese language and art classes. Timorese volunteers in 2014 included Agustino Qelo (HSTP), David Pereira (admin), Baltazar Barros (library), Odete Fernandes (after school program), and Maria dos Santos (after school program / library).

In 2014 the following actors were part of Ba Futuru's community theatre performances and films:

- Ba Futuru drama team Jacinta de Sousa Pereira, Angelo dos Reis and Jose Henrique;
- Ba Futuru associate actors Crizelia Lopes Magno, Mario Britos, Santinha Marques and Marcos Soares Lemos;
- Ba Futuru staff Jose Antonio Carvalho Martins, Jacinta Florenca Ximenes and Rosa Martins;
- TERTIL (Teatru Timor-Leste) actors Didimu Silveira Viana, Flash Corbato Guterres and Joao ta Deu Ximenes;
- External actors Pio Ferreira Salsinha and Jean Paulo Ferreira Carvalho;
- PixelAsia Productions staff member Melky Ximenes; and
- Nicolau Lobato High School Drama Club members Rosaria da Costa dos Reis, Aquinos Silva Dius, Eldegario Soares da Silva Belo and Flora Saldanha da Conceicao.

#### **Staff Profile: Jose “Atoy” Antonio de Carvalho**

Jose “Atoy” Antonio de Carvalho has worked with Ba Futuru since 2013. A former gang member, Atoy is now a facilitator of art, conflict resolution and human rights education. As a young boy and teenager, Atoy was exposed to the conflict and violence of Indonesian occupation, and the bloody struggle for independence that followed. Youth gangs thrived in this insecure context, and by the time he was 15, Atoy found himself in jail for the first time. After that he joined a gang and was involved in violence.

However, independence brought the promise of a changed future, and Atoy wanted to let go of the violence of his past. After finishing high school, Atoy was invited by Ba Futuru to participate in a four-day training program in conflict resolution. After changing his perspective on violence through this training, Atoy invited his other gang member friends to come to conflict resolution trainings at Ba Futuru, until his entire gang ceased to exist. Eventually, Atoy was employed as a member of Ba Futuru’s Community Response Team, before moving into a role as a facilitator for conflict resolution and art education.

This year, Atoy was a valued member of the High Schools Transformation Project, which works to transform the learning environments of two schools, promising to improve the opportunities for the students now and in the future. As part of this project, Atoy facilitated life skills training for students and supported newly-created extra-curricular student clubs. Also in 2014, Atoy took on the role of Mane Manetek (“Smart Man”) in Ba Futuru’s innovative film series Feto Fantastiku. Mirroring the life of the actor who plays him, Mane Matenek is a character who was involved in violence in the past, yet has now decided to commit his life to bringing peace to Timor-Leste. Mane Matenek’s role speaks directly to men about critical issues and behaviour change.



A skilled facilitator and talented actor, Atoy's background gives him a unique understanding of the issues faced by youth in Timor-Leste today.





## GOVERNANCE

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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 and Program Manager, who report to the Board, which then reports to the General 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 2014, Ba Futuru's Board had seven members: two Timorese and five internationals. Three of these members are female, supporting Ba Futuru's emphasis on gender empowerment. This year Ba Futuru was honoured to welcome Dr. Jose Ramos-Horta to our Board of Directors as an honorary member, whose life-long commitment to peace and development in Timor-Leste has brought a wealth of experience and knowledge to the Board. The members' duration of experience on Ba Futuru's Board ranges from seven years to less than one year, with the newest member joining in 2014.

**Dr. Jose Ramos-Horta** – honorary member since September 2014. Former President of Timor-Leste, Dr. Ramos-Horta is currently the chair of the United Nations High Level Independent Panel on Peace Operations. Dr Horta studied public international law at The Hague Academy of International Law (1983) and at Antioch University, where he received an MA in peace studies (1984). He was trained in human rights law at the International Institute of Human Rights in Strasbourg, France (1983); completed post-graduate courses in American Foreign Policy at Columbia University, New York (1983); and was a senior associate member of St. Anthony College, Oxford, England (1987). In 1996 Dr. Horta shared the Nobel Peace Prize with his fellow countryman Bishop Belo, for their work towards a just and peaceful solution to the conflict in East Timor. (Nationality: Timorese).

