



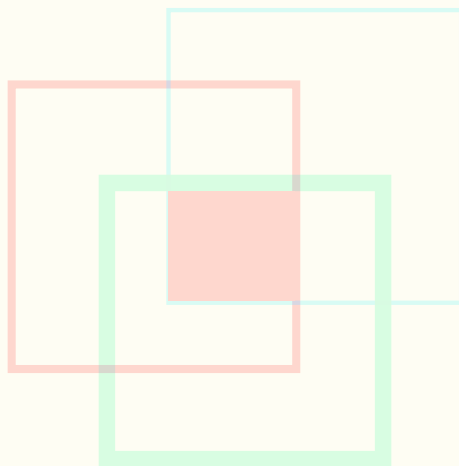
International
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ILO Works in Timor-Leste **2015 Results**



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Photos: Documentation of ILO Timor-Leste

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Timor-Leste has been active member of the ILO since the year of 2003. One of the major challenges for the country is to reduce poverty and create jobs for its population. The ILO continue to assist Timor-Leste to move forward with decent work objectives through a Decent Work Country Programme (DWCP).

Through a tripartite-constituent approach that brings together government, employers and workers organizations, three priorities had been identified in the first generation of the DWCP for Timor-Leste, focusing on:

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

We are now in the process of identifying new priorities and developing the second generation of the DWCP, which will provide a coherent and integrated guidance for ILO work in Timor-Leste for the next five years.

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.

This publication documents what has been achieved by the ILO Timor-Leste's programme in 2015 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.

We are proud to see this second edition and look forward to next ones in the years to come. 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 publication.

I would like to thank our partners and our team for their continuous support and look forward for fruitful cooperation in the years ahead. For further information about ILO works in Timor-Leste, please visit: <http://www.ilo.org/jakarta/country/timor-leste>.

A handwritten signature in black ink, appearing to read 'F. d'Ovidio'.

Francesco d'Ovidio

Director of ILO Indonesia and Timor-Leste

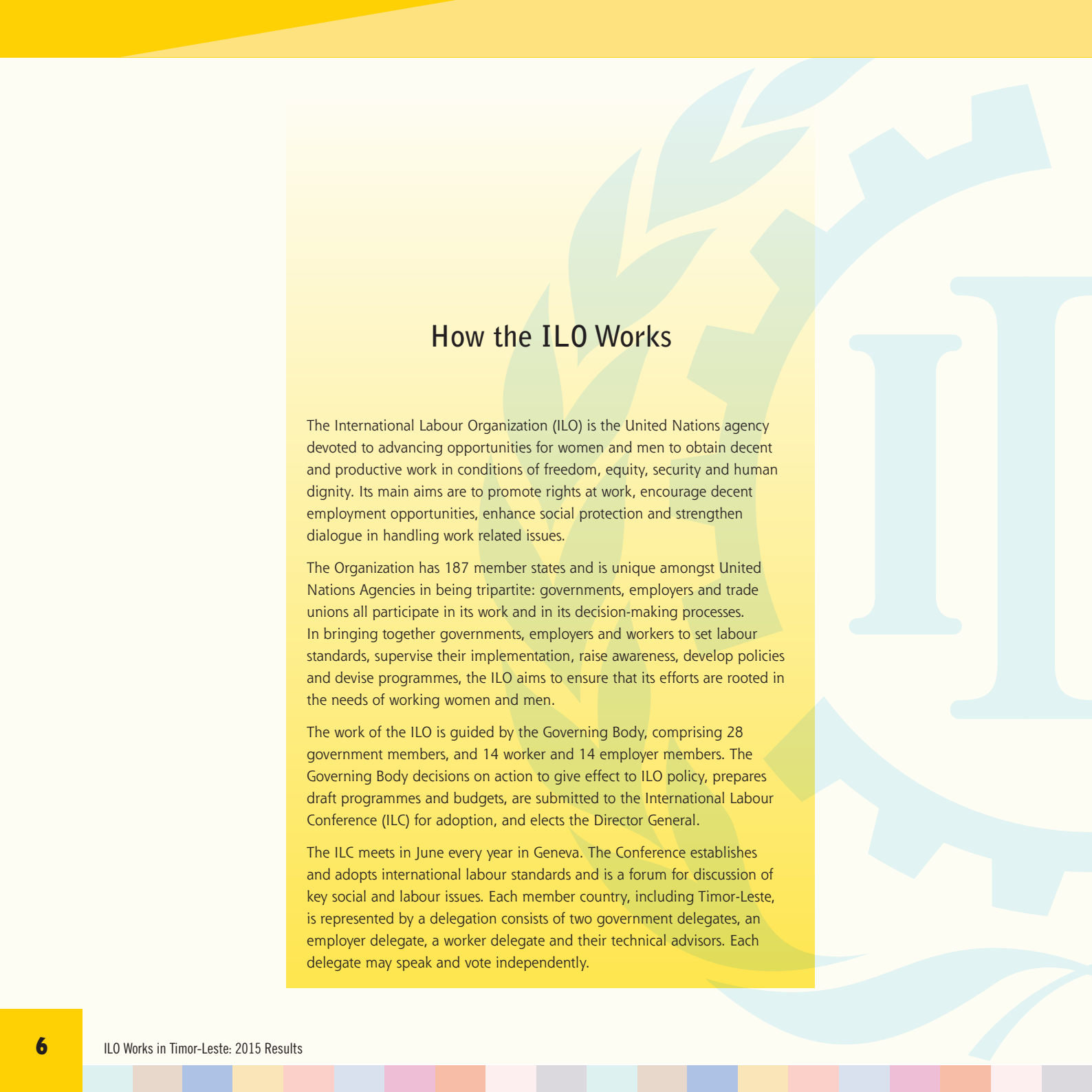
Decent work for all

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.

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



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 187 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. The Conference establishes and adopts international labour standards and is a forum for discussion of key social and labour issues. Each member country, including Timor-Leste, is represented by a delegation consists of two government delegates, an employer delegate, a worker delegate and their technical advisors. Each delegate may speak and vote independently.

