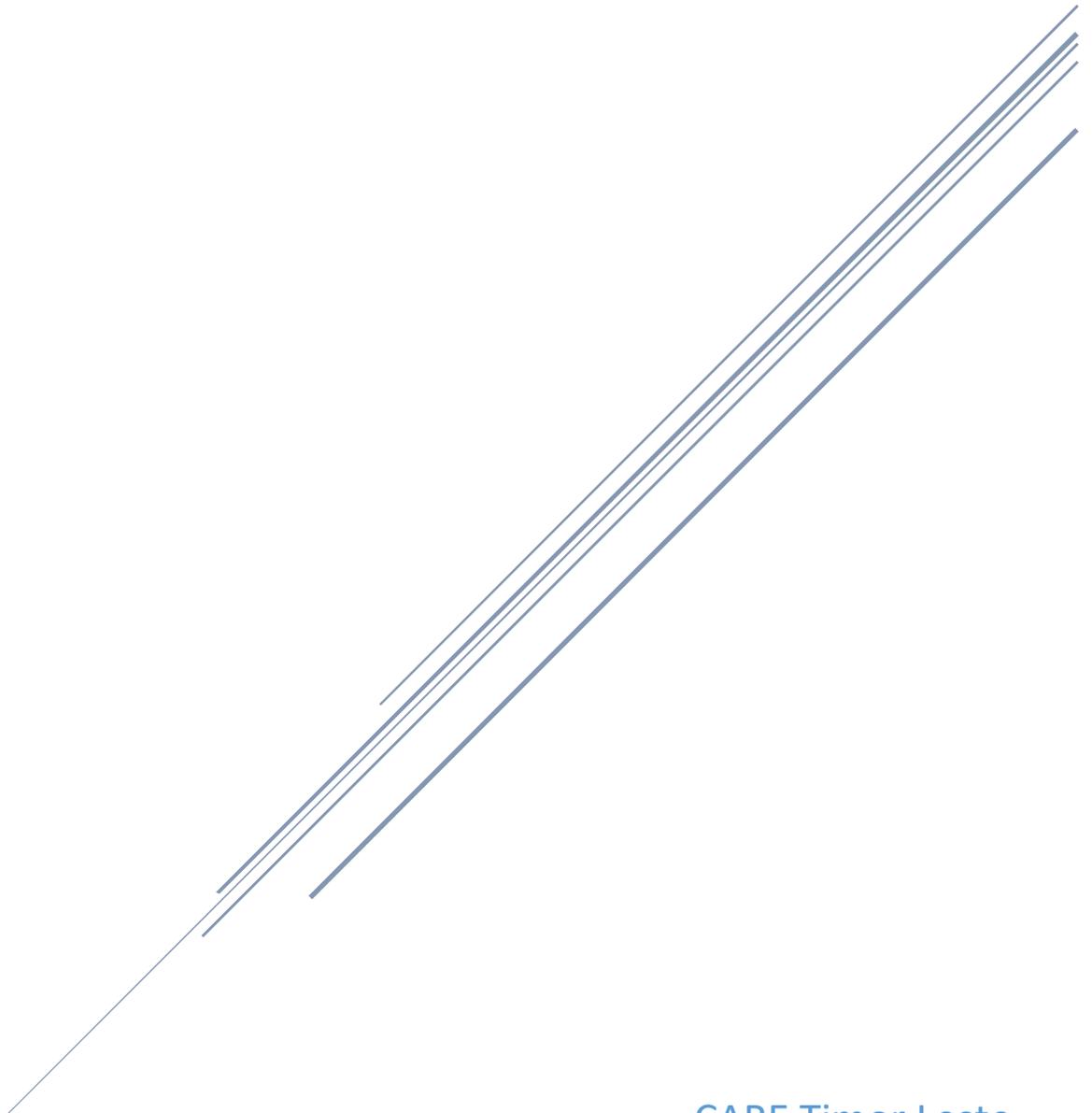


HAFORSA 2 BASELINE

Supplementary baseline to support gender indicators



CARE Timor Leste
October 2021

BASELINE REPORT-HAFORSA2 PROJECT

Approach and Methodology

This baseline survey was conducted by the Gender and Program Quality team of CARE International in Timor-Leste from 14th – 17th September 2021 in the Admin post of Atsabe, Municipality of Ermera.

This is a qualitative based survey, and used the Social Analysis and Action (SAA) tools with the objective of collecting information from the farmer groups through a participative Focus Group Discussion (FGDs). The tools were used to: (1) analyze the situation related to the roles and responsibilities at home including the decision-making process between woman and men (2) to understand women's participation and their ability to engage in development programs within their community area. The indicators measured were in alignment with the logframe (3) respond to the logframe indicators. The overall project logframe is available in Annex 1.

The indicators in the logframe are:

- 2-(1) By the end of the project, 70% of male group members and male spouses of the female FMCs members and male stakeholders of our target increase their awareness on gender equality and importance of male and female mutual decision making (before and after)

Generally, it is seen that men are aware of gender equality issues that were outlined in the tool. About 60% of the men disagreed with the statements and only 40% men agreed with the gender biased statements.

However the catch here is whether they are applying the same to their daily lives and ensuring a behavioural change.

There are some issues where men have been seen to agree like – better for men to manage the cash flow and bank account, women should have all the responsibility of housework, women are too emotional to be a leader, only women can take care of small children (0-5 years old) and women should not openly discuss about sexuality. These are finer intrinsic gender inequality issues which need to be addressed through SAA.

- 2.1-(1) 50% of women who express their views and opinions in decision making in the FGs

Presently the percentage is less than 10% (widow who made all her own decisions and spoke up in the farmer group meetings and other public meetings)

- 2.2-(1) Length of time men spending for household chores (before/after)

Through observation and triangulation, it was seen that men spend 1 hour per day for household chores which is basically taking care of the animals (bringing food and water)

- 2.2-(2) Length of time women spending for household chores (before/after)

Through observation and triangulation, it was seen that women spend 10 hours for household work, 4 hours helping their husbands in the field and 3+ hours weaving the traditional tais which mainly takes place after the evening meal till the time to sleep.

