

Doing More to Increase Employment and Livelihoods for Young People in Timor-Leste: Some Options

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Overview and Recommendations ¹

Expanding work opportunities, especially for young people, is one of the six key national priorities of the new Government of Timor-Leste. However, a closer look at current and planned programs to foster employment opportunities for young people shows that there are major gaps. The focus of Government, UN and donor efforts is on either preparing young people for work, promoting self employment or in providing them with short-term jobs based on unskilled, manual work.

Missing from the Government's National Priority Area 4 is a focus on its role in creating longer-term jobs and other sustained means of generating income. Temporary work programs, as they are currently designed, have two major flaws - they have few, if any links, to ongoing work and offer little scope for skills transfer. Temporary cash-for-work programs are appropriate for a post-emergency situation but offer little in achieving development outcomes.

The Government, the UN and the World Bank appear to offer one answer only as to how to create ongoing jobs - provide the right enabling environment for the private sector and wait for entrepreneurs to invest and create jobs. What is missing are bridging mechanisms to take the economy from its post-emergency need for cash injections to a situation where economic activity is self-generating. One such bridging mechanism is for government and donors to work out ways to leverage the substantial investment already being made in providing basic services and infrastructure to create ongoing employment.

Medium-term investments by the Government and donors offer the potential to create work that is ongoing. A good example is the provision of services related to the Rural Water Supply and Sanitation Program which, according to the Budget, is spending \$21.5m over the next four years and could run for up to 10 years. Another example is the construction activity and related training required to service the infrastructure program which is spending \$13.3m over the next four years. A third example is the Ministry of Education's regular program of school construction and maintenance which in 2008, for example, is building or renovating 60 schools at a cost of \$5m.

Government needs to identify in its national priorities an employment goal and targets. The targets, set quarterly, should identify the number of ongoing jobs or fee-paying services from government and donor investments about to start and the share of positions that should go to young people. Setting an employment goal and targets will serve to focus national attention on the need for key Government Ministries and donor stakeholders to respond by making an additional effort to employ young people, providing on-the-job training and mentoring them in a workplace setting.

The setting of ambitious but achievable employment targets will justify a systematic assessment of the potential to generate ongoing jobs from each major tranche of government and donor investment. Setting an employment goal will also help to identify and address the barriers to young Timorese filling them. Feedback about the difficulties that major public investment programs are having in meeting the quarterly targets need to be given to a central coordinating group in government so that the barriers can be addressed. One response may be to ensure that appropriate front-end skills training and on-the-job training arrangements are put in place as soon as possible.

¹ This paper was commissioned by the Royal Norwegian Embassy Section, Timor-Leste. The responsibility for the views expressed and any errors of fact are the author's alone.

In the same vein, much more needs to be made of the \$1.5m planned temporary work program, Youth Employment Promotion, the Government is planning to implement in 2008. Temporary work can help young people in the medium term if it also provides the opportunities to learn on the job. Young people also need a way of recording how they have performed in a workplace setting.

The following measures are proposed:

1. The Government should identify income-generating work at different skill levels in current donor and government programs. A government agency, such as the Secretariat of State for Vocational Training and Employment, should identify potential positions for young people, and seek funding for appropriate on-the-job training arrangements where applicable.
2. The Government, using the above information, should set goals in relation to youth employment and short-term targets in relation to creating ongoing jobs for young people and in setting up of appropriate on-the-job training arrangements. A target of 10,000 new rural jobs per year would represent 22 jobs per suco.
3. A small, cross-ministry team from the relevant departments overseeing the relevant investment programs should be set up with a 'rapid results' focus to work to achieve these short-term targets within 100 days. These targets should relate to negotiating access to these positions for young people on a program by program basis, setting up suitable on-the-job training arrangements, and providing information about these new opportunities to young people.
4. Donor support and better coordination is needed to achieve goals related to youth employment/livelihoods development and other ways to empower young people. Specifically, this requires a donor/UN agencies sectoral coordination mechanism (separate from the government's own inter-ministerial coordination related to youth employment, culture and sports). This coordination vehicle should be led by a small but properly resourced secretariat and backed by untied donor funds which are disbursed, where possible, through the Government's budget processes.
5. It is proposed that Rural Water Supply and Sanitation Program be the first program to start with to identify suco-level ongoing positions. These could relate to community facilitation services for water management committees, and the provision of a range of services related to repair, maintenance and sustainability of the installed water systems.
6. The Secretary of State for Vocational Education and Employment should design the proposed National Workfare Program so that it builds up private sector capacity in the districts. This can be done by using district-based private sector contractors to undertake work agreed by community representatives at district level. The Government needs to use its engineers trained in labour-intensive methods to instruct rural-based contractors in how to apply these methods and standards to road construction/maintenance projects. Training should also be provided for work supervisors to provide basic on-the-job training for inexperienced workers with basic skills.
7. In relation to large-scale public infrastructure projects, it is important to work out the additional costs likely to be incurred by an employer who agrees to take on young

people with appropriate front-end skills training (eg from the Vocational Training Schools at Tibar or Don Bosco, Comoro). These costs relate bringing new employees up to the level of an experienced worker within a set period (six months on average). Additional funds and a delivery mechanism will be needed to pay employers for the 'community service obligation' they incur by taking on inexperienced workers with basic skills. Evidence exists that these costs may be up to 30 per cent of labour costs.

8. Government should extend the work-based skills learning arrangements, now being piloted by the USAID-funded Hospitality Internship Program. Such a system needs to be employer-friendly with key elements being a wage subsidy, off-the-job training closely linked to work, and training arrangements that suit employers in terms of location, timing and appropriateness.
9. Young people need a means of acknowledging and recognising the skills acquired in the workplace. One way to do this is through a skills passport or skills profile based on a standard template.

Unemployment among the youth is an affliction, especially considering that half the population is less than 18 years old. This suggests that urban unemployment will tend to increase, unless immediate measures are taken for creating employment. Private investment is very small and, together with the lack of conditions for stimulating the private sector, this makes Timor-Leste one of the countries with less capacity to attract foreign investment in the world (Kay Rala Xanana Gusmão, Timor-Leste and Development Partners' Meeting 2008, Ministry of Foreign Affairs, 28 March 2008).

1. Introduction

The Government of Timor-Leste, the UN, the World Bank and donors are concerned about the plight of young people in relation to employment and livelihoods. The above quote from the Prime Minister of Timor-Leste from his speech to the Timor-Leste and Development Partners' 2008 Meeting highlights the urgency of the situation, the lack of investment from the private sector and the need for immediate measures to create employment.