ILO in Timor-Leste

Timor-Leste and ILO have collaborated very closely since the country became a member of the ILO on 19 August 2003. Using its unique tripartite structure, the ILO works in collaboration with the Secretariat of State for Vocational Training and Employment Policies (SEPFOPE), the Chamber of Commerce and Industry of Timor-Leste (CCI-TL) and the Konfederasaun Sindikatu Timor Leste (KSTL).

Moreover, ILO works closely with the Ministry for Coordination of Economic Affairs (MECAE) and the Ministry of Public Works, Transport and Communication (MPWTC) to effectively implement programmes relating to private sector development and rural infrastructure works.

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

1. Enhancing Youth Employment
2. Integrating Employment into Rural Economic Development
3. Creating Labour Market Governance

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

Timor-Leste is now in the process of developing priorities under the DWCP for the next five years (2016-2020).



Timor-Leste at a glance

Timor-Leste Population

(The Preliminary Results of the Population and Housing Census 2015)

Area	15,007 Km ²
Government System	Parliamentary Republic
Administrative Division	13 Districts, 67 Sub-Districts
Official Languages	Portuguese & Tétum (national language)
Population	1,167,242
Male Population	588,561
Female Population	578,681
Urban Population	328,281 (167,982 Male and 160,299 Female)
Rural Population	838,961 (420,579 Male and 418,382 Female)

Timor-Leste Labour Force

(The Result of Labour Force Survey 2013)

Labour force summary indicator:

696,200

Working age population (15+ yrs)

213,200

Labour force

30.6%

Labour force participation rate

189,800

Employed

27.3%

Employment-population ratio

23,400

Unemployed

11.0%

Unemployment rate

6,200

Youth Unemployed

21.9%

Youth Unemployment rate

483,000

Outside the labour force

PROJECTS:



Business Opportunities and Support Services (BOSS) Project



Enhancing Rural Access Project (ERA)



Roads for Development Programme (R4D)

PROGRAMME:



Labour Market Governance

ILO Activities



s in Timor-Leste



Supported by:



The European Union





Business Opportunities and Support Services (BOSS) Project

Supported by:



In Brief:

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 project 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.

BOSS is embedded with its counterpart agency, the Institute for Business Support (IADE). 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. ILO puts a strong emphasis on institutional strengthening of its counterpart agency, to enhance government service delivery for enterprises long into the future.

ILO is taking a systemic approach to enterprise development, tackling the needs and constraints of Timorese enterprises head-on. These include limited market access for products and services, ineffective utilization of local resources and opportunities, weak managerial and entrepreneurial knowledge, a lack of dialogue and coordination between the public and the private sectors and low involvement of the private sector in Government service delivery. ILO ensures that women entrepreneurs are catered for and promotes a gender sensitive approach within private sector development.

Highlights in 2015:

1.

Establishment of profitable butcher businesses:

ILO has supported the operation of the national abattoir and facilitated the creation of two separate butcher shops (EBAI and Talho Moris). The role and practices of these two new commercial outlets form the basis for improved market opportunities for cattle farmers in the districts. Talho Moris has grown rapidly since its opening and is now establishing a second retail outlet, demonstrating the very real demand for local beef products in Timor-Leste.

2.

Development of market linkages and jobs for horticulture farmers:

The contract farming arrangement facilitated by the project in 2012 between farmers in two districts and a lead firm continued providing the farmers with input supply, technical assistance and reliable access to markets in Dili. An impact study conducted in 2014 showed a net attributable income increase of US\$274 per year per farmer "enterprise" compared to US\$28 per year of farmers in a control group. In

3.

Establishment of the agricultural inputs supply network:

Responding to farmers' very limited access to agriculture input supply including seeds, fertilisers, equipment and animal medicine, BOSS supported the establishment

4.

Organization of hospitality training and launch of Atauro tourism website:

BOSS has partnered with a local training provider, the East Timor Development Agency (ETDA), and developed training modules on tourism and hospitality tailor-made for local tourism operators including guesthouses and restaurants that were delivered by ETDA at district level. On Atauro Island, the location with the highest current tourism potential, a Tourism Group was formed in 2014. The group was supported to define their tourism offer and develop destination marketing. The first comprehensive website for a tourism location in TL was launched at the end of 2015.

5.

IADE Institutional development and business development services:

Around 5,233 (48.9 per cent was women)





entrepreneurs trained and 549 (47.54 per cent was women) counselled and supported by accredited IADE trainers. IADE was able to maintain the client satisfaction level, with a recent evaluation showing positive feedback from MSE participants to the quality of training they felt they received from the Institute. IADEs contractor training has become an integral part of the government procurement processes as a pre-requisite to tendering.

To date IADE has posted nearly 102 tender from government agencies, development agencies and private sectors through its Tender Information System and sent SMS alerts to 5,935 entrepreneurs. In addition, IADE successfully registered Start Your Business (SYB), Improve Your Business (IYB),

Contract Management and Business Management for Contractors as accredited training courses and received accreditation to deliver these national certificate. In a total, IADE has 25 accredited trainers holding Certificate Level IV on Advance Training and Assessment

6.

Promotion of entrepreneurship in Timor Leste:

The IADE's Business Plan Competition is organized annually with financial supports from government and private sponsors. The winners of the 2015 Business Plan Competition are being continuously monitored and supported by IADE.

7.

Development of trade linkages:

The BOSS project supported IADE in the organization of the first International Building Materials and Construction Expo 2015 in

May, in which 36 exhibitors/ companies from 10 countries participated. The Prime Minister, H.E Rui Maria de Araujo, opened the Expo and highlighted the event as good signal of economic stability and readiness for partnership with international investors.

8.

Establishment of the business incubation facility:

To reduce some of the risk associated with setting up and running a business and to provide long-term support, ILO supported IADE to establish the Business Incubation Facility (BIF) that provides selected small enterprises with ongoing business management support, technical training and seed capital. Currently, IADE serves 15 BIF clients.

