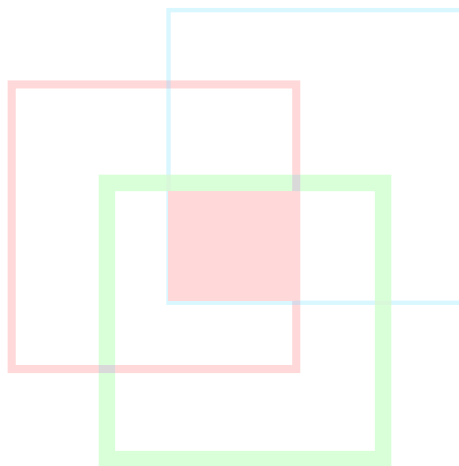




International
Labour
Organization



ILO Works in Timor-Leste: **2013 Results**

Copyright © International Labour Organization 2014
First published 2014

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Permissions), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: pubdroit@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with reproduction rights organizations may make copies in accordance with the licences issued to them for this purpose. Visit www.ifro.org to find the reproduction rights organization in your country.

ILO Works in Timor-Leste: 2013 Results/International Labour Organization, Jakarta Office; ILO, 2014
34 p.

ISBN: 978-92-2-128577-9 (print)
978-92-2-128578-6 (web pdf)

ILO Cataloguing in Publication Data

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

ILO publications and electronic products can be obtained through major booksellers or ILO local offices in many countries, or direct from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland or ILO Jakarta Office, Menara Thamrin, Lantai 22, Jl. M.H. Thamrin Kav. 3, Jakarta 10250, Indonesia. Catalogues or lists of new publications are available free of charge from the above address, or by email: pubvente@ilo.org

Visit our website: www.ilo.org/publns ; www.ilo.org/jakarta

Photos: Documentation of ILO Timor-Leste

Printed in Indonesia

Foreword



Timor-Leste became the ILO's 177th Member State on 19 August 2003. One of the major challenges for the country is to reduce poverty and create jobs for its population. The ILO assists Timor-Leste to move forward with decent work objectives through a Decent Work Country Programme (DWCP). This is the ILO's contribution at country-level in Timor-Leste towards the achievement of the Millennium Development Goals (MDGs), the United Nations Development Assistance Framework of 2009-2013 (UNDAF) and national development strategies.

Through a tripartite-constituent approach that brings together government, employers and workers organizations, the ILO works to shape policies and programmes that promote decent work for all. The Timor-Leste DWCP 2008 – 2013 focused on:

1. Enhancing youth employment
2. Integrate employment into rural economic development and
3. Create labour market governance.

In order to closing the gaps in poverty reduction and job creation in Timor-Leste, through its technical cooperation projects, the ILO together with its constituents and donors have worked toward delivering market oriented services to micro and small enterprises, improving access and income opportunities for rural communities through rehabilitation and maintenance of rural roads, deriving social and economic benefits from improved road access as well as developing and delivering demand driven skills training. Moreover, the ILO is also consistently promoting gender equality and tripartism, and institutional capacity building as cross-cutting themes in all priorities and outcomes.

The achievements of ILO's projects during 2013 are presented in this 2013 annual report, including stories of changes from communities involved with the projects. We are proud to see this first edition and look forward to next ones in the years to come. We welcome your feedback and suggestions.

Strong and enduring partnerships of ILO's constituents and donors have determined the significant achievements. There is enough work to be done for Timor-Leste in the coming years; we believe that the results we achieved so far have significantly contributed to reducing poverty and creating jobs in the country. I would like to thank our partners and our team for their continuous support and look forward for fruitful cooperation in the years ahead.

A handwritten signature in blue ink, appearing to read 'Peter van Rooij'. The signature is fluid and stylized, with a long horizontal stroke extending to the left.

Peter van Rooij
Director of ILO for Indonesia and Timor-Leste

Introduction



"If everyone is moving forward together, then success takes care of itself", Henry Ford once observed. Indeed, the work of the ILO in Timor-Leste seems to substantiate Ford's timeless adage.

The Timor-Leste Decent Work Country Programme lays its foundations on four interlinked technical cooperation projects, funded by the Australia's Department of Foreign Affairs and Trade, the European Union, the New Zealand Aid Programme and Irish Aid.

- ♦ **The Business Opportunities and Support Services (BOSS)** project assists the Institute for Business Support (IADE) to become the main provider of business services in Timor-Leste and to implement selected interventions promoting private sector development in the horticulture, beef cattle and tourism value chains.
- ♦ **The Enhancing Rural Access Project (ERA)** project aims at improving access to rural areas through rehabilitation and maintenance of rural roads by supporting IADE and the Don Bosco training centre in preparing Timorese small-scale contractors to carry out works using labour-based approaches.
- ♦ **The Road for Development (R4D)** project supports the Ministry of Public Works to lead all rural road development and maintenance activities in Timor-Leste in terms of approaches, planning, implementation, coordination and the establishment of various systems, standards and procedures.
- ♦ **The Training and Employment Support Programme (TESP)** assists the State Secretariat for Vocational Training and Employment Policies to facilitate economic development in Timor-Leste and to support employment growth, through the development and delivery of demand-driven skills training.

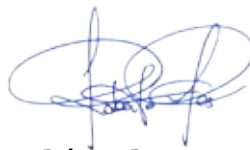
Beyond their objectives and inherent design, all the above-mentioned initiatives have something in common: an innovative implementation strategy made *by and for* their respective national counterparts. Unlike the prevailing 'parallel approach' to project implementation, in which resources are allocated for a separate project office staffed by a separate team of experts, the 'embedded approach' takes a different tack: 'one project, one team', whereby the ILO expertise is fully blended within the national counterpart.

In this framework, the interventions are delivered by the partner government institutions and through their systems; the projects' counterparts stand at the forefront of the interface with all other stakeholders and they are seen as the main actors in delivering services to the ultimate beneficiaries.

Project evaluations carried out in 2013 has cited the ILO Timor-Leste's 'embedded approach' as a core strength in ensuring efficiency, effectiveness and sustainability of the interventions and an excellent modality to engage with national institutions in Fragile States' settings.

This publication documents what has been achieved by the ILO Timor-Leste's programme in 2013 and provides evidence of how working in such a close partnership with donors and national institutions towards a common objective can lead to sustainable results and eventually benefit the thousands of people who were given the means to better support themselves and their families.

