

YEP
Youth Employment Promotion Programme
Update October - December 2010

Progress Summary

The period witnessed the continuation of the training and employment programmes supported by the FEFOP (Employment and Vocational Training Fund of the SEFOPE) and of the Career Guidance services provided by the CEOPs (Employment and Career Guidance Centres). Further noticeable progress was also achieved by the INDMO (National Labour Force Development Institute) that initiated the pilot phase of the implementation of the standards for registration and accreditation of training providers and of the implementation of the guidelines for the development and packaging of competency based qualifications. In addition, the period was marked by the launching of the largest ever cluster of labour intensive projects, with works being conducted simultaneously in all the districts of Timor-Leste, the release of the findings of the Labour Force Survey 2010, and the completion of the Vocational Training Review. Main details are provided below.

Strategic Component 1: Development of Youth Employment Policies

National Employment Strategy

The National Employment Strategy (NES) produced by SEFOPE with the assistance of the YEP Programme was presented to the Council of Ministers on 20th October 2010. Main recommendation emanated by the Meeting was the inclusion in the NES of more explicit and prominent reference to the Chamber of Commerce and Industry of Timor-Leste, in order to highlight its importance for private sector development and sustainable employment creation. The NES draft is to be revised accordingly and resubmitted to the Council of Ministers.

Strategic Component 2: Employment and Training Opportunities for Young Women and Men

Presentation of the Results of the Timor-Leste Labour Force Survey 2010

The Timor-Leste Labour Force Survey (LFS) 2010 was completed and the respective findings were disseminated (Annex I). The Survey provides an important set of labour force statistics, including data on employment, unemployment, time-related underemployment, and informal and vulnerable employment, which is essential for the design and evaluation of government policies and programmes. At the same time, the findings of the Survey represent a benchmark that will allow monitoring progress over time in terms of employment in Timor-Leste.

Some key findings of the LFS were as follows:

- Working age population of 627,000 people, with women representing 49.6%;
- Low Labour Force Participation Rate at 42.6%, corresponding to 262,000 (employed plus unemployed), with women representing only 32% of the total;

- Youth (15-29 years of age) represents 22.1% of the Labour Force, corresponding to 58,000 young women (19,000 women) and men (39,000), and including both groups of employed and unemployed youth;
- The employed population of Timor-Leste comprises a total of 252,000 people, with women representing 31.7%;
- Out of the 252,000 people employed, 175,000 (35.4 % women) are in “vulnerable employment”, composed by own-account workers and contributing family members who are employed under precarious circumstances, and are less likely to have formal work arrangements or access to benefits or social protection programmes.

Monitoring the Implementation of the SEFOPE Gender Mainstreaming Strategy

As previously reported, SEFOPE and the YEP Programme developed a Gender Mainstreaming Strategy with the purpose to build the institutional capacity of SEFOPE to mainstream gender in its policies and programmes.

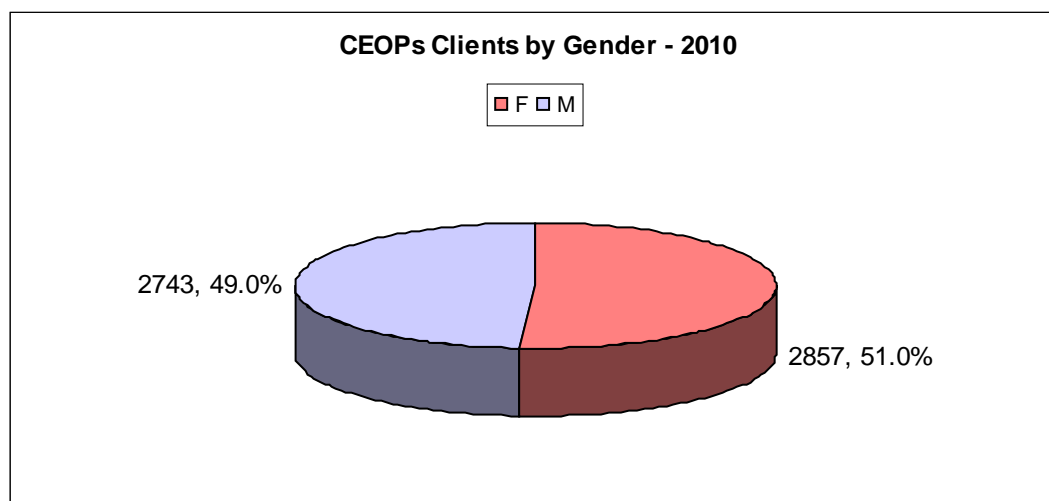
Gender equality promotion is integral to the mission and vision of SEFOPE. With the YEP support, the Gender Cabinet was significantly strengthened through the recruitment of four (4) additional staff to provide gender assistance to the specific needs of the Department of Short-Term Employment Creation, and Self-Employment Promotion (2 officers), and to the Directorate of Vocational Training (another 2 officers).