The Prime Minister's call for immediate measures to create jobs follows on from similar calls to be found in the International Compact for Timor-Leste (approved in October 2007) and the recent report of the World Bank on the situation of youth in Timor-Leste and policy options. The latter highlights the lack of jobs for young people as a major contributing factor putting young people at risk of engaging in a number of harmful activities, including violence. Donors too are concerned about the lack of jobs for young people. On a rushed visit to Dili on 15 February, 2008, the Australian Prime Minister, Kevin Rudd, in a joint press conference with the Prime of Timor-Leste, stated that: 'Ensuring young people across East Timor have a job is core business for this country's long term stability and development'.²

However, the planned initiatives of the Government, the International Agencies and the Donors are too limited in what they are seeking to achieve. There is a need for a more tailored and relevant set of responses to a complex situation. These responses need to go beyond the stand-alone and unconnected programmes of post-emergency temporary job creation, promoting self employment and building an enabling framework for the desired 'vibrant' private sector of five years in the future. This paper argues that the opportunity is now available for the Government to leverage its own and donor's investments to generate ongoing employment and skills training to create the skills pool the country desperately needs. These mechanisms need to be non-bureaucratic, flexible and results oriented. Their function can best be described as 'brokering jobs' - negotiating agreements with those in government who are responsible for the design and direction of major programs to provide with appropriate training a set number of jobs for young people at designated skill levels.

² Joint Press Conference, Prime Minister Rudd and Prime Minister Gusmao, Dili, East Timor-Leste, 15 February 2008.

2. The need: labour market conditions for young people

With only an estimated 400 job openings a year, and 15,000 and more young people entering the labour market every year, the gap between the expectations of young people and the reality is huge.³ The jobless rate (those out-of-work and out-of-school) is a better measure of the situation facing young people in the labour market in developing countries than the narrow concept of unemployment.⁴ Table 1 below shows for 2004 young people aged 15-19 years and 20-24 years experienced the highest jobless rates in Dili. Only one in five young men aged 20 to 24 years were in paid work. Even fewer young women of the same age were in a job (less than one in four).

Table 1: Jobless rate or ‘out-of-school and out-of-work’: proportion of the population in each age cohort who are neither in paid work nor in education, Dili urban area 2004

Age	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55+	Total
Male	77.4	60.1	40.9	34.9	33.8	35.2	39.1	48.3	83.0	46.7
Female	84.8	76.7	66.4	67.0	65.0	62.6	62.1	69.6	91.1	71.5

Source: National Census 2004, author’s calculations

One recent good indicator of the magnitude of young people looking for work can be gleaned from the fact that in 2007 there were more than 4,300 graduates of the technical secondary schools and vocational training providers. A 2007 survey of vocational education and training providers by the Direcção Nacional de Formação Profissional (DNFP), Secretaria de Estado da Formação Profissional e Emprego (SEFOPE) revealed that ten of the twelve vocational technical secondary schools produced 684 graduates in that year.⁵ The 70 vocational training providers produced 3,620 graduates in 2007.⁶

How did they fare in the labour market? A survey of graduates of two major technical secondary schools in Timor-Leste, Fatamuca and Becora, showed that very few graduates found work. The follow-up survey of 2004 to 2006 graduates (N=375) showed that only 11 per cent were employed, 3 per cent were self-employed, 7 per cent were in work experience, 29 per cent were at university, and 50 per cent were unemployed.⁷

World Bank report suggests that the causes of youth unemployment are a combination of three

³ As the Background paper for the TLDPM noted: ‘Minimal public or private investment has resulted in few new employment opportunities. The 400 or so formal jobs created each year are not contributing to job creating when compared with the 15-16,000 new entrants to the labour market’, para 4, Government of Timor-Leste 2008 *National Priorities; Working Together to Build the Foundations for Peace and Stability and to improve Livelihoods of Timorese Citizens*. 28-29 March, 2008.

⁴ See ‘Measuring youth activity in the transition to work’ Box 4.1, p98 in World Bank, 2006, *World Development Report 2007: Development and the Next Generation*. 16 September.

⁵ The secondary technical schools subject areas are: agriculture, mechanical, metal engineering, electrical, electronics, construction/carpentry, masonry, plumbing, sewing, tourism and hospitality.

⁶ The subject areas covered and numbers of graduates are: language and IT (1,660), office administration (350), livelihoods (570), agriculture (50), mechanical (79), metal engineering (68), electrical/electronics (132), construction/carpentry (236), masonry (58), plumbing (50), industrial sewing (54), tourism and hospitality (78), health (25), culture and arts (60), and training for trainers (150).

⁷ East Timor-Leste Development Agency, 2007, Fatumaca and Becora Technical Schools Graduates Survey (2004-2006) Final Report, funded by USAID.

factors: the lack of job opportunities due to the weak state of the economy, young people's lack of appropriate skills to fill jobs when they become available, and the lack of good information connecting job seekers with available jobs. The report notes, however, of these three factors, '...the importance of the demand-side factors cannot be underestimated':

Without efforts to stimulate the agricultural and private sectors, reduce bureaucratic red tape, and increase government spending, any interventions targeted at youth employability or labour market efficiencies will have limited impact.⁸

The challenge, therefore, is to start with the demand-side of the labour market and to work out where the opportunities to provide employment for young people are. Unfortunately, the forms of intervention proposed by the World Bank, the UN's Development Assistance Framework (UNDAF) and the Government of the RDTL are overwhelmingly supply-side in focus. These include: keeping young people in school longer, simplifying labour market regulations, offering employment skills and information programs, and fostering entrepreneurial skills. The demand-side options proposed only concern temporary work or have a poor track record in Timor-Leste such as self-employment.

The above follow-up survey results for the two major technical secondary schools in Timor-Leste suggest that self employment for people with vocational skills is not an attractive option for most. Engaging in self-employment requires not only a range of personal aptitudes. It also requires favourable economic conditions and access to support services. The best form of support needed for a small business to have a good chance of survival is to operate within a support framework similar to that of a franchise. As explained below, it is possible to find a set of conditions that could act in a similar way to a franchise arrangement.

3. Proposed National Workforce Program

Need to move from an emergency to a development focus

Small-scale labour-intensive public works are an appropriate response to a post emergency depressed economy but suffer from a number of limitations, from the perspective of how to kick-start local economic activity and create economic opportunities for young people. The emergency focus on the need to put money as quickly as possible into the hands of individuals and families to meet basic needs and to prevent conflict justifies the funding of short-term cash-for-work activities. However, from development focus, the linkages to other relevant economic and skills learning activities are weak or non-existent.

The second generation of cash-for-work program placed greater emphasis on meeting both a community benefit objective (often secondary road rehabilitation, improving irrigation systems, renovating schools and police posts) and employing specific target groups ie young people. The benefit to individual beneficiaries from the program, however, is minimal beyond the payment received for the work. Despite an effort to create some multiplier effect on the local economy through procuring locally-made agricultural and road maintenance/repair tools (sourced from blacksmiths in Baucau, and masks and brooms produced by women groups in Oecussi and Dili), this was not a major feature of the program design.

