



**SEFOPE**



# Timor Leste

## Labour Force Survey 2010





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**Note:** Because the LFS is a sample survey, all estimates are subject to sampling error. Sampling errors have not been included in this report, but all reported figures have been rounded to the nearest thousand in order to make some allowance for the effects of sampling error. An asterisk (\*) in a cell of a table indicates that the value is less than or equal to 500, while a dash (-) in a cell indicates that there were no observations at all in that cell.

## PREFACE



The Labour Force Survey 2010 is a joint initiative of the Secretariat of State for Vocational Training and Employment (SEFOPE) and the National Statistics Directorate, representing the first exercise of its kind organized in Timor-Leste after independence.

The Survey provides an important set of labour force statistics, including data on employment, unemployment, time-related underemployment, and informal employment, which is essential for the design and evaluation of government policies and programmes.

The building of an appropriate and effective Labour Market Information (LMI) System is an absolute priority for Timor-Leste and, in particular, for SEFOPE in order to be able to monitor actual developments and assess the impact of the labour market policies formulated and implemented.

In that sense, this Survey is also a major step towards the systematic production of labour force statistics in Timor-Leste. Plans for sample design were developed and extensively analyzed to ensure that the data collected is representative at the national level, as well as for urban and rural areas. On the other hand, the Questionnaires were prepared based on the inputs provided by national and international stakeholders that allowed the identification of a number of central topics for inclusion in the Labour Force Survey. All this preparatory work will ground and facilitate the implementation of future similar exercises.

Overall, the Timor-Leste Labour Force Survey 2010 followed the best international practices in terms of design and methods, concepts and classifications. I would like to address my sincere thanks to the Irish Aid and the Australian Agency for International Development for providing financial support to this survey, through the LMI Systems Project and the Youth Employment Promotion (YEP) Programme, and to the experts of the International Labour Organization for their key technical inputs.

A word of appreciation goes also to the Timorese communities in general and in particular to the sample households for their understanding and co-operation during the data collection. Their positive attitude facilitated our work and demonstrated once again the determination of the people of Timor-Leste to contribute to pave the way towards a better future for all.

Finally, I also thank all the staff of the LMI Department of SEFOPE and of the National Directorate of Statistics that worked hard for the successful conclusion of the Survey.



Bendito dos Santos Freitas,  
Secretary of State,  
Secretariat of State for Vocational Training and Employment





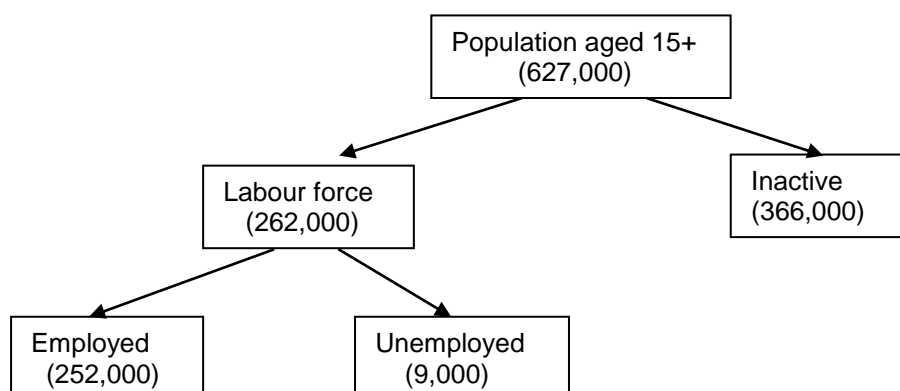
## Executive Summary

This report presents the main results of the Timor-Leste Labour Force Survey, for which the fieldwork was carried out over a 12-month period from mid-2009 to mid-2010. The survey was conducted by the National Statistics Directorate (DNE) in collaboration with the Labour Market Information Department of the Secretariat of State for Vocational Training and Employment (SEFOPE). Conducting the survey was made possible through the funding support provided by Irish Aid and AusAid and with technical support provided by the International Labour Organization (ILO).

The survey covered 4665 households spread across 311 enumeration areas throughout Timor-Leste. Detailed information on each person's economic activity was collected from more than 17,000 people aged 10 and over in these households.

According to the survey data, it is estimated that the number of people aged 15 and over in each activity status is as shown in the table below:

	Population aged 15 and over	Labour force	Employed	Unemployed	Inactive
Timor-Leste	627,000	262,000	252,000	9,000	366,000
Urban	180,000	76,000	71,000	5,000	104,000
Rural	449,000	186,000	182,000	4,000	262,000
Male	318,000	178,000	173,000	5,000	139,000
Female	311,000	84,000	80,000	4,000	227,000



Under the international definitions, a person is considered as employed if they did any work at all (paid or unpaid) during the reference period, which was taken in this survey as being the previous week (Monday to Sunday). Even if the person only works for one hour, they are counted as being employed. This definition is used so that the contribution of all work activity can be measured, since it all contributes to the overall productivity of the country.

It is also important to note that the unemployed have been measured in relation to the 'relaxed' definition of unemployment. Under this definition, a person is counted as unemployed if they were not working last week but were available to work. In developing countries most people cannot afford the luxury of not doing any work at all, so it is hardly surprising that the number of unemployed persons is quite low. For this reason, the unemployment rate should not be considered as a very useful indicator for policy purposes.

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The employed population aged 15 and over (252,000 persons) can be further sub-divided according to their status in employment, as shown below.

	Paid employees	Employers	Own account workers	Contributing family workers	Vulnerable employment
Timor-Leste	72,000	4,000	103,000	73,000	176,000
Urban	38,000	2,000	22,000	8,000	30,000
Rural	33,000	2,000	81,000	65,000	146,000
Male	56,000	3,000	66,000	47,000	114,000
Female	16,000	1,000	37,000	26,000	63,000

Also shown in the table is the number of people who are classified as being in 'vulnerable employment'. These are people who are classified as own account workers or contributing family workers. These people are unlikely to have any guaranteed salary each month, and will probably not have any job security. As many as 176,000 persons are in vulnerable employment. This is a more useful indicator than the unemployment rate.

The following key rates can be calculated from the labour force survey, based on the figures shown in the two tables above:

	Labour force participation rate (%)	Employment to population ratio (%)	Informal employment rate (%)	Vulnerable employment rate (%)	Unemployment rate (%)	Inactivity rate (%)
Timor-Leste	41.7	40.2	17.8	69.9	3.6	57.4
Urban	42.3	39.3	20.0	42.1	6.9	57.7
Rural	41.5	40.6	16.9	80.3	2.2	58.5
Male	56.2	54.4	13.5	65.9	3.1	43.0
Female	26.9	25.7	26.5	78.5	4.6	72.2

There is a clear difference between males and females on all the indicators. The labour force participation rate for females, and the employment to population ratio, is only half that of males, while females are much more likely than males to be in informal employment or in vulnerable employment. The unemployment rate of 3.6 percent shown above might appear low, but it is comparable to the unemployment rates in other South East Asian countries. Finally, the female rate of inactivity is very much higher than the corresponding rate for males.

The Labour Force Survey is the first survey of its kind to be conducted in Timor-Leste, and it has provided a very valuable learning experience for DNE and SEFOPE. It is hoped that labour force surveys will be carried out on a regular and frequent basis in future, so that a useful time series of key labour statistics can be generated. This will provide a valuable input to government planning in the area of employment policy, so that the country's labour resources can be mobilized more effectively.





## Chapter 1

### **Methodology**

#### **1.1 Introduction**

This report presents the results of the first national Labour Force Survey (LFS) to be conducted in Timor-Leste since the country gained its full independence in 2002. Up to 2009-2010, when the LFS was carried out, Timor-Leste has had only limited labour statistics available. These came mainly from data about the seekers for jobs and training who were registered at the District Employment Centres. Other sources of information were the programmes implemented and services provided by the Secretariat of State for Vocational Training and Employment (SEFOPE). This meant that most of the economically active population, including job seekers who do not register at Employment Centres, were not covered by any statistics.

It was for this reason that the Government of Timor-Leste initiated this first LFS, which was carried out by the National Statistics Directorate (DNE) under the Ministry of Finance. The survey was expected to provide much-needed data on a variety of key employment issues:

- the labour force, in terms of age, sex, and education;
- the employed population, in terms of occupation, economic sector and multiple job-holding;
- employment conditions, in terms of job permanency, public/private sector, hours worked, underemployment, and net monthly earnings;
- informal sector and informal employment, in terms of contractual conditions, size of establishment, benefits of employment, etc.;
- the unemployed, including duration of unemployment, and methods of seeking work; and
- persons not in the labour force, their reasons for not being available to work, and their previous work experience.

One key aim of the LFS was to ensure that it made full use of international standards, so that this survey would mark the beginning of a new period characterised by the availability of reliable and internationally comparable data on employment and unemployment, which would create improved conditions for the design of well-grounded sector policies. Conducting this survey was planned as a joint undertaking by DNE and the Labour Market Information Department of SEFOPE, which has helped to strengthen the links between the two institutions.

The availability of this data from the LFS will provide an input in the formulation and evaluation of economic and social policies, particularly in the areas of employment generation and poverty reduction policies and strategies. The wide range of employment data collected in the survey is intended to be of assistance to the Government as it attempts to monitor both the implementation of various national plans and Timor-Leste's progress towards the attainment of those Millennium Development Goals and other national goals that are labour-related.

The survey was carried out with the support of the International Labour Organization (ILO). The ILO's activities in Timor-Leste take place within the framework of its Decent Work Country Programme (DWCP) 2008-2013, which defines the joint five-year programme priorities of the Government of Timor-Leste, the employers' organization, and workers' organizations, as well of the ILO itself and its development partners. The ILO's work programme in Timor-Leste is focused on the three priorities identified in the DWCP: youth employment, rural economic development, and labour market governance.

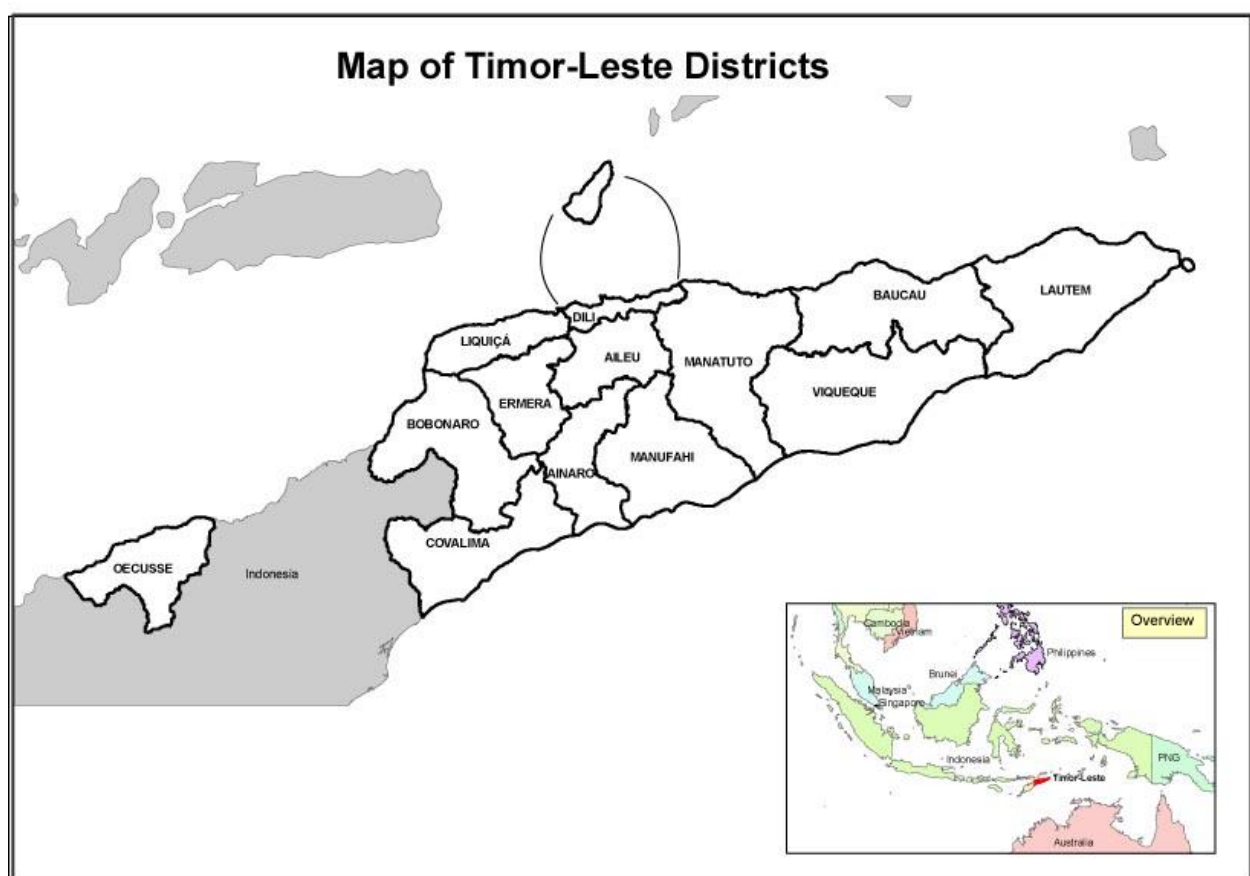
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The DWCP identifies 'labour market information-based policy and programmes' as being one of the areas of work contributing to the achievement of the first priority (youth employment). Within that area of work there are two elements: the development of a computerized labour market information database (SIMU); and conducting the LFS. Both of these activities involve the LMI Department of SEFOPE, which is supported with technical assistance from ILO and financial support from Irish Aid. The LMI Department aims to enhance the capacity of the Government's labour administration to contribute to sustained labour market development, by creating an enabling environment for the design, monitoring and implementation of employment promotion interventions.

In advance of the survey, two statistical experts from ILO headquarters visited Dili in March 2009 to make initial preparations for the survey. The purpose of their visit was to help with sampling and questionnaire design, and to make proposals for the organization of field arrangements for the survey and the processing and tabulation of the resulting data. Later on, another expert from ILO visited Dili to provide advice on classification systems in respect of occupation and economic activity. An ILO consultant also assisted with the data analysis and the preparation of this report.

### 1.2 Sampling

The labour force survey is a household-based survey, covering a sample of private households in Timor-Leste. The institutional population is excluded from the survey: this group includes persons living in military installations, correctional and penal institutions, dormitories of schools and universities, religious institutions, hospitals, and so forth. In the case of the armed forces, this means that they were included if they lived as members of a private household, but they were excluded if they lived in dormitories, barracks or similar accommodation.



Full details of the sample design and implementation are given in Annex A. Here we give a brief summary. DNE made use of the sample of 300 census enumeration areas (EAs) that had been selected for the Timor-Leste Survey of Living Standards 2007 (SLS 2007). Those EAs had been selected with probability proportional to size (PPS), where the measure of size was the 2004 EA census count. The actual number of EAs covered in SLS 2007 was in fact 269 instead of 300, because some large EAs were selected twice (or occasionally three or more times) and therefore received the corresponding number of workloads.

For SLS 2007, an up-to-date listing of households in the selected EAs was prepared in the field, and 24 households were selected in each EA, using a random start. These 24 households were then divided up into three 'tasks' (A, B and C), one for each of the three interviewers in the team. Task A received the first eight named households, Task B the next eight, and Task C the last eight. Each interviewer was required to interview five households, but they had a reserve list of three households in case they could not contact or interview any of the first five households on their list.