Note: the 24 hour calendar tool wasn't used in the discussions. The indicators are a result of analysis of the data received combined with previous observation and triangulation.

CARE 2030 indicators (added to the logframe – we only have to choose 1)

- # and % of women who have actively participated in informal (civil society-led, private sector-led) decision-making spaces.

Presently 81% of women (16 out of 22) have self-identified themselves at the level of tokenism (allowed to join and attend meetings) in the group meetings. To be actively involved, the women will have to move up to the ladder to be at the level of speaking up and listened to that denote actively participated. The project will have to ensure that the relevant activities are well planned out and emphasised.

The farmer groups were divided into sex disaggregated groups in 3 Sucos/villages - Obulo, Leimea Leten and Batumano, as well as with the stakeholders male group in the Suco Batumano.

The sex disaggregated participant list of the baseline survey is indicated in the following table:

Activity area	No.	Female	Male
Ermera, Atsabe			
Obulo, Suriubu	16	5	11
Batumano, Mutubau2	18	11	7
Leimea Leten, Railia	16	6	10
Batumano, Mutubau2	14	0	14
		22	42

I. PILE SORTING – to understand Role and Responsibility in agriculture production

The woman farmer groups of the Obulo, Suriubu

All the information here represents 2 group in different Suco and Aldeias. The division of labour is the same across the sucos and aldeias

ACTIVITY PROFILE				
Activity	Female	Male	Female & Male	Comments.
Productive roles				
Agriculture				
1. Planting vegetables and local product such as potato,	1. – 2. –	1. – 2. –	1. ✓ 2. ✓	1. Women mainly plant vegetables. Men sometimes plants potato, taro and cassava. Even if men plant, the women still help them to plant.

<p>cassava, taro, chilli, onion, bock choy, tomato, spinach, banana and turmeric</p> <p>2. Harvesting vegetable and other local product.</p> <p>3. Selling local product at the market</p> <p>4. Plough, cultivate field/garden</p> <p>5. Garden fencing</p> <p>6. Look after animal (chicken, goat, pig and buffalo)</p> <p>7. Selling animal (chicken, goat, pig and buffalo)</p> <p>8. Make traditional cloth (<i>Tais</i>)</p> <p>9. Selling traditional cloth (<i>Tais</i>)</p> <p>10. Sell things in the local market</p> <p>11. Sell other traditional things (<i>Belak & Morten</i>)</p>	<p>3. ✓</p> <p>4. –</p> <p>5. –</p> <p>6. –</p> <p>7. –</p> <p>8. ✓</p> <p>9. ✓</p> <p>10. ✓</p> <p>11. –</p>	<p>3. –</p> <p>4. ✓</p> <p>5. ✓</p> <p>6. –</p> <p>7. ✓</p> <p>8. –</p> <p>9. –</p> <p>10. –</p> <p>11. ✓</p>	<p>3. –</p> <p>4. –</p> <p>5. –</p> <p>6. ✓</p> <p>7. –</p> <p>8. –</p> <p>9. –</p> <p>10. –</p> <p>11. –</p>	<p>2. Harvesting is done by both women and men.</p> <p>3. The men may help to take the heavy produce to the markets, but it is the women who are responsible for selling the local produce. The women may also take the produce to the market if only they are able to carry the produce.</p> <p>4. Ploughing is done mainly by men as it is perceived as heavy work.</p> <p>5. Garden fencing is normally done by men because they would have to climb the trees, cut it and make the fencing. This is done during midday even when it is very hot.</p> <p>6. The woman said that women and men have the same responsibility to look after animals. Often men look after the goat and buffalo, while women look after the chicken and the pig.</p> <p>7. Men take cattle/small ruminants to be sold as women feel that it requires a lot of strength to manage the cattle/small ruminants. Men have the final word in selling any animal.</p> <p>8. Making traditional cloth (<i>Tais</i>) is the responsibility of woman.</p> <p>9. Once the women have made the traditional cloth, they go and sell it in the markets.</p> <p>10. The men can help to take the product to the market but it would be the women to sell in the market.</p> <p>11. Men sell the traditional accessories (<i>Morten ka Belak</i>) at the markets while women/elder children look after the children. This is mainly done during the non-agricultural season when there is a market day. This is the way they diversify their livelihoods. Men may look after the children if they have passed the breastfeeding stage.</p>
<p>Re-productive roles:</p> <p>1. Take water</p> <p>2. Cleaning (cleaning the house, cleaning plates at the kitchen, washing cloth and cooking)</p> <p>3. Cleaning and take care of the house</p> <p>4. Taken care of the children.</p> <p>5. Go to market and shopping</p> <p>6. Plan and prepare the food</p>	<p>1. ✓</p> <p>2. ✓</p> <p>3. ✓</p> <p>4. ✓</p> <p>5. ✓</p> <p>6. ✓</p> <p>7. ✓</p> <p>8. –</p> <p>9. –</p>	<p>1. –</p> <p>2. –</p> <p>3. –</p> <p>4. –</p> <p>5. –</p> <p>6. –</p> <p>7. –</p> <p>8. –</p> <p>9. –</p>	<p>1. –</p> <p>2. –</p> <p>3. –</p> <p>4. –</p> <p>5. –</p> <p>6. –</p> <p>7. –</p> <p>8. ✓</p> <p>9. ✓</p>	<p>1. Woman mostly carry water from the source to the house. This is so because the women/men feel that women know the water needs at home.</p> <p>2. Women are mostly involved in cleaning and cooking. The woman must cook and take the food to the cultivation field and then support the men to cultivate the field. When it's time to prepare the evening meal, the woman must go back to prepare the dinner. When the men return, they would bring</p>