None of this work would have been possible without the outstanding efforts of our tripartite partners, their staff and the extremely committed team of ILO colleagues in Dili and beyond that has contributed to realize the stories that are told in this booklet. I would like to thank you all for your great support and I look forward to continue our partnership in the years ahead.



Roberto Pes

ILO Head of Mission for Timor-Leste

Decent work for all

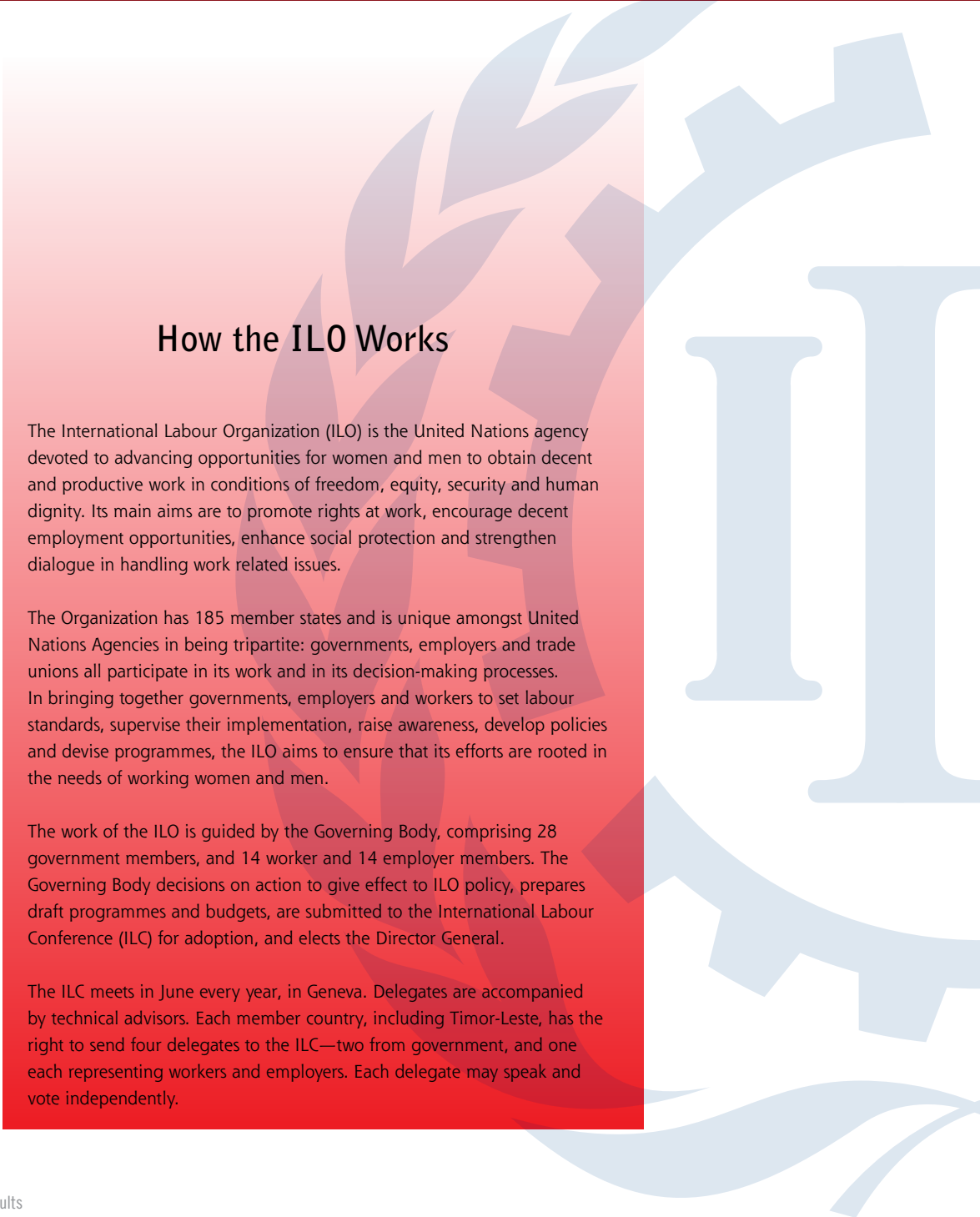
Work is central to people's well-being. In addition to providing income, work can pave the way for broader social and economic advancement, strengthening individuals, their families and communities. Such progress, however, hinges on work that is decent. Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families.

Decent work means better prospects for personal development and social integration, and freedom for people to express their concerns, organize and participate in the decisions that affect their lives. It entails equality of opportunity and treatment for all women and men. Decent work is also the key to the eradication of poverty. Creating decent employment must therefore be at the heart of development policy.

Table of Contents

	Foreword	3
	Introduction	4
	Table of Contents	7
	Timor-Leste at a Glance	11
	A. Enhancing Youth Employment	12
	1. Training and Employment Support Programme (TESP)	15
	B. Integrating Employment into Rural Economic Development	
	1. Business Opportunities and Support Services (BOSS) Project	21
	2. Roads for Development (R4D) Programme	26
	3. Enhancing Rural Access Project (ERA)	29
	C. Creating Labour Market Governance	
	1. Labour Market Governance	33

Promotion of gender equality and tripartism, and institutional capacity building are cross-cutting themes in the above programme priorities and outcomes.

The background of the page features a large, stylized ILO logo. It consists of a gear-like shape on the right and a leaf-like shape on the left, both in a light blue color. The text 'ILO' is written in a large, bold, serif font, with the 'I' and 'L' being significantly larger than the 'O'. The entire logo is set against a white background.