For LFS 2010, attempts were made to cover exactly the same EAs as was done in SLS 2007. Occasionally an EA was missed, and in a few cases the number of workloads covered in an EA was greater than the number covered in SLS 2007. Table 1.1 shows the number of urban and rural EA workloads covered in each district, and the expected number of households. Exactly the same listing sheets were used as had been used in SLS 2007, with the same names of household heads from SLS 2007 shown on the lists.

<b>Table 1.1 Allocation of workloads and households to urban and rural parts of each district</b>						
	<b>No. of workloads selected</b>			<b>Number of households</b>		
	<b>Urban</b>	<b>Rural</b>	<b>Total</b>	<b>Urban</b>	<b>Rural</b>	<b>Total</b>
<b>District</b>						
Ainaro	13	13	26	195	195	390
Aileu	0	10	10	0	150	150
Baucau	6	16	22	90	240	330
Bobonaro	10	17	27	150	255	405
Covalima	12	10	22	180	150	330
Dili	35	4	39	525	60	585
Ermera	2	23	25	30	345	375
Liquica	6	10	16	90	150	240
Lautem	13	8	21	195	120	315
Manufahi	13	11	24	195	165	360
Manatuto	3	12	15	45	180	225
Oecusse	20	27	47	300	405	705
Viqueque	5	12	17	75	180	255
<b>Total</b>	<b>138</b>	<b>173</b>	<b>311</b>	<b>2070</b>	<b>2595</b>	<b>4665</b>
<b>District-groups</b>						
1. Baucau, Lautem, Viqueque	24	36	60	360	540	900
2. Ainaro, Manatuto, Manufahi	29	36	65	435	540	975
3. Aileu, Dili, Ermera	37	37	74	555	555	1110
4. Bobonaro, Covalima, Liquica	28	37	65	420	555	975
5. Oecusse	20	27	47	300	405	705
<b>Total</b>	<b>138</b>	<b>173</b>	<b>311</b>	<b>2070</b>	<b>2595</b>	<b>4665</b>

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Based on the information provided on the cover sheet of each questionnaire, the sample of 4665 households contained 12,088 males and 12,000 females, giving an average household size of 5.2 (unweighted). Among these households there were 8,610 males aged 10 and over and 8,538 females aged 10 and over; these were the people to whom most of the survey questions were directed, after the basic household listing information had been collected.

### **1.3 Questionnaires**

The questionnaires were carefully designed by the ILO team that visited Dili in March 2009. The questions were worded in the correct fashion, allowing the calculation of many statistical indicators that are fully in line with current international standards in labour statistics.

Two questionnaires were used - a household questionnaire and an individual questionnaire. The questionnaires are shown in Annex B. The household questionnaire had space for recording up to 15 persons in the household. It contained basic information for identifying the location of each selected household, and contained summary information about the interview, including the dates and times of visits, the total number of persons completing the individual questionnaire, the language used in the interview, and the outcome of each household visit. Basic demographic information was then collected for each household member, whatever their age: sex, age, relationship to household head, marital status, literacy, schooling, place of birth, migration, and citizenship. The last part of the household questionnaire collected information on the household's sources of income, and their average income in cash per month.

There was a separate individual questionnaire for each household member aged 10 and over. As far as possible, each household member was expected to respond for him or herself, and the use of proxies was discouraged. Part 1 contained identification particulars for each person, and Part 2 contained a series of questions aimed at identifying those people who would count as being currently employed. These people were asked questions in Part 3 about the characteristics of their main job or activity, and in Part 4 about any secondary activity they might be engaged in, as well as about any involvement in subsistence agriculture for home consumption. In Part 5 they were asked questions about their hours of work and underemployment, while in Part 6 those who were classified as employees were asked questions about their wages and salaries received last month from their main and secondary activity.

Those who had been counted in Part 2 as not being currently employed had skipped to Part 7, which asked questions about unemployment and economic inactivity. Among this group, those who expressed a willingness to start work in a job or business in the next 15 days, if an opportunity arose, were then asked questions about their previous training and work experience.

DNE had organized the translation of the questionnaires into Tetum and the final questionnaires were in booklet form. A flow chart of the questionnaires is shown in Annex C.

Analysis of the responses indicates that all but three interviews were conducted in Tetum; two households were interviewed in Bahasa and one household in Portuguese.

### **1.4 Fieldwork**

Two field teams were used initially for the survey, each consisting of three interviewers, a supervisor, and a driver. The ten persons who were going to work on the survey (2 supervisors, 6 interviewers, and 2 data entry staff) were given detailed training in Dili over a period of four days at the end of July 2009 on all aspects of the survey. They then spent one day in Dili, carrying out pilot



interviews before the main fieldwork began. This helped to build up their confidence and to ensure that they were familiar with the questionnaires and procedures.

Due to the difficulties experienced in securing vehicles for the field work, both teams started working in Dili during August and September 2009. As vehicles became available, they moved out into the districts. Lautem and Covalima were covered in October/November, Baucau and Ainaro in December/January, and Viqueque and Manufahi in February/March. With the national Population Census due to take place in July 2010, it was imperative that fieldwork be speeded up, so that it could be completed by the end of June. Accordingly, a third field team was created and started work towards the end of March. Table 1.2 shows the monthly allocation of the LFS fieldwork to the survey teams.

Table 1.2 Monthly allocation of LFS fieldwork to the survey teams		Team A	Team B	Team C
2009	August	Dili		
	September			
	October	Lautem	Covalima	
	November			
	December	Baucau	Ainaro	
2010	January			
	February	Viqueque	Manufahi	
	March			Aileu
	April	Oecusse	Bobonaro	Liquica
	May		Ermera	Manatuto
	June			

The survey teams experienced the usual sorts of problems that teams conducting household surveys in Timor-Leste often have to face: transport difficulties, bad road conditions, poor weather, and trying to gain the cooperation of the public. The headquarters staff monitored the progress of the survey, by carrying out spot checks to ensure that the correct households from the sample list had been visited and that those households really had been interviewed. They also checked to see that the interviewers were completing their questionnaires correctly.

Analysis of the results shows that, according to the information given in Q.82, two-thirds of all interviews were completed with the selected person, and one third involved proxy responses.

It is difficult to measure the true response rate on this survey because of the method used for selecting the households to be interviewed. Three interviewers were working in each EA. Each interviewer had five specific households to visit, and kept three households in reserve. If any of those five households could not be located, or had moved, or was out at the time of the interviewer's visits (even after repeated visits), or refused, or was otherwise not available, the interviewer was allowed to take the first replacement household. There was officially zero non-response, with all quotas successfully filled and all household questionnaires being marked with code 1 ('completed - fully responding household').

Perhaps a more useful indicator is the fact that reserve households (numbers 6, 7 and 8 on the list) were used in 31 percent of all household visits. In 57 percent of 'tasks', interviewers had to use at least the first reserve household, 53 percent went as far as using the second reserve, and as many as 46 percent of interviewers had to draw on the third reserve. This high rate of using replacement households was really inevitable, given the fact that three to four years had elapsed since the lists of households were prepared. If resources had allowed, a listing exercise should have been carried out in each selected EA, and the 15 households then selected afresh from that updated list.

### 1.5 Data processing and analysis

As each district was completed, the questionnaires were booked in and checked, before data entry could begin. Some delays were experienced in implementing the complex coding of the questions on occupation and economic activity, because of difficulties in finalizing the coding frames, but agreement on suitable coding frames was finally secured. Data checking was carried out by six office staff and data entry by two other staff.

Data entry screens were prepared, using the CSPro package, and these guided the data entry staff, since the program incorporates automatic skips when required on the questionnaire. Occasionally, an error had been made in the preparation of the data entry screen; in these cases, a valid code that was not allowed for in the data entry program would show up as 'out of range', and the data entry staff would then be forced to use manual entry so that the correct code could be entered. Double data entry was used, to ensure that errors in the data entry were reduced to a minimum.

Particular attention was paid to ensuring that all records had the correct EA and job number attached, since these were essential for identifying batches of questionnaires and for assigning weights. The job number was the unique number assigned to every group of 15 households, and proved particularly useful in identifying workloads in cases where an EA was given more than one workload. In 16 cases where an extra workload had been added to the one(s) already done in the TL-SLS, no job number had been assigned. These were assigned new job numbers during the data processing stage, so that each job number was associated with 15 households.

### 1.6 Key terminology in labour statistics

A major consideration with labour force surveys is to ensure that the correct terminologies are adopted. In order to be able to interpret the results from an LFS, it is essential to be familiar with the concepts used. Here we define several key concepts in labour statistics, as well as some standard survey terms. Some other concepts (such as the informal sector and informal employment) are defined in their respective sections later in this report.

#### ***Household***

In most countries a household is defined as a group of people who normally live together and eat their meals together. For the LFS 'normally' should mean that the person concerned has lived in the household for at least six of the past 12 months. Thus the members of the household are identified on the basis of their 'usual place of residence'. A person living alone and making his or her own meal arrangements also counts as a separate household.

There usually are some exceptions to the rules. For instance, the following categories of persons are usually treated as household members even though they have lived less than six months in the household during the past 12 months:

- (a) infants who are less than six months old;
- (b) a newly married couple who have been living together for less than six months; and
- (c) persons living together for less than six months but who are expected to live in the household permanently (or for long duration).

Lodgers and other permanent residents who live and take their meals with the household are usually counted as household members, even though they may have no blood relationship with the household head. Servants and other paid domestic employees are also counted as part of the household if they live with the household.

In contrast, people who have lived in the household for more than six out of the past 12 months but have permanently left the household are not considered members of the household.

### ***Urban/rural***

In this survey an important distinction is made between urban and rural areas, since many of the results are reported separately for urban and rural areas. Table 1.3 shows the list of sucos that were counted as urban for the purposes of the LFS; it is based on the list of sucos used for the 2004 Census of Population and Housing, plus three sucos (Bidau Santana, Bemori, and Soro) that were classified as urban not long after the census.

The classification of places as urban was based in part on a scoring system developed by DNE. The method used was partly objective, with each suco receiving a score based on population size, the presence or absence of education, health, market and religious worship facilities, and access to water supply and sanitation, electricity, radio and television, public administration and transportation services. The scoring method was not applied rigorously because it resulted in sucos with small populations in the centre of Dili being classified as rural, and every single suco in some outlying districts being classified as rural. Using the scoring analysis as a starting point, DNE waived the requirement for a suco to have a population of more than 5,000 to be considered urban, and they added the requirement that every district should have at least one urban suco.

In the LFS almost all the urban sucos shown in Table 1.3 are represented in the LFS sample. The only urban sucos that did not happen to provide any samples for the LFS were Selo Malere (13), Motael (18), Bidau Lecidere (24), Gricenfor (25), Bidau Santana (33) and Ailili (34).

**Table 1.3 List of sucos that were counted as urban for the LFS**

## Timor-Leste Labour Force Survey 2010

<i>Suco</i>	<i>Sub-district</i>	<i>District</i>	<i>Suco</i>	<i>Sub-district</i>	<i>District</i>
1 Costa	Pante Macasar	Oecusse	21 Caicoli	Vera Cruz	Dili
2 Debos	Suai	Covalima	22 Mascarenhas	Vera Cruz	Dili
3 Holsa	Maliana	Bobonaro	23 Lahane Ocidental	Vera Cruz	Dili
4 Ritabou	Maliana	Bobonaro	24 Bidau Lecidere	Nain Feto	Dili
5 Dato	Liquica	Liquica	25 Gricenfor	Nain Feto	Dili
6 Poetete	Ermera	Ermera	26 Acadiru Hun	Nain Feto	Dili
7 Talimoro	Ermera	Ermera	27 Santa Cruz	Nain Feto	Dili
8 Maubisse	Maubisse	Ainaro	28 Bemori	Nain Feto	Dili
9 Ainaro	Ainaro	Ainaro	29 Culu Hun	Cristo Rei	Dili
10 Soro	Ainaro	Ainaro	30 Becora	Cristo Rei	Dili
11 Letefoho	Same	Manufahi	31 Camea	Cristo Rei	Dili
12 Babulu	Same	Manufahi	32 Hera	Cristo Rei	Dili
13 Selo Malere	Aileu Vila	Aileu	33 Bidau Santana	Cristo Rei	Dili
14 Comoro	Dom Aleixo	Dili	34 Ailili	Manatuto	Manatuto
15 Fatuhada	Dom Aleixo	Dili	35 Aiteas	Manatuto	Manatuto
16 Kampung Alor	Dom Aleixo	Dili	36 Caraubalo	Viqueque	Viqueque
17 Bairro Pite	Dom Aleixo	Dili	37 Bahu	Baucau	Baucau
18 Motael	Vera Cruz	Dili	38* Trilolo	Baucau	Baucau
19 Colmera	Vera Cruz	Dili	39 Fuiloro	Lospalos	Lautem
20 Vila Verde	Vera Cruz	Dili			

Source: Based on Table 16 in Timor-Leste Census of Population and Housing 2004: Census Atlas 2004, with three additions

Note: Entry 38 was originally given incorrectly as being the suco named Tirilolo in Iliomar sub-district in Lautem district.

### Reference period

In collecting data on current work activities, all questions relate to a short reference period of a week. This week is taken as comprising the seven days from Monday to Sunday of the calendar week immediately preceding the interview date. Only the question on main activity (Q.81) refers to a long reference period, which is taken as being the 12-month period from July 2008 to June 2009.

### Work

A labour force survey collects data about work activities. Work activities should be defined in line with the current ILO standards which in turn are based on the United Nations 1993 System of National Accounts.<sup>1</sup> The 1993 SNA is particularly noteworthy in that it has greatly widened the production boundary for work. These changes have major implications for those engaged in the household sector. For instance, the SNA now includes within its production boundary all production of goods for own use. Therefore activities such as tailoring or making mats for the household, or even collecting water or firewood, now count as economic activity for the purposes of the SNA. Table 1.4 illustrates the kinds of activity which should count as 'work' in the SNA, and by extension in labour force surveys as well.

**Table 1.4 Examples of activities which count as 'work'**

#### 1 Outside the home

Wage job: Workers employed in factories, business enterprises, farms, shops, service undertakings, and other economic units engaged in production of goods and services intended for sale on the market. Also, employees of government and other social and cultural institutions, hotels, restaurants, transport and communication. Politicians who get remuneration, lawyers, doctors, shopkeepers, farmers.

Any business operated by the person: Managing one's own business or farm even though not

One group which is of particular interest is those who are engaged in subsistence agriculture. Where some of their output is sold or bartered, they definitely count as working. But even where their output is consumed entirely by the household itself, the person is still considered as working, according to the SNA. However, there is a problem when it comes to labour force surveys. If all production for home consumption is counted as 'work', as well as all cases where people collect firewood or fetch water, the result will be that virtually everyone will be counted as employed, and concepts such as unemployment will cease to have any relevance. The LFS in Timor-Leste has therefore followed the practice of collecting information on people who produce food solely for home consumption, so that the numbers in this group can be estimated, but in the analysis this group has not been counted as 'working'. In the case of collecting firewood and fetching water, no specific questions were asked in the survey about these activities, so the numbers falling into these two groups cannot be estimated.

***Currently employed***

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There are two situations in which a person can be defined as being currently employed. Either the person is actually working (as defined above) in the reference week, or he or she has an attachment to a job or business but did not work during the reference week.