Targets for 2016:

- First greenhouse harvest of high-value vegetables for Josephina Farm.
- Expand the Talho Moris butcher shop's operations (new shop and delivery service).
- Finalise and print tourism and hospital training manuals.
- Launch of Start and Improve Your Business (SIYB) 2015 version in Timor Leste.
- Publish IYB Tourism and Hospitality sectoral adaptation.
- Publish Business Plan Manual for Fresh Water Fish Cultivation.
- Publish Business Plan Manual for Agriculture + Farming.
- Implement Business Coach and practice implementation for IADE Business Coach.
- Develop new features on IADE marketing tools (website and off line promotional tools).
- Produce IADE TV Commercial.
- Update profile of businesses in IADE database.
- Assist IADE in offering Business Coaching services.
- Support IADE to organize the 4th Business Plan Competition in Timor Leste.
- Support IADE to select and support new BIF clients.
- Finalise and print four intervention reports (horticulture, cattle, tourism and BDS).
- Produce BOSS movie, capturing the five years of project implementation.

BECOMING an entrepreneur is the dream of a 20-year-old girl named Maria Mazarela Lay. This beautiful, tall girl has started a canteen business in Timor-Leste's State University, where she is studying economy management. The canteen specializes in serving traditional homemade Timor-Leste cuisine.

"My campus does not yet have a canteen where students can look for something to eat and hang out at the same time. A canteen would also be a place where I can sell my home-made snacks that I currently sell directly to my friends," said Maria, who really likes to cook and is planning to name her canteen J-Fitun, which means shooting star.



I am more and more enthusiastic about starting my canteen with the additional business knowledge gained during the training and counselling.



Every day, Maria, who also won the 2013 edition of Miss Culture of Timor-Leste, sells homemade wrapped rice and *nagasari* (banana cake) to her fellow students.

"They are sold out every day. I am able to sell 60 wrapped rice and 80 *nagasari* cakes every day," said the eldest daughter of five siblings.

Maria is assisted in her business by her family. She wakes up at 4 am every day, but she does not feel tired as she has been running this business since her senior high school years.

"The income earned is to help my family, as my father's condition does not allow him to work as hard as before and he is not able to manage his tailoring business as he used to" said Maria.

University Student's Canteen Business Opportunity

During the examinations period, Maria reduces the amount of food she prepares so that she can focus on her exams. For her, the most important thing is to manage her time well, as she also works in product promotion during weekends, in Timor Plaza mall, for additional income.

"While I am still young, I want to do everything that I can. In addition to selling food during school days, I work during weekends. I also do freelance modelling. Furthermore, I also play an active role in the students' senate council as a training motivator," she said.

To start her canteen business, Maria participated in the 2015 Innovative Business Plan Competition organised by the Institute for Business Support (IADE) and won the second prize. As part of her participation in the competition, Maria has obtained training and business advisory services from IADE, particularly in generating business ideas, business management and finance.



IADE programmes are supported by the International Labour Organization (ILO) through its Business Opportunities and Support Services (BOSS) Project. Jointly funded by Irish Aid and NZAID,

the ILO-BOSS project works in partnership with IADE to deliver business development services to micro, small and medium enterprises, unlock business opportunities by developing functional value chains in specific sectors and promote better coordination and alignment of private sector initiatives.

"I am more and more enthusiastic about starting my canteen with the additional business knowledge gained during the training and counselling. I also often visit IADE to learn more about business and keep an open network with other entrepreneurs," said Maria, who likes to play badminton and read books during her spare time.

She hopes that one day she can expand her canteen business into a restaurant, continuing her late mother's restaurant business. Maria

is also confident with her decision to become an entrepreneur.

"If I have my own business, I can be my own boss and I can create jobs for others," she said confidently. ♦

A COOL and clean atmosphere welcomes customers entering Talho Moris' butcher shop at Bemori Street in Dili. A refrigerated display unit showcasing the various fresh meat cuts helps the consumers to choose what they need. Unsurprisingly, the shop is always full of customers.

Coming from their own personal experiences of the difficulties in finding good quality meats, Carlos Jose Vongue and Kunfi Maria Sequeira, saw a good business opportunity to open a butcher shop in the heart of Dili. However, neither of them had any business experience, and they were doubtful about making a profit from the business.

In the midst of their deliberations, they learned from one of their relatives of a business counselling programme conducted by the Institute for Business Support (IADE). Without further ado, they contacted IADE and received consultation to formulate their business plan.

"Neither of us had a business background. We proposed this business idea to IADE through its Business Incubation Facility (BIF), a programme that offers a package of business management support, technical training and access to finance to micro and small enterprises.. We have received much assistance and support in building this business. We obtained a loan from our family," said Kunfi, recalling the beginnings of the meat business.



“
Neither of us had a business background. We proposed this business idea to IADE through its Business Incubation Facility (BIF)
”

As BIF clients, they received assistance in preparing a hygienic butchery place and storefront, learned proper meat cutting techniques, purchased meat cutting machines, and promoted the store's products through TV and newspaper advertisements for seven months, as well

as the continuous distribution of flyers and brochures.

To ensure international standard of the meat cutting techniques, their employees were given training by experienced butchers from Timor-Leste and Australia.

"Our cutting knives are specially imported from Australia," said Kunfi.

Both Carlos and Kunfi admit that the first six months were the hardest period for both of them. The couple had to visit each restaurant and hotel in Dili to promote their fresh meats.

"We did not have many consumers in the first six months. I was desperate and even questioned my decision to open my own business," said Kunfi, who was seven months pregnant at that time.

Talho Moris' Butcher Shop

"In addition to promotion, we also improved and prioritized service quality. I always remind all of my employees to be pleasant, put the number one priority onto meat hygiene and quality as customer satisfaction is very important," said Kunfi, who now acts as manager. As a result, all employees are always equipped with boots, head covers, gloves, and full-body plastic aprons.

The various promotional efforts began to yield results. More customers started to visit and those customers spread through word of mouth of the high quality of the meat that could be bought from Talho Moris. To attract more customers, the shop has launched several promotion programmes, including price discounts during weekends.

"We are also very flexible, as our intention is for all Timorese to be able to afford high-quality, fresh meat. Therefore, our customers can buy meat based on their purchasing ability," said the mother of a one-year-old daughter.