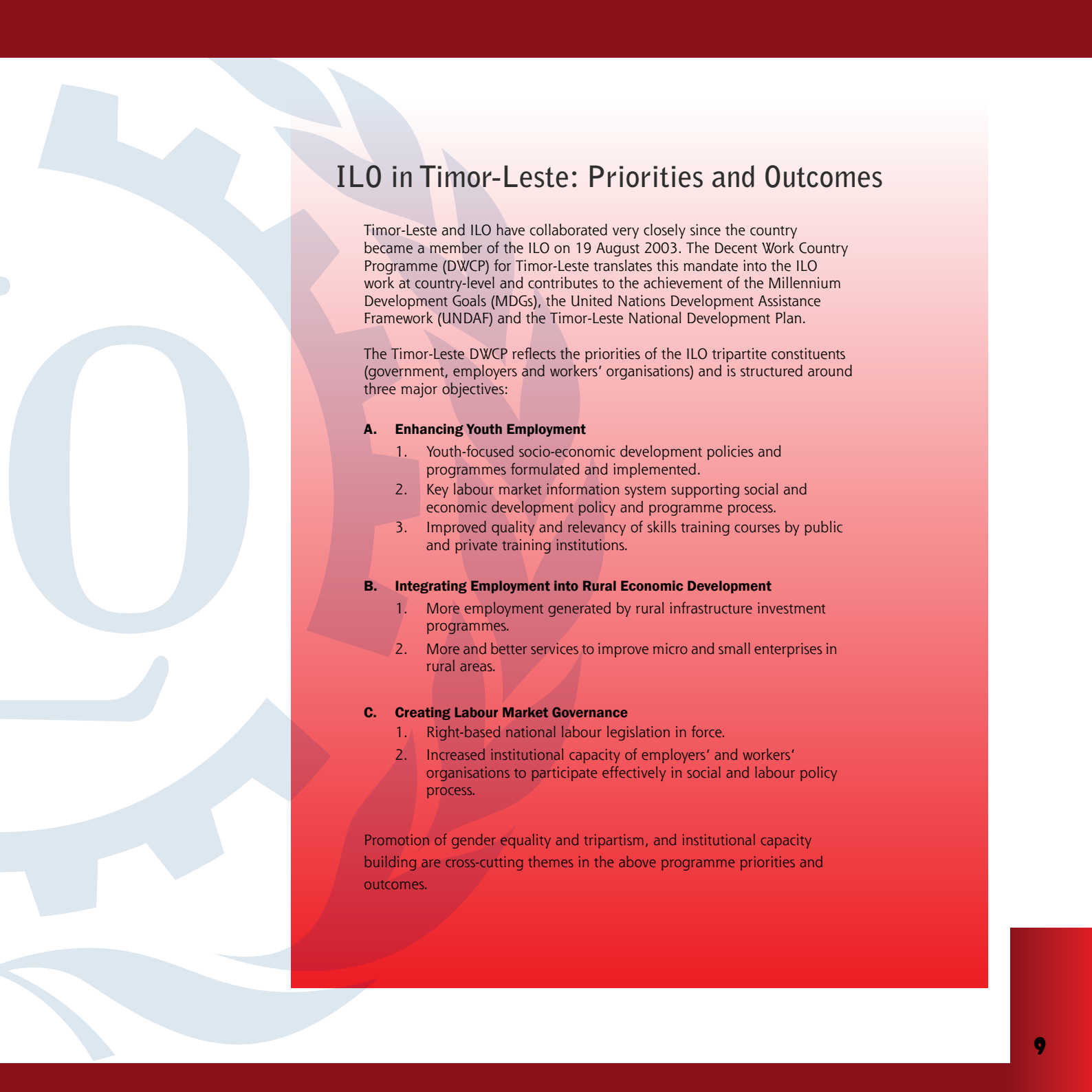
How the ILO Works

The International Labour Organization (ILO) is the United Nations agency devoted to advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. Its main aims are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue in handling work related issues.

The Organization has 185 member states and is unique amongst United Nations Agencies in being tripartite: governments, employers and trade unions all participate in its work and in its decision-making processes. In bringing together governments, employers and workers to set labour standards, supervise their implementation, raise awareness, develop policies and devise programmes, the ILO aims to ensure that its efforts are rooted in the needs of working women and men.

The work of the ILO is guided by the Governing Body, comprising 28 government members, and 14 worker and 14 employer members. The Governing Body decisions on action to give effect to ILO policy, prepares draft programmes and budgets, are submitted to the International Labour Conference (ILC) for adoption, and elects the Director General.

The ILC meets in June every year, in Geneva. Delegates are accompanied by technical advisors. Each member country, including Timor-Leste, has the right to send four delegates to the ILC—two from government, and one each representing workers and employers. Each delegate may speak and vote independently.



ILO in Timor-Leste: Priorities and Outcomes

Timor-Leste and ILO have collaborated very closely since the country became a member of the ILO on 19 August 2003. The Decent Work Country Programme (DWCP) for Timor-Leste translates this mandate into the ILO work at country-level and contributes to the achievement of the Millennium Development Goals (MDGs), the United Nations Development Assistance Framework (UNDAF) and the Timor-Leste National Development Plan.

The Timor-Leste DWCP reflects the priorities of the ILO tripartite constituents (government, employers and workers' organisations) and is structured around three major objectives:

A. Enhancing Youth Employment

1. Youth-focused socio-economic development policies and programmes formulated and implemented.
2. Key labour market information system supporting social and economic development policy and programme process.
3. Improved quality and relevancy of skills training courses by public and private training institutions.

B. Integrating Employment into Rural Economic Development

1. More employment generated by rural infrastructure investment programmes.
2. More and better services to improve micro and small enterprises in rural areas.

C. Creating Labour Market Governance

1. Right-based national labour legislation in force.
2. Increased institutional capacity of employers' and workers' organisations to participate effectively in social and labour policy process.

Promotion of gender equality and tripartism, and institutional capacity building are cross-cutting themes in the above programme priorities and outcomes.



Timor-Leste **at a glance**

POPULATION
1,066,409 people
Urban: 316,086 (29.6 %)
Rural: 750,323 (70.4 %)



ADMINISTRATION
Districts: 13
Sub-Districts: 65



696,256

Working age population (15+ yrs)

174,428

Labour force

153,897

Employed

20,531

Unemployed

227,103

Subsistence foodstuff producers

Key Stats (Preliminary data of LFS 2013)

25.1%

Labour force
participation rate

22.1%

Employment-population
ratio

11.7%

Unemployment
rate

14.4%

Combined rate of
unemployment and
potential labour force

12.6%

Combined rate of
unemployment
and time-related
underemployment

15.2%

Composite measure of
labour underutilization

Source: <http://dne.mof.gov.tl>

PROJECTS:



Business Opportunities and Support Services (BOSS) Project



Enhancing Rural Access Project (ERA)



Roads for Development (R4D) Programme



Training and Employment Support Programme (TESP)

PROGRAMME:



Labour Market Governance

ILO Activities



s in Timor-Leste

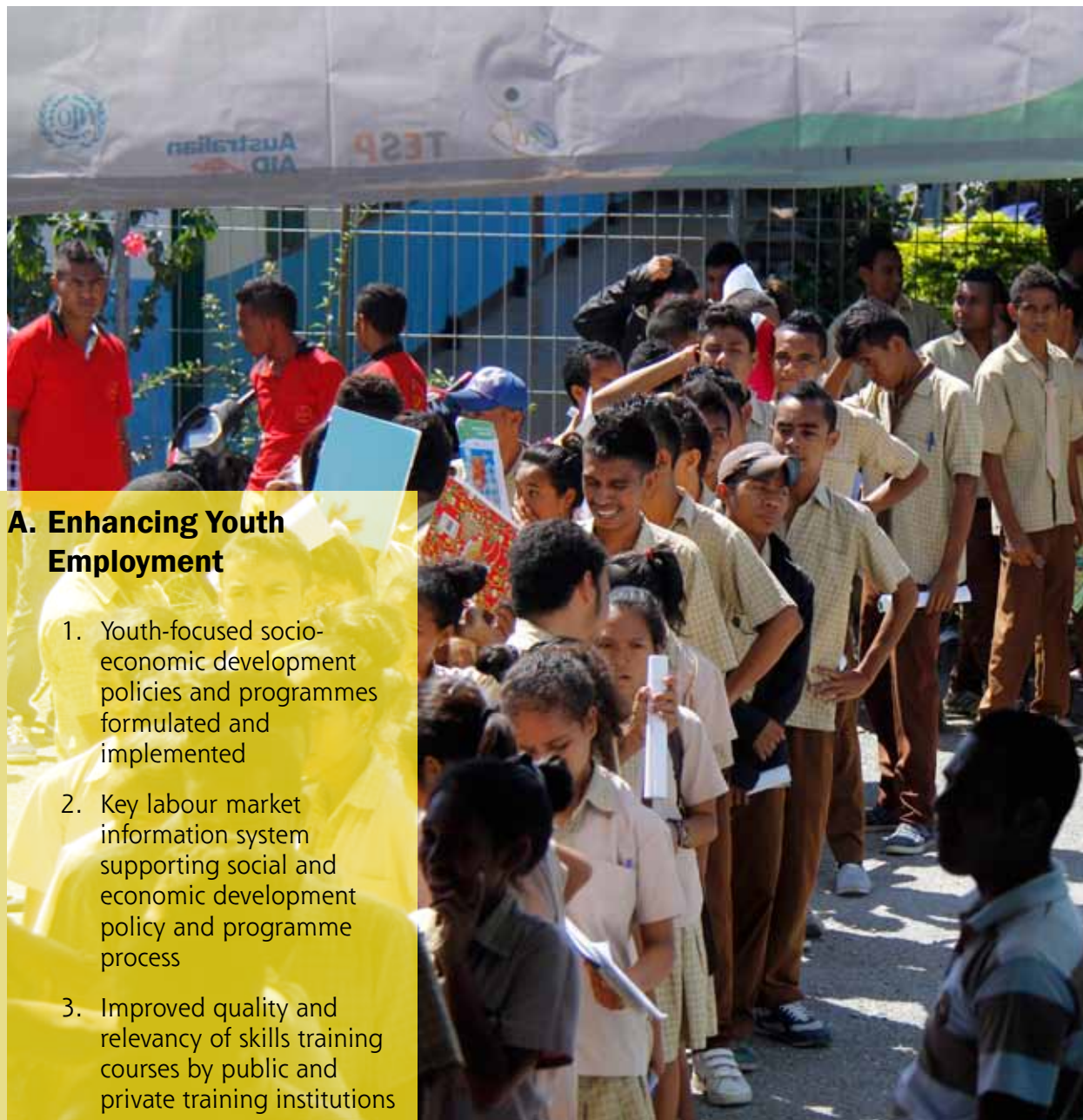


Supported by:



The European Union





A. Enhancing Youth Employment

1. Youth-focused socio-economic development policies and programmes formulated and implemented
2. Key labour market information system supporting social and economic development policy and programme process
3. Improved quality and relevancy of skills training courses by public and private training institutions

Training and Employment Support Programme (TESP)



In Brief:

Working in close collaboration with the Secretary of State for Vocational Training and Employment Policy (SEPFOPE), the ILO's Training and Employment Support Project (TESP) aims to support economic development in Timor-Leste by enhancing employment opportunities through the development and delivery of demand driven skills training.

The TESP responds to the strategic priorities of SEPFOPE which are articulated in the long-term Technical and Vocational Education Plan (TVET Plan 2011-2030) and the National Employment Strategy (NES). Both the TVET Plan and the NES aim to support the needs of a modern economy with a highly diverse and skilled labour force and elaborate a key priority of the Strategic Development Plan of Timor-Leste (SDP: 2011-2030) which has underlined the lack of trained human capital as one of the main development.

Supported by:



Highlights in 2013:

1. Improvement of the technical and vocational education (TVET) and employment policy environment through technical assistance to SEFOPE.

Key activities conducted included:

- drafting of an implementation plan for the NES and National Training and Vocational Education Plan 2014-2016;
- preparation of a new organic structure for SEFOPE and INDMO;
- review the Decree-law for the employment and training fund (FEFOP) and preparation of guidelines for new modules;
- establishment of the National Commission against Child labour; and
- preparation of the first draft of the Occupational Safety and Health (OSH) Decree.

2. Improvement of labour market information and workforce planning and projection

through the following activities:

- the development of basic Labour Market Information and Labour Force Planning tools;

- the launch of the first Labour Market Outlook;
- the organization of the second Labour Force Survey (LFS) aimed to provide updates on characteristics and changes in employment and the labour market;
- the enhancement of the SEFOPE's Labour Information Management system (SIMU) to become an effective tool for training and employment services; and
- the development of the national database for accredited training.

3. Delivery expansion of the industry relevant competency based qualifications in priority sectors through the following:

- Increase in training provider accreditations with a total of 24 training providers (TPs) obtaining accreditation and 16 registered, 20 Accredited Training Providers (ATPs) delivered national qualifications 2013 with 2,067 (females 51 per cent) enrolments across eight industry areas and eight TPs were pre-selected in four new districts to deliver Foundation Level Courses in 2014.