This second group (those with a job attachment) was identified by asking three questions, as shown in the flowchart in Annex C. Those with a job attachment but not at work are defined as those who have a job to return to (code 1 in Question 5) provided they meet certain conditions; these conditions are based on the main reason why they did not work last week and the length of time they have been away from work. Those who report that they are self-employed doing seasonal work are not counted as having a job attachment. The following are counted as having job attachments: those who do seasonal work for wages, provided they are sure to return within 6 months and continue to receive a wage or salary during the off-season; those who were absent from work last week for technical or economic reasons (due to machinery breakdown, energy cuts, lack of orders, etc.), provided they are sure to return to work within 3 months; and those who gave any other reason (often of a social nature) for their absence from work last week.

### ***Currently unemployed***

The 'strict' international standard definition of unemployment is based on three criteria which must be satisfied simultaneously. These criteria are: 'without work', 'currently available for work', and 'seeking work'. Those 'without work' would not have answered Q.10, which asked about the person's employment status in their current job or activity. 'Current availability for work' is measured as a 'Yes' response to Q.65 (availability to start a job within the next 15 days) or Q.66 (availability to start a business within the next 15 days). 'Seeking work' is taken as any positive response (i.e. codes 1 to 10) to Q.60, which asked what the person had done in the last four weeks to look for work or to start a new business; but it also includes those who had already found a job or business opportunity (codes 1 and 2 in Q.62) which they would start at a later date (usually referred to as 'future starts').

The 'seeking work' criterion is usually considered too restrictive and is often 'relaxed' for developing countries in which the labour market is not well developed. One particular group of workers who might possibly be considered as unemployed under a relaxed definition are the so-called 'discouraged workers'. This term generally refers to those persons who want a job and are currently available for work but who have given up any active search for work because they believe that they cannot find it. There may be a variety of reasons for this. They may believe that no suitable job is presently available in the area, or it may be related to personal factors, such as the belief that they lack qualifications or that employers think they are too young or too old to work. Policy makers may be particularly interested in these groups, because they represent unutilized labour resources.

Accordingly, in the TL-LFS the currently unemployed (using the 'relaxed' definition) is widened to include all people who did not have a job or business or were not employed (as defined above), and who did one of the following:

either they looked for work in the last four weeks before the interview;

or they did not look for work in the last four weeks, but were available to work. Amongst this group are seasonal workers and those awaiting the results of previous enquiries, as well as the discouraged workers discussed above.

Because of the way in which the filters work in the unemployment section of the questionnaire, it is possible to count as unemployed under the 'relaxed' definition any person who is not currently working and who answers 'yes' to Q.65 (availability to start a job within 15 days if offered one) or 'yes' to Q.66 (availability to start work in a business within 15 days if the opportunity arose).

### ***Current activity status***

Current activity status is a key concept in labour force surveys. The currently economically active population (also known as the labour force) comprises all those who are currently employed or currently unemployed, as defined above.

In contrast, the currently inactive comprise all those who are not currently active (i.e. are not currently employed or currently unemployed). This group therefore includes those who are studying or doing housework, as well as others such as the elderly and disabled who are not available for work. It also includes selected marginal groups such as: those who thought they had a job or business but have not been paid during their absence; self-employed seasonal workers; self-employed wage employees who cannot be sure of returning to work within 6 months, and those not working for technical or economic reasons who cannot be sure of returning to work within 3 months. The survey collected information on the reasons for their inactivity.

### ***Occupation***

Occupation refers to the type of work done during the reference period by the person employed (or the kind of work done previously if unemployed), irrespective of the industry or the status in employment of the person. Information on occupation provides a description of a person's *job or activity*. In the present context a job or activity is defined as a set of tasks and duties which are carried out by, or can be assigned to, one person. Persons are classified by occupations through their relationship to a job or activity. In asking each of the questions about occupation (Q21, Q26, Q42, Q69, and Q75), two specific questions were always asked. The informant was asked to give the occupational title of the job or activity, and to give a short description of the main tasks or duties.

A single job may have several different work activities or duties connected with it. For instance, different agricultural activities (weeding, herding cattle, and collecting water for cattle) are simply different aspects of the same activity and do not count as separate activities.

All jobs or activities were classified to the four-digit level, according to their occupation (see Annex D). This classification followed the broad structure of the International Standard Classification of Occupations (ISCO-08), but was adapted to meet the particular requirements of Timor-Leste.<sup>2</sup>

A brief description of the job or activity, in both English and Tetum, accompanied each four-digit code, so as to facilitate the work of coding occupations. It is believed that this is the first time that the ISCO classification has been developed to this level of detail in Timor-Leste, and the classification system will be further refined, based on the experience of using it for this and other surveys.

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<sup>2</sup> *International Standard Classification of Occupations (ISCO-08)*, endorsed through an ILO resolution concerning updating the ISCO, adopted by the Tripartite Meeting of Experts on Labour Statistics, Geneva, 3-6 December 2007, .

### ***Sector of Economic activity***

The term 'sector of economic activity' (previously 'industry') is used to refer to the activity of the establishment in which an employed person worked during the survey reference period, or last worked if unemployed. This activity is defined in terms of the kind of goods produced or services supplied by the unit in which the person works. An important feature of the classification system is that the branch of economic activity of a person does not depend on the specific duties or functions of the person's job, but on the characteristics of the economic unit in which he or she works.

Thus, two persons working in the same economic unit must be coded to the same branch of economic activity, no matter what work their jobs in that establishment involve. In asking each of the questions about economic activity (Q22, Q43, and Q76), two specific questions were asked.

The informant was asked what kind of industry, business, service or activity was carried out at the place of work, and they were also asked what goods or services were produced at the place of work, or its main functions.

All work was classified according to the sector of economic activity in which it took place (see Annex D), with coding being done to the four-digit level. The classification system that was used was in line with the International Standard Industrial Classification (ISIC Rev. 4), but was adapted to meet the special requirements of Timor-Leste.<sup>3</sup> Again, this is probably the first time that such a detailed classification scheme has been used in Timor-Leste for coding economic activity, and valuable experience was gained by office staff in using the classification system. The classification used in this survey can be further refined, based on the experience with using it in this and other surveys.

### ***Status in employment***

Information was also collected (in questions Q10, Q31, and Q77) on each person's status in employment. Status in employment refers to the type of explicit or implicit contract of employment of the person with other persons or organisations. Normally the interviewer had five possible codes to use (employee, employer, own-account worker, contributing family worker, and member of a producers' cooperative), but in the special circumstances prevailing in Timor-Leste a sixth code ('On military service') was added to describe the status of the main activity in Q10.

The meaning of the five codes in the questionnaire was clarified by the addition of short comments on each one. Thus, an employee is someone who works for someone else for pay in cash or in kind; an employer is someone who employs one or more employees; an own-account worker does not employ any employees; and a contributing family worker works without pay in the business or farm of another household/family member.

The five codes are exactly in line with those recommended in the *International Classification of Status in Employment (ICSE-93)*. The major distinction in this classification is between paid employees (code 1), whether permanent or temporary, and the self-employed (codes 2 to 5).

The military are a special group and are treated separately. Persons in paid employment are typically remunerated by wages and salaries, but may be paid by commission from sales, by piece-rates, bonuses or in-kind payments such as food, housing or training. Self-employed jobs, on the other hand, are those jobs where the remuneration is directly dependent upon profits (or the potential for profits) derived from the goods and services produced.

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<sup>3</sup> United Nations, *International Standard Industrial Classification of All Economic Activities (ISIC) Revision 4*, Statistical Papers, Series M, No. 4, Rev. 4, New York, 2008.



The four main categories of status in employment are:

- employee a wage and salary worker
- employer a self-employed worker, with employees
- own-account worker a self-employed worker, without employees
- contributing family worker an unpaid family worker (also self-employed)

### *Institutional sector of employment*

Information was also collected (Q18, Q39, Q78) on the institutional sector in which a person was working (either in their main or secondary activity, or in a previous job). The term 'institutional sector of employment' relates to the legal and social organization and institutional status of the establishment in which the job is located. Eight codes were offered, and these were read out to the informant: government; state-owned enterprise (e.g. TVTL - the television organization, EDTL - the electricity organization); privately-owned business or farm; non-governmental/non-profit organization; private household; embassies and bilateral institutions (e.g. USAID, CIDA); United Nations and other international organizations; and other (specify).

Knowledge of the institutional sector in which a person works is very useful, since it allows one to obtain estimates of employment separately for government and other (most private) sectors. Combined with the responses to other questions, such as status in employment, it can help to distinguish those who are government-paid employees from other paid employees.

### *Underemployed*

The concept of underemployment has been introduced to complement the statistics of unemployment. While unemployment represents a situation of total lack of work during the reference period, many other people may have jobs but suffer from partial lack of work. Underemployment therefore reflects underutilization of the productive capacity of the employed population. There are two main aspects to underemployment. One is what is usually referred to as time-related underemployment, in which a person is currently working fewer hours than they would like to work. This is one aspect of labour underutilization. Other aspects are inadequate earnings and skills mismatch where there is a mismatch between a person's level of occupation and their occupation.

The focus here will be on time-related underemployment.<sup>4</sup> According to the ILO definition, persons in time-related underemployment consist of all persons who are in employment and who satisfy the following three conditions:

- I. “willing to work additional hours” - i.e. they wanted another job in addition to their current job in order to increase their total hours of work; or they wanted to replace their current job with another job that offered more hours of work; or they wanted to increase the number of hours they worked in their current job; or some combination of all three.
- II. “available to work additional hours” - i.e. they are ready, within a specified subsequent period, to work additional hours, if they are given opportunities for additional work.
- III. “worked less than a threshold related to working time” - i.e. persons whose “hours actually worked” in all jobs during the reference period were below some nationally defined threshold.

<sup>4</sup> See ILO, *Resolution concerning the measurement of underemployment and inadequate employment situations*, adopted by the 16<sup>th</sup> International Conference of Labour Statisticians, Geneva, October 1998

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The ILO resolution recommends that, to provide analytical flexibility for policy formulation and evaluation, as well as for international comparability, countries should endeavour to identify all workers who during the reference period were willing and available to work additional hours, irrespective of whether their current hours were below the threshold. The results can then be presented separately, for those above and those below the threshold.

### ***Vulnerable employment***

People in vulnerable employment are defined as those whose status in employment is given as being own-account worker or contributing family member, while the vulnerable employment rate is obtained by calculating this sum as a proportion of total employment. It is a newly defined measure of persons who are employed under relatively precarious circumstances as indicated by status in employment. People in these two categories are less likely to have formal work arrangements or access to benefits or social protection programmes, which puts them at risk when there is a downturn in the economic cycle.

## Chapter 2

**Education and training****2.1 Demographic characteristics**

Table 2.1 shows the demographic distribution of the population, in terms of age, sex and locality. As explained in Annex A, this estimate is obtained by grossing up the population aged 10 and over from the LFS so that the total corresponded as closely as possible to the official population projection for that age group in 2010.<sup>5</sup>

**Table 2.1 Distribution of the household population of Timor-Leste by age, sex, and locality, based on the results of the Labour Force Survey 2010 (to nearest thousand)**

	Urban			Rural			Timor-Leste		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Age</b>									
0-4	21,000	20,000	41,000	47,000	48,000	96,000	68,000	69,000	137,000
5-9	23,000	24,000	47,000	64,000	62,000	126,000	87,000	86,000	173,000
10-14	17,000	20,000	37,000	57,000	54,000	111,000	74,000	74,000	148,000
15-19	18,000	18,000	36,000	43,000	40,000	83,000	60,000	58,000	118,000
20-24	15,000	15,000	30,000	27,000	24,000	51,000	42,000	39,000	81,000
25-29	12,000	12,000	24,000	17,000	22,000	39,000	29,000	33,000	62,000
30-34	8,000	8,000	16,000	16,000	19,000	35,000	24,000	27,000	51,000
35-39	10,000	9,000	19,000	24,000	22,000	46,000	33,000	31,000	64,000
40-44	8,000	7,000	15,000	21,000	20,000	41,000	29,000	27,000	56,000
45-49	6,000	5,000	11,000	17,000	17,000	34,000	22,000	22,000	45,000
50-54	5,000	4,000	10,000	13,000	14,000	27,000	18,000	18,000	36,000
55-59	3,000	3,000	6,000	10,000	9,000	19,000	13,000	12,000	25,000
60-64	3,000	3,000	6,000	16,000	17,000	33,000	19,000	20,000	39,000
65-69	2,000	2,000	4,000	11,000	9,000	20,000	13,000	11,000	24,000
70-74	1,000	1,000	2,000	5,000	6,000	11,000	6,000	7,000	13,000
75+	1,000	1,000	1,000	6,000	4,000	10,000	7,000	5,000	12,000
<b>Total</b>	<b>153,000</b>	<b>152,000</b>	<b>305,000</b>	<b>394,000</b>	<b>387,000</b>	<b>781,000</b>	<b>547,000</b>	<b>539,000</b>	<b>1,086,000</b>
<b>Age</b>									<i>Percentages</i>
0-4	13.5	13.5	13.5	12.0	12.5	12.2	12.4	12.8	12.6
5-9	15.2	15.5	15.4	16.2	16.0	16.1	16.0	15.9	15.9
10-14	11.2	13.1	12.1	14.5	13.9	14.2	13.6	13.7	13.6
15-19	11.5	12.1	11.8	10.9	10.3	10.6	11.0	10.8	10.9
20-24	9.8	9.9	9.8	7.0	6.1	6.5	7.8	7.2	7.5
25-29	7.9	7.8	7.8	4.3	5.6	4.9	5.3	6.2	5.7
30-34	5.3	5.6	5.4	4.0	4.9	4.4	4.3	5.1	4.7
35-39	6.4	5.8	6.1	6.0	5.7	5.9	6.1	5.7	5.9
40-44	5.4	4.6	5.0	5.3	5.2	5.3	5.3	5.0	5.2
45-49	3.7	3.4	3.5	4.3	4.4	4.3	4.1	4.1	4.1
50-54	3.5	2.9	3.2	3.3	3.5	3.4	3.3	3.3	3.3
55-59	1.9	2.0	2.0	2.6	2.3	2.5	2.5	2.2	2.3
60-64	2.2	1.7	2.0	4.1	4.4	4.3	3.6	3.7	3.6
65-69	1.3	1.2	1.3	2.9	2.4	2.6	2.4	2.0	2.2
70-74	0.9	0.6	0.7	1.2	1.6	1.4	1.1	1.3	1.2
75+	0.5	0.4	0.5	1.5	1.1	1.3	1.2	0.9	1.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

<sup>5</sup> DNE and UNFPA, *Projesaun Populasaun ba Distritus 2004-2012*, Dili, 2008

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The distribution of the total population between the 5-year age groups, and the urban/rural split, are based on the actual data collected in the LFS. The total figures for males and females match up fairly closely with the Preliminary Results of the 2010 Population and Housing Census, but are slightly higher for both males and females, especially when one considers that the census figures also include the institutional population.<sup>6</sup>

The Table shows a total population of rather more than a million people, with about 300,000 (28%) living in areas classified as urban. The population aged less than 10 years comes to just over 300,000; significantly, the number aged 0 to 4 is considerably smaller than the population aged 5 to 9, implying that there has been a slowing down in the birth rate in recent years; the shortfall is most noticeable in rural areas. There are slightly more than 700,000 people in Timor-Leste aged 10 and over.

Looking at the percentage distribution, one key feature is the much higher proportion of young people of working age living in urban areas. For instance, 17 percent of those in urban areas are aged 20-29, whereas in rural areas that age group forms only 11 percent of the population.