From only one bull per week, today Talho Moris is able to sell 60 bulls per month, with an average of two bulls sold during weekdays and four bulls during weekend days. With a total of six employees, the

"We are also very flexible, as our intention is for all Timorese to be able to afford high-quality, fresh meat. Therefore, our customers can buy meat based on their purchasing ability"



daily income has increased by 50 per cent for regular days and 100 per cent during special occasions such as Christmas and New Year.

Moreover, the Talho Moris meat shop supplies fresh meat to various supermarkets, hotels restaurants in Dili

and institutional buyers such as the Timorese army.. The couple expects to gain back their investment capital this year.

In an effort to expand sales, Talho Moris meat shop will open a new outlet in Dili.

"In addition to opening a new outlet, we hope that we can expand our meats to chicken, pork, lamb and fish.

We wish to open a one-stop-meat-shop to fulfil all of our customers' needs," said Kunfi, enthusiastically expressing her dream.

IADE programmes are supported by the International Labour Organization (ILO) through its Business Opportunities and Support Services (BOSS) Project. Jointly funded by Irish Aid and NZAID, the ILO-BOSS project works in partnership with IADE

to deliver business development services to micro, small and medium enterprises, unlock business opportunities by developing functional value chains in specific sectors and promote better coordination and alignment of private sector initiatives.





Roads for Development Programme (R4D)

Supported by:



In Brief:

The R4D Programme is the Government of Timor-Leste's main programme for the development and maintenance of the rural roads network in the country. R4D is receiving funding support from the Australian Government. R4D is implemented through the Ministry of Public Works, Transport and Communications (MPWTC) and technical assistance is provided by 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) within the MPWTC.

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 objective is that Government of Timor-Leste is more effectively planning, budgeting and managing rural road works, using labour based methods as appropriate.

Highlights in 2015:

Overall Achievements:

1. Rehabilitation of 131 kilometres of core rural roads and maintenance of 376 kilometres of rural roads.

For the implementation of the maintenance works a performance-based system has been established, which involves the use of local Community Maintenance Groups (CMGs).

2. The use of local resource-based work methods and local contractors for the implementation of the works.

The programme has used an approximate mix of labour, equipment and local materials, thereby ensuring short-term employment opportunities without compromising the quality of work.

3. Creation of 500,000 labour days of direct short-term jobs. This translates to a cash transfer into the local economy of about USD 3.3 million.

4. Contributed to the promotion of gender equality for women in the construction works, with women's participation of around 30 per cent in the workforce. The programme aims at achieving a 50 per cent women's participation in the workforce.

5. Strengthened the capacity of the Ministry of Public Works, Transport and Communications in planning and delivering investments in rural roads. Capacity development support includes staff training, the development of key systems and standards, and technical advice and assistance on relevant operational, institutional and strategic aspects.

6. Built the capacity of the local contractors' industry in using appropriate local resource-based work methods. The programme outsources construction and business management training to an accredited Timorese private sector training provider which is

supported by the ILO's Enhancing Rural Access (ERA) project.

7. Integration of social and environmental safeguards into R4D's approach. These safeguards are aligned with national legislation and international good practices. This is also considered as one of the innovative activities that include an agreement between the Ministry of Public Works, Transport and Communications and the Secretariat of State for Professional Training and Employment Policy on minimum wages for casual workers, the provision of accident insurance for casual workers, the inclusion of contractual conditions in works contracts that require

Targets for 2016:

- Rehabilitate 48 km of rural roads.
- Conduct the maintenance of 353 km of rural roads.
- Share and promote developed systems, technical manuals, standards and strategies with stakeholders through various channels, including website, working groups and knowledge sharing platforms.
- Develop and finalize various systems related to engineering, procurement and contract management, environmental and social safeguards, impact monitoring and community engagement.
- Continue and expand the training of local civil works contractors.
- Commence with the implementation of the developed Rural Roads Master Plan & Investment Strategy.

The first local woman recruited to manage construction site administration

contractors to recruit a minimum percentage (30 per cent) of female workers and full compliance with the Government's comprehensive requirements on obtaining environmental licenses for rural road works.

8. **Significantly contributed to the improved rural roads access and connectivity and to local economic development in the areas where Project works due**

to the improved roads, reduced transportation costs and increased profits, reduced travel time and improved access to social and economic (infrastructure) facilities and services.

9. **Development of a comprehensive Rural Roads Master Plan and Investment Strategy (RRMPIS) for Timor-Leste.**

The Master plan provides the Government of Timor-Leste with a strategy that focuses on an optimum return on investment in improving rural roads network and, associated with this, local economic development and employment generation.

A KEY objective of the Roads for Development Programme (R4D) is to build capacities of local contract companies to stimulate the growth of a strong local contractors' industry. Prior to works commencing contractors undergo 6-weeks' certified training on labour-based technologies and business management. They also receive mentoring and on-the-job training during the construction period.

R4D's experience in working with contractors indicates the need for strengthening capacities of contractors in areas such as: site management (including distribution of tools and safety equipment), procurement of materials, labour supervision, financial management and record keeping.

One contractor who is working on the Lianai-Grotu road in Manufahi Municipality, has sought to resolve the above deficiencies by employing a locally-recruited full-time site-manager. Her name is Maria. She has four children and lives in Suco Babulo, along the Liana-Grotu road. This is the first job opportunity she has ever received, and it is a stable source of income for her and her family.

She works full-time six-days a week, which involves managing the site-camp of the project, distributing construction materials,



provision of drinking water, first aid, tools and safety equipment to labourers as well as day-to-day record keeping for labourers' insurance and timely payment of labourers' salaries.

Maria's influence has meant a significant improvement in the contractor's implementation of social safeguards measures, and general management of the rehabilitation project. Her husband is a security guard in the municipality town centre and together they are saving to build a new home. The contractor reported to be very pleased with Maria's work. And is proud of being labeled one of R4D's best contractors. ❖

Women are capable of working on rural road works

THE ROADS for Development Programme (R4D) utilises 'labour-based technologies' in the rehabilitation and maintenance of rural roads. To date 500,000 labour days have been generated for local labourers – 150,000 labour days for women (30 per cent) and 350,000 for men (70 per cent). Recently, R4D conducted a qualitative survey to understand women's experiences from labouring on rural road works. 17 women were interviewed.