<p>7. Looking after family in the hospital 8. Bring kids to the hospital 9. Drop kids at the schools</p>				<p>some food for the animals and wood for cooking.</p> <p>3. Men help to look after the kids, but daily work such as cooking and bathing the child are always the responsibility of the woman.</p> <p>4. Women feel childcare is their responsibility.</p> <p>5. Women purchase the vegetables required for daily consumption if the market is located in the vicinity. They are responsible for cooking the meals as they feel that they know best. However, if the market too far to access, they will ask the men to purchase the vegetables a few times a week.</p> <p>6. It is the role of the woman within the household to prepare and plan for all the meals, such as breakfast, lunch and dinner. Many times, the daughters help the mother in food preparation but not the sons.</p> <p>7. Many times, it is the women who take care of the sick at home or at the hospital. Men may also support but both women and men feel that women are more capable as they seem to have the patience to do care work.</p> <p>8. When a child falls sick, both parents take the child to the hospital. It is part of their obligation of being parents. If the health facility is far from their Aldeia the woman should be accompanied by her husband.</p> <p>9. Both women and men drop the kids to the school. When women are busy, men can drop them and vice versa.</p>
<p>Community role:</p> <p>1. Cooking for the Suco's or the church ceremony 2. Attending the church activity 3. Prepare decoration 4. Participated in the funeral ceremony 5. Participate in other traditional event 6. Road cleaning 7. Hang up items (Tara Bandu) 8. Participate in the public meeting</p>	<p>1. ✓ 2. - 3. - 4. - 5. - 6. - 7. - 8. -</p>	<p>1. - 2. ✓ 3. ✓ 4. ✓ 5. ✓ 6. ✓ 7. ✓ 8. -</p>	<p>1. - 2. - 3. - 4. - 5. - 6. - 7. - 8. ✓</p>	<p>1. Whenever there is a Suco event or church event, women will always be the ones cooking for such celebrations.</p> <p>2. The woman declared that though they participate in Suco or church activities, their role is mostly to prepare food. The important ceremonies are normally attended by men or woman who are holding any important position in the suco.</p> <p>3. Men would be the ones helping to prepare the decorations in the street and in the church.</p> <p>4. The men are often seen working on aspects of the event that need physical labour like levelling the ground, moving stones, digging the ground etc.</p>

				<p>5. Men and women can both participate in funeral ceremonies, but women would normally be busy in meeting people, and preparation of food for the workers. The men would support in preparing the tent for the ceremony and participating in the cultural ceremony.</p> <p>6. Men and women can both attending the traditional ceremony of bride price (dowry) but again the woman's role is to prepare food and in meeting/receiving the guest.</p> <p>7. Men and women participate in the traditional ceremonies (Tara Bandu), but mostly woman are passive participants, not contributing to the meeting while men lead the ceremony or the meetings.</p> <p>8. Depending on the type of invitation both women and men can participate. If the men are unable to attend, the women will represent them, but the difference is woman has to ask for permission before she can represent.</p>
--	--	--	--	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

II. PILE SORTING- Decision Making

The woman farmer groups of the Obulo, Suriubu

ACTIVITY PROFILE				
Activity	Female	Male	Female & Male	Comments
Decision making on Agriculture:				
1. When to sell the traditional cloth (Tais)	1. ✓	1. –	1. –	<p>1. Women take the decision to sell the traditional cloth as it is used as a supplementary income for household and children's educational needs. The reason provided is that because it is the women who make the cloth and it is their right to decide about it.</p> <p>2. Men may sell the cloth at a reduced rate instead of what is required.</p> <p>3. When talking about the household items it is mostly the women who decide what to purchase. This is only in relation to small household items.</p> <p>4. Both women and men need to decide together on the process of the sale of the household animals as it could cause a</p>
2. Deciding the price of the traditional cloth (Tais)	2. ✓	2. –	2. –	
3. What are the household items to be purchased	3. ✓	3. –	3. –	
4. Sell animal and traditional accessories (Belak no Morten)	4. ✓	4. –	4. –	
5. When to sell the local produce such as potato, Taro, onion, banana etc.	5. –	5. –	5. ✓	
6. When to sell the animal/cattle	6. –	6. ✓	6. –	
7. When to plant the seeds of the local produce	7. –	7. ✓	7. –	
	8. –	8. ✓	8. –	
	9. –	9. ✓	9. –	
	10. –			
	11. –			