In contrast, another feature revealed by the percentages is the much higher proportion of elderly people living in rural areas. Those aged 60 and over account for about 10 percent of the rural population but only 5 percent of the urban population.

The breakdown into 5-year age groups is too detailed for the presentation of most age-related tables in this report. Instead, we use the standard breakdown that is shown, for instance, in the KILM publication produced by the ILO.<sup>7</sup> The KILM report makes extensive use of the following broader age groups: 15-24, 25-34, 35-54, 55-64, and 65+. It should be noted that the age group 15-24 has been used for youth, since this is in line with the United Nations recommendations for the definition of youth, and the use of this age group in the tables will aid international comparability of the figures obtained from the Timor-Leste LFS. However, a wider age grouping of 15-29 (in line with the Timor-Leste national definition of 'youth') has been used in the presentation of sub-national figures (at district and district-group level) later in this report, so it should be possible to work out national estimates on both bases.

Table 2.2 shows the distribution of the population by sex, locality and broad age group. The focus of this LFS report is on the population aged 15 and over, which numbers about 628,000.

**Table 2.2 Population of Timor-Leste by sex, locality and broad age group**

	Urban			Rural			Timor-Leste		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Age group</b>									
0-14	61,000	64,000	125,000	168,000	164,000	333,000	229,000	228,000	457,000
15-24	32,000	33,000	66,000	70,000	63,000	134,000	103,000	97,000	199,000
25-34	20,000	20,000	40,000	33,000	40,000	73,000	53,000	61,000	113,000
35-54	29,000	25,000	54,000	74,000	73,000	148,000	103,000	98,000	202,000
55-64	6,000	6,000	12,000	26,000	26,000	53,000	33,000	32,000	65,000
65+	4,000	3,000	7,000	22,000	20,000	42,000	26,000	23,000	49,000
<b>Total</b>	<b>153,000</b>	<b>152,000</b>	<b>305,000</b>	<b>394,000</b>	<b>387,000</b>	<b>781,000</b>	<b>547,000</b>	<b>539,000</b>	<b>1,086,000</b>
<b>15+</b>	<b>92,000</b>	<b>88,000</b>	<b>180,000</b>	<b>226,000</b>	<b>223,000</b>	<b>449,000</b>	<b>318,000</b>	<b>311,000</b>	<b>628,000</b>

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<sup>6</sup> DNE, *Population and Housing Census 2010: Preliminary Results*, Timor-Leste, October 2010

<sup>7</sup> ILO, *Key indicators of the labour market*, Sixth edition, 2009 (available online)

The survey data can also be used to provide estimates of the broad age distributions in each district. These are shown in Table 2.3, in terms of percentage distribution by broad age group. The estimated population, number of households, and average household size are also shown for each district. Also included in the Table is a figure showing the dependency ratio for each district. This is calculated as the number of people who are outside the normal working age (because they are aged 60 or over, or less than 15) divided by the number of people of working age (the age group 15-59 has been used here). As expected, the proportion of younger people (aged 15-29) is higher in Dili than elsewhere in the country. As a result, Dili has a much lower dependency ratio (76) than other districts. This means that there are 76 people in the dependent age groups for every 100 people in the working-age group. In contrast, Ainaro, Baucau and Viqueque have dependency ratios that are well over 100.

**Table 2.3 Percentage distribution of the household population in each district by age-group, and population, dependency ratio, number of households, and average household size**

	Age group					Total	Household population	Depen- dency ratio	No. of house- holds	Average house- hold size
	0-14	15-29	30-44	45-59	60+					
Ainaro	45.8	21.8	15.5	7.2	9.7	100.0	64,000	125	11,000	5.9
Aileu	43.3	26.6	11.5	10.7	7.9	100.0	40,000	105	11,000	3.8
Baucau	43.2	19.4	15.4	10.2	11.8	100.0	113,000	122	22,000	5.2
Bobonaro	42.1	18.9	15.2	12.0	11.8	100.0	89,000	117	19,000	4.7
Covalima	41.7	24.3	13.7	9.6	10.7	100.0	62,000	110	11,000	5.6
Dili	39.7	30.8	17.1	8.8	3.7	100.0	256,000	76	30,000	8.6
Ermera	44.2	23.3	16.2	10.0	6.3	100.0	109,000	102	22,000	5.0
Liquica	38.4	28.2	13.2	11.8	8.5	100.0	70,000	88	12,000	6.1
Lautem	44.7	20.6	17.7	7.9	9.1	100.0	62,000	117	12,000	5.5
Manufahi	40.9	24.1	15.3	11.0	8.6	100.0	48,000	98	8,000	6.1
Manatuto	41.7	25.4	14.6	9.6	8.7	100.0	39,000	102	9,000	4.5
Oecusse	42.6	20.2	16.9	11.3	8.9	100.0	69,000	106	18,000	3.7
Viqueque	44.8	17.3	18.1	9.0	10.8	100.0	64,000	125	11,000	5.7
<b>Timor-Leste</b>	<b>42.1</b>	<b>24.1</b>	<b>15.8</b>	<b>9.8</b>	<b>8.1</b>	<b>100.0</b>	<b>1,086,000</b>	<b>101</b>	<b>195,000</b>	<b>5.6</b>

TL-LFS 2010

Based on the survey figures, it is estimated that there are almost 200,000 households in Timor-Leste. There are about 28,000 households (15% of the total) that are female-headed, with the proportion being the same in urban and rural areas. The average household size in the LFS was 5.6, which is only slightly lower than the estimate of 5.8 shown in the report containing the preliminary results of the 2010 census. In the LFS, two districts had average household sizes that were less than 4: Oecusse and Aileu. The 2010 population census also had Oecusse as the district with the lowest average household size. The reason for the low LFS figure for Aileu is unclear, though one small factor may be the fact that, by chance, no urban area in Aileu was included in the LFS. In contrast, Dili had an average household size of 8.6 which is about two persons more than were shown in the census.

## 2.2 Literacy

During the process of listing all household members, those aged 15 years and over were asked whether they could speak, read and write complete sentences in the following languages: Tetum, Portuguese, Bahasa, English, and any other language. Table 2.4 shows the results, separately for males and females, and for both combined. Virtually the whole population aged 15 and over are literate in Tetum. The only exception is in Oecusse, where only 65 percent were literate in Tetum.

## Timor-Leste Labour Force Survey 2010

About half the population aged 15 and over is literate in Bahasa, and a just over a third is literate in Portuguese. Only 1 in 6 of the population aged 15 and over is literate in English. For these three languages the literacy rate is much higher in urban than in rural areas. In general females lag slightly behind in their literacy levels, compared with males.

**Table 2.4 Percentage of males and females aged 15 and over reporting that they are literate in various languages: Tetum, Portuguese, Bahasa, English**  
(these figures are self-reported not tested)

	Tetum			Portuguese			Bahasa			English		
	M	F	T	M	F	T	M	F	T	M	F	T
Ainaro	100	100	100	34	23	29	44	35	39	12	11	12
Aileu	100	99	100	20	14	17	37	23	31	7	2	5
Baucau	98	94	96	42	26	34	53	40	47	13	11	12
Bobonaro	100	100	100	28	19	24	57	41	49	14	11	12
Covalima	99	100	100	33	23	28	52	40	46	17	12	14
Dili	99	100	99	58	49	54	79	72	75	37	30	33
Ermera	100	99	99	40	30	35	47	36	42	20	16	18
Liquica	100	100	100	37	28	32	51	40	45	11	7	9
Lautem	92	82	87	41	30	35	62	44	52	14	9	11
Manufahi	100	100	100	54	38	46	52	39	46	24	20	22
Manatuto	100	100	100	43	33	38	49	39	44	12	9	11
Oecusse	70	61	65	28	22	25	48	39	43	10	7	8
Viqueque	100	96	98	39	22	30	54	31	42	12	9	10
Urban	99	99	99	56	47	52	77	70	74	35	28	32
Rural	96	93	95	36	26	31	50	37	43	14	10	12
<b>Timor-Leste</b>	<b>97</b>	<b>95</b>	<b>96</b>	<b>42</b>	<b>32</b>	<b>37</b>	<b>58</b>	<b>46</b>	<b>52</b>	<b>20</b>	<b>15</b>	<b>18</b>

TL-LFS 2010

## 2.3 Education

Table 2.5 shows the highest level of education completed by the population aged 15 and over. Almost 40 percent had not had any education at all, and another quarter had not gone beyond primary level. Females were markedly worse off than males; 45 percent of females had had no education at all, while for males the figure was 34 percent. The LFS indicates that there are 11,000 people in Timor-Leste who have completed a university education, and another 4,000 who have completed a diploma at a polytechnic. Men are twice as likely as women to have reached this far.

Table 2.5 Highest level of education completed by those aged 15 and over, by sex and locality

	Urban			Rural			Timor-Leste		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Highest level of education completed</b>									
None	15,000	22,000	37,000	92,000	119,000	211,000	108,000	141,000	249,000
Pre-primary	3,000	2,000	5,000	11,000	8,000	20,000	14,000	11,000	25,000
Primary	20,000	16,000	36,000	53,000	42,000	94,000	73,000	58,000	131,000
Pre-secondary	17,000	16,000	33,000	32,000	29,000	62,000	50,000	45,000	95,000
Secondary	29,000	27,000	56,000	30,000	23,000	52,000	59,000	49,000	109,000
Technical Sec.	1,000	*	1,000	2,000	*	2,000	3,000	1,000	4,000
Vocational course	*	*	1,000	1,000	*	1,000	1,000	1,000	2,000
Polytechnic/Diploma	2,000	1,000	2,000	1,000	*	2,000	3,000	1,000	4,000
University	4,000	3,000	7,000	3,000	1,000	4,000	7,000	4,000	11,000
<b>Total</b>	<b>92,000</b>	<b>88,000</b>	<b>180,000</b>	<b>226,000</b>	<b>223,000</b>	<b>449,000</b>	<b>318,000</b>	<b>311,000</b>	<b>628,000</b>
<b>Highest level of education completed</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>	<b>%</b>
None	17.0	24.7	20.8	40.9	53.3	47.1	34.0	45.2	39.5
Pre-primary	2.9	2.7	2.8	5.1	3.8	4.4	4.4	3.5	4.0
Primary	21.8	18.6	20.3	23.3	18.7	21.0	22.9	18.7	20.8
Pre-secondary	18.9	18.3	18.6	14.4	13.1	13.7	15.7	14.5	15.1
Secondary	31.9	30.6	31.3	13.2	10.1	11.7	18.6	15.9	17.3
Technical Sec.	1.0	0.3	0.7	0.9	0.2	0.5	0.9	0.2	0.6
Vocational course	0.3	0.3	0.3	0.3	0.2	0.3	0.3	0.2	0.3
Polytechnic/Diploma	1.7	1.0	1.3	0.6	0.2	0.4	0.9	0.4	0.7
University	4.5	3.6	4.0	1.3	0.4	0.9	2.2	1.3	1.8
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

TL-LFS 2010

One question in the survey asked whether the person was attending school. The question was intended for all those aged 6 and over, but very few responses were received in respect of those aged 6 to 9 years. This was probably because the previous questions had been addressed to those aged 10 and over. The figures shown in Table 2.6 are therefore limited to this age group as well. Where persons were at school, no details were collected of the current level of schooling they were attending, so Table 2.6 shows their highest level of education completed.

The total number of males and females attending school is identical for those aged under 20. It is only amongst those aged 20 and over that there are more males than females attending educational institutions; there are about 7,000 extra males attending. There are the same numbers of males and females aged 10 and over who are not attending school, with similar numbers in each age group.

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**Table 2.6 Current attendance at school etc., by sex, age group and highest level of education completed**

MALES	Currently attending school etc.					Not currently attending school etc.				
	Age group					Age group				
	10-14	15-19	20-24	25+	Total	10-14	15-19	20-24	25+	Total
<b>Highest education level completed</b>										
None	9,000	1,000	*	*	<b>10,000</b>	3,000	5,000	5,000	96,000	<b>109,000</b>
Pre-primary	28,000	4,000	*	-	<b>32,000</b>	*	1,000	1,000	9,000	<b>10,000</b>
Primary	29,000	21,000	2,000	*	<b>53,000</b>	*	3,000	5,000	42,000	<b>50,000</b>
Pre-secondary	5,000	19,000	9,000	1,000	<b>34,000</b>	*	1,000	2,000	17,000	<b>21,000</b>
Secondary	*	5,000	8,000	5,000	<b>18,000</b>	-	1,000	7,000	33,000	<b>41,000</b>
Technical secondary	*	*	*	*	*	-	-	*	2,000	<b>3,000</b>
Vocational course	-	-	-	*	*	-	-	-	1,000	<b>1,000</b>
Polytechnic/Diploma	-	-	*	*	*	-	-	-	3,000	<b>3,000</b>
University	-	*	1,000	2,000	<b>3,000</b>	-	-	*	4,000	<b>4,000</b>
<b>Total</b>	<b>71,000</b>	<b>50,000</b>	<b>21,000</b>	<b>8,000</b>	<b>150,000</b>	<b>3,000</b>	<b>10,000</b>	<b>21,000</b>	<b>207,000</b>	<b>242,000</b>
FEMALES	Currently attending school etc.					Not currently attending school etc.				
	Age group					Age group				
	10-14	15-19	20-24	25+	Total	10-14	15-19	20-24	25+	Total
<b>Highest education level completed</b>										
None	8,000	1,000	*	*	<b>10,000</b>	3,000	4,000	5,000	130,000	<b>142,000</b>
Pre-primary	26,000	3,000	*	*	<b>29,000</b>	*	1,000	1,000	6,000	<b>8,000</b>
Primary	31,000	21,000	2,000	*	<b>54,000</b>	*	2,000	4,000	30,000	<b>36,000</b>
Pre-secondary	5,000	19,000	7,000	*	<b>31,000</b>	*	1,000	3,000	15,000	<b>19,000</b>
Secondary	*	6,000	7,000	3,000	<b>17,000</b>	-	1,000	8,000	24,000	<b>33,000</b>
Technical secondary	-	-	-	*	*	-	-	-	1,000	<b>1,000</b>
Vocational course	-	-	*	*	*	-	-	*	*	<b>*</b>
Polytechnic/Diploma	-	-	-	*	*	-	-	*	1,000	<b>1,000</b>
University	-	*	1,000	1,000	<b>2,000</b>	-	-	-	2,000	<b>2,000</b>
<b>Total</b>	<b>71,000</b>	<b>50,000</b>	<b>18,000</b>	<b>5,000</b>	<b>143,000</b>	<b>3,000</b>	<b>8,000</b>	<b>21,000</b>	<b>209,000</b>	<b>241,000</b>

TL-LFS 2010

## 2.4 Vocational training

The ability of people to function effectively in their jobs depends not just on their level of educational attainment, but also on any further training that they have received in areas directly related to the work they have to perform. Much of this training will be received on-the-job, but more formal training is often given.

Everyone aged 15 and over who had a job or business (as defined by the survey) was asked two questions about training (Q26-27). The first question asked what kind of work the person had been trained for or what they had learned to do. The responses were then coded, using the standard ISCO occupational classification (see Annex D). The second question asked how the person had been trained or how they had learnt. The interviewer was provided with six codes for recording the response: formal schooling; vocational training programme; training programme provided by NGO, etc.; on-the-job training provided by an enterprise or employer; learning from parent, relative or friend; and being self-taught.