In attempting to understand the lines of communication that facilitate women to work, respondents were asked through what means they heard about the opportunity to participate in R4D works. In all cases it was through direct communication with one of three parties: village chiefs (nine women), directly from the contractor (seven women) or from an R4D programme representative (one woman). This could have occurred from direct visits to the women's home or their participation in 'Community Mobilisation Meetings', which were organised between the contractor and local leaders to disseminate information about the road works.

The women were asked about their decision to participate in R4D works. 13 of the respondents replied that they decided by themselves to become labourers on



R4D works. For example Atina from the Luro-Barikafa road in Lautem, stated simply, "I made the decision myself to

be involved in this work." Helena who lives on the same road, and two other women stated that "I discussed it with my

“*Rural women are proving to be more reliable workers than their male counterparts and more likely to comply with safety regulations and contractor's instructions*”

husband to make the decision.” Madalena who lives on the Baoi Le-Uatabo road was unique in her response, “I wanted to fix the road, and so I went to work.”

Further questions were asked during the interviews to determine the ease/difficulty of their participation in the works. The period of work, daily hours and how the work affected their normal household activities were investigated.

Nine of the women worked for approximately one week, five worked for two weeks and three worked for longer. All women worked full days during their working period except for two. Maria from Maliana-Saburai worked half days for 12 months. “I worked Monday to Saturday, 7 o'clock to 11 o'clock and cooked for the labourers. I earned US\$900.”

When asked what activities the women did when they returned home after work. 15 women responded simply,

“Household activities.” Eliza from Mahata-Kusi was one of three who responded with, “Activities for the house and for the farm.” The women's responses indicate that during their participation in the road rehabilitation, regardless of hours worked, no change to their daily activities occurred. When asked about time spent on the different household activities during the works, the common response was “household activities as usual.”

When asked how the money earned was spent from labouring on R4D road works, all of the women responded that the income went into the usual household activities (11), food (seven) or children's

schooling (five). Maria from Maliana-Saburai, who as mentioned worked for one year, reported to have invested part of it into livelihoods activities, which in her case was rice growing.

The R4D programme is committed to equitable recruitment. Rural women are proving to be more reliable workers than their male counterparts and more likely to comply with safety regulations and contractor's instructions. In 2015-2016 longer rotations for women are being implemented, facilitating greater impact for those who work – particularly in the flow-on effects from income injection and skills development. ❖





Enhancing Rural Access Project (ERA)

Supported by:



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 Ministry Coordinating Economic Affairs (MECAE) 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.

The Project came to an end in February 2016.

Highlights in 2015:

Overall Achievements:

1. **Training of contractors in rural road works institutionalised at Don Bosco Training Centre and IADE and training managed by certificate local trainers.**
2. **Issuance of National Certificates in (i) Labour-Based Technology (LBT) for Rural Construction and (ii) Rural Road Pavement Construction Utilizing LBT for around 600 engineers and supervisors by Don Bosco Training Centre.**
3. **Issuance of National Certificate in Management of Small Construction Bids and Contracts for 500 company directors by the Institute for Business Development Support (IADE).**
4. **Completion of 62 trial contracts for companies who have successfully completed the classroom training. The contracts covered rehabilitation of 140 km of rural roads in six districts (Aileu, Ainaro, Bobonaro, Covalime, Ermera and Liquica districts). This work has generated some 500,000 worker days for over 8,000 beneficiaries in the rural communities along the rehabilitated roads.**
5. **Contributed to the promotion of gender equality for women in the rural construction works.**



A road gives life to a community

Coffee farmer Pedro Soares de Fatima used to carry a huge coffee sack on his back to get to the nearest market. It was a ten-hour return journey, until an ILO project built high quality rural roads in Timor-Leste.

Pedro Soares de Fatima, a grizzled coffee farmer, tells a tale of exhaustion when describing how he and his friends would take their coffee to market, in the time before the rehabilitation of their village's road.

"It was such a long, long way away, and we had only our own bodies to take the coffee down to Railaco," he says, pointing to his wiry torso.

"We would leave at 4am and not arrive until 9 or 10am in the morning." Whole families, he says, would carry huge coffee sacks on their backs and make the ten-hour return journey to Railaco. If the coffee didn't sell in Railaco, they would walk all day to Gleno, more than 30 km away.

For their efforts, Ermera's farmers received just 20 to 25 US cents per kilogramme for their coffee, making them amongst the poorest of Timor-Leste's subsistence farmers.

But a refurbished, 14 km road, connecting Railaco Leten to the main Railaco-Ermera road has changed all that.

Coffee buyers can now bring large trucks in and buy ripe beans directly from the farmers in their village; the price has jumped to 40 cents per kilogramme.

"We feel this road has given life to our community," said Pedro Antonio Soares, who, as well as being a coffee farmer, is an overseer for the community labourers. "Now they just turn up and we sell right here."

In 2012 the farmers earned between US\$2–\$4 a week, selling at the hard-to-reach Railaco Leten market. The rebuilt road, which provides an alternative and faster connection to neighbouring Aileu, has changed all that and the market is now hugely popular. Inter-district trade has now boosted weekly sales, to up to \$25 a week. In a country where nearly half the population lives on less than US\$1.25 per day, that is a significant increase.

The road was built with funding from the European Union under an ILO rural roads programme, Enhancing Rural Access



(ERA). Altogether ERA has built 140 km of high-quality rural roads in six rural districts of Timor-Leste, replacing potholed and land-slide prone dirt tracks that were very difficult to use.

“
We feel this road
has given life to our
community... Now
they just turn up and
we sell right here.

A road to employment

The better road has also brought another benefit: employment. Pedro Antonio was surprised to discover that the construction company planned to use unskilled community labour, essentially allowing coffee farmers to build and maintain the road in the off-season.

"For the last 100 years no-one has involved the community, until the ERA Project came," he says.

"This is a great opportunity for our community, so we're really happy," he says.