The third generation design for emergency job creation incorporates community benefit and some longer term benefits for individuals by including training in life skills and other so called

⁸ World Bank, 2007, *Timor-Leste's Youth in Crisis: Situational Analysis and Policy Options*. World Bank Timor-Leste, Dili, September, Box 1, p 11.

soft skills. However, the impact of this program on the local economy is still narrow and one off.

Need to support the private sector more directly

If donors and the Government are serious about creating jobs in the medium to long-term, it should use its short-term funds in a manner which builds the capacity of the Timorese private sector. With 15,000 young people entering the job market every year, the domestic private sector is needed to create jobs more than ever before. However, the capacity of the Timorese private sector to provide jobs rapidly is weak and needs active support. The Government needs to use public funds which provide short-term employment to build the capacity of the domestic private sector. One way to do this is to channel labour-intensive public works programs through contractors based in the districts.

It is acknowledged that the capacity of contractors to provide labour-intensive projects in Timor-Leste is low. To address this, will require prior training in the use of labour intensive forms of road construction and added in as an additional cost in the program's budget. However, the capacity of local contractors may be underestimated. Timorese contractors have built hundreds of government buildings (schools, clinics, hospitals, court house, etc) since 2002. The project management skills necessary to build a school are different to those required to maintain hundreds of kilometres of road drainage systems. However, these different skill sets need to be imparted to the private sector so that they can assume the role of managing public projects. In this way, they can build their capacity to undertake other work by generating profits and building up their assets to undertake more and/or bigger projects.

Suggested key design features

The first challenge for a fourth-generation national workforce program is to have an explicit development focus. This requires that the nature of the work undertaken should, in most cases, be fundamentally different to the previous public works, with a new focus on generating ongoing economic opportunities as a major objective. This will require, in many cases, more planning and consultation to select project activities that the local community accepts as having longer term benefits in relation to generating economic activity. The second challenge is to give beneficiaries more skills transfer to enable them to be directly involved in creating the economic opportunities.

These considerations suggest that the national workforce program be designed by starting from the end-results to be delivered. It is proposed that the program be designed to deliver three major results. The first is to undertake activities that are directly related increased income generation. The second is to undertake activities that have a longer term impact on protecting and enhancing the environment, including health. The third is to provide opportunities to beneficiaries for skills transfer directly related to opportunities for increased income generation or environment protection/health improvement.

Example 1 of a development focus: making use of local contractors

In relation to road rehabilitation, for example, a development-oriented result of the program could be to build up the local region's capacity to undertake local public works through the use of private contractors. These private contractors will need to be trained in the use of labour intensive methods and the use of appropriate quality control procedures as well as time management. However, the longer term benefit would be to enable local contractors, using a

local workforce, to gain work with major infrastructure projects, now being planned.

The Peace Dividend Trust could potentially assist in district-based initiatives designed to facilitate the participation of the private sector in the projects associated with a proposed National Workforce Program.⁹ The Peace Dividend Trust, in cooperation with the Department of Domestic Commerce of the Ministry of Tourism Commerce and Industry (MTCI), can provide relevant information on businesses via its Timor-Leste National Online Procurement Database – to be launched in May 2008. Database includes verified information on active businesses in all 13 districts. The information available includes: Name of Business; Location; Contact Information; Employee numbers; Business Sector; Basic business history; and a range of additional information.

Example 2 of a development focus: building environment protection

Another example of starting from a longer term benefit could be to ensure that the road rehabilitation work is protected by planting of vegetation through the use of bio-engineering techniques.

Bio-engineering is the use of vegetation, terracing, and construction of efficient drainage systems to stabilise road embankments and slopes. The purpose of the vegetation is to minimise water penetration into the ground layers and to reduce the risk of erosion of the surface soils to ensure long-term sustainability of the roads. Bio-engineering also includes tree planting with deep-rooted species to reduce the risk of shallow slides and debris flow.¹⁰

The frequent landslides due to torrential rain is at least partly due to the absence of plants and trees to bind the soil on the road sides, especially after major earthworks have been undertaken. Opportunities exist to create seed nurseries and to plant appropriate vegetation. As road collapse is common, infrastructure projects need to take a longer term view of their responsibility to ensure that their methods of road construction are robust and long-lasting. Infrastructure projects may need to include the cost of an ongoing payment to villagers to ensure that the trees and plants needed to bind the soil are tended to and, in the case of the trees, protected from animals and wood poachers once they reach a certain stage of growth.

Example 3 of a development focus: enabling skills transfer to beneficiaries

National workforce program activities with a development focus should also include opportunities for skills transfer for the beneficiaries, especially where young people are a target group. If a period of preparatory work experience/skills training is needed, then connections need to be made with a program such as the USAID funded Jobs Opportunities Program or the much lower cost SOLS 24/7 program.¹¹

One concrete way to highlight the importance of skills transfer for the beneficiary is to set up a ‘record of achievement’ or ‘skills passport’. This is a summary of skills and competencies gained by a beneficiary. It is a means for the program to recognise formally a person’s learning

⁹ The following information was contributed by Edward Rees, Country Manager, Peace Dividend, Timor-Leste

¹⁰ ADB, 2007, Socially Inclusive and Gender-Responsive Transport Projects: A case study of the Timor-Leste Road Sector Improvement Project, p35.

¹¹ See Attachment 1, p21 for a description of the program.

achieved while working on the program. It shows that the program places great value on the skills imparted. It also can help to motivate individuals to develop their skills further.

A skills passport can serve three purposes. First, the program participant to enable he or she to see the progress they are making and to clarify where they are heading. It is a personal resource from which a more concise statement for potential employers can be produced. Second, the program administration can use the information as a record of the progress achieved. Third, a potential employer will be interested in having a simple and concise statement of the competencies acquired by the program participant.

Peace Dividend Trust could also investigate of the feasibility of setting up a youth job bank based in the districts, modelled on a successful program in Africa called Mobile for Good. Information on job opportunities could be shared via bulk SMS with pre-registered job seekers according to their demonstrated work competencies.

Example 4: Helping to eradicate Malaria

Malaria is endemic in Timor-Leste and is a leading cause of people seeking treatment at health facilities. Malaria in particular causes deaths in children under 5 years and pregnant women. Nearly one in three children aged up five years in Timor-Leste in 2002 were reported to have had a fever in the two weeks prior to the survey.¹² Some 9 per cent of deaths are due to malaria.¹³ A major factor behind the continued hold of malaria is the limited knowledge in rural and urban communities of the need for people to protect themselves against malaria'. A 2005 Government report noted that: 'due to the breakdown of surveillance, vector control activities and treatment facilities, malaria had shown a three-fold increase in Timor-Leste following the crisis in 1999'.¹⁴

Since late 2005, a new generation of mosquito netting called long-lasting insecticidal nets (LLINs) have been introduced. The distribution of LLINs benefits not only individuals but also communities. By greatly reducing malaria transmission, LLINs lower the risk of others in the community coming into contact with an infected mosquito. Every LLIN user therefore contributes not only to his or her safety, but also to the safety of others, producing a mass effect. However, this maximum effect within communities requires that LLIN coverage should be as high as possible, with a target of complete coverage.¹⁵ Optimum community protection also requires, in the event of infection, universal access for the community to timely and effective treatment.