Highlights in 2013 (cont):

- Professional development for 170 TVET trainers to increase the delivery and technical skills of trainers using international benchmarking. Of the 170 trainers, 62 were rated as novice level, 61 intermediate level, and 47 experienced trainer level.

- New qualifications development and certification with the development of the six new competency based qualifications in agriculture, horticulture, tree crops, early child hood, eye care and refraction.

4. Improvement of linkages between investment in training and the growth of selected priority economic sectors through conducting the first Skills Anticipation Survey which feeds into the development of sector skills plans and establishing of the Oil and Gas Industry Sub-commission.

5. Strengthened linkages between employment services and the labour market at district level through:

- the articulation of mandate and vision of the six existing Career Counselling Centres (CEOPs);

- the registration of and career counselling for an approximately 12,815 clients and placement for 219 clients in six districts;
- the organization of a Career Expo in six districts; and
- the implementation of two pilot employment projects in Ainaro District (school uniforms production) and in Liquica District (bricks production and construction).

Targets for 2014:

1. Increase awareness about the TVET and NES implementation plans and establish legal frameworks for its implementation.
2. Complete and launch the LFS Report and thematic briefs.
3. Produce Quarterly Labour Market Outlooks for publication.
4. Deliver Foundation courses in all 13 districts of Dili.
5. Upgrade skills of all TVET trainers with minimum qualifications and industry experience.
6. Develop skills recognition policy and guidelines with industry support.
7. Undertake second Skills Anticipation Survey to provide information for skills planning.
8. Pilot joint industry and government training initiatives.
9. Establish Industry Sub-Commission in Maritime.
10. Establish four new CEOPs in targeted districts.



Gaining Skills for a New Life: The Story of Beatriz de Santos

As the oldest girl in a large, poor, farming family in rural Ermera of Timor-Leste, Beatriz de Santos thought her education was permanently disrupted when she dropped out of school to help support her seven siblings. Like many girls in Timor-Leste, de Santos was expected to look after her siblings ahead of trying to finish her schooling.

However when she left Ermera for the city lights of Dili in search of work, de Santos decided she wanted to gain some skills which would equip her for work other than cooking or housekeeping; standard professions for girls arriving in Dili from rural areas. Through a friend she heard that the government was offering a range of courses for young people just like de Santos, who had low education levels. Having already completed a free English course with an NGO, she enrolled in the Foundation course, as a pre-cursor to the Tourism and hospitality course provided by the Secretariat of State for Vocational Training and Employment Policy (SEPOPE).

Foundation Courses are designed as an entry level certificate to provide a gateway to higher level vocational training with the ultimate aim of gaining employment for those without high school graduation. These courses combine language and numeracy learning with employment skills with basic functional skills in various industry areas such as construction, automotive, agriculture, administration and finance, tourism and small business.

Typical of many Timorese girls trying to gain employment skills, De Santos has faced steep obstacles in trying to complete the certificate in hospitality. Nevertheless these challenges have only hardened her resolve to complete the course, and find work. On top of doing a full day of training, de Santos also spends several hours a day on housework and cooking, in order to pay for her board in Dili, causing considerable stress in her rented accommodation.



I am so grateful for this opportunity. I pray to God every evening and thank him for all he does for me.



"My landlady is angry with me all the time. She does not want me to attend the training. She wants me to work for her the whole time." However, she refuses to give up as she is optimistic she will find a better house-cleaning job, and be able to complete her Certificate in Hospitality and Tourism and then find a much needed job.

The Hospitality Certificate I is one of the first formal hospitality courses available in Timor Leste. Prior to this course hotel and restaurant staff were either

trained on the job, or sometimes trained overseas. Some colleges offered short training courses in English language skills, or hospitality however there was no national accreditation system, or means of verifying the quality of such courses.

The aim of these courses is to provide young Timorese, especially young women, with training and employment possibilities, they would otherwise struggle to access. Women such as de Santos are far less likely to be employed in skilled jobs, due to expectations that they fulfill traditional gender roles of looking after children, or getting married and having a family; women comprised less than one third of the labour market in 2010.

These courses are part of the training and employment service programmes conducted by the ILO in collaboration with SEPOPE through the Training and Employment Services (TESP) project. Funded by the Australian government, this two-year Project provides nationally certified training courses, and develops labour force policies and strategies to promote a modern and diversifying economy.

In addition, to counter gender imbalance, the TESP programme has particularly provided training and careers counseling for female youth. In 2013, around 2,067 young Timorese, or around 51 per cent, trained under accredited training programmes in eight different industries were female. ❖

A group of men are walking along a dirt road in a rural area, pushing green wheelbarrows filled with soil. The men are wearing casual clothing, including hats and t-shirts. The background shows lush green trees and a thatched-roof hut on the left. The scene is brightly lit, suggesting a sunny day.

B. Integrating Employment into Rural Economic Development

1. More employment generated by rural infrastructure investment programmes.
2. More and better services to improve micro and small enterprises in rural areas.

Business Opportunities and Support Services (BOSS) Project



In Brief:

The ILO's BOSS project promotes private sector development in Timor-Leste, supporting enterprises to build sustainable jobs and income in this small, post-conflict nation. Jointly funded by Irish Aid and NZAID, the ILO-BOSS aims to contribute directly to the generation of pro-poor economic development and quality employment for women and men, and indirectly to peace consolidation and conflict prevention.

The ILO-BOSS is embedded with its counterpart agency, the Institute for Business Support (IADE) of the Secretary of State for the Promotion and Support of the Private Sector (SEAPRI). IADE, supported by ILO, delivers business development services to micro and small enterprises (MSMEs) including contractors, unlocks business opportunities by developing functional value chains in specific sectors and promotes better coordination and alignment of private sector initiatives. The ILO puts a strong emphasis on institutional strengthening of its counterpart agency, to enhance government service delivery for enterprises long into the future.

Supported by:



Highlights in 2013:

1. Rehabilitation of the national abattoir and jobs for cattle farmers. The ILO-BOSS facilitated a public private partnership, resulting in the rehabilitation of the national abattoir and opening of the associated butcher shop. The inauguration of the butcher shop in January 2013 was followed by rapidly increasing sales which, in turn, has created 110 jobs in the districts and 13 national jobs to date.