Since 2011 the programme has provided work for 8,000 people from rural communities. It has also trained more than 400 company directors in how to develop well-priced contract bids, make financial plans, and employ and train community labour.

And in another first, the project included women – with female labourers working alongside men, doing nearly all the same physical tasks.

"At first I was surprised because it involved building a whole road. But I was confident I could do it, as I do a lot of heavy duties at home," said 23 year-old Antonetee de Jesus Soares, a farmer.

The long standing chief of Railaco Leten, Lorenzo Fatima de Jesus, has been an



ardent supporter of women's rights, supporting his female village chief, and supporting women's rights to make community decisions. But he doubted their ability to do hard physical labour. But the ERA road building project changed his mind.

Women work harder

"Firstly women work harder, they don't smoke, and they work and not gossip," he says with a smile, as he watches a young woman shovel dirt from a drainage canal.

The community foreman, Pedro Antonio Soares, agrees that the women's hard-working attitude is infectious.

"They enjoy it, they work easily, and they motivate the men, and they all enjoy joking with each other, so men work harder when women are in the road gangs," he adds. . ❖

Opening up

SITTING on a brand new motorbike, in front of his newly constructed house, Gilberto Baptista, a busy motorcycle taxi driver, admits he owes all his recent good fortune to the newly rehabilitated Leohitu road.

"Before it was expensive to transport goods or anything here. But now after 3 months of work, I could build this house," he says pointing to a modest cement brick house, which is an upgrade from the traditional palm stem, and grass roofed houses he lived in previously. Gilberto Baptista earned the money for the house materials working as community foreman building the road.

As a former drainage construction worker, Gilberto Baptista was in demand, and he managed to build a new house, and then save enough money to buy a new motorbike, which he used to run his thriving motorcycle taxi business.

Leohitu is just 5 kilometres from the main town of Balibo, but it might well have been a world away before the road construction. Two years ago, when the road was a dangerous, potholed rural track, Baptista earned \$10 per week, occasionally taking people to Balibo. Now his weekly earnings have jumped to \$90 per week, as people travel not just to Balibo, but also from Balibo to the nearby Indonesian border to trade, or visit family.

With a more secure income, Gilberto Baptista has big dreams for his four children; he'd like them to attend high

remote communities in Timor-Leste



school, and eventually university. Such ambitions would have been impossible before; attending high school was difficult for most children as it took 2 hours or more to walk to the closest high school.

The Leohitu-Balibo road has opened up five hamlets to the main road in Balibo, and was built under the European Union funded rural road building program, called the Enhancing Rural Access Project, which is implemented by the International Labour Organization (ILO). Across Timor Leste remote communities who were effectively cut off from schools, government services, and access to markets, have had their lives changed by the ERA road-building program; 140 kilometres of roads have been rehabilitated across 6 districts, providing work for 8,000 people from the communities.

"This road has brought really huge progress," says the village chief, Antonio Pereira. "If there was natural disasters, and people hurt, or if a child was injured, all they could do was carry them to Balibo. But now the ambulance can make it," he says, with a broad smile on his face.

"Before women would give birth at home, but now they call the ambulance, or the midwife, and they can give birth at the health clinic," he says. Being able to give birth in the local health clinic is a life-saving step for Timorese women, who have some of the highest rates of death due to child birth in South-East Asia,

mostly because they give birth without any medical assistance, according to the United Nations Population Fund.

The Leohitu- Balibo road has also opened up opportunities for Leohitu's children, says Vitorino da Silva Pereira, a farmer, who has a son attending a newly opened pre-school. When the Leohitu road was just a rough, muddy track there was a primary school but teachers were frequently late, and children spent over 3 hours traveling to and from school.

However the road rehabilitation makes it easy for the Department of Education to rehabilitate the primary school, and with assistance from an international nongovernment agency, they've begun building a preschool. Whilst the new school is under construction, the pre-schoolers have moved into the old primary school building. Vitorino da Silva Pereira is impressed with the new pre-school, and its effect on his youngest son, 4- year -old Rivaldo.

"He's so enthusiastic about school, he loves going there. Whatever he learns at school, he teaches us, and he's trying to make us smarter!" says Vitorino da Silva.

For Vitorino da Silva's oldest son, 12- year old Antonio, who used to make the 2 hour walk to the high school, the road has made a huge difference to his daily commute, and his ability to concentrate in school.

"This road is a great road. I don't feel tired anymore," says Antonio, who travels on a small bus to school. ❖



Labour Market Governance

Supported by:



In Brief:

As part of the mandate of the ILO, the Organization supports the Government of Timor-Leste through the Secretariat of State for Vocational Training and Employment Policies (SEPFOP) 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.

The Chamber of Commerce and Industry of Timor-Leste (CCI-TL) was established in April 2010 and aims to unify the private sector organisations in Timor-Leste. The Konfederasaun Sindikatu Timor Leste (KSTL) was established in 2001. It is the sole trade union confederatio in Timor-Leste representing workers' interests.

Highlights in 2015:

Overall Achievements:

Support to the Ministry of Employment (SEPFOPE)

1. **Launch of the 2013 Labour Force Survey (LFS) of Timor-Leste in April 2015.** The Survey was jointly conducted by the General Directorate of Statistics Timor-Leste (GDS) and SEPFOPE, with support from the ILO.
2. **Support the Labour Market Information Department (DIMIT) of SEPFOPE in conducting two Enterprise and Skills Surveys.** These surveys were aimed to assess demand for skills and employment trends. Another support given to DIMIT included the undertaking and completion of and the dissemination of a Labour Market Outlook (LMO) brief on the labour market situation in the country.
3. **Completion and dissemination of a Tracer Study targeting graduates from the vocational training schools.** Generally, the training outcomes were positive. More than around 45 percent graduates were able to find work after completing their training.
4. **Conducted a series of trainings and provided a day-to-day coaching to support DIMIT in developing their capacity**

to collect and analyse labour market intelligence. Tools and methodologies for conducting surveys were also developed. In addition, these activities contributed to the application of segregation data as an effort to highlight problems of exclusion and challenges that these groups face.