**Table 2.7 Percentage distribution of type of training received by those in employment, by sex and type of work for which the person has been trained**

							Percentages	
Type of training							Total	Base totals
Formal schooling	Vocational training programme	Training programme provided by NGO etc.	On-the-job training provided by enterprise/ employer	Learning from parent, relative, friend	Self-taught			
BOTH SEXES								
Work trained for								
Managers	25	43	7	8	-	17	100	3,000
Professionals	33	47	5	8	5	2	100	12,000
Technicians	6	13	3	6	26	46	100	8,000
Clerical	10	49	6	15	20	-	100	2,000
Service & sales	1	11	2	23	23	39	100	12,000
Skilled agric workers	-	1	4	2	15	78	100	13,000
Craft & related trades	2	4	2	11	45	36	100	7,000
Machine operators	1	-	-	10	72	18	100	4,000
Elementary occupations	0	4	1	3	21	70	100	27,000
All occupations	7	13	3	8	22	47	100	
Base totals	6,000	12,000	3,000	7,000	19,000	42,000		88,000
MALES								
Work trained for								
Managers	20	46	6	9	-	20	100	3,000
Professionals	29	48	4	9	6	3	100	8,000
Technicians	5	16	5	7	27	40	100	5,000
Clerical	12	67	-	1	20	-	100	1,000
Service & sales	1	17	*	31	24	26	100	7,000
Skilled agric workers	-	2	4	1	13	81	100	10,000
Craft & related trades	3	10	3	20	55	10	100	3,000
Machine operators	1	-	-	9	77	14	100	4,000
Elementary occupations	*	4	2	3	22	70	100	22,000
All occupations	6	15	3	8	23	46	100	
Base totals	4,000	9,000	2,000	5,000	14,000	28,000		62,000
FEMALES								
Work trained for								
Managers	63	19	18	-	-	-	100	*
Professionals	39	45	7	6	2	-	100	4,000
Technicians	8	8	1	3	25	56	100	3,000
Clerical	8	35	11	26	20	-	100	1,000
Service & sales	2	2	5	10	22	59	100	5,000
Skilled agric workers	-	-	5	4	20	71	100	3,000
Craft & related trades	-	-	*	4	36	59	100	4,000
Machine operators	-	-	-	21	22	56	100	*
Elementary occupations	-	4	1	6	16	73	100	6,000
All occupations	8	10	4	7	19	52	100	6,000
Base totals	2,000	3,000	1,000	2,000	5,000	13,000		26,000

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Note: The standard major groups of ISCO-08 have been used for classifying the type of work for which people have been trained.

## **Timor-Leste Labour Force Survey 2010**

About 88,000 persons in employment (nearly three-quarters of them males) reported on the type of training they had received. Half of them said they had been self-taught, and nearly a quarter said they had learned about the work from a parent, relative or friend. Some 28,000 (20,000 males and 8,000 females) had received more specific training through one of four methods: formal schooling, a vocational training programme, a training programme provided by an NGO or others, or through on-the-job training provided by an enterprise or employer. Those training to be managers, professionals or clerical workers, were most likely to receive their training through formal schooling or a vocational training programme. On the other hand, the skills required for agricultural work, craft and related trades, machine operation, and elementary occupations, were most likely to be self-taught or acquired from family or friends.

## Chapter 3

**Economic activity****3.1 Sources of household income**

There were two questions on the household questionnaire concerning the topic of household cash income. The first of these asked the household to indicate which sources of income the household, or its members, had. The following nine codes were available, and the interviewer was expected to mark all codes that were mentioned:

1. Income from the sale of own agricultural, livestock or fishing products
2. Income from self-employment in other activities (non-agricultural)
3. Income from wage employment
4. Old-age pension
5. Subsidies/allowances from government
6. Donations, scholarships, charity from churches, NGOs, international organizations etc
7. Remittances, alimony, gifts from family members or other households
8. Property income (rent, interests, dividends, etc.)
9. Other (specify)

Table 3.1 shows the percentage of households in each district receiving each source of cash income. Hardly any households mentioned donations etc. and property income, so these two codes have been omitted from the table. Even in Dili the proportion of households receiving property income was less than 2 percent.

**Table 3.1 Percentage of households reporting various sources of cash income, by district**

	Source of household income							Total estimated households
	Agriculture, fishing	Self-employment	Wage employment	Pension	Subsidies	Remittances	Others	
<b>District</b>								
Ainaro	81%	6%	16%	14%	6%	1%	2%	10,931 (100 %)
Aileu	81%	8%	21%	3%	9%	1%	1%	10,674 (100 %)
Baucau	21%	11%	18%	30%	1%	7%	40%	21,865 (100 %)
Bobonaro	78%	4%	16%	27%	2%	1%	10%	19,164 (100 %)
Covalima	62%	8%	20%	17%	12%	4%	8%	11,047 (100 %)
Dili	24%	16%	54%	3%	3%	5%	5%	29,706 (100 %)
Ermera	92%	2%	10%	18%	*	*	3%	21,971 (100 %)
Liquica	74%	9%	32%	4%	26%	*	-	11,534 (100 %)
Lautem	43%	28%	19%	33%	1%	7%	1%	11,604 (100 %)
Manufahi	84%	3%	17%	10%	9%	1%	2%	7,842 (100 %)
Manatuto	71%	7%	32%	1%	28%	2%	-	8,552 (100 %)
Oecusse	6%	11%	18%	27%	*	13%	69%	18,446 (100 %)
Viqueque	4%	8%	21%	28%	3%	10%	59%	11,278 (100 %)
<b>Timor-Leste</b>	<b>51%</b>	<b>10%</b>	<b>24%</b>	<b>17%</b>	<b>6%</b>	<b>4%</b>	<b>17%</b>	<b>194,615 (100 %)</b>

## Timor-Leste Labour Force Survey 2010

One problem with Table 3.1 is that, in as many as 17 percent of cases, interviewers had difficulty in coding the responses and put the answer in the 'other (specify)' code. Examination of these responses indicates that the great majority of them refer to agricultural activities; some of these refer to home-produced agricultural items being consumed by the household itself, which does not generate any cash income, but others mentioned the sale of agricultural produce which clearly should count in code 1. It is therefore likely that the percentage reporting agriculture as a source of income is considerably higher in Baucau, Oecusse and Viqueque than is suggested by the figures for agriculture shown in Table 3.1. As a consequence, the total reporting agriculture as a source of income should also be higher than the 51 percent shown in the Table.

Overall, just over a half of all households reported agricultural activities as a source of household cash income. A quarter of all households reported receiving income from wage employment, 17 percent mentioned income from an old-age pension, and 10 percent mentioned income from self-employment outside agriculture. As one would expect, wage income was particularly common in Dili, where over half of all households reported receiving it.

Since the percentages across the rows add up to more than 100 percent, it is clear that there has been some reporting of multiple sources of income. For instance, cash income from sale of agricultural produce was sometimes combined with cash income from non-agricultural self-employment (2 percent of all households), or with income from wage employment (4 %), or with an old-age pension (6%) or with subsidies or allowances from government (4 %).

The second question concerning household income involved asking the household respondent how much income the household received in cash per month, after payment of taxes if any. The answers were recorded in the form of income bands (in terms of US dollars) rather than specific amounts. The bands used were: no cash income, less than 50 USD, 50-99, 100-199, 200-299, 300-399, 400-499, 500-749, 750-999, and 1000 USD or more. Table 3.2 shows the distribution of responses, again by district.

**Table 3.2 Percentage of households in each district reporting various levels of income**

	Amount of income received in cash per month after tax									
	No cash income	Less than 50 USD	50-99 USD	100-199 USD	200-299 USD	300-399 USD	400-499 USD	500-749 USD	750-999 USD	1,000+ USD
<b>District</b>										
Ainaro	-	14%	28%	41%	11%	2%	2%	2%	-	-
Aileu	10%	45%	15%	17%	7%	3%	2%	2%	-	-
Baucau	45%	24%	8%	12%	5%	3%	1%	1%	1%	*
Bobonaro	-	22%	18%	40%	17%	2%	-	*	-	*
Covalima	-	12%	30%	44%	7%	6%	1%	*	*	*
Dili	6%	13%	15%	33%	13%	7%	4%	4%	2%	4%
Ermera	-	26%	9%	28%	26%	6%	3%	*	*	*
Liquica	1%	34%	24%	24%	10%	4%	1%	2%	-	-
Lautem	20%	25%	13%	30%	7%	4%	*	1%	-	*
Manufahi	-	22%	27%	37%	8%	2%	2%	1%	-	*
Manatuto	5%	37%	27%	18%	8%	3%	1%	1%	1%	-
Oecusse	56%	23%	4%	10%	3%	2%	1%	1%	*	-
Viqueque	58%	13%	8%	9%	7%	1%	2%	1%	-	1%
<b>Timor-Leste</b>	<b>17%</b>	<b>23%</b>	<b>15%</b>	<b>26%</b>	<b>11%</b>	<b>4%</b>	<b>2%</b>	<b>1%</b>	<b>1%</b>	<b>1%</b>
										<b>100 %</b>

Again, we can see that for the same three districts as before (Baucau, Oecusse, and Viqueque) there is a problem in the reporting of cash income, since these districts are shown as having a large percentage of households with no cash income at all. This seems improbable.

A half of all households report monthly cash income in the range from 50 to 300 US dollars, and about a tenth reported cash income higher than 300 US dollars. At the other extreme, 40 percent of households reported that their cash income was less than 50 dollars a month. Table 3.1 also highlights the contrast between the situation in Dili and in the rest of the country. In Dili district 10 percent of households report receiving at least 500 US dollars a month in cash, while in the other districts the corresponding percentage is never more than 2 percent.

### 3.2 Labour force

As discussed in chapter 1, a person's current activity status is a key concept in labour force surveys. A person is classified into one of three statuses: employed, unemployed, and inactive. The employed and the unemployed, taken together, constitute the country's labour force. Table 3.3 shows the numbers in the labour force, by sex, locality and five-year age group. Among those aged 10 and over, there are 262,000 people in the labour force. There are 178,000 males and 84,000 females in the labour force. In terms of locality, 76,000 are in urban areas and 186,000 in rural areas. The total number in the labour force - 262,000 - represents the maximum potential work force; they are those who are currently employed or currently unemployed. Included in this group is less than 1,000 children aged 10 to 14. Later in this report we shall focus on those aged 15 and over, since there are so few children aged 10 to 14 reported as being employed or unemployed.

The Figures 3.1, 3.2 and 3.3 shows the corresponding labour force participation rates (LFPR) in graphical form. The LFPR is defined as the proportion of the relevant group (e.g. males aged 25-39 living in a particular locality) who are currently economically active.

The graphs for urban and rural areas are very similar. In both cases the rate is very low at the youngest ages (for instance only 5 or 6 percent for those aged 15 to 20), but then rises steeply for males, but much less steeply for females. The result is that for males, the participation remains around the 80 to 90 percent level from age 30 up to age 60. For females, on the other hand, the maximum participation rate is not achieved until they are in their late 40's, probably reflecting women's reproductive and child care roles.

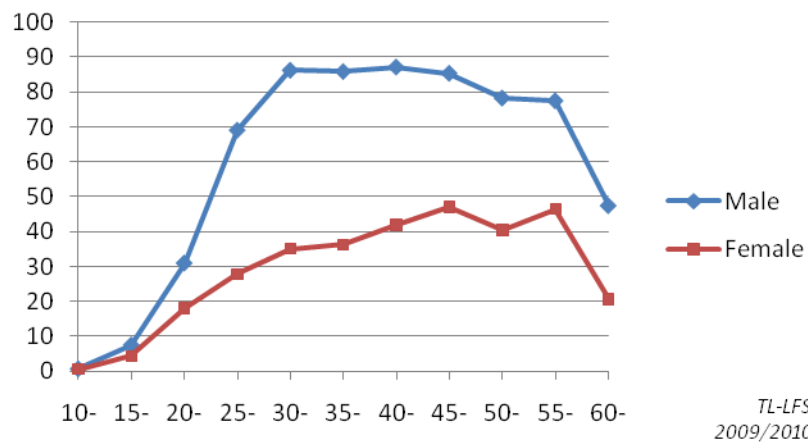
**Table 3.3 Number in the labour force, by sex, age group, and locality**

	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Age group</b>									
10-14	*	*	*	*	*	1,000	1,000	*	1,000
15-19	1,000	1,000	2,000	4,000	2,000	5,000	5,000	3,000	7,000
20-24	4,000	3,000	7,000	9,000	4,000	13,000	13,000	7,000	20,000
25-29	8,000	4,000	12,000	12,000	6,000	18,000	20,000	9,000	30,000
30-34	7,000	3,000	10,000	13,000	6,000	20,000	20,000	10,000	30,000
35-39	9,000	4,000	13,000	20,000	8,000	27,000	29,000	11,000	40,000
40-44	8,000	3,000	10,000	18,000	9,000	26,000	25,000	11,000	37,000
45-49	5,000	2,000	7,000	14,000	8,000	23,000	19,000	11,000	30,000
50-54	4,000	2,000	6,000	10,000	6,000	15,000	14,000	7,000	22,000
55-59	2,000	2,000	4,000	8,000	4,000	12,000	10,000	6,000	16,000
60-64	2,000	1,000	2,000	11,000	4,000	15,000	12,000	5,000	17,000
65-69	1,000	1,000	2,000	5,000	2,000	7,000	7,000	2,000	9,000
70+	*	*	*	2,000	1,000	4,000	3,000	1,000	4,000
<b>Total</b>	<b>52,000</b>	<b>24,000</b>	<b>76,000</b>	<b>126,000</b>	<b>60,000</b>	<b>187,000</b>	<b>179,000</b>	<b>84,000</b>	<b>263,000</b>
<b>15+</b>	<b>52,000</b>	<b>24,000</b>	<b>76,000</b>	<b>126,000</b>	<b>60,000</b>	<b>186,000</b>	<b>178,000</b>	<b>84,000</b>	<b>262,000</b>
<b>Age group</b>									<b>Percentages</b>
10-14	0.1	0.1	0.1	0.4	0.6	0.5	0.3	0.5	0.3
15-19	1.8	3.5	2.4	2.8	2.8	2.8	2.5	3.0	2.7
20-24	8.3	11.8	9.4	7.0	7.0	7.0	7.4	8.3	7.7
25-29	15.7	15.0	15.5	9.4	9.6	9.5	11.3	11.1	11.2
30-34	13.7	13.5	13.6	10.5	10.7	10.6	11.5	11.5	11.5
35-39	17.6	15.1	16.8	15.5	12.8	14.6	16.1	13.4	15.3
40-44	14.7	12.0	13.8	14.1	14.3	14.2	14.3	13.7	14.1
45-49	9.2	9.2	9.2	11.4	13.8	12.2	10.7	12.5	11.3
50-54	8.4	7.3	8.1	7.9	9.3	8.3	8.0	8.7	8.2
55-59	4.5	6.5	5.1	6.4	6.7	6.5	5.8	6.7	6.1
60-64	2.9	3.0	2.9	8.4	7.2	8.0	6.8	6.0	6.5
65-69	2.3	2.4	2.3	4.3	3.1	3.9	3.7	2.9	3.4
70+	0.9	0.6	0.9	2.0	2.1	2.0	1.7	1.6	1.6
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