As emphasized by the Gender Mainstreaming Strategy, Gender issues in the social and economic domains are highly dynamic, and it is crucial to build capacities to monitor changes. During the quarter under review, SEFOPE and the YEP Programme developed a new systematic cooperation between the Gender Cabinet and the Labour Market Information (LMI) Department to ensure the continuous monitoring of the programmes under a gender equality perspective.

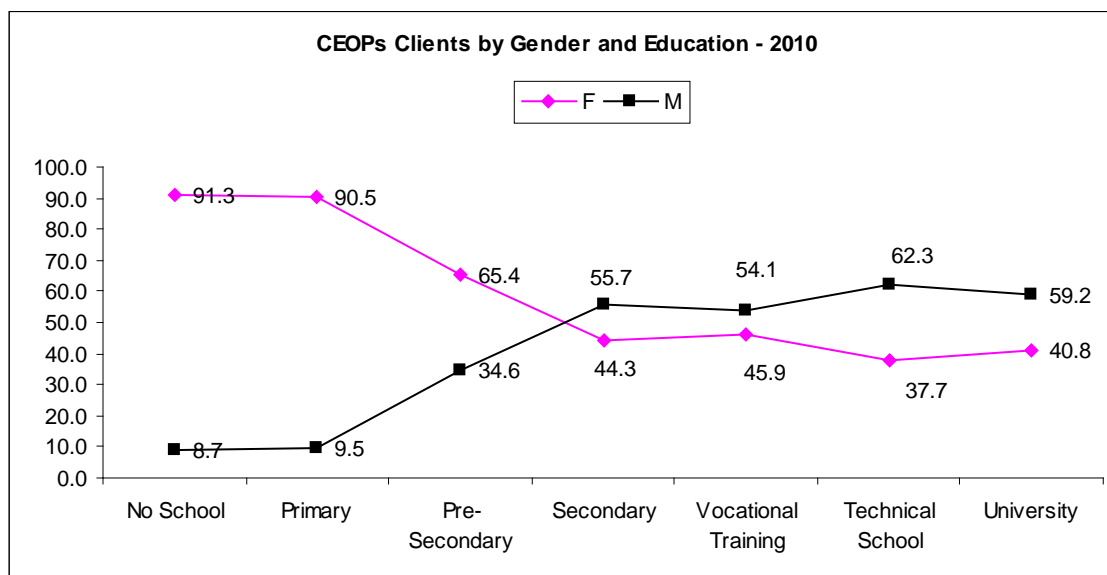
Using the new SIMU-Web (SEFOPE new Labour Market Information) as a basis, the participation of women in the different SEFOPE programmes and services is easily monitored and the problematic areas identified.

This first exercise analysed exclusively the results achieved during the current year of 2010, and focused on the access of women to the following programmes and services: (i) Career Guidance; (ii) Job Mediation; (iii) Vocational Training; and (iv) Labour Intensive Programmes. Most relevant findings are presented below. Please see Annex II for the complete set of tables.

Out of the 5,600 clients registered and assisted by the CEOPs, 2,857 were women, representing a slight majority of 51%, and demonstrating that there are no particular barriers hampering the access of women to Career Guidance services.



The existing correlation between gender and education of the clients of the CEOPs is illustrated below. The chart shows that women are visibly overrepresented in the lowest levels of education (No School, Primary and Pre-Secondary education), and markedly underrepresented in all levels from secondary education up to university.