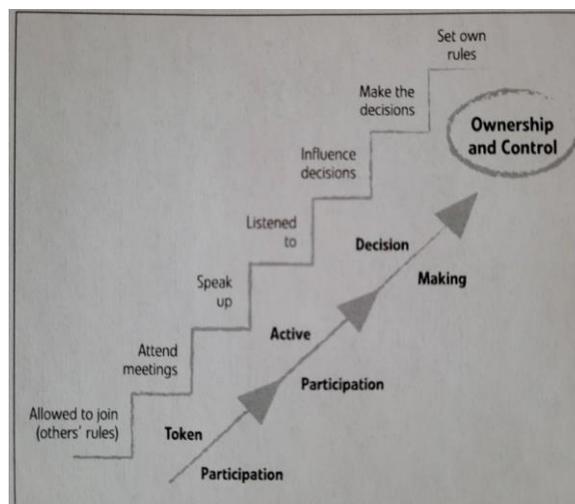
<p>8. What are the local produce to be planted</p> <p>9. When to harvest</p>				<p>problem if only one decides. They will sell it for the household and educational needs.</p> <p>5. Generally, the men decide when to sell the animal even though women are responsible for the small animals like pigs and chickens. Men decide to sell the animal while women just agree</p> <p>6. Men decide when to plant as they cultivate the land. Once the land is ready, the men tell the women to prepare the seeds for cultivation and help in the planting of the seeds..</p> <p>7. Though men and women are both knowledgeable about the planting of the seeds, men decide on the priority of the seeds and which ones to be planted and when.</p> <p>8. Many times, the man decides when the product is ready to be harvested. However, for the harvest activity the woman would do the actual harvesting of the produce.</p> <p>9. Depending on the harvesting time, men will have the final decision to sell.</p>
<p>Decision making within household.</p> <p>1. Amount to be spend within the household.</p> <p>2. When and where to spend the money in</p> <p>3. To eat what and where to find the food</p> <p>4. Sending kids to the schools</p> <p>5. How much money to be saved to use for household needs</p> <p>6. The decision over eating meat (who gets to eat the good parts of meat)</p>	<p>1. ✓</p> <p>2. ✓</p> <p>3. ✓</p> <p>4. -</p> <p>5. -</p> <p>6. -</p>	<p>1. -</p> <p>2. -</p> <p>3. -</p> <p>4. ✓</p> <p>5. -</p> <p>6. -</p>	<p>1. -</p> <p>2. -</p> <p>3. -</p> <p>4. -</p> <p>5. ✓</p> <p>6. ✓</p>	<p>1. Women decide how much money they need to spend within their household as they manage the household budgets. Men are only involved in decisions related to outside the house or in case of big purchases.</p> <p>2. Women can take the decision about the purchase of small items while bigger items that need to be purchased, the decision has to be made by the women and men together.</p> <p>3. Women says that it is their role and responsibility to know what food needs to be prepared and when to have the food ready.</p> <p>4. Men will decide whether their kids are allowed to go to school that may be far from their home (outside of their home / municipality)</p> <p>5. Talking about the saving - both men and women decide together.</p>

				6. The head and thighs of the chicken are eaten only by the male head of the household. The other parts of the body can be eaten by kids. The mother / women eat the tail. Sometimes, women don't get any meat as part of their meal and only the soup. They feel it's not important as long as they get the soup/sauce of the dish to eat.
Decision making in the community 1. who attends public meetings 2. Participation in the traditional ceremony (bride price/dowry) 3. Attending the cultural ceremony in the community 4. Repairing or maintenance of the water sources 5. Attending funeral ceremony 6. How much money to invest in the groups' activity around agriculture production.	1. – 2. – 3. – 4. – 5. – 6. –	1. – 2. ✓ 3. ✓ 4. ✓ 5. ✓ 6. ✓	1. ✓ 2. – 3. – 4. – 5. – 6. –	1. Men usually attend public meetings and ceremonies while women need the permission of the men to attend such meetings or ceremonies. 2. Women and men decide together what gift to take to the dowry event. The man would be the one attending such a ceremony. 3. Both men and women can attend the cultural ceremony but it is usually attended by men as they have the main decision making responsibility and can influence the same. 4. If any construction or physical labour is involved in the community celebrations, then it is the men who are generally involved. They are also responsible for the maintenance of the traditional water source as women are not allowed to do any of the physical work involved. 5. men lead the decision making at funeral ceremonies while women can participate. However women are normally in the kitchen preparing the food for the event. 6. Normally the amount to be saved by the group is decided by the group but the leader of the group has the last word. The leader of the agriculture/common interest group is always male.

III. LADDER PARTICIPATION (Woman group)

From the group discussion with the farmer groups in three different groups regarding their participation, the participants were guided to define by themselves the scale/stage of their participation as follow:

- Majority (81%) of women defined themselves in the second stage/scale, which is attending the meetings. Whenever they are invited to participate/attend any meeting, they have to get the permission first from their partners or head of the family before attending the meeting.
- A widow present at the meeting said that she was the one to make all the decisions regarding her household as she was the one managing it. This cannot be inferred that she is empowered but she certainly has all the responsibility to make all the decisions regarding her household. She also stated that during the meetings she always spoke up.
- The woman group members requested to have a continuation of the women's leadership training to have the ability to speak in public.
- Some women group members thought that it was enough for them to stay at the second step, they did not want to continue to the next step. The reason provided was that they were not aware of what the objectives of the next step were, they were shy, they were afraid and they do not have the knowledge of what they were supposed to speak about (referred to the meeting agenda). Another observation was that, since they were not holding any important position within their community which has made them unable to speak up in public and at meetings.
- those who were already have the opportunity to participate in development programs or are involved in the groups have the courage to speak up. Another observation is regarding power and prestige that enables women to speak up, example a partners/wife of the chief of Aldeia. Women in important positions or publically recognised are more vocal than others.



IV. Vote with Your Feet (Male Stakeholders group)

This tool was used with the male stakeholder (male spouses of women farmer group members, male members of the farmer groups etc) groups of the Haforsa 2 project in the Administrative Posts of Atsabe, Suco Batumano. The 14 participants in the group discussion used the Social Analysis and Action tools (Vote with Your Feet). The objective of this tool was to explore the diversity of opinions related to gender equality issues, help participants give their views as well as to give opportunities to reflect on their own behavior and learn from different opinions. It was observed that 2 members of the participants in this group were beneficiaries of the previous project.

No.	Statement	Agreed	Reason	Not Agreed	Reason
1	Better for man to manage the money and the bank account	10	<ul style="list-style-type: none"> saving money is the right of the men not women For higher amounts, only men can calculate the amount of expenditure. Men work hard day and night to earn the money 	4	<ul style="list-style-type: none"> Woman also have the right to manage the household income. Man and woman have the same capacity to manage the money.