5. **Upgraded the Monitoring and Evaluation System for Training and Employment Services (SIMU).** SEPFOPE's Regional Offices and Career guidance and Employment Centres (CEOP) staff had received intensive training on SIMU-Web modules and were supported on a day to day basis.

6. **Support SEPFOPE to gather more labour market information for ongoing basis analysis.** The result of their work has guided guiding the annual work plans and budgets. There was indication that the government was planning to increase public funding for training in 2016.

7. **Development of training courses based on the requirement of employers.** This was a result of improvement in data analysis and information so that the training programmes would be more

accessible for people in rural communities.

8. **Support the Timor-Leste government in the ratification process of ILO Convention 100 on Equal Remuneration and Convention No. 111 on Discrimination in Respect of Employment and Occupation.**

Support to Employers' Organization (CCITL)

1. **Improved services provided by the employers' organisation** in the format of training, information system, publication and consulting services.



2. **Provided support to CCITL by assigning experience business volunteer from Business New Zealand (BNZ)** for two years, guiding the technical office and the presidential council in their daily operations, including the membership management and provision of services to CCITL members.

3. **Provided technical assistance to CCITL in the development of the membership development plan and supported the implementation of the plan.** An expert from BNZ that was engaged by the ILO help in assessing and identifying suitable membership management system for CCITL.

4. **Establishment of a suitable membership management and communication system,** including the completion of relevant technical guidance and training on the use of the new membership information system to all the relevant secretariat staff.

5. **Provided assistance to CCITL to draft Strategic Planning 2016-2018** and conducted training on Employer Organisation Governance, including knowledge sharing from chamber of commerce Indonesia (Kadin).

Support to Workers' Organization (KSTL)

1. **Support KSTL to establish a workers' credit cooperative.**

2. **Capacity building through the Leadership Training** on International Labour Standard and Collective Bargaining.

3. **Organization of two National Workshops on Organizing, Collective Bargaining and Wage Policy in Timor-Leste.** The workshops aimed to contribute increase social dialogue and capacitate unions to engage in collective bargain initiative and wage setting systems.





TIMOR-LESTE



Publications & Videos

Publications



Timor-Leste Labour Force Survey 2013

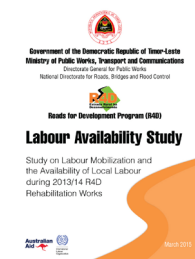
The Labour Force Survey (LFS) 2013 is the second such survey that has been carried out in Timor-Leste since the country became independent in 2002. The LSF, which took place over the course of two years between 2013 and 2014, did a survey over a sample of 780 households throughout the territory.

The primary objective of LFS 2013 was to provide current data on the employment and unemployment situation at national and sub-national level. The LSF covers important information on the labour force related issues such employment, unemployment, seasonal employment, formal no non-formal employment.



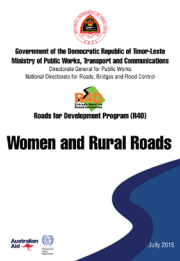
Working within institutions in fragile settings: strengthening national leadership through the embedded approach in Timor-Leste

This paper provides an overview of selected lessons learnt from the ILO's involvement in fragile Timor-Leste. In particular it focuses on the embedded approach, also referred to as the working within approach, and its significance for the sustained engagement of the ILO in Timor-Leste.



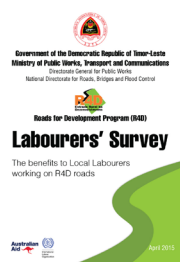
Study on Labour Mobilization and the Availability of Local Labour during 2013/14 Roads for Development (R4D) Rehabilitation Works

The survey findings illustrate that there are large differences between the labour requirements as estimated by the R4D engineers and those estimated by the contractors. This indicates that, despite the pre-bid training given to the contractors, their capacity to make realistic estimates of labour input requirements is still limited. This finding would suggest that more training is required to contractors in bid-preparation



Women and Rural Roads

The Women's Impact Study Report explores the social-economic outcomes for women who live on Roads for Development (R4D)-rehabilitated roads. The qualitative section looks at how improved road access links with: health, safety and security, livelihoods, access to training, WASH and social participation. 28 women were interviewed for the qualitative study. This report also provides a gender perspective on the data outlined in the R4D Labourers' Survey Report, specifically on income, skills development and changes to decision making in the household.



Labourers' Survey: The benefits to Local Labourers working on Roads for Development (R4D) roads

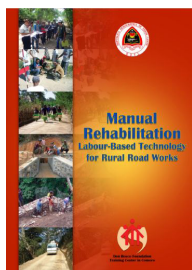
The Labourers' Survey aims to gain insight into the benefits R4D labourers have derived from their employment with contractors carrying out R4D works. Benefits have been measured in terms of wages earned, the utilization of those wages and the impact on household decision-making processes. Changes in labourers' skills and changes in their ability to learn new skills from their employment with R4D have also been examined.

Lastly, the Survey has provided some information about the impact of employment on female construction labourers in terms of their position within the household and their level of confidence and capacity to be involved in physical works.



Impact of Improved Rural Road Access

The Roads for Development (R4D) Impact Study shows the effects and impact of improved rural road access to the rural population of Timor-Leste. The Study reports on the positive impacts of such improved rural roads access in terms of availability and access to (public) transport, time-savings to the rural population, the costs of transportation, access to different types of social and economic facilities and services, and an increase in employment and business opportunities



Training Materials for Rural Road Works

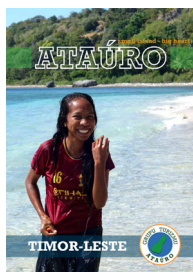
A comprehensive set of training materials for accredited training including training modules on (i) Rural road rehabilitation; (ii) Road pavements; (iii) Road maintenance; and (iv) Contracts and business management for road works contractors



The Boss Project in Timor-Leste: Thin markets, thick impact?

This paper shares lessons from Timor-Leste about making thin market systems work better for the poor. The first part of the case study sets out the diagnostic process that led the BOSS project to focus on influential systems like input supply and knowledge, which were perpetuating low-profit and low-productivity work for poor rural producers.