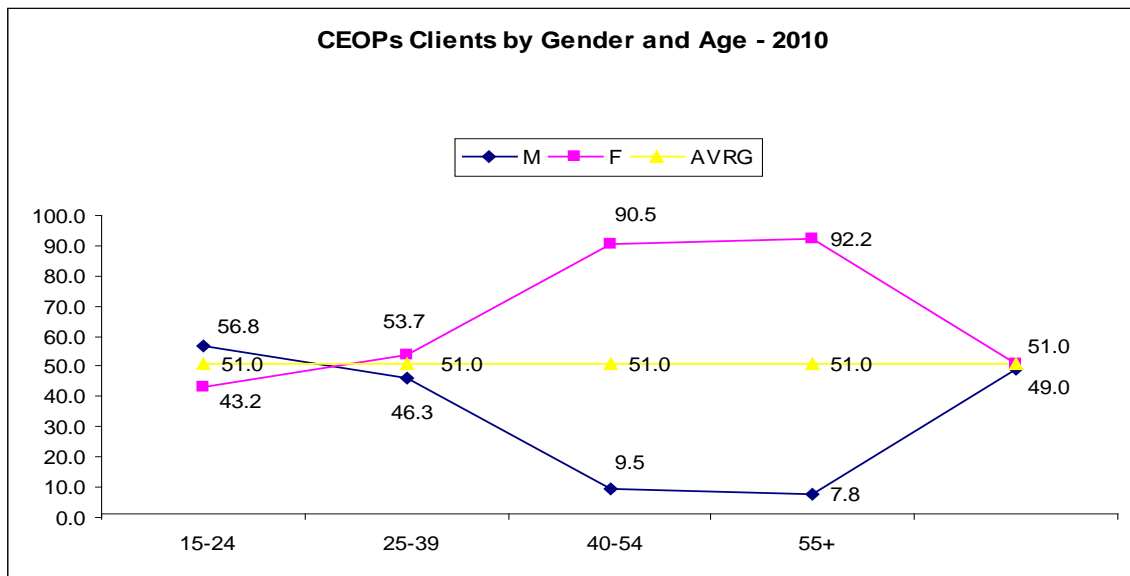


The analysis of the female/male age structure of the registered unemployed shows that women are underrepresented (below the reference average line of 51.0 percent, the current overall percentage of women registered in the CEOPs) in the younger age groups. On the other hand, the percentage of women job seekers increases dramatically after they reach their forties. It suggests that the participation of young women in the labour market is markedly compromised by their child rearing responsibilities, but also that they seek to re-enter the labour force as children grow up. As a substantive percentage of the older women job seekers tend to have low level of education, their chances to succeed in the formal sector of the labour market will be limited.

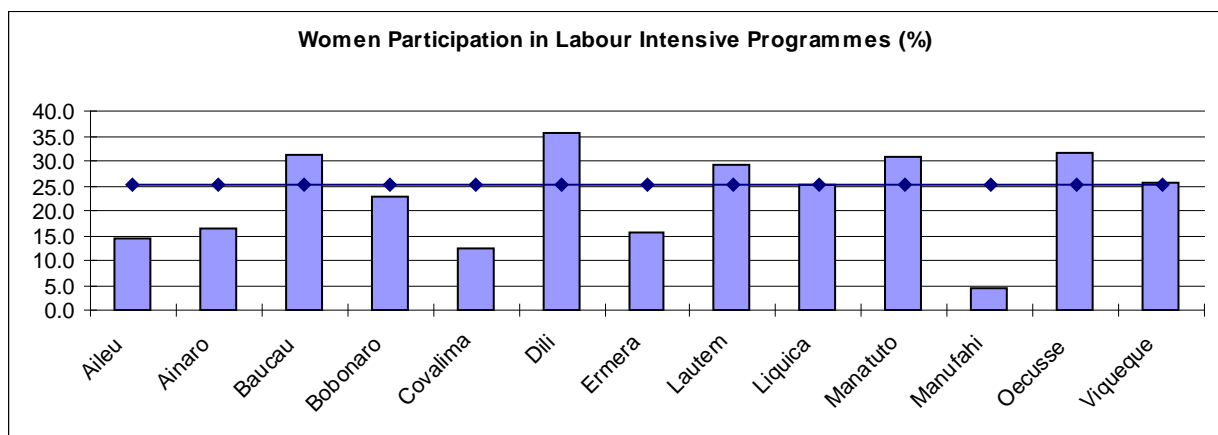
Improvements in livelihoods training courses and self-employment promotion interventions can make significant positive contributions to such women. The recent Self-Employment impact

assessment shows that short and focussed livelihoods training programmes attracted women trainees better and produced greater income improvement outcomes for the graduates.