**Flavio Simoes** – member since October 2013. Mr. Simoes holds a Bachelor's Degree in Politics and International Relations and a Master's Degree in Terrorism, Security and Policing. He has extensive experience in the areas of defense, security, human rights and conflict resolution, and has been an advisor and consultant for various government and non-government institutions. Mr. Simoes has been a strong advocate of Ba Futuru's cause ever since the organization was founded in 2004; he believes that Ba Futuru can play a critical role in contributing to the process of nation and state building in Timor-Leste. Currently, he is the strategic advisor for the Casa Militar/Military House at the Office of the President of Timor-Leste. (Nationality: Timorese).

**Melissa Wingard-Phillips** – member since 2007. Ms. Wingard-Phillips has 15 years of corporate project management experience and works for Dell Corporation as a Regional Portfolio Manager. She has over ten 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 Indonesian, and has prior experience acting on a board of governance in the Timor-Leste context. (Nationality: American).

**James Coy** – member since 2010; Board President since 2013. Mr. Coy is a human rights lawyer who has worked in Timor-Leste for more than ten years. Mr. Coy believes Ba Futuru's work is crucial to the development and stabilization of Timor-Leste, and he has contributed his experience and knowledge of the development sector in Timor-Leste to Ba Futuru's development for a number of years. Mr. Coy is currently working with USAID. (Nationality: American).

**Daniel Wilde** – member since 2012, Board Treasurer. Mr. Wilde is a development economist with experience and expertise in fiscal policy, public financial management, social policy and aid coordination. In the Ministry of Finance, Timor-Leste, he has been responsible for undertaking a detailed public expenditure review of the social sectors, designing new procedures for the costing and approval of large-scale capital expenditure projects, calculating the recurrent costs of capital expenditure projects, and analyzing the fiscal and macro-economic implications of increased capital expenditure. (Nationality: British).

**Danielle Heinecke** – member since 2013. Ms. Heinecke has over ten years experience in international development, with extensive experience leading high level policy and strategy development and program management and leading program designs and reviews in the democratic governance sector, with a focus on fragile and conflict-affected regions. She is highly experienced in coalition-building with partners and in leading cross-cultural teams. Ms. Heinecke currently lives in Timor-Leste and is on leave-without-pay from AusAID. (Nationality: Australian).

## **Ba Futuru Members**

Members are the overarching oversight group of the organization and are crucial to 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 fundraising and public events.

## 2014 FINANCIALS

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The Ba Futuru Annual Finance Report 2014 can be found on the following three pages, including the Balance Sheet and Project Details.

A full copy of the Audit Report 2014 can be made available on request.

**BA FUTURU**  
**Annual Financial Report**  
**YEAR ENDED 31 DECEMBER 2014**

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**BA FUTURU**  
**INCOME STATEMENT**  
**FOR THE YEAR ENDED 31 DECEMBER 2014**

	Note	2014 \$	2013 \$
Program Revenue	2	683,098.40	988,988.85
Program Costs	3	728,360.43	1,012,673.50
Gross Income		<u>-45,262.03</u>	<u>-23,684.65</u>
Other Revenue	2	85,327.46	74,433.44
Occupancy Costs		2,022.12	5,658.63
Administration Expenses		41,304.99	55,716.16
Project Support Contribution		12,555.34	79,775.29
<b>Excess of revenue over disbursements</b>		<u><b>9,293.66</b></u>	<u><b>69,149.29</b></u>

The accompanying notes form part of these financial statements

**BA FUTURU**  
**Annual Financial Report**  
**YEAR ENDED 31 DECEMBER 2014**

**BA FUTURU**  
**BALANCE SHEET**  
**FOR THE YEAR ENDED 31 DECEMBER 2014**

	Note	2014 \$	2013 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	6	272,886.38	270,568.17
Trade and other receivables	7	32,380.52	3,649.90
<b>TOTAL CURRENT ASSETS</b>		<b>305,266.90</b>	<b>274,218.07</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant & equipment			
<b>TOTAL NON-CURRENT ASSETS</b>		<b>0.00</b>	<b>0.00</b>
<b>TOTAL ASSETS</b>		<b>305,266.90</b>	<b>274,218.07</b>
<b>CURRENT LIABILITIES</b>			
Trade and other payables	8	39,522.29	52,265.49
Grant Commitments	8	95,726.58	61,228.21
<b>TOTAL CURRENT LIABILITIES</b>		<b>135,248.87</b>	<b>113,493.70</b>
<b>TOTAL LIABILITIES</b>		<b>135,248.87</b>	<b>113,493.70</b>
<b>NET ASSETS</b>		<b>170,018.03</b>	<b>160,724.37</b>
<b>EQUITY</b>			
Funds Available for future use		170,018.03	160,724.37
<b>TOTAL EQUITY</b>		<b>170,018.03</b>	<b>160,724.37</b>