No.	Statement	Agreed	Reason	Not Agreed	Reason
			<p>and thus the responsibility of managing the money should be theirs.</p> <ul style="list-style-type: none"> • Only the amount of money from selling the traditional cloth belongs to the woman to save as it is her right. 		
2	Woman must have the responsibility of all the work within their home	10	<ul style="list-style-type: none"> • Work at home and in the kitchen is the woman's responsibility • The men can go out for other leisure activities (e.g. played card and cock fight). men may help at home but its not their responsibility. 	4	<ul style="list-style-type: none"> • To force woman to be responsible for everything is not good. Example, if women are not around, men can die because they are so dependent on woman. • Things have changed from before. When we talk about gender equality, men and women can do all the work at home.
3	Man are the natural leader because they are rational	0		14	<ul style="list-style-type: none"> • Man and woman has the same right to become a leader and this is dependent on their ability/capacity. Some women are able to become chief of Suco and chief of Aldeia. • Many women have a seat in parliament and are seen even up to the position of the vice president of the parliament. • Education opportunities for women and men are equal.
4	Women do not have knowledge to represent their household at the meetings.	3	<ul style="list-style-type: none"> • If there is no invitation, they cannot attend. • If the women are holding any community position, they will be allowed to represent the household at the meeting. • Depending on the distance of the venue – women can attend the ones held closer to their homes but not the ones far away. 	11	<ul style="list-style-type: none"> • We are equal, no difference. • men and women have the same knowledge and can attend the meetings. • When men are not around, women can represent on behalf of their household.
5	Women are emotional and not	9	<ul style="list-style-type: none"> • If they are too emotional, they can't be a chief 	5	<ul style="list-style-type: none"> • Man or woman has the same opportunity to be part of the

No.	Statement	Agreed	Reason	Not Agreed	Reason
	appropriate to be a leader		<ul style="list-style-type: none"> To become a leader you have to have patience and be kind. 		<p>Suco structure if they have knowledge to become so.</p> <ul style="list-style-type: none"> If she is active, she can be a chief.
6	Women are better in communication and manage their kids well.	6	<ul style="list-style-type: none"> women have high morals as they are mothers Woman have a lot of patience with their children. 	8	<ul style="list-style-type: none"> the children may not comply if only the mother speaks to them. It is Important to have both men and women take care of the kids. If they have many kids, both man and woman should share the responsibility in looking after them. Sometimes, the men are better than woman in taking care of the kids.
7	Only woman can take care of the baby and the small kids (age 0-5)	8	<ul style="list-style-type: none"> Men can look after the baby/kids but it is mainly women who take care. <p>For ex: If a baby is crying at night, the father cannot wake up after a long hard day in the field and so the mother has to take care of the child.</p>	6	<ul style="list-style-type: none"> it should be both man and woman together to care and look after the children. If man and woman are together looking after the kids, there is no violence at home. <p>An example when women are busy doing something or preparing food, the man should take care of the baby.</p>
8	Man will always make decision for the money and the spending of it.	7	<ul style="list-style-type: none"> Saving money is man's responsibility. if the women saves money she will have to hand it over to the men if they demand it as they are responsible for managing and spending it. the women have to hand over the money to the men otherwise the men would take a loan from someone and this could create problems for the family and both of them. 	7	<ul style="list-style-type: none"> some women can be responsible for the expenditure of cash (few responses) As family, it is good to speak and decide together because it is a joint responsibility between man and woman.
9	Important for a woman to be a virgin when she decides to marry	7	<ul style="list-style-type: none"> Depending on each family decision. If that has happened, women must be 	7	<ul style="list-style-type: none"> Not happened yet in this Suco. If this happens, it is important to respect the decision.

No.	Statement	Agreed	Reason	Not Agreed	Reason
	in the church and have a family		respected. Should not be a problem.		<ul style="list-style-type: none"> Not necessary to be a virgin when deciding to have the partner. Depending on God, whether a bride is a virgin or not. The reality is that many people are getting blessed in the church when they already have children.
10	a woman is not complete if she does not have a son.	5	<ul style="list-style-type: none"> Culturally it is necessary to have a son (boy). They have to try until they get a son. Some divorce is there if there is no son born. Culturally, the son/man is the pillar of the household. 	9	<ul style="list-style-type: none"> That is God's plan, should not be forced. We should live based on our knowledge. Important to have love in the family and not be divorced. The kids (boy or daughter) are God's gift to us. God decides whether there are children or not. If there are no kids, then divorce is the option.
11	Only the woman knows which are the good seeds to be planted/	10	<ul style="list-style-type: none"> Only women know the seeds are good or not good. If the woman says that it is good, the man will just follow. Woman are the one who normally stores the seeds 	4	<ul style="list-style-type: none"> Should not over burden the woman only. Men can also do this. It is a matter of looking and selecting the right seeds.
12	Man needs to consume nutritious food because they do hard or heavy jobs	0	<ul style="list-style-type: none"> 	14	<ul style="list-style-type: none"> Man and woman are doing similar hard and labourious work. Both need nutritious food. Even if men are doing the labourious work, they should not consume nutritious food alone. Woman needs balance nutritious food too for their body.
13	Woman should not be openly discussing about sexual issues with their partners	11	<ul style="list-style-type: none"> women should never ask men about their sexual needs and this has never happened in this context. Men normally are the first to ask women for sex. 	3	<ul style="list-style-type: none"> both the man and the woman should agree on starting a sexual relationship. The sexual relationship is a necessity. when a woman requires it, she can ask first.

No.	Statement	Agreed	Reason	Not Agreed	Reason
			<ul style="list-style-type: none"> Based on our tradition, it is true that woman should not start talking or asking for sex. 		<ul style="list-style-type: none"> both man and woman can ask first. It doesn't matter
14	Fathers tend not to accept if their son/boy is gay	3	<ul style="list-style-type: none"> Not accepted. If the son is born he has to grow to be man. men should not pretend to be a woman or act like one 	11	<ul style="list-style-type: none"> Feel even if you physically assault the son, it would not change their sexual orientation. The times and the situation have changed. Many people have a different orientation. We cannot change it.
15	Women's roles/work is easy while men's work is harder.	1	<ul style="list-style-type: none"> 	13	<ul style="list-style-type: none"> Both man and woman should share the roles and responsibilities. Do not be arrogant and say that only man can do the harder part of the work. Even women are working at home and house work is also heavy.