The second part documents a journey to arrive at right-sized measurement methods that could capture the real-time changes resulting from interventions. The third part deals with the particular challenges of stimulating systemic change - sustainable and resilient impact at scale - in a post-conflict, small-island context



Atauro, Timor-Leste tourism catalogue

The catalogue features tourism attraction at the Atauro Island, as part of the tourism initiatives. The flyer was supported by the ILO's BOSS Project in collaboration with IADE, and with support from Irish Aid/New Zealand funding.



Timor-Leste tourism (flyer)

Tourism sector is recognized as having good potential to increase employment and grow revenue for Timor-Leste. This publication highlights the unlocked potentials of tourism in the country.

Videos



Realizing Decent Work in Timor-Leste

The video features ILO's strategies in Timor-Leste to promote decent work and captures main activities and programmes of ILO in Timor-Leste in addressing employment and labour related issues in the country, in line with the implementation of the National Decent Work Country Programme.

<https://www.youtube.com/watch?v=fqJs2CiajBg&list=PL8itJ-8CfpczFV9AYVdWo4NehfVhpGFZO&index=11>



Enhancing Rural Access (ERA) Snapshots

A series of 3 minutes video snapshots from the ERA Project with voices from project beneficiaries including contractors, communities, local authorities, trainers and development partners.

<https://www.youtube.com/watch?v=pC5aj1ZvkW8&index=7&list=PL8itJ-8CfpczFV9AYVdWo4NehfVhpGFZO>



Roads for Development - Improving Timor-Leste's rural road network using labour-based technologies

The film features the Roads for Development (R4D) Programme which is designed to lead and coordinate all rural road development and maintenance activities in Timor-Leste. The Program is funded by the Government of Australia and the current first phase ends in December 2016. R4D is aligned with, and contributes to, the Government of Timor-Leste's Strategic Development Plan 2011-2030, the Programs of the Fifth and Sixth Constitutional Government of Timor-Leste, and the Ministry of Public Works, Transport and Communications' Five-Year Action Plans.

<https://www.youtube.com/watch?v=WblejDxtLuc>

For further downloading the e-version of these publications and videos, please visit the website of ILO Office for Indonesia and Timor-Leste: www.ilo.org/jakarta/country/timor-leste

Major Events

- ◆ High-level Consultations with Government of Timor-Leste stakeholders regarding the Finalization of the Rural Roads Master Plan and Investment Strategy, Dili, 6 and 10 January
- ◆ Broadcasting of the 30-minutes movie about Roads for Development (R4D) on national television, 8 March
- ◆ Broadcasting of the 3-minute short movie about Roads for Development (R4D) on national television, every Friday evening in the period of March – May 2015
- ◆ Training of Roads for Development (R4D) contractors in national certificate “Labour-based Technology for Rural Road Works”, Dili, 2 February - 21 April
- ◆ Award ceremony, training certificates awarded to company staff for successfully completing training in “Labour-based Technology for Rural Road Works”, Dili 30 April
- ◆ One week Pre-bid Training for Contractors throughout the month of April in different locations in Timor-Leste
- ◆ Broadcasting of Enhancing Rural Access Project (ERA) snapshots on national television every day for two weeks in April
- ◆ Training of Trainers (ToT) to 67 Contractors’ Staff for the Training of Community Maintenance Groups (CMGs), Dili, 2-12 June
- ◆ Commemoration of the World Day against Child Labour, Maubara, Liquiçá, 12 June
- ◆ Two-Days Training of 96 Community Maintenance Groups in Various Locations in Timor-Leste in the period mid-June to end-August
- ◆ Technical Workshop on the Prioritization of Road Works through the Rural Roads Master Plan and Investment Strategy, Dili, 24 June-2 July
- ◆ Business Plan Competition Training Programme of Timor-Leste, Dili, 2-17 July
- ◆ Various Training Courses on Labour-Based Technology (LBT) for Contractors, including Routine Maintenance (2 weeks) Dili, 7 July - 31 July and 30 November -4 December, and

- ◆ Refresher Training (2 weeks), Dili, 7-31 July and 14-27 September

- ◆ A Series of Professional and Business Coaching Skills Training Programmes for the Institute for Business Support (IADE) of the Coordinating Ministry for Economic Affairs, Dili, 5 August-12 December

- ◆ Launching of new national certificate "Pavements for Rural Road Works" for local contractors, Dili, 24 August

- ◆ Documenting and Telling Your Stories Effectively: Feature Writing Workshop for the Institute for Business Support (IADE) of Timor-Leste, Dili, 24-28 August

- ◆ Pavement Training for Contractors and staff of the Ministry of Public Works, Transport and Communications, Dili, 24 August-11 September, 19 October-6 November and 23 November-11 December

- ◆ Strategic Planning, Governance Training and Study Visit Chamber of Commerce and Industry of Timor-Leste (CCI-TL), Bali, 14-16 September

- ◆ Visit of the Australian Ambassador to Roads for Development Project, Baucau Municipality, 6 October

- ◆ Training of Trainers on Start and Improve Your Business (SYIB), Dili, 20-30 October

- ◆ Participation to the the XVIth Regional Seminar for Labour-Based Practitioners in Cotonou, Benin, from 26-30 October 2015.

- ◆ Trilateral Business Forum and Expo in Timor-Leste, Dili, 5-6 November

- ◆ Presentation of Findings from R4D Impact Study (End-Line Study), Workers Study, Labour Availability Study and Women Impact Study to Stakeholders, 9 November

- ◆ High level mission to ERA Project by the European Union (EU) Brussels Timor-Leste Desk, Ermera, 18 November

- ◆ Social Dialogue on Social Protection System in Timor-Leste, Dili, 3-4 December

- ◆ Workshop on Business Innovation Facility Programme, Dili, 16 December

- ◆ Sensitization Activities on Child and Forced Labour: Awareness Raising Campaigns at District Level in Timor-Leste, Dili, 18 December

- ◆ Technical Meeting: Review Contractor Training Curricula and Module, Dili, 21-23 December

- ◆ Broadcasting of the 3-minute short movie about Roads for Development to the rural population in all 12 municipalities of Timor-Leste throughout the year.

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