2. Strengthened market linkages and jobs for horticulture farmers through the development of a contract farming model, with activities expanding across districts and evidence of "crowding-in" by other companies. To date, this intervention has supported the creation of 120 jobs for horticulture farmers and doubled their monthly income.

Support to IADE institutional development and business development services

1. Around 1,131 entrepreneurs trained and 35 counselled by IADE, supported by ongoing training and accreditation of IADE trainers. Client sales revenue was also enhanced by 40 per cent.

2. Enhancement of the IADE Tender Information System (TIS) to notify entrepreneurs through SMS about upcoming tender opportunities, nationally. To date 4,300 entrepreneurs receive business information and tender alerts via SMS. This is supported by an agreement between IADE and the Secretary of State for Local Development to disseminate tender information on the Governments Integrated District Development Plan through the TIS, also linking to IADE's contractor training.

3. Successful application of the new service 'business matchmaking' to all Business Development Centres (CDEs) which organised 10 business matchmaking events throughout the country and actively supported the entrepreneurs through individual business matchmaking, creating a turnover of USD141,400 by September 2013.

4. Strengthening of IADEs management and leadership capacity through critical inputs and training opportunities, as well as the establishment of country wide IADE Management Information System (MIS) to underpin institutional planning and monitoring.



Highlights in 2013 (cont):

Promotion of entrepreneurship in Timor-Leste

1. **Successful implementation of the televised “Super Trainer” campaign**, aimed to promote entrepreneurship. The evaluation of the campaign showed that the campaign has been very successful in creating a role model for Timorese entrepreneurs, delivering effective lessons around entrepreneurship and customer service.
2. **Supported the IADE’s first Business Plan Competition seeking innovative business ideas**, resulting in three winners (in the categories of general, youth and women) who received funding for start-up and support as part of IADE’s new Business Innovation Facility.

Trade linkages

- **Capacity building for Timorese entrepreneurs** for their participation in the 9th Annual Meeting of Entrepreneurs from China and Portuguese Speaking Countries (CPLP) in July, which took place for the first time in Timor-Leste. Business matchmaking during the meeting resulted in five memorandums of intent signed by Timorese entrepreneurs.



Targets for 2014:

1. Establish IADE Planning and Monitoring and Evaluation department and train the staff on gender responsive budgeting and planning.
2. Train cattle farmers on animal nutrition and health.
3. Open the second butcher shop in Dili.
4. Increase cattle sourcing from other districts by the national abattoir.
5. Continue the development of sustainable agricultural inputs supply, including horticulture and animal medicine / health products, with commercial linkages to the districts.
6. Expand horticulture production into an additional district.
7. Establish functional tourism working groups and plan activities in Ainaro district and Atauro Island to strengthen the tourism industry.
8. Support the Tourism Visitor Center to start providing relevant information to tourists.
9. Support IADE to:
 - start offering a new course: Improve Your Business for Agriculture;
 - organize the second Business Plan Competition in Timor-Leste, including a new category on social business; to organize;
 - operate its Business Innovation Facility
 - organise the international Timor-Leste Building and Construction Trade Fair 2014 with participation of foreign companies; and
 - increase the use of IADE’s Tender Information System by the Government of Timor-Leste.

Highlights in 2013 (cont):

Gender equality in private sector development

- Supported the development of the 'National Strategy and Action Plan for Gender and Private Sector' during the period 2014-17, to be adopted and implemented by SEAPRI, which is hoped to bring positive changes in the working and social lives of Timorese women and men.



Agricultural inputs supply pilot

- Supported the capacity building of an agricultural inputs supply retail outlet in Dili and its links to retailers in the districts to ensure not only the availability of inputs at the district level, but embedded knowledge and service which will reach farmers and enhance their productivity.



Establishment of Timor-Leste Tourism Association

- Facilitated the establishment of a unified Timor-Leste Tourism Association to provide an effective voice for tourism operators to the Government of Timor-Leste.



Better Lives and Businesses for the Farmers of Ainaro, Timor-Leste

At 1500 metres above sea level, the mountains of Timor-Leste have a cool climate, high rainfall levels and rich fertile soil for vegetable production. However, despite generations of horticulture farming, farmers in the district of Ainaro have struggled to provide for their families due to limited market access, use of traditional farming practices and a lack of agricultural inputs.

Through the Business Opportunities and Support Services (BOSS) project, ILO and IADE have partnered with local horticulture company, Josephina Farms, to pilot contract vegetable farming with farmers from Brigada, in Maubisse subdistrict of Ainaro, in order to sell in the capital, Dili. The pilot started in May 2012, with Josephina Director, Guido Ximenes Sequeira, leading training for farmers around new cultivation techniques, especially for organic horticulture products.

Josephina Farms is teaching farmers outdoor and indoor organic production techniques for a range of vegetables, how to produce organic fertilizers and pesticides and are also providing much needed inputs such as quality seeds as well as different varieties. Alongside these technical inputs, IADE and ILO provide basic enterprise training for the farmers, ensuring they have essential business

knowledge to run their farming activities, such as calculating their costs to establish suitable pricing for products.

IADE provides important links to market through its business matchmaking services between buyers and selling. It has linked Josephina Farms with restaurants, supermarkets and other buyers in Dili, guaranteeing a market for the farmers produce. Josephina Farms delivers the farmers produce to the door, in a refrigerated truck. One satisfied restaurateur in Dili exclaimed, "the product that is produced is very, very good. The quality is also excellent. It is fresh, it is crispy and, you know, I am so happy that we can actually buy this product today here in Timor-Leste."

Marcelina de Jesus Mendonca, a local farmer in Brigada, describes her families experience with Josephina Farms as they are now able to live a better life as a family. "Before, we grew a lot of vegetables and brought them to the market. However, when people didn't buy them, we had to bring our vegetables back home," said Marcelina, reflecting her family situation before working together with the Josephine Farms.

Now, the situation has changed and improved. "We grow vegetables and Josephina buys directly from our place. We are not only learning how to do

The support of the BOSS project enables our company to develop an agribusiness here, and by working alongside the farmers, we empower them

business but we can also now provide for our families," explained Marcelina as added by her husband, "We feel happy that we can now guarantee a good life for ourselves and our families."