Key Results/Important Findings:

1. When talking about the productive role in agriculture sector, there is a huge contribution of woman starting from the selecting the seeds, storage, planted and right up to the harvesting of the result and the final process of selling it in the market. They feel that it is part of sharing the roles and responsibility of cultivation, though their work is not considered as work within the community.
2. In compare to the re-productive roles, almost all the women feel the burden of managing the household whether they like it or not as it is expected of them.
3. Due to the productive and reproductive responsibilities and burden, women do not have time to participate in development programmes. If they do participate in community events or meetings, they end up doing reproductive work such as food preparation and child care.
4. Women's contribution to the household income is through selling the produce they cultivate though all other major decisions are made by the men The women can only sit in the market and sell the produce.
5. The decision making process on daily needs such as planning and preparing food are managed and decided by women, especially with the low level spending for the needs of the children .
6. Very less participation of woman was visible in the development programs in the Suco and Aldeia. It was observed that many women lost out on opportunities due to their household responsibilities. This has repercussions as women are not comfortable with speaking up in public meetings or groups.

7. Through the ladder of participation tool used with the woman groups, demonstrated that their participation is still in the second rung of attending meetings. Women can only participate in the event or activities after they get permission from their partners. Often, they do not speak out at meetings for reasons such as: shy to speak, not comfortable if they say something that others perceive as wrong, they are not holding any position in the community, they don't have knowledge on the topics that they supposed to speak about in the meeting. It also because they have been so used to men doing all the decision making on their own therefore they keep quiet at group or community meetings.
8. Men feel that they should be responsible for making decision regarding big sums of money as women cannot manage such large sums.
9. The only decision women are allowed to take is the sale of the traditional cloth called Tais as they make the fabric. According to men, only "gay" men make the traditional cloth (Tais) and not normal men.
10. Speaking about sex openly is still a taboo and women are not allowed to speak about it.
11. Men have started to consider the heavy workload of women in the household and feel that women should have nutritious food.
12. The changing perception related to women's capacity and ability to be a good leader is visible. They recognize that nowadays many women have knowledge and can become the chief of Aldeia, chief of Suco, members of parliament and can have a high position in the parliament.
13. There is also understanding from the men on diversity and inclusion, especially accepting their family members who are LGBTI.

Challenges:

- The road condition did not allow the team to hold 2 sessions in a day as a lot of time was spent travelling to and from.
- Many participants are not direct participant of the farmer groups. Many of them are just representing the members.
- The participants recognise that it is hard for them to understand the tools as many of them were 60 to 68 years old and are illiterate.
- Many female participants came with their children, and they had to take care of them. They were not able to focus on the baseline activities.
- Many female participants were concerned about cooking the meals and as the meetings were interrupting their household work.
- The sample size had to be cut down due to other exigencies.

Unintended Consequences

- Two women participants were sick and old. They were told to go home and take a rest.
- One-woman participant took her baby to follow the baseline activity, and the baby fell while the discussion was on

Recommendations

1. The project needs to pay more attention in using the Social analysis and Action tool for their activities and have regular trainings for the farmer groups to be able to reflect and measure the

social changes that are currently happening. This is essential, as many of the log frame indicators are dependent on the tools.

2. Need to contextualise the ladder participation tools for Timor-Leste, especially to the Haforsa project to ensure better facilitation of the woman groups members and their reflection.
3. The project team should facilitate the training suggested from the community such as Leadership, public speaking, gender equality (to the group and to the community) but as regularly as possible so that they can internalise the messages.
4. Elderly beneficiaries may have adverse health problems that may increase while involving themselves in the project activities.
5. The ladder participation tool was carried out with the majority of non-members of the farmer group as they were called to attend the meeting. This will pose problems in the mid line and end line evaluation as the correct beneficiaries were not involved in the activity That is why the project staff must continue to have a strong approach with the direct members of the groups.
6. Need to consider and continue to socialise the CARE feedback mechanism information (e.g. banners, etc.).

ANNEX 1: HAFORSA 2 Project Logical Framework

Problem	In Timor-Leste, 80% of the population (nearly 0.7 million people) are engaged in agricultural activities, however, due to the lack of agricultural water supply system including irrigation system, rain-fed cultivation is most common in this country. This has long time been one of critical obstacles for increasing agricultural productivity, and thus has resulted in unstable livelihoods in agriculture. The lack of agricultural water supply system also requires female farmers to spend a lot of time for drawing water and watering for agricultural crops. This has enhanced fixed-views on women's roles in agriculture and hindered more equitable roles between male and female farmers.						
Goal	Livelihood in Atsabe Sub-District of Ermera Municipality is improved.						
EoP Outcome	1. Horticultural production in farmlands of the FGs is increased.			2. Women's members of FG's increase their influence on decision making in their FG's, including with increased numbers of women in leadership roles			
Intermediate Outcome	1.1 Farmlands of the FGs for horticultural products are expanded.	1.2 Year-round production of horticulture crops is carried out.	1.3 Water supply systems are maintained on a regular basis by the FGs.	2.1 Opportunities for female members of the FGs to speak up in decision-making in the farmer groups, are increased	2.2 Household chores are shared equitably between men and women.		
Output	1.1.1 Water for agricultural activities becomes accessible throughout the year.	1.2.1 FGs gain skills on horticultural production and management.	1.3.1 FMCs gain skills on repair & maintenance.	2.1.1 Women can demonstrate improved skills and knowledge on public speaking in the FGs	2.2.1 Both female and male members of FGs and male partners of female members enhance their understanding on gender equality.	2.2.2 Regular reflection conducted with FMCs members to identify social norms that still hinder men to do the women's responsibility	2.2.3 The length of time for female farmers of the FGs to spend drawing water for agricultural activities is decreased.