The relatively low percentage of women job seekers in child bearing age marks a key area for future programming attention. Child care support measures in communities, training programmes, and workplaces will enable women to benefit from various training and economic empowerment initiatives. Reproductive health services and programmes targeting rural families can also contribute to a gradual reduction in rural poverty that is accentuated by a high number of children.



Regarding the participants in the Labour Intensive programmes, women represent 25.2% of the total number of workers. The disparities among districts are substantive, ranging from the highest 35.7% in Dili, to the lowest of 4.4% in Manufahi. The Programme is carefully investigating possible causes for these dramatic differences that may be associated with local contexts and/or organizational gaps.



SEFOPE Labour Market Services

The CEOPs of the SEFOPE continued assisting new and recurrent job and training seekers through the provision of Career Guidance, Job Mediation, and Referral to Vocational Training. The table below summarises the main results.

Services	Beneficiaries in October-December	Cumulative Beneficiaries
Career Guidance	1,197 clients Women 41.7% - Youth 90%	Total 16,941 clients Women 49.6% - Youth 77%
Job Mediation	60 jobseekers placed Women 1.7% - Youth 90%	Total 677 jobseekers placed Women 19.4% - Youth 64.7%
Vocational Training	188 graduates Women 37.8% - Youth 99.5%	Total 1,990 graduates Women 41.7% - Youth 93.8%

The Job Mediation figures during the period refer to job placements overseas (South Korea) mediated by the CEOPs. Out of the 60 job placements during the period, 2 positions were in Agriculture, 44 in Fishing, and 14 in Manufacture. The placements overseas are generating clear opposite impacts in the women and youth participation. Typically, Timorese migrants are young males in the 15-29 age-bracket. As a consequence, the overall representation of women in job placements is decreasing, while the youth participation rates are moving up.

This is a hardly surprising phenomenon, considering that, despite the today “global world”, women in general continue facing many preconceptions if they are willing to migrate. Those preconceptions have to do with the appropriateness of the foreseen employment abroad according to gender-biased parameters, meaning that women are expected to migrate only with a view to an appropriate occupation, under appropriate conditions.

In the case of Timor-Leste, these constraints are not only confined to the boundaries of the migrant families or communities, in which women are generally not as free to decide as men, but they are also structural and very much associated with overseas employer practices and requirements.

Self-Employment Rapid Market Assessment

As previously reported, following the request of the FEFOP Administrative Committee and with the aim to further improve the effectiveness of its intervention, the Self-Employment Department, supported by the YEP technical assistance, developed a rapid market appraisal methodology to assess the potential of new self-employment interventions. The methodology is based on interviews carried out by SEFOPE officials to selected key-informants and follows a pre-designed easy-to-use questionnaire. The quantitative and qualitative information is processed by the Self-Employment Department. Findings of the market appraisal will help the decision-making process of the Department and ultimately will ensure more market-driven FEFOP proposals, increasing the already high success rate of the activities supported.

The methodology has been tested in October and the interview questionnaire has been revised according to the feedback of the SEFOPE Officials involved in the pilot. The Self-Employment

rapid market appraisal methodology is currently being used to support the approval process of the next FEFOP proposals.

Strategic Component 3: Creation of Short-Term Employment Opportunities

Labour Intensive Works

New substantial funding has been made available by the Government to intensify implementation of labour-intensive road projects during the last quarter of the year, including the demolition of old dilapidated government buildings in an effort to optimise employment opportunities.

SEFOPE has in the reporting period recruited additional 5 new field staff for each district in order to meet the capacity requirements for works planning and supervision of Cash for Work and demolition activities.

For the period October to December 2010 a number of new Cash for Works projects were launched by SEFOPE covering the whole country. 118 new road maintenance activities started in mid September, each around 5-10 km. This exercise was repeated in October and November and completed by mid December. Overall, SEFOPE covered over 250 locations during this period and carried out simple Cash for Work activities on approximately 1,400 km of roads.

In addition to the road maintenance, the demolition activities were also completed in the reporting period. Demolition works were carried out at 442 locations throughout Timor-Leste.