The accompanying notes form part of these financial statements

**BA FUTURU**  
**Annual Financial Report**  
**YEAR ENDED 31 DECEMBER 2014**

**Note 17      Project Details**

Job No	Job Name	Carry Forward 2013	Income 2014	Expenses 2014	Project Support	Carry Forward 2015	Funds available for future use
100-UF	Unrestricted Funds		27,206.80	387.23			26,819.57
101-FF	Flexible Funds		1,966.73	38,081.69	12,555.34		- 23,559.62
102-FFD	Drama Program		1,317.00	4,858.09			- 3,541.09
1200-EU 90 %	Empowering Women		143,909.44	143,909.44		-	
1800-AA	Empowering Women	25,712.46	- 14,542.61	11,169.85		-	
1810-AA	Empowering Women 10% EU		14,542.61	14,542.61		-	
1900-GFC	GFC Sustainability	5,191.10		5,191.10		-	
2300-GG	Global Giving		2,399.50	48.00		2,351.50	
2810-UNDP	Pathway to Justice		67,293.78	62,997.36		4,296.42	
3300-ECEF	Early Childhood Education		48,703.58	39,128.78			9,574.80
3400-PC	Paula Clothier Fund	1,209.18	4,467.50	3,612.00		2,064.68	
3800-OKT HSP	High School Transition	5,371.10	279,393.00	230,306.09		54,458.01	
4100-WS2	Early Childhood Dev Init	23,744.37	73,240.00	96,984.37		-	
4220-Cfunds	Early Childhood Training		1,665.85	1,665.85		-	
4400-BRH	Cons.Peace & Dem. Ini		23,475.13	23,475.13		-	
4500 - SF	Star Impact Awr Mon.& Ev		60,000.00	48,700.48		11,299.52	
4600 - ACF	Austin Com. Found.		3,100.00	3,100.00		-	
4700-GFW	General Support		19,990.00	19,990.00		-	
4800 - ME	Ministry of Education		900.00	900.00		-	
4900 - CND	Drama Project		23,357.21	16,699.47		6,657.74	
5000 - GIZ	Drama Project		5,000.00	1,440.00		3,560.00	
5100 - NZ	Construction Project		15,538.71	4,500.00		11,038.71	
<b>TOTAL</b>		<b>61,228.21</b>	<b>802,924.23</b>	<b>771,687.54</b>	<b>12,555.34</b>	<b>95,726.58</b>	<b>9,293.66</b>

SUPPLEMENTARY UNAUDITED NOTES TO THE FINANCIAL STATEMENTS



## ANNEX I – 2014 TRAININGS IN COMMUNITIES

### CPDI Consolidating Peace and Democracy Initiative Pilot funded by the British Embassy

No.	Date	Target group	Participants
1.	27 – 31 Jan	Students and community youth	21
2.	10 – 14 Feb	Training for students and youth representatives	27
3.	17– 21 Feb	Training for students and youth representatives	31
4.	03 – 7 March	Training for students and youth representatives	25
Total			<b>104</b>

Five-day trainings included information on conflict resolution, conflict transformation, conflict analysis and mapping, negotiation, mediation, civic education, gender equality.

### Empowering Women Project – funded by AusAID and the European Union

#### (a) Protection, Empowerment and Conflict Transformation (PECT) Training

No.	Dates	Communities Trained	Participants
1.	10 – 15 February	Sede Aldeai Bedois	29
2.	24 Feb–1March	Sede Suku Lahane Oriental	32
3.	28 April – 3 May	Suku Beloi	29
4.	21 – 31 May	Ba Futuru Training facility	35
5.	16 – 21 June	Salao S.Francisco Xavier Camea Alok Laran	28
6.	30 June– 5 July	Aldea Rai Mean	34
7.	28 July – 2 August	Aldea Namlai	34
8.	4 - 8 August	Academic PNTL	25
9.	25 – 29 August	Academic PNTL	23
10.	22 – 26 September	Academic PNTL	26
		<b>Total</b>	<b>295</b>