Young people could be engaged in a variety of roles to implement a National Anti Malaria Strategy, funded by the Global Fund on Malaria. Young people could be engaged as volunteers for basic tasks such as communicating with sucos, distributing bednets to every household and supervising the removal of areas of mosquito infestation. This work could involve teams spending one to two weeks in the field. Paid staff are also needed to support program implementation in roles such as assistant program managers, malaria information officers, and entomological officers as well as for the work of caring for those infected.

A national strategy should also include malaria educational programs in schools, particularly in

¹² UNICEF Global Database on Malaria Treatment

¹³ Ministry of Health, 2005, *Timor-Leste: Sector Investment Program for Health Care*, April, Table 4, p17.

¹⁴ Ministry of Health, 2005, *Timor-Leste: Sector Investment Program for Health Care*, April, p 1.

¹⁵ Teklehaimanot, A; Sachs, J; & Curtis, C; 2007, 'Malaria control needs mass distribution of insecticidal bednets', *The Lancet*, published online 21 June.

rural and remote regions to teach young people about the dangers of malaria and the how to prevent it. Government or donor funds could be directed to giving these students opportunities to work directly in their communities to help to control malaria and to help give affected people better access to treatment.

Examples of longer term work opportunities

Major work opportunities exist in reforestation. The Government has announced the allocation of \$1 million to implement pilot projects in reforestation, ‘focusing on employment and community involvement’. However, it is essential that reforestation efforts are not bundled together with a cash-for-work program unless there is also a community development component that continues far beyond the period of employment. One proposal for doing this is for families within communities to receive small incentive payments to continue to cultivate the growth of the trees and to ensure that they are protected.

Other work opportunities exist in agricultural extension. One example is for young people to promote the use of demonstration plots to cultivate high-yielding varieties of staple foods such as maize, developed by the Seeds for Life Program.

Work opportunities exist also for young people with secondary school education to teach basic literacy to out-of-school young people who want to continue their education. The National Youth Policy highlights the need for educated young people to teach literacy to their peers who are not literate. The UNDP is about to start a financial literacy program, modelled on the successful programs initiated in Fiji and extended to a number of other Pacific Island countries.

4. Leveraging infrastructure investment: training opportunities for young people through community housing construction

The crisis in Dili from April 2006 destroyed an estimated 2,000 dwellings. Considerable scope exists for the Government to fund a large-scale construction effort to rebuild these houses. Community Housing Ltd, a not-for-profit construction company, has proposed to the Government that a construction outfit of 500 workers, including up to 150 young people in training, could build between 100 and 200 houses of lasting quality per year.¹⁶

With suitable funding, Community Housing believes that the only constraint on expanding the level of construction activity to this scale would be ‘finding sufficient site supervisors, leading hands and managers with critical thinking skills to provide management and training’. Community Housing Limited has already provided to Government practical examples of durable house designs and a range of housing options and price ranges by building seven dwellings at Tibar. The pilot also tested a model for construction that placed a heavy emphasis on providing on-going employment with training to show that it is possible to build a professional construction industry in Timor-Leste.

Community Housing has also shown its capacity to provide work opportunities for young people engaged through a cash-for-work program. In the second half of 2006, Community Housing renovated five police stations with funding from the ILO and UNDP. Each of these

¹⁶ Community Housing has proposed to government the building a large stock of public housing with a fifty year life span (inter generational housing). This involves building good quality sustainable housing that reflects residents’ housing needs. Attention has also been given to developing multiple financing options to address the needs of residents with houses in a range of conditions (completely destroyed, damaged and unaffected). See ‘The Next Step: CHL’s Sustainable Housing Program http://www.chl.org.au/home/def_dynamic.jsp?ps=210&cs=230

construction activities took three weeks, and involved the input of 12 cash-for-work workers, about half of which were in the 20-24 years age group.¹⁷

Community Housing has developed a construction model that combines on-the-job training with efficient work outputs. A key feature of how it operates is to ensure that its tender price includes a 30 per cent overhead for taking on young graduates from Vocational Training centres at Tibar and Don Bosco. They also seek to work with community associations to generate employment and skill development opportunities within communities through NGO-community work planning, hiring and management of staff.¹⁸

Applying the community housing model to other infrastructure projects

The Community Housing approach offers a model for adding training places to large-scale projects in the construction industry. Adding a trainee workforce in the ratio of 1:3 requires accepting an 30 per cent increase in labour costs. This is not a major increase in costs as labour costs in Timor-Leste are only about a fifth of total costs. This additional cost is required for up to six months, the average time it takes for a new employee with a set of basic skills to achieve the productivity of an experienced worker. As well as the additional cost, a capable site supervisor is needed to manage the workers in training.

A number of key elements of the approach can be identified. First, a high standard of front-end skills training is needed. Second, site supervisors are likely to need additional training to provide clear instructions to trainees. Third, site supervisors may also need a monetary or other incentive to take on the extra workload as the more capable supervisors have the option of leaving their employer to set up their own construction company. Fourth, there is a need for a project manager to closely scrutinise the work, ensuring that the construction plan is followed. The work requires an engineer with a good practical knowledge of how to build the construction he is overseeing.

5. Creating ongoing work from current programmes

Work based on managing and maintaining improved rural water systems

Government of Timor Leste and AusAID have launched in September 2007 a ten-year rural water supply and sanitation program known as RWSSP. The initial AusAID contribution to the Program is estimated to be up to AUD \$28 million over five years. The program aims is to develop the capacity of the Government to plan, manage, and deliver water supply and sanitation services to rural areas. The mission of the program is to construct sustainable rural water and sanitation facilities, and support the sector to design, implement and manage facilities themselves. As well, the program is implementing a hygiene and sanitation program that achieves behaviour changes and creates demand for rural water supply and sanitation infrastructure.

The aim of the program is to meet the Millennium Development Goal for improved water to 80 per cent of the population by 2015. The Program, therefore, as a potential job creator, offers the benefits of being large-scale, long-term and with the resources, including those of divisions within relevant government ministries, to ensure that water systems are kept in good repair.

¹⁷ See Note 15

¹⁸ See Note 15

Possible areas of work and training have been suggested: repair and maintenance skills related to water systems, solar powered and electrical pumps; operating stores at sub-district level for spare parts; installing toilets for each rural household; work as a community facilitator related to water management; and carrying out water table measurement surveys.