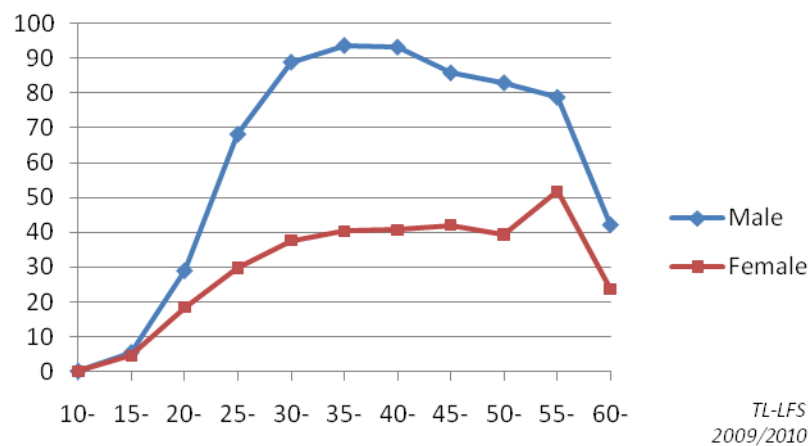
**Table 3.4 Labour force participation rates, by age, sex, and locality**

	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Age group</b>									
10-14	0.2	0.1	0.1	0.8	0.7	0.8	0.7	0.5	0.6
15-19	5.5	4.6	5.0	8.3	4.3	6.4	7.5	4.4	6.0
20-24	29.0	18.4	23.7	32.1	17.7	25.5	31.0	18.0	24.8
25-29	68.2	29.7	49.1	69.8	26.7	45.8	69.1	27.8	47.0
30-34	88.9	37.6	62.6	84.9	33.9	56.9	86.3	35.1	58.8
35-39	93.7	40.3	68.4	82.7	34.6	59.4	85.9	36.2	62.0
40-44	93.2	40.7	69.2	84.8	42.4	63.9	87.2	42.0	65.3
45-49	85.8	42.1	64.8	85.2	48.5	66.7	85.4	47.0	66.3
50-54	83.0	39.4	63.3	76.4	40.8	58.1	78.3	40.4	59.5
55-59	78.8	51.8	65.3	77.1	44.6	62.0	77.5	46.4	62.8
60-64	44.3	26.7	36.6	65.6	25.0	44.6	61.9	25.3	43.4
65-69	60.0	30.9	45.9	47.8	20.6	35.6	49.6	22.3	37.2
70+	22.4	9.2	17.0	23.4	11.6	17.5	23.2	11.3	17.4
<b>Total</b>	<b>47.9</b>	<b>21.9</b>	<b>34.9</b>	<b>44.6</b>	<b>21.7</b>	<b>33.2</b>	<b>45.5</b>	<b>21.7</b>	<b>33.7</b>

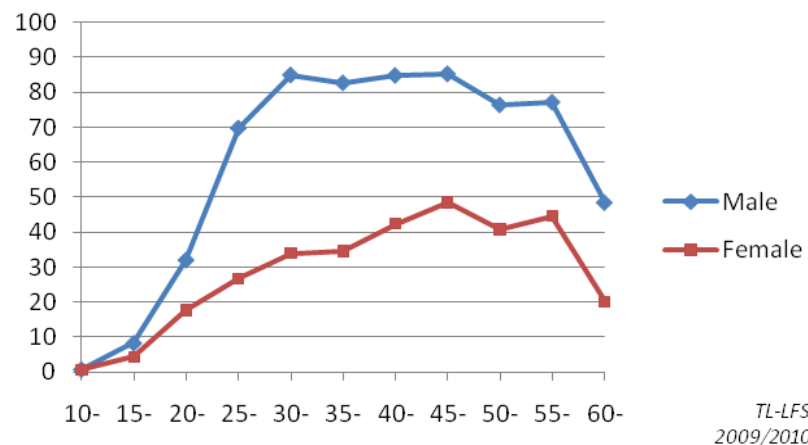
**Figure 3.1 Labour force participation rates, by sex and age  
Timor-Leste, 2009/2010**



**Figure 3.2 Labour force participation rates, by sex and age  
Urban areas, 2009/2010**



**Figure 3.3 Labour force participation rates, by sex and age  
Rural areas, 2009/2010**



## Inactivity

In operational terms, because of the way the filters work, the currently inactive should have been defined as those who answered Q.67 (about the reason why they did not want to work last week) together with those who answered Q.68 (about why they were not available for work within the next 15 days).

Table 3.5 shows the characteristics of the inactive population, in terms of age, sex, and the locality where they live. There are just over half a million who are classified as inactive; these are people who are not currently working and are not available for work. Just over 200,000 males and about 300,000 females are classified as inactive. A substantial proportion of the inactive population is accounted for by young people under the age of 20; they constitute 50 percent of the inactive population.

**Table 3.5 The inactive population, by sex, age group and locality**

	Urban			Rural			Timor-Leste		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
10-14	17,000	20,000	37,000	57,000	54,000	110,000	74,000	73,000	147,000
15-19	16,000	18,000	34,000	39,000	38,000	77,000	56,000	55,000	111,000
20-24	11,000	12,000	23,000	19,000	19,000	38,000	29,000	31,000	61,000
25-29	4,000	8,000	12,000	5,000	16,000	21,000	9,000	24,000	33,000
30-34	1,000	5,000	6,000	2,000	12,000	15,000	3,000	18,000	21,000
35-39	1,000	5,000	6,000	4,000	14,000	18,000	5,000	20,000	24,000
40-44	1,000	4,000	5,000	3,000	12,000	15,000	4,000	16,000	20,000
45-49	1,000	3,000	4,000	2,000	9,000	11,000	3,000	12,000	15,000
50-54	1,000	3,000	4,000	3,000	8,000	11,000	4,000	11,000	15,000
55-59	1,000	1,000	2,000	2,000	5,000	7,000	3,000	6,000	9,000
60-64	2,000	2,000	4,000	5,000	13,000	18,000	7,000	15,000	22,000
65-69	1,000	1,000	2,000	6,000	7,000	13,000	7,000	9,000	15,000
70-74	2,000	1,000	3,000	8,000	9,000	18,000	10,000	11,000	25,000
<b>Total</b>	<b>57,000</b>	<b>84,000</b>	<b>141,000</b>	<b>156,000</b>	<b>216,000</b>	<b>372,000</b>	<b>213,000</b>	<b>300,000</b>	<b>513,000</b>
<b>15+</b>	<b>40,000</b>	<b>64,000</b>	<b>104,000</b>	<b>100,000</b>	<b>163,000</b>	<b>262,000</b>	<b>139,000</b>	<b>227,000</b>	<b>366,000</b>

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The LFS provides us with information on the reasons for their inactivity (Table 3.6). By far the largest group is those who are in school or in training (292,000). This is hardly surprising, since we are considering here all people aged 10 and over, and many of those in the younger age groups will still be in full-time education. Among women, family duties constitute a major reason for inactivity. More than a third of inactive females (36 %) gave this as the reason for their inactivity.

Among other reasons given for inactivity, 8 percent were reported as retired or too old to work, and 1 percent as too young to work; 4 percent were inactive because they were pregnant, ill or disabled; and 1 percent said they had no desire to work. A few people who were inactive reported that it was the off-season for work activity; this group numbered about 3,000, which was less than 1 percent of all inactive people. Finally, 4 percent gave other reasons for their inactivity.



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**Table 3.6 The inactive population, by sex, locality and reason for inactivity**

	Urban			Rural			Timor-Leste		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Reason for inactivity</b>									
In school/training	43,000	44,000	87,000	108,000	98,000	206,000	151,000	141,000	292,000
Family duties	3,000	29,000	31,000	11,000	80,000	91,000	14,000	108,000	123,000
Pregnancy, illness, disability	2,000	3,000	5,000	6,000	9,000	15,000	8,000	12,000	20,000
Retired or too old to work	4,000	5,000	9,000	14,000	18,000	33,000	18,000	23,000	41,000
Too young to work	1,000	1,000	2,000	1,000	1,000	3,000	3,000	2,000	5,000
No desire to work	1,000	1,000	2,000	3,000	2,000	5,000	5,000	3,000	7,000
Off-season	1,000	*	2,000	1,000	*	1,000	2,000	*	3,000
Other reason	1,000	2,000	3,000	11,000	8,000	18,000	12,000	10,000	22,000
<b>Total</b>	<b>57,000</b>	<b>84,000</b>	<b>141,000</b>	<b>156,000</b>	<b>216,000</b>	<b>372,000</b>	<b>213,000</b>	<b>300,000</b>	<b>513,000</b>
<b>Reason for inactivity</b>									
	<b>Percentages</b>								
In school/training	75.6	52.2	61.6	69.1	45.2	55.2	70.8	47.1	57.0
Family duties	4.9	34.0	22.3	7.3	36.9	24.5	6.7	36.1	23.9
Pregnancy, illness, disability	3.1	3.3	3.2	4.0	4.3	4.1	3.7	4.0	3.9
Retired or too old to work	7.3	5.5	6.2	9.1	8.5	8.7	8.6	7.6	8.0
Too young to work	2.1	1.2	1.6	0.9	0.7	0.8	1.2	0.8	1.0
No desire to work	2.4	1.2	1.6	2.0	0.8	1.3	2.1	0.9	1.4
Off-season	2.1	0.4	1.1	0.8	0.0	0.3	1.1	0.1	0.6
Other reason	2.5	2.2	2.3	6.8	3.6	5.0	5.7	3.2	4.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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## Chapter 4

**Employment**

In this chapter we describe the characteristics of the employed population, covering topics such as their level of education, the occupations they are engaged in, and their conditions of work.

**4.1 Education levels of the employed population**

Table 4.1 provides information on the educational levels of the employed population. The statistics are given separately for males and females within urban and rural areas. The employed population numbers about a quarter of a million persons, of whom 80,000 are females. The majority of the employed population are to be found in rural areas, but there are about 71,000 persons employed in urban areas. Men in employment outnumber women in both urban and rural areas, by a factor of more than 2 to 1.

Half of the employed population (124,000) has little or no education, and a further 70,000 have not gone as far as completing secondary education. At the higher levels, some 9,000 persons have completed a course at a university or polytechnic, and a further 49,000 persons have completed secondary or equivalent education.

**Table 4.1 Persons aged 15+ in employment, by sex, locality and level of completed education**

	Urban			Rural			Timor-Leste		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b><i>Highest level of education completed</i></b>									
None	10,000	7,000	17,000	59,000	38,000	97,000	69,000	46,000	114,000
Pre-primary	1,000	*	2,000	6,000	1,000	8,000	8,000	2,000	10,000
Primary	11,000	4,000	15,000	26,000	7,000	33,000	37,000	11,000	48,000
Pre-secondary	6,000	2,000	8,000	10,000	4,000	14,000	16,000	6,000	22,000
Secondary	16,000	6,000	22,000	17,000	6,000	24,000	33,000	12,000	45,000
Technical secondary	1,000	*	1,000	2,000	*	2,000	2,000	*	3,000
Vocational course	*	*	*	*	*	*	1,000	*	1,000
Polytechnic/Diploma	1,000	1,000	2,000	1,000	*	2,000	3,000	1,000	4,000
University	2,000	1,000	4,000	1,000	*	1,000	4,000	1,000	5,000
<b>Total</b>	<b>49,000</b>	<b>22,000</b>	<b>71,000</b>	<b>124,000</b>	<b>58,000</b>	<b>182,000</b>	<b>173,000</b>	<b>80,000</b>	<b>252,000</b>

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The employment-to-population ratio (shown in Table 4.2) is a useful indicator to use, when examining the level of employment of persons with different amounts of education. The employment-to-population ratio is calculated simply as the percentage of all persons in each category of interest that is employed. Forty percent of the population aged 15 and over is employed. Males have a rate of employment twice as high as females. The rates of employment in urban and rural areas are very similar. There are no clear trends in the value of the employment-to-population ratio for persons with different levels of education, except that those with some technical education (at secondary or polytechnic level) appear to experience higher rates of employment than others.

**Table 4.2 Employment to population ratio, by sex, locality and level of completed education**

	<i>Percentages</i>								
	Urban			Rural			Timor-Leste		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b><i>Highest level of education completed</i></b>									
None	64.2	34.2	46.8	63.7	32.1	45.9	63.8	32.4	46.0
Pre-primary	53.2	21.0	38.0	56.2	17.7	39.9	55.7	18.4	39.5
Primary	56.1	21.9	40.7	49.4	17.8	35.5	51.3	19.0	36.9
Pre-secondary	34.8	13.7	24.7	32.0	12.6	22.8	32.9	13.0	23.5
Secondary	53.3	22.1	38.4	58.4	28.4	45.5	55.9	25.0	41.8
Technical secondary	81.1	39.7	72.7	85.1	*	80.9	83.8	*	78.2
Vocational course	*	*	*	*	*	*	58.2	*	45.9
Polytechnic/Diploma	84.0	69.8	78.9	93.6	*	94.2	88.4	78.3	85.2
University	58.9	37.5	49.6	42.1	*	37.1	51.8	33.8	45.2
<b>Total</b>	<b>53.3</b>	<b>24.6</b>	<b>39.3</b>	<b>54.8</b>	<b>26.1</b>	<b>40.5</b>	<b>54.4</b>	<b>25.7</b>	<b>40.2</b>

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Table 4.3 shows the education level of persons with different occupations. We can see, for instance, that a quarter of all persons in professional occupations have a polytechnic or university qualification.

In contrast, the great majority of those working in what are classified as elementary occupations and skilled agricultural workers (see Annex D for the definition) have few or no educational qualifications. Almost 40 percent of those classified as service and sales workers, and a similar proportion of the fairly small number classified as machine operators, have obtained qualifications at least at secondary level.