## **(b) Youth Animation Workshops**

<b>No.</b>	<b>Date</b>	<b>Community</b>	<b>Participants</b>
1.	5,12,19,26 Jun	Saloa S, Francisco Xavier Ailok Laran Camea	88
2.	21, 29, July, 4 , 11 August	Aldie Temporal and Deposito Penal	52
		Total	140

Each training ran over three days, with each day covering one module. The three modules were:

Module 1: Introduction and Affirmations

Module 2: Declaration of Human Rights and the Special Needs of Children

Module 3: Access to Justice

## ANNEX II – 2014 TRAININGS IN SCHOOLS

### High School Transformation Project (HSTP) – funded by Oaktree Peer Mediation training for students at Nocolau Lobato

No.	Date	Location	Participants
1.	20-24 January	Ba Futuru Training Facility	21

### Participatory Teaching Methods (Sessions 1-4)

No.	Dates	Location	Participants
1.	25 January	Ba Futuru Training Facility	14
2	13-14 Feb	Ba Futuru Training Facility ( Session 3)	12
3	17 Feb	Escola 99 Ataúro (Session 1)	8
4	18- 19 Feb	Escola 99 Ataúro (Session 2)	15
5	20-12 Feb	Escola 99 Ataúro (Session 3)	18
6	22 March	Ba Futuru Training Facility (Session 4)	16
7	27-28 March	Escola 99 Ataúro (Session 4)	13

### Creating Safe and Respectful Classroom Environments (Sessions 5- 8)

No.	Dates	Location	Participants
7	4-5 July	Escola Nicolao Lobato (Session 5)	10
8	11 July	Escola Nicolao Lobato (Session 6)	17
9	8 – 9 September	Ba Futuru Training Facility (Session 7)	13
10	16 September	Ba Futuru Training Facility (Session 8)	21

## GOVERNANCE TRAINING FOR NICOLAU LOBATO SCHOOL

No.	Dates	Location	Participants
1.	16 Oct	Ba Futuru Training Facility	7
2.	27-28 March	Escola 99 Ataúro (Session 4)	13

## Leadership Training for Director and Vice Director from Nicolau Lobato and 99 Ataúro School

No.	Dates	Location	Participants
1.	24 Oct	Ba Futuru Training Facility	4

## Teacher Training for educators and caregivers of young children

### Early Childhood Development Initiative Project funded by Sunrise Joint Venture/ Child Fund

No.	Date	Topic	Location	Participants
1	6-10 Jan	Early Childhood Education / Child Protection, Positive Discipline and First Aid	Ba Futuru	16 / 14
2.	17 – 21 March	Early Childhood Education	Suai, Covalima	23
3.	28 April – 2 May	Early Childhood Education	Manatuto	21
5	17-21 Feb	Child Protection, Positive Discipline and First Aid	Lospalos	20
6	24-27 March	Child Protection, Positive Discipline and First Aid	Suai, Covalima	23
7	5 -9 May	Child Protection, Positive Discipline and First Aid	Manatuto	21
				124*

\*Some of the above were repeat beneficiaries that attended both types of training.

## ANNEX III – 2014 OTHER TRAININGS AND ACTIVITIES

### (a) Pathways to Justice Support By UNDP

No.	Dates	Location	Audience
1.	6 Oct	Becora Prison	15
2	20-31 Oct	Becora Prison	15
3.	07-27 Nov.	Becora Prison	15
4	01-12 Dec	Gleno Prison	15
		<b>Total</b>	<b>60</b>

\*An additional 15 prisoners were trained in January of 2015.

### (b) Child Protection and Positive Discipline Training – funded by ChildFund Timor-Leste

No.	Date	Location	Participants
1.	20 – 22 August	Covalima	24
2.	27 – 29 August	Maliana	18
		<b>Total</b>	<b>42</b>

### (c) Child Protection and Positive Discipline training for Justice and Peace Commission Staff

No.	Date	Location	Participants
1.	24–27 Nov	Centru Treinamentu Union Ailok Laran	8

## ANNEX IV – 2014 PEACE CENTER COURSES AND ACTIVITIES

No.	Subject	Contents	Target Group	Participants
1.	TAHRE Program	Complete TAHRE Guide, basic and English, Badminton, games, arts, dance and et.	Children	178
2.	Japanese class	Basic Japanese language course	Youth	6
3.	Sport	Kids, youth and community utilize Ba Futuru's sport spaces such as basket all court, volley ball court and skate park	Children, Youth and community members	593
			<b>Total</b>	<b>777</b>

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