It is important to state that the work need not be and in many cases should not be a paid job. It is likely to be more appropriately constituted as a fee for service arrangement. The latter will require working out arrangements for who is to pay for the services provided. These arrangements will depend on the overall agreed mechanism for allocating responsibility for managing and sustaining the system. One option is for individual households to make a small contribution into a maintenance fund to give practical expression to their agreed responsibility for maintaining the water system. Another option is for the Suco's community development fund to make a contribution to the costs of repair and maintenance services, especially in relation to improvements to ensure that the system is sustainable.

The RWSSP also offers a framework that can support people in the provision of services to maintain water and sanitation systems. The program is required to devote resources to ensuring that 80 per cent of the population continue to have access to functioning water and sanitation systems by 2015. This means that the program will need to provide regular forms of support, similar to a franchise, to ensure that water management committees are working effectively and that people are available with the right skills to provide the range of services needed to maintain the systems.

Work based on rehabilitating coffee and shade Trees¹⁹

Timor-Leste's coffee is among the lowest yielding in the world because its coffee trees have been neglected for over 30 years, and as a result its production is steadily decreasing while conversely the demand for its coffee is increasing dramatically. For example, Cooperativa Café Timor (CCT) had export contracts in 2007 for 150 containers of coffee but was only able to procure 60 containers worth. Therefore, CCT is planning an extensive program of pruning and replanting, with the aim to achieve higher yields within two to five years. The coffee seedlings utilised by the CCT project will be provided to Coop members free of charge during the pilot stage of the project and at a subsidised price after that. The rehabilitation effort will also include the establishment of small farm-based nurseries for coffee seedlings. In most countries where coffee production is strong, each coffee producer maintains his or her own tree nursery. However, is nearly non-existent in Timor Leste.

The primary goal of CCT's coffee and shade tree rehabilitation program is to prune existing coffee shrubs and/or replant with new stock, and to replace old and dying shade trees, many of which are threatened by a gall rust disease. The activities to be undertaken are: training in making compost fertiliser, constructing contour terracing, tree pruning, and tree planting. The project plans to work with a thousand coffee farmers each year for three years, establishing the rehabilitation concept and technical model through progressive farmers and demonstration plots. The project will also set up shade tree nurseries for the production of five species of multi-use shade trees, producing over 250,000 seedlings per year. Also planned are community and farm nurseries for coffee plants, which will produce up to 500,000 seedlings per year.

A large number of work opportunities exist for young people in coffee rehabilitation and expanding coffee production as the work is highly labour-intensive. Preparatory work in

¹⁹ The following information was provided by Shane McCarthy, NCDC Adviser on agricultural diversification to CCT

setting up a new coffee plantation or rehabilitating an existing one can be strenuous and could involve building contour terraces to help address the problem of soil erosion that Timor-Leste faces. The work includes setting up community nurseries and helping farmers to establish their own smaller nurseries of three to four hundred seedlings. CCT currently provides free seedlings to its members but there is scope to charge a small fee for each seedling by expanding the areas producing coffee. This could turn nurseries into small businesses. In the NCBA coffee rehabilitation project in Aceh Sumatra, for example, coffee seedlings sell for eight cents each, with the actual seed costing about one cent.

Up to 1,000,000 coffee seedlings may be needed each year in Timor-Leste's 45,000 coffee producers. CCT could agree to purchase several hundred thousand seedlings at 10 cents each. CCT could also provide technical assistance from a staff agronomist. A nursery at the CCT coffee mill in Maubisse has a 50,000 seedling capacity and there is scope to set up another nine nurseries of the same size (50 metres long and 10 metres wide with 100 plants per square metre). However, water for 12 months of the year is required. The materials required are security fencing to keep animals out, shade net (or local materials such as palm leaves), compost and soil, a water system and labour.

A 50,000 plant nursery could cost between \$500 and \$1,000. A micro-finance loan to cover the costs of setting up a nursery could be granted on the basis of a guaranteed income once seedlings are ready for sale. Young people can also be involved in learning how to prune coffee shades and plant new coffee shrubs and shade trees with optimal spacing to achieve the best yields. Representative or model farms based on low inputs, low cost and low technology can be set up in each district.

Producing vegetables for the school feeding program ²⁰

The school-feeding program, now called Food for Education, is an efficient tool for building up food security and reducing poverty. It addresses child under-nourishment and malnutrition problems directly. The provision of food at school is an incentive to attend school. It also relieves parents of the burden of providing sufficient food for their children.

The Government of Timor-Leste initiated a pilot school feeding project, costing \$1.4m in three districts (Manatuto; Viqueque and Aileu) in 2006, using local food sources and preparing the food at school. This program covered 11,235 primary schools. One benefit of the Government's program to source food for the school meals locally is to provide a guaranteed market for farmers for their surplus production of rice, maize and to encourage production of vegetables, beans, eggs etc. However, the World Bank has noted that the pilot program has been difficult to implement and costly due to problems in sourcing sufficient food supplies and wide variations in local pricing.

The WFP has noted that better planning is needed to get the right food commodity for a particular locality at the right time of the year. With proper planning of what is appropriate in what areas, farmers can be encouraged to lift their production of these commodities. The amount of food required can be estimated on the basis of 22 days a month for nine months per student at an agreed food weight. This planning, however, requires close coordination between Ministries of Education, Health and Agriculture.

²⁰ The following information and that relating to the Food for Education Program was collected through interviews conducted by the author as part of the EDC Assessment and Design Team for the Jobs Opportunities Program, funded by USAID, October 2007.

Young people could work with farmers to help them improve the quality of the packaging of food, bagging and weighing. Moisture content also needs to be monitored carefully. Training is needed in working out how best to collect, seal, store and transport a crop after harvest. There is a guaranteed market for the agreed commodities with no chance of over production. Improvements to quality is essential, making sure, for example, that rice is not broken by incorrect processing. There is also a need to grind and fortify the food. This requires small-scale machines which cost less than \$1,000.

Generating work from hydroelectric power

Timor-Leste is a mountainous country with good rainfall indicating a potential for hydropower.²¹ HydroTimor is the coordinating unit for hydroelectric development in Timor-Leste and is located within the Ministry for Infrastructure. HydroTimor trains national staff in developing, operating and maintaining small hydroelectric power plants, as well as hydrology, water management, alternative energy, language and administration. It is supported through an institutional cooperation agreement by the Norwegian Government's Water Resources and Energy Directorate (NVE).²² Norway has been building hydroelectric power stations for over a 100 years.

The construction of a mini hydroelectric power station at Gariuai, between Baucau and Venilale, is near completion. It will generate enough power to make a significant addition to the power needs of the Baucau area. Norway plans to build three more mini power stations in Atsabe Magapu (Ermera), Bobonaro Aiasa (Bobonaro) and Maliana Bulobo (Bobonaro). The electricity will initially benefit the local communities, and later as more power lines are added, the plant can be added to the national grid.²³

The construction of Gariuai Mini Hydroelectric Power Station has illustrated that the following key principles:

- The local communities were closely involved in all decisions about the construction and operation of the mini power station, and strongly supported the initiative for the benefits it would bring them and the wider community.
- The project has been based on a careful observance of local traditions and practices.
- The construction has used local contractors and a local workforce.
- Opportunities to acquire higher skills training for Timorese are also included in the project design.
- The project was carried out in close collaboration with the relevant line ministry of the Government of Timor-Leste.²⁴

Based on evidence that the project is viable and can be done, there is much scope for other donors to fund other mini hydro power stations.