GenderAgency:

The project increases women's agency through activities aimed at skills building on maintenance for the water supply facilities and through activities for exercising women's leadership roles aimed at increasing their confidence in decision-making in the farmer groups (monthly FMC meetings in particular). This is particularly reflected in training for FMCs on maintenance of the water supply facilities and on women's leadership and public speaking skills.

Relationship:

The project increases women's roles and power within family relationships and group member relationships. SAA is applied to enhance the "change relations", and is particularly linked to gender sessions for engaging women activities and engaging men & boys' activities that plan to be conducted within monthly FMC meetings.

Structure:

The project increases women holding leadership roles in the farmer groups. Through the process of the "change relations" mentioned above, SAA process at the same time contributes to enabling the FG members and community members to become aware of discriminatory social norms, customs and practices that prevent women's participation in decision-making both in household and agriculture. This leads to the development of rules & regulations of FMCs.

Assumptions

Local authorities are not willing to participate in and cooperation with the project. /Community people are not willing to participate in and cooperation with the project. / Increase risk of GVB due to engaging women in economic development activities. /Long-standing perception regarding the traditional role of women persists especially among older generations. / Men's engagement in the activities is low. /El Nino and any natural disaster disrupt project activities. / Infrastructure may be damaged due to inter/intra community conflict due to the risk that neighbouring communities/ families may be jealous of the infrastructure or may initiative other longer standing conflicts (e.g. linked to water supply, land ownership/ use). /Local ownership is not strong.

Indicators

EoP Outcome	Intermediate Outcome	Output	Objectively measurable indicators	Definition of indicators	Baseline	Means of verification	Remarks
<p>1. Horticultural production in farmlands of the FGs is increased.</p>			<p>1-(1) # of the variety of horticulture crops production increased by the FGs members in each year</p> <p>1-(2) # of farmers group reporting increase of Horticultural productivity</p>	<p>1-(1) The variety of horticulture crops planted by the individual FG members in their own farmland as well as by FGs planted in FGs' farm land.</p> <p>1-(2) Quantity (weight) of the harvested crops per horticulture beds (measure the size of each horticulture beds).</p> <p>There are data collected from the individual farmers for weight of crops per horticulture beds.</p>	<p>1-(1) Individual FG member data: Cabbage only - 4%, Tomato only -35%, Chili only - 18%, Mix - 23% and other varieties – 20%</p> <p>Horticulture crops FGs plant in first year will be the baseline for the FG group data.</p> <p>1-(2) Data will be collected in mid-term and end of the project.</p> <p>There are baseline data for individual farmers (just for the reference): < 20 kg / Horticulture.beds (H.beds) – 42%</p>	<ul style="list-style-type: none"> ▪ baseline/mid-term and end-line survey ▪ monthly report ▪ lists of seeds distributed 	

EoP Outcome	Intermediate Outcome	Output	Objectively measurable indicators	Definition of indicators	Baseline	Means of verification	Remarks
					30 kg/H.beds – 9% 40 kg/H.beds – 1% No response – 48%		
	1.1 Farmlands of the FGs for horticultural products are expanded.		1.1-(1) Area of the farmlands for horticulture products has increase by 25% in 12 target FGs by the end of project.	The area includes drip irrigated area, plastic tunnel area and other areas where FGs plant any horticulture crops.	Farmland area FGs plant horticulture crops in first year will be the baseline.	<ul style="list-style-type: none"> ▪ baseline/end-line survey ▪ monthly report 	MOF A indicator 1.2
		1.1.1 Water for agricultural activities becomes accessible throughout the year.	1.1.1-(1) # of drip irrigation facilities are installed	One drip irrigation facility is composed of water collection point to drip tapes.	Baseline is zero facility.	<ul style="list-style-type: none"> ▪ construction completion report ▪ monthly report 	MOF A indicator 1.1
			1.1.1-(2) % of FG members who participated in the water supply facilities construction process		Construction is ongoing.	<ul style="list-style-type: none"> ▪ construction participants list 	
	1.2 Horticultural production is realized throughout the year		1.2-(1) Area of the farmland that set up with the plastic tunnels.	Area covered by the plastic tunnels.	The baseline data will be collected after setting up the plastic tunnels.	<ul style="list-style-type: none"> ▪ monitoring and direct observation ▪ plastic tunnels setting up completion report 	

EoP Outcome	Intermediate Outcome	Output	Objectively measurable indicators	Definition of indicators	Baseline	Means of verification	Remarks
		1.2.1 FGs gain skills on horticultural production and management.	1.2.1-(1) Equal participation of members in FG activities		Data will be collected through FGD using gender division of labor tool by GPQ	• FGD	
			1.2.1-(2) # of training conducted throughout the program		Data will be collected at the end of the project	• progress reports	
			1.2.1-(3) # FG members who received training session	Training session means horticulture training.	Data will be collected at the end of FY	• training participant list	
			1.2.1-(4) % of participants who scored 75% or above on horticultural production and management	This is based on the horticulture training pre/post test result.	Data will be collected after the training	• pre / post-test result	
	1.3 Water supply systems are maintained on a regular basis by the FGs and communities		1.3-(1) # of water supply systems that are in usable conditions whenever water is necessary for agricultural activities	Water supply systems are functioning throughout the year.	Data will be collected at the end of FY	• monitoring and observation report	
			1.3-(2) ARAPs have been developed	Action plan can be made during Aldeia Resilient Action Plan (ARAP) workshop, financial training, rules and regulation making workshop etc.	Data will be collected at the end of FY	• report on ARAP workshop	MOF A indicator 2.4