At the community level, the benefits for farmers and their families in Brigada are tangible. Through the work with Josephina Farms, the farmers no longer spend time waiting at market for sales but rather, focus on growing high quality organic vegetables. Waste has been significantly reduced through reliable sales from the company. The farmers appreciate the inputs and technical support provided by Guido but most importantly, they value the increase and regularity of income, through weekly sales of their organic produce in Dili, with some farmers citing increases of cash income from a few hundred dollars a year to the same amount per month. ❖

Roads for Development (R4D) Programme



In Brief:

The R4D Programme is designed as the main donor-funded programme, with funding support from the Australian Government, which supports rural roads development and maintenance in Timor-Leste. R4D is implemented by the Government of Timor-Leste through the Ministry of Public Works and with technical assistance from the ILO.

R4D is designed to lead all rural road development and maintenance activities in Timor-Leste in terms of approaches, planning, implementation, coordination and the establishment of various systems, standards and procedures. The direct government counterpart agency of R4D is the Directorate of Roads, Bridges and Flood Control (DRBFC) in the Ministry of Public Works (MPW).

The development objective of R4D is that women and men in rural Timor-Leste are deriving social and economic benefits from improved road access. Its immediate objectives are: 1) Ministry of Public Works is effectively planning, budgeting and delivering rural roads works using labour-based methods where appropriate; 2) Local civil works contractors effectively implement investments in rural road works, using labour-based methods as appropriate; and 3) Rural road development adequately resourced and planning and implementation of investments effectively coordinated between concerned Government agencies and (donor) projects.

Supported by:



Highlights in 2013:

1. Development of the 5-year rural road action plan for the MPW, including detailed rural roads investment plan. R4D is in the process of commissioning the development of a Rural Roads Master Plan.

2. Budget allocation by the Government of Timor-Leste (US\$2.5 million) for the maintenance of rural roads which were programmed and implemented through R4D.

3. Production of standardised drawings, systems and guidelines which include: rate analysis systems, bio-engineering guidelines, Social and Environmental Safeguards Frameworks, prequalification and tendering procedures, contract documentation and provisions for occupational safety and health

in contracts, including workers insurance.

4. Establishment of a Rural Roads working group, chaired by the Directorate for Roads, Bridges and Flood Control of the Ministry of Public Works.

5. Establishment of basic Geographic Information Systems (GIS) and mapping functionalities within the MPW, and the instalment of MPW corporate email and website functionalities.

6. Generation of approximately 240,000 labour days of short-term employment, of which 30 per cent for women.

7. Rehabilitation of 94 km of rural roads and spot rehabilitation and maintenance of 145 km of rural roads through local

contractors. A total of 65 contracts were awarded through a process of competitive bidding for a total contract value of US\$ 13 million. A total of 37 rural roads were covered under these contracts in 7 out of the 13 districts of Timor-Leste.

8. Capacity building for 33 MWP staff by providing an approximately 1,000 trainee-days on both technical and supervisory topics and GIS and database systems.

9. Capacity building for 259 staff of 129 local contractors' companies by providing a total of 6,100 trainee-days of training, using the nationally certified ILO's Enhancing Rural Access (ERA) training.



Targets for 2014:

1. Expand R4D's activities with the aim of covering all 13 districts of the country.
2. Conduct the maintenance of 220 km of rural roads.
3. Generate an estimated 600,000 worker days of short-term employment to local labourers.
4. Continue and expand the capacity development of the Ministry of Public Works.
5. Continue and expand the training of local civil works contractors.



Dominggos' roads of hope



Dominggos da Costa is 39 years old, a father of four children, and has been working on the Uatabo road close to the ocean in Uatabo, Baucau District, as gang leader since the start of the R4D road works in May 2013 which is almost completed. Part of the income earned as a gang leader he sets aside not only for the education of his four children, but also for the renovation of his house. With the rehabilitation of rural roads he now witnessed, for the first time in years, motorbikes, cars and trucks passing by his village.

"Before the road improvement we only saw people walking to town, but now there are trucks carrying construction materials to our town! I could never get heavy construction materials to my house, apart from what I could carry. Now I can finally repair my house," he said with excitement. Moreover, he also recognises the benefits like ambulance access and better access to the market as the villages can now use the road to carry their products to market. "Tourism is growing too and will definitely benefit the local community as it is now easier for tourists to visit the beach," he says, while looking over the blue ocean and the beach. ❖

Enhancing Rural Access Project (ERA)



In Brief:

The ILO-ERA Project builds on the experiences gained in applying integrated capacity building and construction approaches focusing upon labour-based road rehabilitation and private sector development. Financed under the 10th European Development Fund as component two of the 4th EU Rural Development Programme in Timor-Leste (RDPIV), the ERA Project seeks to improve the access to rural areas through the rehabilitation and maintenance of around 140 km of priority rural roads in selected districts of Timor-Leste, where the road work is carried out by local contractors, who have been trained through the ERA Project in contracts management and labour-based technology for rural road rehabilitation and maintenance.

The ILO-ERA Project works with the Secretariat of State for Support and Promotion of Private Sector (SEAPRI) and in close collaboration with the Ministry of Public Works for coordination of the road works. The Project also collaborates with Don Bosco Training Centre for the technical training component of the Project and with the Institute for Business Development Support (IADE) for the training of contract managers.

Supported by:



The European Union

Highlights in 2013:

1. Consolidation of the labour based training section at Don Bosco Training Centre. The Centre was accredited by the National Labour Force Development Institute (INDMO) in 2013 to carry out training for the building construction industry, including the training in road construction and labour-based technology for local contractors.

2. Application of the competency based training modules for civil works contractors. The training syllabi and materials for civil works contractors on technical labour-based technology and business management have been certified by INDMO and are in use by the implementing training providers: Don Bosco Training Centre delivers the "National Certificate in Labour-based Technology (LBT) for Rural Road Construction" and IADE delivers the "National Certificate in Management of Small Construction Bids and Contracts".

3. Capacity building for civil works contractors and contracts managers through technical and business management trainings. A total of 123 companies participated in the technical training in 2013 and a total of 78 company directors participated in the business management training

4. The following physical works have been identified and completed, based on agreed road selection procedures, including comprehensive district consultations and community engagement processes and in collaboration with the Ministry of Public Works.:

- Identification of 100 km of rural roads for rehabilitation.
- Rehabilitation completed on 23 km of rural roads and is ongoing at various completion rates on approximately 55 km.
- Completion of nine rehabilitation contracts, out of 35 contracts issued.
- Routine maintenance of one completed road.