Table 4.3 Employed persons by sex, educational level and occupation

	Level of education completed									
	None, less than primary	Primary, pre-sec	Secondary, technical, vocational	Poly- technic, university	Total	None, less than primary	Primary, pre-sec	Secondary, technical, vocational	Poly- technic, university	Total
<b>BOTH SEXES</b>	<b>Percentages</b>									
Managers	1,000	2,000	3,000	1,000	7,000	15.4	25.0	45.0	14.5	100.0
Professionals	1,000	3,000	13,000	6,000	22,000	2.6	13.5	59.0	25.0	100.0
Technicians	7,000	6,000	5,000	1,000	19,000	36.5	33.3	26.1	4.1	100.0
Clerical	*	*	1,000	*	2,000	10.7	10.8	59.2	19.3	100.0
Service & sales	5,000	8,000	7,000	*	20,000	23.3	38.4	37.8	0.5	100.0
Skilled agric workers	28,000	9,000	2,000	*	39,000	72.0	22.0	5.8	0.2	100.0
Craft & related trades	7,000	5,000	2,000	*	14,000	49.3	36.8	13.3	0.5	100.0
Machine operators	1,000	4,000	3,000	*	8,000	15.2	46.4	37.7	0.7	100.0
Elementary occupations	74,000	33,000	11,000	*	118,000	62.5	28.3	8.9	0.3	100.0
<b>Total</b>	<b>123,000</b>	<b>70,000</b>	<b>48,000</b>	<b>8,000</b>	<b>249,000</b>	<b>49.5</b>	<b>28.1</b>	<b>19.1</b>	<b>3.4</b>	<b>100.0</b>
<b>MALES</b>										
Managers	1,000	2,000	3,000	1,000	6,000	17.2	27.5	41.7	13.7	100.0
Professionals	1,000	2,000	9,000	4,000	15,000	3.3	13.8	58.0	24.9	100.0
Technicians	3,000	4,000	3,000	1,000	10,000	29.8	36.5	27.2	6.4	100.0
Clerical	*	*	*	*	1,000	20.5	17.5	49.5	12.4	100.0
Service & sales	2,000	5,000	5,000	*	12,000	16.0	41.5	42.3	0.2	100.0
Skilled agric workers	20,000	7,000	2,000	*	29,000	69.2	24.1	6.6	0.2	100.0
Craft & related trades	3,000	4,000	2,000	*	9,000	32.8	47.9	18.5	0.8	100.0
Machine operators	1,000	4,000	3,000	*	8,000	15.1	46.5	37.8	0.7	100.0
Elementary occupations	45,000	25,000	8,000	*	79,000	57.2	32.0	10.4	0.4	100.0
<b>Total</b>	<b>76,000</b>	<b>53,000</b>	<b>35,000</b>	<b>6,000</b>	<b>170,000</b>	<b>44.8</b>	<b>31.3</b>	<b>20.4</b>	<b>3.5</b>	<b>100.0</b>
<b>FEMALES</b>										
Managers	-	*	1,000	*	1,000	0.0	2.7	75.1	22.1	100.0
Professionals	*	1,000	4,000	2,000	7,000	1.1	12.7	61.2	25.0	100.0
Technicians	4,000	3,000	2,000	*	9,000	44.6	29.4	24.7	1.3	100.0
Clerical	-	*	1,000	*	1,000	0.0	3.6	69.7	26.7	100.0
Service & sales	3,000	2,000	2,000	*	7,000	35.5	33.1	30.3	1.1	100.0
Skilled agric workers	8,000	2,000	*	-	10,000	79.8	16.5	3.8	0.0	100.0
Craft & related trades	4,000	1,000	*	-	5,000	77.1	18.2	4.7	0.0	100.0
Machine operators	*	*	*	-	*	18.2	45.5	36.3	0.0	100.0
Elementary occupations	28,000	8,000	2,000	*	39,000	73.4	20.6	5.8	0.2	100.0
<b>Total</b>	<b>47,000</b>	<b>17,000</b>	<b>13,000</b>	<b>2,000</b>	<b>79,000</b>	<b>59.7</b>	<b>21.1</b>	<b>16.2</b>	<b>3.0</b>	<b>100.0</b>

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## 4.2 Occupation and sector of economic activity

The LFS provides detailed information on the nature of people's economic activity. Table 4.4a shows the interaction between two key variables, occupation and industry, while Table 4.4b gives the same information separately for males and females. In classifying each person's occupation, a 4-digit coding frame was used to code the responses that interviewers had obtained. Similarly for industry, a 4-digit coding frame was used. However, in Tables 4.4a and 4.4b only the first digits of the occupation and industry classifications have been used, since otherwise the cell values would become too small and the table too large.

The margins of the table show the broad numbers in each category of occupation and industry. In terms of economic sector, the major sectors of employment are agriculture, forestry and fishing (127,000 persons), wholesale and retail trade (44,000), education (15,000) and construction (13,000). In terms of occupation, the main occupations are what are termed 'elementary occupations' (118,000), skilled agricultural workers (39,000), professionals (22,000), technicians (19,000), and service and sales workers (also 19,000).

From the cross-tabulation one can identify the major groups as the 99,000 persons in elementary occupations engaged in agriculture, and the 26,000 skilled agricultural workers in agriculture. Other significant numbers are the 14,000 technicians engaged in wholesale or retail trade, the 13,000 professionals working in the education sector, and the 12,000 skilled agricultural workers engaged in wholesale or retail trade.

**Table 4.4a Employed persons by occupation and industry**

	Occupation (ISCO-08 major group)									Total
	Managers	Profess- ionals	Tech- nicians	Clerical	Service & sales	Skilled agric. workers	Craft & related trades	Machine operators	Elementary occupations	
TIMOR-LESTE										
Industry (ISIC Rev.4)										
Agriculture, forestry, fishing	-	*	1,000	-	*	26,000	*	*	99,000	127,000
Mining & quarrying	-	-	-	-	-	-	-	1,000	1,000	1,000
Manufacturing	*	*	1,000	-	*	*	6,000	*	*	8,000
Electricity etc.	-	-	*	-	*	-	*	-	*	*
Water supply	-	-	-	-	-	-	*	-	-	*
Construction	*	*	1,000	*	*	*	5,000	*	6,000	13,000
Wholesale & retail trade	*	*	14,000	-	7,000	12,000	2,000	*	8,000	44,000
Transportation & storage	-	*	*	*	*	-	*	6,000	1,000	8,000
Accommodation & food	*	*	*	*	1,000	-	-	-	*	2,000
Info & communications	*	1,000	*	*	*	-	-	-	*	2,000
Financial & insurance	*	-	-	*	-	-	-	-	-	*
Professional & scientific	*	1,000	*	*	*	-	*	-	*	2,000
Administrative & support	*	*	-	-	6,000	*	-	*	*	6,000
Public administration	4,000	*	-	*	2,000	-	*	*	*	6,000
Education	1,000	13,000	*	*	*	-	-	-	*	15,000
Health & social work	*	1,000	1,000	*	*	*	*	*	*	3,000
Arts & entertainment	1,000	3,000	*	1,000	*	-	*	1,000	*	6,000
Other service activities	*	*	1,000	*	*	*	*	-	1,000	2,000
Households as employers	-	*	-	*	1,000	-	*	-	*	2,000
International organizations	-	*	-	*	-	-	-	-	-	*
Total	7,000	22,000	19,000	2,000	19,000	39,000	14,000	8,000	118,000	248,000

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Table 4.4b Employed persons by sex, occupation and industry

	Occupation (ISCO-08 major group)									Total
	Managers	Professionals	Technicians	Clerical	Service & sales	Skilled agric workers	Craft & related trades	Machine operators	Elementary occupations	
MALES										
Industry (ISIC Rev.4)										
Agriculture, forestry, fishing	-	*	1,000	-	-	20,000	*	*	66,000	87,000
Mining & quarrying	-	-	-	-	-	-	-	1,000	1,000	1,000
Manufacturing	*	*	*	-	*	*	2,000	*	*	3,000
Electricity etc.	-	-	-	-	-	-	*	-	-	*
Water supply	-	-	-	-	-	-	*	-	-	*
Construction	*	*	1,000	*	*	*	5,000	*	5,000	13,000
Wholesale & retail trade	*	*	6,000	-	3,000	8,000	1,000	*	5,000	24,000
Transportation & storage	-	*	*	*	*	-	*	6,000	1,000	8,000
Accommodation & food	*	-	-	*	*	-	-	-	*	1,000
Info & communications	*	1,000	*	*	-	-	-	-	*	2,000
Financial & insurance	*	-	-	*	-	-	-	-	-	*
Professional & scientific	*	1,000	*	*	-	-	*	-	*	1,000
Administrative & support	*	*	-	-	5,000	*	-	*	*	6,000
Public administration	3,000	*	-	*	2,000	-	*	*	*	6,000
Education	1,000	9,000	*	*	*	-	-	-	*	10,000
Health & social work	*	*	1,000	*	-	*	*	*	*	1,000
Arts & entertainment	*	2,000	*	*	*	-	*	1,000	*	4,000
Other service activities	*	*	*	*	*	*	*	-	*	1,000
Households as employers	-	-	-	-	*	-	*	-	*	1,000
International organizations	-	*	-	*	-	-	-	-	-	*
Total	6,000	15,000	10,000	1,000	12,000	29,000	9,000	8,000	79,000	169,000
FEMALES										
Agriculture, forestry, fishing	-	*	*	-	*	6,000	-	-	33,000	40,000
Mining & quarrying	-	-	-	-	-	-	-	*	*	*
Manufacturing	-	-	*	-	*	-	4,000	*	*	5,000
Electricity etc.	-	-	*	-	*	-	-	-	*	*
Water supply	-	-	-	-	-	-	-	-	-	
Construction	*	-	*	-	-	*	*	*	*	1,000
Wholesale & retail trade	*	*	7,000	-	4,000	4,000	1,000	-	4,000	20,000
Transportation & storage	-	-	*	-	-	-	-	*	*	*
Accommodation & food	-	*	*	*	1,000	-	-	-	*	1,000
Info & communications	-	*	*	*	*	-	-	-	*	*
Financial & insurance	-	-	-	*	-	-	-	-	-	*
Professional & scientific	-	1,000	-	-	*	-	-	-	-	1,000
Administrative & support	-	*	-	-	*	*	-	-	-	*
Public administration	*	*	-	-	*	-	-	-	-	*
Education	*	4,000	-	*	*	-	-	-	-	5,000
Health & social work	-	1,000	1,000	-	*	-	-	-	*	1,000
Arts & entertainment	*	1,000	*	*	*	-	-	-	*	2,000
Other service activities	*	*	*	*	*	-	-	-	1,000	1,000
Households as employers	-	*	-	*	1,000	-	-	-	*	1,000
International organizations	-	*	-	-	-	-	-	-	-	*
Total	1,000	7,000	9,000	1,000	7,000	10,000	5,000	*	39,000	79,000

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Table 4.5a shows the distribution of the employed population by sector of economic activity, according to their level of education. All the sectors have been included in this table, even though some of them (electricity, water supply, finance and insurance, and international organizations) have very few employed persons working in them. A dash (-) indicates that no persons were found in that category, while a star (\*) indicates that the number in the category, when grossed up to national level, came to less than 500 persons. About half of those with university or polytechnic qualifications are employed in the education sector, with the rest being spread around many other sectors. Among those with little or no education, the majority are working in agriculture, but with a sizeable number also in wholesale or retail trade.

**Table 4.5a Employed persons, by industry and level of education completed**

	Level of education completed				Total
	None or pre- primary	Primary or pre- secondary	Secondary, technical, vocational	Polytechnic, university	
TIMOR-LESTE					
<i>Sector of activity (ISIC Rev 4)</i>					
Agriculture, forestry, fishing	85,000	33,000	10,000	*	128,000
Mining & quarrying	1,000	*	*	-	1,000
Manufacturing	4,000	3,000	1,000	*	8,000
Electricity etc.	*	*	*	-	*
Water supply	*	-	*	-	*
Construction	5,000	6,000	3,000	*	13,000
Wholesale & retail trade	24,000	13,000	7,000	*	44,000
Transportation & storage	1,000	4,000	2,000	*	8,000
Accommodation & food	*	1,000	1,000	*	2,000
Information & communication	*	*	1,000	*	2,000
Financial & insurance	-	-	*	*	*
Professional & scientific	*	*	1,000	*	2,000
Administrative & support	1,000	3,000	3,000	*	6,000
Public administration	1,000	2,000	3,000	*	7,000
Education	*	2,000	9,000	4,000	16,000
Health & social work	*	1,000	1,000	*	3,000
Arts & entertainment	*	1,000	3,000	1,000	6,000
Other service activities	*	1,000	1,000	*	2,000
Households as employers	1,000	1,000	1,000	-	2,000
International organizations	-	-	*	*	*
Total	124,000	70,000	48,000	9,000	251,000

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Table 4.5b provides the same information, but separately for males and females. Many of the cells in this table have had to be left blank because the numbers involved are too small to estimate.



Table 4.5b Employed persons, by sex, industry and level of education completed

	Level of education completed				Total
	None or pre- primary	Primary or pre- secondary	Secondary, vocational	Polytechnic, university	
MALES					
Sector of activity (ISIC Rev 4)					
Agriculture, forestry, fishing	54,000	25,000	8,000	*	88,000
Mining & quarrying	1,000	*	*	-	1,000
Manufacturing	1,000	1,000	1,000	*	3,000
Electricity etc.	*	*	*	-	*
Water supply	*	-	*	-	*
Construction	4,000	6,000	2,000	*	13,000
Wholesale & retail trade	12,000	8,000	4,000	*	24,000
Transportation & storage	1,000	4,000	2,000	*	8,000
Accommodation & food	*	*	*	-	1,000
Information & communication	*	*	1,000	*	2,000
Financial & insurance	-	-	*	*	*
Professional & scientific	*	*	1,000	*	1,000
Administrative & support	1,000	2,000	3,000	-	6,000
Public administration	1,000	2,000	3,000	*	6,000
Education	*	1,000	6,000	3,000	11,000
Health & social work	*	1,000	1,000	*	1,000
Arts & entertainment	*	1,000	2,000	1,000	4,000
Other service activities	-	*	*	*	1,000
Households as employers	*	*	*	-	1,000
International organizations	-	-	*	*	*
Total	76,000	53,000	35,000	6,000	171,000
FEMALES					
Sector of activity (ISIC Rev 4)					
Agriculture, forestry, fishing	31,000	7,000	2,000	-	40,000
Mining & quarrying	*	*	*	-	*
Manufacturing	3,000	1,000	*	-	5,000
Electricity etc.	*	-	*	-	*
Water supply	-	-	-	-	-
Construction	*	*	*	-	1,000
Wholesale & retail trade	12,000	5,000	3,000	*	20,000
Transportation & storage	*	*	*	-	*
Accommodation & food	*	*	1,000	*	1,000
Information & communication	*	*	*	*	*
Financial & insurance	-	-	*	-	*
Professional & scientific	-	*	1,000	*	1,000
Administrative & support	-	*	*	*	*
Public administration	-	*	*	-	1,000
Education	*	1,000	3,000	1,000	5,000
Health & social work	*	*	1,000	*	2,000
Arts & entertainment	*	*	1,000	1,000	2,000
Other service activities	*	1,000	*	*	1,000
Households as employers	1,000	*	*	-	1,000
International organizations	-	-	*	-	*
Total	48,000	17,000	13,000	2,000	80,000

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Table 4.6 provides estimates of the number of males and females in employment, according to the sector in which they work and whether it is in an urban or rural area. In the rural areas, almost two-thirds of employment is in the agriculture/forestry/fishing sector. Other sizeable sectors are the wholesale and retail trade, which provides employment for 27,000, and the education sector, where 11,000 are employed. In urban areas the agriculture sector is obviously far less important, though there are still 13,000 people who gave that as their sector of employment. About 17,000 people (with equal numbers of men and women) are employed in wholesale or retail trade in urban areas, and the rest of the employment is spread across a wide variety of sectors.

**Table 4.6 Employed persons, by sex, industry and locality**

	Urban			Rural			Timor-Leste		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture, forestry, fishing	9,000	4,000	13,000	79,000	36,000	115,000	88,000	40,000	128,000
Mining & quarrying	*	*	*	1,000	*	1,000	1,000	*	1,000
Manufacturing	2,000	1,000	3,000	2,000	4,000	5,000	3,000	5,000	8,000
Electricity etc.	*	*	*	*	*	*	*	*	*
Water supply	*	-	*	*	-	*	*	-	*
Construction	6,000	*	7,000	7,000	*	7,000	13,000	1,000	13,000
Wholesale & retail trade	9,000	8,000	17,000	15,000	12,000	27,000	24,000	20,000	44,000
Transportation & storage	6,000	*	6,000	2,000	*	3,000	8,000	*	8,000
Accommodation & food	1,000	1,000	2,000	*	*	1,000	1,000	1,000	2,000
Information & communication	1,000	*	2,000	1,000	*	1,000	2,000	*	2,000
Financial & insurance	*	*	*	-	-	-	*	*	*
Professional & scientific	1,000	1,000	1,000	*	*	2*	1,000	1,000	2,000
Administrative & support	5,000	*	5,000	1,000	-	1,000	6,000	*	6,000
Public administration	2,000	*	2,000	4,000	*	5,000	6,000	1,000	7,000
Education	3,000	2,000	5,000	8,000	3,000	11,000	11,000	5,000	16,000
Health & social work	1,000	1,000	1,000	1,000	1,000	2,000	1,000	2,000	3,000
Arts & entertainment	3,000	1,000	4,000	1,000	*	2,000	4,000	2,000	6,000
Other service activities	1,000	1,000	1,000	*	*	1,000	1,000	1,000	2,000
Households as employers	1,000	1,000	2,000	*	1,000	1,000	1,000	1,000	2,000
International organizations	*	*	*	*	-	*	*	*	*
<b>Total</b>	<b>48,000</b>	<b>22,000</b>	<b>70,000</b>	<b>123,000</b>	<b>58,000</b>	<b>181,000</b>	<b>171,000</b>	<b>80,000</b>	<b>251,000</b>

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### 4.3 Status in employment

The indicator 'status in employment', shown in Tables 4.7a and 4.7b, enables us to classify the working population into three important subgroups: employees (i.e. wage and salaried workers), own-account workers (i.e. self-employed workers) and contributing family workers (also known as unpaid family workers). The category 'employers' is also included in the Tables, but their numbers are rather small. The percentage distributions are also shown for each type of status.