²¹ Asian Development Bank, 2004, *Power Sector Development Plan for Timor-Leste*.
www.adb.org/Documents/Studies/Timor-Power-Sector-Dev/default.asp_p11.

²² 'About HydroTimor' http://hydrotimor.com/blog/?page_id=2 see also <http://hydrotimor.com/>

²³ Archive for Atsabe, 'Preparations for Atsabe Magapu', 15 October 2007, <http://hydrotimor.com/blog/?cat=5>

²⁴ Gariuai: Mini Hydroelectric Power Project, HydroTimor, Dili.

HydroTimor has proposed the construction of a much bigger Iralalaru Hydroelectric Power plant in Lautem District, in the east of the country. The plant would make use of water from Lake Iralalaru, dropping 318 metres through 4.5 km of hidden mountain tunnels and buried pipeline to drive two large turbine engines. The water flows would not disturb the surrounding national park. No roads would be built to the station area which would be serviced by sea.²⁵

This plant is estimated to cost about USD \$90m and could be built within four years. It would produce annually an output of up to 189 billion watts-hours (GWh) of electricity. This is more than the total electricity output generated in Timor-Leste today and would be at much less cost and damage to the environment caused by the current source of power - diesel generators. One estimate of the savings in diesel fuel is USD \$52m but this must be higher now as fuel costs increase further.²⁶ Also needed would be a high-voltage transmission line linking Lospalos, Baucau, Manatuto and Dili at an estimated cost of USD \$34m.²⁷ The project would create 750 jobs for the life of the construction phase and 500 ongoing jobs associated building and maintaining a national transmission grid.²⁸

6. Need to establish a Youth Fund

Donor support and better coordination is needed to achieve goals related to youth employment/livelihoods development and other ways to empower young people. One way to achieve better coordination is to set up a special purpose implementation mechanism such as a Youth Fund, modelled on the best practices of post-crisis, multi-donor trust funds.²⁹ Specifically, this requires instituting a donors/UN agencies sectoral coordination mechanism with its own governance and project oversight functions. This mechanism should be temporary and hence be separate from the government's own inter-ministerial coordination related to youth employment, culture and sports. The donors/UN agencies coordination vehicle should be led by a small but properly resourced secretariat and backed by untied donor funds which are disbursed, where possible, through the Government's budget processes.

One suggestion is that donors match Government resources up to total 10 million USD. These funds could be used to fund activities related to expanding employment and work-based learning opportunities for young people and other ways of empowering young people such as participation in national sport competitions.

7. Conclusion

The government has started or is on the verge of investing in a number of programs to expand and improve the delivery of services in water and sanitation, education, food security, commercial agriculture and public infrastructure. This paper has drawn on a number of examples to show how these investments could be further leveraged to also provide ongoing employment and sustainable livelihoods for young people. Required is not only a commitment by government to maximising the potential employment and skills training opportunities. Also needed is a mechanism that breaks down the stand-alone mentality that dominates how most programs are designed and delivered in Timor-Leste.

²⁵ Iralalaru: Hydroelectric Power Project, HydroTimor, Dili.

²⁶ See Note 23.

²⁷ See Note 23.

²⁸ Personal communication, Stephan Jensen, Royal Norwegian Embassy Section, Timor-Leste, 15 April, 2008.

²⁹ See Scanteam, 2007, *Review of Post crisis, Multi-donor Trust Funds*, commissioned by the World Bank, Norwegian Ministry of Foreign Affairs, and NORAD, Oslo.

The physical conditions in Timor-Leste for program delivery are hard and the human resource constraints are major. However, while ministries and other agencies stay within their traditional structures, focused on the delivery of a narrow set of objectives, major opportunities to build the foundations for a faster growing economy will be lost.

Attachment 1

Current initiatives related to youth employment/livelihoods and skills transfer opportunities

Overview

The following brief description of youth employment related programs and initiatives does not include institution-based vocational education. The focus is on the demand side of the labour market and activities that relate directly to access to employment and sustainable livelihoods. It shows that, compared with the need, the amounts being expended on enhancing young people's employment prospects and livelihoods are small, piecemeal and poorly integrated with each other.

1. Government of Timor-Leste

The Government of Timor-Leste 2008 National Priorities (Draft) Section 4 - 'Employment and Income Generation (including youth economic opportunities)' notes that the public works budget will be used for rehabilitating rural roads to provide 15,000 people with an average of two months paid work. No target for employing young people has been specified. The *previous Work for Peace Project (Serbisu Ba Dame)* project had 89 per cent of its two-week period of work allocated to young people (15-30 years). The 2008 budget for the Road Sector Improvement Project, funded by the ADB, is \$5m.

The Government of Timor-Leste's 2008 Budget provides the following information about activities undertaken by UN agencies in relation to employment promotion (see Table 1). The ILO, with AusAID funding, is taking the lead with its Youth Employment Promotion (YEP) Program. The program offers longer-term paid work than earlier cash-for-work programs (up to four months rather than two weeks).

Table A1.1: Transition 2007 to 2011 Secretary of State for Vocational Training and Employment State Budget Confirmed UN agency activities (\$m)

Project or Program	Donor	Transition	2008	2009	2010	2011	Total
Skill training for gainful employment (STAGE)	ILO	852	1,343	1,130	-	-	2,474
Labour Market Information	ILO	53	63	-	-	-	63
Youth Employment Promotion (YEP)	ILO	-	1,529	1,697	1,854	1,348	6,428
Skill training for gainful employment (STAGE) - UNDP	UNDP	683	683	-	-	-	683

Youth Employment Promotion (YEP)

Although not mentioned in the Results Matrix of the Government's National Priorities, the Budget does show that *Youth Employment Promotion (YEP) Program*, funded by AusAID, will start in 2008. It will provide short-term employment opportunities at low wages for unskilled

and semi-skilled workers all the districts. The focus is on labour-intensive rural infrastructure works such as road maintenance, irrigation infrastructure rehabilitation, reforestation, and soil conservation. These activities have been identified as a priority because of their high employment creation potential. Timorese public sector engineers ensure the proper design, implementation and supervision of the selected public works activities, building on the experience gained from previous ‘cash for work’ projects (Work for the Nation and Work for Peace).