- Registration of more than 4,800 beneficiaries as workers and generation of an approximately 200,000 worker days.

5. Development of a comprehensive method for impact assessment, so called "Community Snapshot", comparing the 'before' and 'after' situation, for 20 sukos on eight roads, with over 4,000 households directly situated along those roads. The assessment shows positive change in the communities. In addition, the training database and works database were developed and are fully operational.

Targets for 2014:

1. Train 150 company directors in contracts and business management and provide coaching support to contractors carrying out their trial contracts.
2. Extend the formal technical training, mainly to the Ministry of Public Works through the ILO's Road for Development Programme (R4D) as well as conduct training in road maintenance works and provide refresher training to companies who have been involved in the road rehabilitation works.
3. Rehabilitate and maintain 60 km of rural roads targeting 20 km in Aileu District, 20 km in Liquica District, 10 km in Bobonaro District and 10 km in Covalima District.
4. Provide refresher training to Don Bosco Training Engineers and Field Instructors and continue on the job training and coaching of staff.
5. Develop a comprehensive set of impact data through completed community snapshot end-lines for roads rehabilitated in 2013.
6. Carry out an institutional assessment, market analysis and future financing strategies to assess whether the training and institutional capacity developed through ERA should be continued and can be sustained.

When a short road makes a huge difference

In a country where 75 per cent of the population live in rural areas and 40 per cent are below the poverty line, improving a short stretch of road can mean more jobs and a better quality of life for rural workers and their families.

47-year-old Adriano Ximenes Trindade lives in Hatugau Village, Ermera, a land-locked district in the western-central part of Timor Leste. He and his wife Pasquela have seven children, which is not unusual for a family in this country.



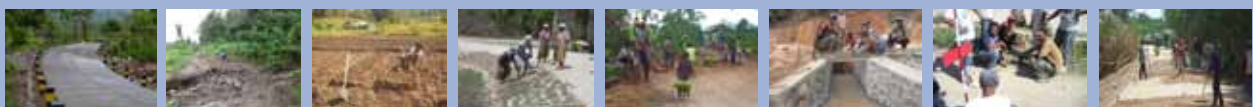
They are getting by as subsistence farmers and their little income comes from selling agricultural products, such as corn and sweet potatoes. Coffee growing activities bring them an additional US\$ 400 per season. But the journey to the market is long and difficult, and the money they make is not enough to pay for school items or medicine.

In early 2013, Trindade was recruited by a local construction company to work on the Letefoho Vila-Leimea Sorinbalu road. This is a 10.5 km stretch that connects villages to the market in Letefoho Vila and beyond. All in all, some 1,500 households will benefit from the new road.

The short-term employment on the road brings precious extra cash to the family and for Trindade and his family the construction of the new road has been a win-win situation. "Before, we had no job opportunities. Then the road project came and we are really happy to get involved. The work can be hard at times, but we are happy to have it. An improved road makes transport easier and now we feel that we can better support ourselves," said Trindade.

Graciano Soares, chief of Hatugau Village, said that an improved road means more business and a better quality of life. "Easier access to move goods in and out of communities has resulted in direct and immediate economic benefits for our village. Because of the improved condition of the road, the cost of transportation has gone down by almost half and now we have access to ambulance transport as well."

Trindade's hiring was made possible thanks to the Enhancing Rural Access Project (ERA), implemented by the ILO with the Secretary of State for Support and Promotion of the Private Sector and funded by the European Union. The aim of this project is to improve the country's rural infrastructure by training and engaging local companies in labour-based rural road construction and maintenance. The companies then hire members of the community to work on the road upgrading programme. More than 100 local companies have so far been trained in the same way and are now working their way through the country's rural road network. ❖





B. Creating Labour Market Governance

1. Right-based national labour legislation in force.
2. Increased institutional capacity of employers' and workers' organisations to participate effectively in social and labour policy process.

Labour Market Governance



In Brief:

Labour market growth is often underpinned by national labour legislation that is in line with international labour standards and effectively enforced by capable labour administration units. Therefore, as part of the mandate of the ILO, the Organization supports the Government of Timor-Leste through the Secretary of State for Vocational Training and Employment Policy (SEPFOPE) in developing and improving its national labour law and legislations based on the ILO's Conventions and Recommendations, particularly the ILO's core Conventions under the Fundamental Principles and Rights at Work and the accompanying recommendations into national labour legislation and ministerial decrees.

As part of the labour market growth, the employers' and workers' organizations have distinctive roles to play in employment policy settings. Employers' and workers' organizations also play an important role to the achievement of decent work for all based on effective tripartite consultations and social dialogues. Therefore, it is important to strengthen the institutional capacities of employers' and workers' organizations to participate effectively in the development of social and labour policy making processes of Timor-Leste.

Highlights in 2013:

1. **Provided assistance to SEPFOPE in preparing the ratification process for Conventions Nos: 100 and 111 on Equal Remuneration and Discrimination in Employment and Occupation**, respectively. A technical assistance was also provided to Government and the National Parliament.
2. **Translation of the National Labour Law to three languages:** Tetun, English and Bahasa Indonesia.
3. **Publication of two booklets** on labour rights based on the new Labour Law.
4. **Organization of the Labour Law tripartite socialization activities in five districts** targeting women, youth and persons with disabilities.
5. **Provided assistance to SEPFOPE in preparing its new organic structure** and in clarifying its roles and responsibilities in the implementation of the Fundamental Principles and Rights at Work.
6. **Development of Guidelines on the Conduct of the Police** with regards to Strikes and Demonstrations by Trade Unions. The guidelines were developed based on a consultative meeting and training with the National

Police of Timor-Leste, relevant Government agencies and other relevant social partners. The Guidelines allow workers and their organisations to fully exercise their rights to strike and lawful assembly in conformity with the ILO's fundamental Convention No. 87 on Freedom of Association.

7. **Provided assistance to SEPFOPE in developing practical guidelines on Occupational Safety and Health (OSH)** and trained 25 partners from the government and social partners to develop a road map for OSH activities in Timor-Leste.

Targets for 2014:

1. Continue to support the Government of Timor-Leste through the SEPFOPE on labour and employment related issues, particularly on the labour market governance, social dialogues and labour relations.
2. Further capacity building activities to strengthen the capacities of employers' and workers' organizations to participate effectively in the industrial relations system and the development of social and labour policies.