EoP Outcome	Intermediate Outcome	Output	Objectively measurable indicators	Definition of indicators	Baseline	Means of verification	Remarks
			1.3-(3) 70% of action plans implemented successfully		Data will be collected at the end of 2 nd year and 3 rd year	<ul style="list-style-type: none"> • report on the list of FMC action plan • Minutes of monthly FMC meeting 	MOF A indicator 2.5
			1.3-(4) # of FGs doing maintenance work		Data will be collected at the end of FY	<ul style="list-style-type: none"> • Observation and assessment of water system 	
			1.3-(4) 5 short stories of FG working together (male and female members) to maintain water supplies		Data will be collected at the end of FY	<ul style="list-style-type: none"> • Interviews with farmers to find out 	
		1.3.1 FMCs gain skills on repair & maintenance.	1.3.1- (1) # of FMCs established		1 st year: 5 FMCs 2 nd year: 7 FMCs	<ul style="list-style-type: none"> • monthly report • FMC members list 	MOF A Indicator
			1.3.1- (2) # of training on repair and maintenance conducted		Data will be collected at the end of FY	<ul style="list-style-type: none"> • training report • participants list • monthly report 	
			1.3.1- (3) Rules and regulations of each FMC are formulated and in place		Data will be collected at the end of FY	<ul style="list-style-type: none"> • training report • monthly report 	MOF A indicator 2.2
			1.3.1- (4) % of FMCs members who gained knowledge and skills		Data will be collected at the end of the training	<ul style="list-style-type: none"> • pre/ post-test result • training report 	

EoP Outcome	Intermediate Outcome	Output	Objectively measurable indicators	Definition of indicators	Baseline	Means of verification	Remarks
			1.3.1-(5) # of monthly FMC meeting conducted		Data will be collected at the end of FY	<ul style="list-style-type: none"> • FMCs' meeting minute • Monthly report 	MOF A Indicator
			1.3.1-(6) More than 85% of the members of FMCs are participating in respective facility management trainings and the monthly meetings		Data will be collected at the end of FY	<ul style="list-style-type: none"> • FMCs' minute • Monthly report • Training report 	MOF A indicator 2.1
2. Women's members of FG's increase their influence on decision making in their FG's, including with increased numbers of women in leadership roles			2-(1) By the end of the project, 70% of male group member and male spouses of the female FMCs members, and male stakeholders of our target increase their awareness on gender equality and importance of male and female mutual decision-making. (before & after)		Data will be collected through FGD by using Pile sorting and Ladder of participation (Part of the gender session and SAA) 60% of men are aware of gender equality issues*	<ul style="list-style-type: none"> • FGD (all 3 target groups in 1 session, sampling will be done the number of FGDs) 	MoFA indicator 2.7
	2.1 Opportunities for female members of the		2.1-(1) 50% of women who express their views and		Data will be collected through FGD by GPQ	<ul style="list-style-type: none"> • FGD (Ladder of participation) 	MOF A indicator

EoP Outcome	Intermediate Outcome	Output	Objectively measurable indicators	Definition of indicators	Baseline	Means of verification	Remarks
	FGs to speak up in decision-making in the farmer group, are increased.		opinions in decision-making in the FGs		Less than 10% express their views at the meeting		tor 2.6
			2.1-(2) 5 Women's stories of improved participation in FG	Stories/examples gathered during use of the IWDA's Participation Tool	Data will be collected at the end of the project	<ul style="list-style-type: none"> FGD 	
		2.1.1 Women can demonstrate improved skills and knowledge on public speaking in the FGs	2.1.1-(1) # of training on leadership and public speaking for female members conducted throughout the program		1 st year: Once a year (2 days)	<ul style="list-style-type: none"> training participant list monthly report 	
	2.2 Household chores are shared equitably between men and women.		2.2-(1) Length of time men spending for household chores (before/after) 2.2-(2) Length of time women spending for household chores (before/after)		See 24 hour-activity clock at the gender workshop. Men spend about 1 hour for animal care at the household level. Women spend about 10 hours on household work.	<ul style="list-style-type: none"> Gender workshop report 	

EoP Outcome	Intermediate Outcome	Output	Objectively measurable indicators	Definition of indicators	Baseline	Means of verification	Remarks
		2.2.1 Both female and male members of FGs and male partners of female members enhance their understanding on gender equality	2.2.1-(1) # of participants who take gender training		Data will be collected at the end of FY	<ul style="list-style-type: none"> ▪ training participant list 	
		2.2.2 Regular reflection conducted with FMCs members to identify social norms that still hinder men to do the women's responsibility	2.2.2 -(1) The number of FMC meetings include gender sessions and/or gender reflections	FMC members will have reflection sessions during monthly FMC meeting.	Data will be collected at the end of FY	<ul style="list-style-type: none"> ▪ Agendas 	
	2.2.3 The length of time for female farmers of the FGs to spend drawing water for agricultural activities is decreased	2.2.3-(1) 50% decrease the length of time for female farmers of the target FGs to spend drawing water for agricultural activities (before & after)	Individual data are collected for individual farmland No FG data (The drip irrigation facility is only for the FGs' farmland therefore this indicator should be about FGs' farmland)	Female for individual farmland: per day 1 hour – 28% 2 hours – 30% 3 hours – 11% 4 hours – 20% More than 5 hours – 11%	<ul style="list-style-type: none"> ▪ midterm /endline survey 	MoFA indicator 1:3	

EoP Outcome	Intermediate Outcome	Output	Objectively measurable indicators	Definition of indicators	Baseline	Means of verification	Remarks
CARE 2030 indicators			# and % of women who have actively participated in informal (civil society-led, private sector-led) decision-making spaces.	16 out of 22 women / 81% women	Ladder of participation		

** There are some issues where men have been seen to agree like – better for men to manage the cash flow and bank account, women should have all the responsibility of housework, women are too emotional to be a leader, only women can take care of small children (0-5 years old) and women should not openly discuss about sexuality. These are finer intrinsic gender inequality issues which need to be addressed through SAA.*