The program will target poor areas, and try to assure that the assets created are of maximum value to poor people in those areas. The labour-intensive public works will be, as much as possible, synchronised to the timing of agricultural slack seasons, when the market demand for labour is low. The intention is to offer paid work during these off-peak seasons. Activities contributing to youth reconciliation and reintegration, such as rehabilitation and/or reactivation of sports and recreational sites, will also be considered. In general, all the works will be identified through a community-driven process, involving local authorities at the district, subdistrict, suco and aldeia levels. All the public workforce interventions will be provided through a flexible and needs-based mechanism, following well-defined guidelines.

The YEP Program will also, where possible, provide workers with basic hard and soft/life skills (literacy, numeracy, communication, problem solving, working with others, adaptability, independent decision making, health - including HIV-AIDS awareness -, environment protection, work ethics, reproductive rights, domestic violence, fundamental rights at work, etc). Youth will be a priority target but other vulnerable groups such as women, and poor households will also benefit.

In terms of process, the first step is to identify potential labour-intensive and low-skilled works projects in all the 13 districts. This will be done in close consultation with local authorities and other stakeholders at district, sub-district, suco and aldeia levels, The resulting activity action plans will be harmonised with Ministry of Public Works and Ministry of Agriculture, Forestry and Fisheries' priorities. The program will define specific ‘youth-oriented’ selection processes for beneficiaries and the selection of workers will be done in close coordination with local authorities.

2. Other major initiatives starting 2008

Juventude iha Oportunidade ba Servisu/JOBS Opportunities Program

The Government’s 2008 Budget Statement notes that the main confirmed donor program mentioned in the budget of the Secretary of State for Vocational Training and Employment is the USAID-funded JOBS Opportunities Program (\$5m).

Juventude iha Oportunidade ba Servisu/JOBS Opportunities Program

Over a period of three years, the JOB Opportunities program will prepare 2,500 minimally-educated rural men and women, aged 18-30, for work with a combination of off-the-job instruction with on-the-job learning by doing. Young people will receive literacy learning, and training in the skills expected in a workplace, how to run a small business and vocational skills building. As part of this training, participants will have the opportunity to gain real work experience by applying new-found skills gained through formal instruction. The program will operate in most of the country’s rural areas.

To gain hands-on work experience, participants will work in real work settings, on activities which are approved by local communities. Priority sectors for on-the-job training include improving roads, protecting the environment and building other types of

community infrastructure.

To help young people on the program improve their work readiness, trained counselors will work with each participant to identify his/her development goals. These counselors will help participants to join the formal training with what they learn on the job. At the end of the program, counselors will also help young people to take the next step in their development such as return to formal schooling, find a job, or start their own business.

Source: EDC – USAID/JOBS Opportunity Program Vila Verde, Dili, Timor-Leste

UNMIT had sought up to USD \$5m funding for a program for young people. Among other things, it was to ‘Increase of job opportunities for rural and urban population with less economic resources in Dili, Baucau and Lautem, through the professional training of the youth, both in formal and informal education’. However, the request to the Spanish Millennium Development Goal Fund was not successful.

Pilot apprenticeship program

USAID Small Grants Program has implemented a pilot internship program in the hospitality-tourism sector.³⁰ A main objective of this program is to test an on-the-job training record that measures each intern’s performance against a standardised set of core competencies and utilises an occupational record of progress to certify that these standards have been met. Interns are working in three occupations: house-keeping, front-office management, and food and beverage service. Fifty interns have been placed in up to 10 hotels in the Dili area. Interns have been selected from a pool of candidates who have completed the tourism/hospitality curriculum at secondary technical schools and private schools.

The program has included a two-week, pre-work training component run by the East Timor Development Agency (ETDA). This is followed by up to five and half months of on-the-job training placements. There will also be follow-up training on job search skills and entrepreneurship.

AusAID’s Technical and vocational education training and youth employment program

AusAID is funding a \$A24.18m Technical/vocational education training and youth employment program for 2007-2011, with the following three components:

- Youth Skills Development and Employment (estimated \$A8.9 million) - a suite of ILO managed activities within the Youth Employment Promotion Program (YEPP).
- Strengthening the quality and relevance of schooling (estimated \$A8.6 million) with a AusAID designed component called ‘Workskills in Schools’ to increase the vocational relevance of presecondary education by arranging for students in Year 9 to obtain work experience in the community or workplaces.
- Program Strategy and Management (estimated \$A6.7 million) to ensure effective policy and program linkages and coordination between Australia's support for more relevant schooling and its support for youth employment and skills development. This component will include funding enhance AusAID's policy dialogue capability in this field, ensure continuing flexibility and responsiveness of the program through an emerging priorities fund; and monitor and evaluate the program to support program effectiveness. A key feature of the pillar will include support for a Program Coordinator

³⁰ USAID Timor-Leste Small Grants Program Semi-Annual Report, April 2007-September 2007, p 17-18.

Position based in Dili.

3. UN Development Assistance Framework for 2009-2013

The UN's integrated Development Assistance Framework for 2009-2013 (UNDAF) under Country Program Outcome 2 related 'poverty reduction and sustainable livelihoods' gives explicit focus to youth employment and skills transfer in Outcome 2.3: 'Youth have better employability and access to sustainable gainful employment' (see Table 2).

Table A1.2: UN Development Assistance Framework 2009-2013- results and resources related Poverty Reduction and Sustainable Livelihoods

Poverty Reduction and Sustainable Livelihoods: UNDAF Outcome 2: By 2013, vulnerable groups experience a significant improvement in sustainable livelihoods, poverty reduction and disaster risk management within an overarching crisis prevention and recovery context.	
CP Outcome 2.1: Vulnerable groups, particularly IDPs, disaster-prone communities, women and youth, benefit from opportunities for sustainable livelihoods	\$78,908,000
CP Outcome 2.2: Local communities and national and district authorities practice more effective environmental, natural resource and disaster risk management	\$28,175,000
CP Outcome 2.3: Youth have better employability and access to sustainable gainful employment	\$15,020,000
Subtotal	\$122,103,000

Just over half of the \$122m allocated to CP Outcome 2.3 is for Program Output 2.3.4: 'Youth have increased employment opportunities created through vocational training, business development services, training programmes and access to financial resources'. Only \$15m has been allocated to 'Youth have better employability and access to sustainable gainful employment' over the 2009-2013 period - 12 per cent of the total allocated for poverty reduction and sustainable livelihoods.

There are six country program outputs listed under CP Outcome 2.3 (see Table 3). These programs involve seven UN agencies but, from a coordination perspective, it is important to note that no UN agency has lead role in addressing youth issues in the age range 15 to 30 years, the age definition adopted by the Government.