Work was fully organized and supervised by the SEFOPE maintenance supervisors and the technical field staff. The Maintenance Supervisor carried out consultations, assessments and prepared monthly work plans for the work activities. They also continued to provide on the job training to the local communities implementing the works.

At the time of reporting, short term employment opportunities were created and recorded for 10,838 beneficiaries generating 536,576 worker days. It should be noted that data for December has not yet been entered. The ratio of women for the reporting period is up to 28% with 48% being youth.

Since the beginning of the YEP Programme, a total of 47,794 beneficiaries participated in the labour intensive works organised in all districts of Timor-Leste, with 26% women participation and 44% youth. In cumulative terms, SEFOPE contributed with US\$ 4.8 million.

Strategic Component 4: Development of a Market Driven Vocational Training

INDMO Secretariat

Main developments during the period, related with the activity of the INDMO Secretariat, were as follows:

- The INDMO Standing Operating Procedures and the staff induction manual previously prepared were approved by the Executive Commission;
- The INDMO Website was developed and it is ready for trial;

- The development of a Data Management System for National Qualifications and Training Provider Accreditation was initiated;
- Intensive training and mentoring continued being provided to INDMO programme staff in accreditation and assessment.

INDMO Executive Commission

Executive and Sub-Commission members participated in a study tour to Thailand to observe the ASEAN skills competition with the objective of running a skill competition in Timor-Leste in 2011.

INDMO Industry Sub- Commissions

Monthly meetings of the 4 established Industry Sub-Commission continued during the period:

- Administration and Finance
- Tourism and hospitality
- Education and Training and
- Construction

Administration and Finance Industry Sub-Commission validated Certificate II Qualification in Microfinance and Certificate III Qualification in Microfinance and Banking.

Education and Training Industry Sub-Commission validated Certificate III Qualifications in Training and Assessment;

An Agriculture industry survey was launched to prepare and support the establishment of the respective Industry Sub-Commission scheduled for January 2011.

An Automotive and Mechanical Engineering Industry working group was also established to conduct an industry survey. The Automotive and Mechanical Engineering Sub-Commission will be established in January 2011.

National Qualifications Development and Registration

1. Five (5) National Qualifications and one (1) National Certificate developed, approved and registered on the national database with national codes at the November 2010 meeting of the Executive Commission.
 - (i) Certificates I (General) Hospitality,
 - (ii) Certificates 11 (General) Hospitality
 - (iii) Certificate II in Hospitality (Food Production)
 - (iv) Certificate II in Tourism (Tour Guiding)
 - (v) Certificate I, General office Administration
 - (vi) Certificate in Small Scale Solar Power
2. A total of (93) Competency Standards presented and endorsed by the four (4) Sub-Commissions;
3. Two (2) qualifications in Training and Assessment validated by industry and being prepared for submission for approval by the Executive Commission;
4. Two (2) qualifications in Micro finance and Banking validated by industry and being prepared for submission for approval by the Executive Commission;

5. Discussions with training bodies and projects within the Ministries of Finance, Infrastructures, and Economy and Development on how their courses might be certified in the future.
6. Plans for Petroleum Industry, Refrigeration, and Health Services Sub-Commissions to be developed in 2011.

Accreditation of Training Providers

Training of INDMO staff on the training provider accreditation process continued during the period.

Five (5) workshops were conducted in the districts of Baucau, Bobonaro, Ermera, Liquiça, and Oecusse to socialise the accreditation process and introduce the new National Qualifications.

TVET Training Review

The Technical and Vocational Education and Training (TVET) Review was completed during the period. The main purpose of the exercise is to present an overview of how the FEFOP funds were used to support vocational training in 2009 and the impacts of that support. It provides a picture of how the FEFOP funds were distributed, the training that was funded by sectors of economic activity, the quality of the training, the capacity of training providers involved, the graduation rates of training participants, and the employment outcomes that were achieved.

The Review represents the first attempt to make a clear distinction between non-formal livelihoods vocational training, which essentially aims to embody the SEFOPE self-employment promotion programmes, and a more structured and formal Technical and Vocational Education and Training. The first draft of the Review is provided in the Annex III.

Annexes

Annex I – Labour Force Survey

Annex II – Monitoring the Implementation of the Gender Mainstreaming Strategy

Annex III – TVET Training Review