Table A1.3: UNDAF Timor-Leste country program outputs and responsible UN agencies for CP Outcome 2.3: ‘Youth have better employability and access to sustainable gainful employment’

2.3.1 The Secretariat of State for Vocational Training and Employment has enhanced capacity for formulation of youth employment policies and strategies. (ILO, UNESCO).
2.3.2 The Government has enhanced capacity to strengthen its technical vocational education and training system and to define competency standards in priority productive sectors. (ILO, UNESCO, FAO)
2.3.3 Employment Centres and Youth Career Centres have capacities to provide youth with guidance, counselling services and access to existing employment opportunities in public and private sectors. (ILO).
2.3.4 Youth have increased employment opportunities created through vocational training, business development services, training programmes and access to financial resources. (ILO, FAO)
2.3.5 Youth undergoing employment promotion programmes have access to literacy, numeracy and life skills-based education. (ILO, UNICEF, UNFPA, UNESCO, UNV, UNIDO)
2.3.6 Government has formulated a framework on overseas employment for safe migration and has enhanced capacity to ensure its effectiveness. (ILO, IOM)

The emphasis is strongly on preparing young people for the labour market and providing them with information about available job opportunities. However, only one of the six program outputs offers the prospect of ready access to paid work. This is the component that offers the opportunity for young people to migrate overseas for employment.

NGO efforts to support youth livelihoods

The Belun database (dated September 2006) lists 2,250 project-based activities undertaken by International and national NGOs. However, only 61 projects (or 3 per cent) are recorded as having ‘youth’ as their target beneficiary. Of these projects, only 11 are classified as active and 4 are classified as ‘In-planning’. The profile this database provides, therefore, relates to the period before the crisis in April and May 2006.

The most notable feature about the projects with young people as the target beneficiaries is the lack of focus on youth livelihoods. Only two projects are classified as having as their main activity ‘income generation’ (one activity was listed as carpentry training by Grupo Juventude Bahkitba Elkona in Oecussi and the other was listed as ‘Supporting Youth through Employment’ by DUHOHO). This low proportion is also reflected in the profile of all projects listed. Only 118 projects or 3 per cent of the total are listed on the database as having ‘income generation’ as their main activity.

Most of the main activities of projects with youth as the main beneficiaries are ‘social services’ (nearly one in five projects) (see Table 4). Further information in the database shows that the areas of involvement are ‘community development’ or ‘education and public information’. Nearly one in three projects are based on training activities in the area of education and public information. The rehabilitation of infrastructure which accounts for one in six projects involved sport facilities and making furniture for schools.

Table A1.4: List of main activities with ‘youth’ as the target beneficiaries undertaken by national and international NGOs up to September 2006

Main activity	Per cent
Social services	37.7
Training	32.8
Rehabilitation of infrastructure	16.4
Capacity building	1.6
income generation	3.3
advocacy	1.6
Education	3.3
Small grants	3.3
	100.0
N	61

A listing of programs to support rural youth livelihoods undertaken by the author for UNICEF Timor-Leste up to the end of 2006 suggests that, in broad numbers, about 3,000 young people in total have received this preparation. The 2007 Survey of Vocational Training providers in Timor-Leste listed 570 graduates from courses described as livelihoods conducted by 14 training providers.

However, since the crisis, a number of youth-oriented projects have started with a livelihoods focus. These include Plan International’s Youth Employment and Training Program

Youth Employment and Training Program

Plan International started in November 2006 the Youth Employment and Training Program. It started in Dili and has moved to Lospalos. It initially consisted of short-term paid work for young people on community projects for two weeks, followed by job search training about work options. These include the funding of 300 vocational training places. It also included work on the ‘Servi Nasaun’ (‘Work for the Nation’) Cash for Work program when it was available. Plan International has also provided opportunities for young people to perform unpaid community work through Plan International’s other programs in early childhood care and development, water and sanitation, emergency relief, youth participation and child protection. The number of participants is 800 for the community work component and 300 for the vocational education components. The age range of the participants is 15-24 years with males and females equally represented.

Holistic life skills education

Situated on the Comoro Road in Dili near the Australian High Commission, the SOL 24/7 program started in November 2006. It is a self-funded venture by a social entrepreneur from

Malaysia. Their target group is 16 to 25 year olds who want the opportunity to gain further skills to improve their chances of gaining work. The program is based on a 24 month boarding program called 'Hard skills, soft skills'. They are currently in the process of scaling up their program to operate in four districts outside of Dili. They plan to work in all districts in due course. They have special focus on girls and young women. In Timor-Leste, they have started with 170 full-time and 550 part-time students in Dili.

In summary, in relation to programs to promote youth livelihoods, the conclusion of the author's report for UNICEF Timor-Leste on still holds:

A survey of over 50 programs in Timor Leste shows that only limited investments have been made in improving rural and urban livelihoods [for young people]. Most programs are small-scale, narrow in focus and not coordinated with similar initiatives.³¹

This conclusion is confirmed by a recent assessment by the USAID-funded DAI Small Grants Program (DAI-SGP) of the post crisis situation in 2006 and 2007.

Youth programming has been a challenge for the development community since independence: youth projects guaranteed big incomes for young people and set expectations too high, leading to a letdown when beneficiaries saw what was actually available. Therefore, DAI-SGP attempted to carve out a smaller niche of programs so they wouldn't compete and could try to help young people have practical options, including small tool kits for agriculture, to take away with them after the programs end. However, program specialists at DAI-SGP report that since young people have become such a priority group, donors and partners compete for their attention and involvement. This results in a lack of sustainability for programs as young people move from one short-term youth program to another as new benefits are offered.³²

³¹ Curtain, R; 2007, *What to do when jobs are scarce: promoting youth livelihoods capacities and opportunities in small states - the case of Timor-Leste*. UNICEF Timor-Leste, p 4.

³² USAID Timor-Leste Small Grants Program Semi-Annual Report, April 2007-September 2007, p 28.

Attachment 2: Planned large-scale infrastructure programs

**Table A2.1 : Transition 2007 to 2011 Ministry of Infrastructure
State Budget Confirmed Donor Activities (\$m)**

Project or Program	Donor	Transition	2008	2009	2010	2011	4 Year
							Total
Infrastructure Program	Australia	2,816	2,816	3,677	4,539	2,271	13,303
East Timor Rural Water Supply and Sanitation program	Australia	924	7,040	7,047	4,875	2,560	21,522
Road sector improvement project	ADB	800	5,000	4,200	-	-	9,200
Infrastructure sectors capacity development	ADB	150	200	-	-	-	200
Dili water supply performance improvement	ADB	-	600	400	-	-	1,000
Urban water supply and sanitation project	ADB	300	-	-	-	-	-
Infrastructure project management* (TA co-finance with AusAID)	ADB	-	3,000	3,500	3,000	2,500	12,000
Dili Urban Water Supply Sector Project	ADB	-	1,500	2,500	2,000	-	6,000
Gas Seep Harvesting project	World Bank	20	500	330	-	-	830
Access improvement to markets	UNDP	673	1,346	1,346	673	-	3,366
	Total	5,683	22,003	23,000	15,088	7,331	67,421

Source: 2008 Budget of the Government of Timor-Leste