According to the LFS results, there are 71,000 persons (55,000 males and 16,000 females) who are classified as employees. Among males, the largest numbers are working in the construction sector (10,000) and in the education sector (10,000). For females, the largest group of employees is in the education sector (5,000). Two-thirds of male own-account workers are found in agriculture, while most of the remainder work in wholesale or retail trades. Female own-account workers are divided fairly evenly between agriculture and wholesale/retail trade. Contributing family workers are working almost exclusively in the agricultural sector (42,000 males and 23,000 females), with the remainder mainly engaged in wholesale/retail trade.

**Table 4.7a Employed persons, by sector of economic activity and status in employment**

	Status in employment					Status in employment				
	Employee	Employer	Own-account worker	Contributing family worker	Total	Employee	Employer	Own-account worker	Contributing family worker	Total
<b>BOTH SEXES</b>										
<i>Sector of activity (ISIC Rev 4)</i>	Percentages									
Agriculture, forestry, fisheries	1,000	2,000	59,000	65,000	<b>127,000</b>	1.8	36.2	58.0	89.2	<b>50.9</b>
Mining & quarrying	1,000	*	1,000	*	<b>1,000</b>	0.7	1.6	0.7	0.2	<b>0.6</b>
Manufacturing	2,000	*	5,000	1,000	<b>8,000</b>	3.3	1.7	4.9	0.8	<b>3.2</b>
Electricity etc.	*	-	-	*	<b>*</b>	0.5	0.0	0.0	0.1	<b>0.2</b>
Water supply	*	-	-	-	<b>*</b>	0.1	0.0	0.0	0.0	<b>0.0</b>
Construction	11,000	*	2,000	*	<b>13,000</b>	15.1	11.3	1.7	0.6	<b>5.3</b>
Wholesale & retail trade	4,000	2,000	33,000	6,000	<b>44,000</b>	5.3	36.3	31.7	7.8	<b>17.4</b>
Transportation & storage	6,000	*	2,000	*	<b>8,000</b>	8.7	5.9	1.7	0.4	<b>3.4</b>
Accommodation & food	2,000	*	*	*	<b>2,000</b>	2.9	1.9	0.0	0.1	<b>0.9</b>
Information & communication	2,000	-	*	*	<b>2,000</b>	2.9	0.0	0.1	0.1	<b>0.9</b>
Financial & insurance	*	-	-	-	<b>*</b>	0.2	0.0	0.0	0.0	<b>0.1</b>
Professional & scientific	2,000	*	*	-	<b>2,000</b>	2.2	0.3	0.1	0.0	<b>0.6</b>
Administrative & support	6,000	-	*	-	<b>6,000</b>	8.7	0.0	0.1	0.0	<b>2.5</b>
Public administration	7,000	-	*	-	<b>7,000</b>	9.3	0.0	0.3	0.0	<b>2.7</b>
Education	15,000	-	*	*	<b>16,000</b>	21.7	0.0	0.1	0.1	<b>6.2</b>
Health & social work	3,000	-	*	*	<b>3,000</b>	3.7	0.0	0.2	0.2	<b>1.2</b>
Arts & entertainment	5,000	*	*	*	<b>6,000</b>	7.5	1.7	0.1	0.2	<b>2.2</b>
Other service activities	2,000	*	*	-	<b>2,000</b>	2.7	1.5	0.0	0.0	<b>0.8</b>
Households as employers	2,000	*	*	*	<b>2,000</b>	2.5	1.5	0.4	0.2	<b>0.9</b>
International organizations	*	-	-	-	<b>*</b>	0.3	0.0	0.0	0.0	<b>0.1</b>
<b>Total</b>	<b>71,000</b>	<b>4,000</b>	<b>103,000</b>	<b>73,000</b>	<b>250,000</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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**Table 4.7b Employed persons, by sector of economic activity and status in employment**

	Status in employment					Status in employment				
	Employee	Employer	Own-account worker	Contributing family worker	Total	Employee	Employer	Own-account worker	Contributing family worker	Total
<b>MALES</b>										
<i>Sector of activity (ISIC Rev 4)</i>	Percentages									
Agriculture, forestry, fisheries	1,000	1,000	43,000	42,000	<b>87,000</b>	2.3	35.2	65.3	89.4	<b>51.2</b>
Mining & quarrying	*	*	1,000	*	<b>1,000</b>	0.8	2.4	0.8	0.2	<b>0.7</b>
Manufacturing	2,000	*	1,000	*	<b>3,000</b>	3.2	1.2	2.1	0.3	<b>1.9</b>
Electricity etc.	*	-	-	-	<b>*</b>	0.4	0.0	0.0	0.0	<b>0.1</b>
Water supply	*	-	-	-	<b>*</b>	0.1	0.0	0.0	0.0	<b>0.0</b>
Construction	10,000	*	2,000	*	<b>13,000</b>	18.7	14.0	2.4	0.9	<b>7.4</b>
Wholesale & retail trade	2,000	1,000	17,000	4,000	<b>24,000</b>	4.2	37.5	25.5	7.8	<b>14.0</b>
Transportation & storage	6,000	*	2,000	*	<b>8,000</b>	10.9	8.7	2.6	0.6	<b>4.8</b>
Accommodation & food	1,000	-	-	-	<b>1,000</b>	1.6	0.0	0.0	0.0	<b>0.5</b>
Information & communication	2,000	-	*	-	<b>2,000</b>	3.1	0.0	0.1	0.0	<b>1.0</b>
Financial & insurance	*	-	-	-	<b>*</b>	0.1	0.0	0.0	0.0	<b>0.0</b>
Professional & scientific	1,000	-	*	-	<b>1,000</b>	1.6	0.0	0.1	0.0	<b>0.6</b>
Administrative & support	6,000	-	*	-	<b>6,000</b>	10.6	0.0	0.1	0.0	<b>3.4</b>
Public administration	6,000	-	*	-	<b>6,000</b>	11.2	0.0	0.3	0.0	<b>3.7</b>
Education	10,000	-	*	*	<b>11,000</b>	19.0	0.0	0.2	0.1	<b>6.2</b>
Health & social work	1,000	-	*	*	<b>1,000</b>	2.0	0.0	0.3	0.3	<b>0.9</b>
Arts & entertainment	4,000	-	*	*	<b>4,000</b>	6.7	0.0	0.2	0.2	<b>2.3</b>
Other service activities	1,000	*	*	-	<b>1,000</b>	1.6	1.1	0.0	0.0	<b>0.5</b>
Households as employers	1,000	-	-	*	<b>1,000</b>	1.5	0.0	0.0	0.2	<b>0.5</b>
International organizations	*	-	-	-	<b>*</b>	0.4	0.0	0.0	0.0	<b>0.1</b>
<b>Total</b>	<b>55,000</b>	<b>3,000</b>	<b>66,000</b>	<b>47,000</b>	<b>171,000</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>FEMALES</b>										
<i>Sector of activity (ISIC Rev 4)</i>										
Agriculture, forestry, fisheries	*	1,000	16,000	23,000	<b>40,000</b>	0.2	38.6	44.8	88.8	<b>50.1</b>
Mining & quarrying	*	-	*	*	<b>*</b>	0.5	0.0	0.4	0.3	<b>0.4</b>
Manufacturing	1,000	*	4,000	*	<b>5,000</b>	3.6	2.9	9.9	1.8	<b>5.9</b>
Electricity etc.	*	-	-	*	<b>*</b>	1.0	0.0	0.0	0.3	<b>0.3</b>
Water supply	-	-	-	-	<b>-</b>	0.0	0.0	0.0	0.0	<b>0.0</b>
Construction	*	*	*	-	<b>1,000</b>	2.5	5.5	0.5	0.0	<b>0.8</b>
Wholesale & retail trade	1,000	*	16,000	2,000	<b>20,000</b>	9.4	33.8	43.0	7.8	<b>24.7</b>
Transportation & storage	*	-	*	-	<b>*</b>	0.9	0.0	0.2	0.0	<b>0.3</b>
Accommodation & food	1,000	*	*	*	<b>1,000</b>	7.3	5.9	0.0	0.3	<b>1.7</b>
Information & communication	*	-	-	*	<b>*</b>	2.3	0.0	0.0	0.3	<b>0.5</b>
Financial & insurance	*	-	-	-	<b>*</b>	0.5	0.0	0.0	0.0	<b>0.1</b>
Professional & scientific	1,000	*	-	-	<b>1,000</b>	4.1	0.8	0.0	0.0	<b>0.8</b>
Administrative & support	*	-	-	-	<b>*</b>	2.0	0.0	0.0	0.0	<b>0.4</b>
Public administration	*	-	*	-	<b>1,000</b>	2.8	0.0	0.2	0.0	<b>0.7</b>
Education	5,000	-	-	-	<b>5,000</b>	30.8	0.0	0.0	0.0	<b>6.1</b>
Health & social work	2,000	-	-	-	<b>2,000</b>	9.7	0.0	0.0	0.0	<b>1.9</b>
Arts & entertainment	2,000	*	-	*	<b>2,000</b>	10.1	5.5	0.0	0.2	<b>2.2</b>
Other service activities	1,000	*	-	-	<b>1,000</b>	6.7	2.4	0.0	0.0	<b>1.4</b>
Households as employers	1,000	*	*	*	<b>1,000</b>	5.7	4.7	1.0	0.3	<b>1.8</b>
International organizations	*	-	-	-	<b>*</b>	0.1	0.0	0.0	0.0	<b>0.0</b>
<b>Total</b>	<b>16,000</b>	<b>1,000</b>	<b>36,000</b>	<b>26,000</b>	<b>79,000</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

Note: The category 'member of producers' cooperative' has been omitted from the table, since it contained less than an estimated 500 persons.

#### 4.4 Vulnerable employment

A useful new indicator that has been proposed recently is the rate of vulnerable employment. This is calculated as the sum of own-account workers and contributing family workers, taken as a proportion of total employment. It is a measure of those with relatively precarious working situations. These two status groups are considered as more vulnerable, because these people are unlikely to have formal work arrangements or access to benefits or social protection programmes, and they are more at risk to the effects of economic cycles. The rates of vulnerable employment are shown in Table 4.8, for males and females separately in urban and rural areas, and for each sector of economic activity.

**Table 4.8 Number of persons in vulnerable employment, by sex, locality and sector of economic activity**

	Urban			Rural			Timor-Leste		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Agriculture	8,000	4,000	12,000	77,000	35,000	112,000	85,000	39,000	125,000
Mining & quarrying	-	*	*	*	*	1,000	1,000	*	1,000
Manufacturing	1,000	1,000	1,000	1,000	3,000	4,000	2,000	4,000	6,000
Construction	1,000	*	1,000	1,000	*	1,000	2,000	*	2,000
Wholesale & retail trade	6,000	7,000	13,000	14,000	11,000	25,000	21,000	18,000	38,000
Transportation & storage	1,000	*	1,000	1,000	*	1,000	2,000	*	2,000
Accommodation & food	-	*	*	-	*	-	-	*	*
Information & communication	-	-	-	*	*	*	*	*	*
Professional & scientific	*	-	*	-	-	-	*	-	*
Administrative & support	*	-	*	-	-	-	*	-	*
Public administration	-	-	-	*	*	*	*	*	*
Education	-	-	-	*	-	*	*	-	*
Health & social work	*	-	*	*	-	*	*	-	*
Arts & entertainment	*	-	*	*	*	*	*	*	*
Other service activities	*	-	*	-	-	-	*	-	*
Households as employers	*	*	*	-	*	*	*	*	1,000
<b>Total</b>	<b>18,000</b>	<b>12,000</b>	<b>30,000</b>	<b>95,000</b>	<b>51,000</b>	<b>146,000</b>	<b>113,000</b>	<b>62,000</b>	<b>175,000</b>
<i>Percentage of total employment within each cell</i>									
Agriculture	93.9	94.5	94.1	97.7	98.6	98.0	97.4	98.6	97.8
Mining & quarrying	0.0	100.0	64.0	52.7	71.5	57.9	56.6	72.1	59.7
Manufacturing	31.2	84.2	50.7	62.7	87.8	80.3	46.3	87.1	70.3
Construction	19.2	1.8	18.0	12.4	86.5	14.5	15.7	26.5	16.2
Wholesale & retail trade	71.1	84.3	77.3	93.8	93.5	93.7	85.9	90.2	87.8
Transportation & storage	20.7	8.1	20.4	32.4	100.0	33.9	24.2	32.7	24.4
Accommodation & food	0.0	7.4	4.9	0.0	0.0	0.0	0.0	6.0	3.6
Information & communication	0.0	0.0	0.0	10.9	75.5	19.9	3.6	16.5	6.1
Professional & scientific	10.3	0.0	6.3	0.0	0.0	0.0	8.9	0.0	5.3
Administrative & support	1.9	0.0	1.8	0.0	0.0	0.0	1.5	0.0	1.4
Public administration	0.0	0.0	0.0	4.6	21.3	5.8	3.2	13.2	3.9
Education	0.0	0.0	0.0	2.5	0.0	1.8	1.8	0.0	1.3
Health & social work	14.6	0.0	7.7	30.2	0.0	14.3	24.4	0.0	12.0
Arts & entertainment	6.0	0.0	3.9	2.7	18.4	5.9	4.8	3.6	4.5
Other service activities	3.6	0.0	1.5	0.0	0.0	0.0	2.3	0.0	1.0
Households as employers	9.5	13.5	11.5	0.0	52.5	45.2	8.4	31.3	22.3
<b>All sectors</b>	<b>37.3</b>	<b>53.9</b>	<b>42.5</b>	<b>77.5</b>	<b>87.2</b>	<b>80.6</b>	<b>66.2</b>	<b>78.4</b>	<b>70.1</b>

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Note: Four sectors have been omitted from this table, because the numbers employed in them are too few for analysis: Electricity, Water, Finance and insurance, and International organizations.

Across all sectors, the vulnerable employment rate is 70 percent. Two-thirds of employed males (66 %) and three-quarters of employed females (78 %) are in vulnerable employment, with the rates being particularly high in the two key sectors of agriculture and wholesale/retail trade. There are 125,000 persons working in agriculture, forestry or fishing who can be considered in vulnerable employment, representing 98 percent of all employment in that sector. There are 38,000 engaged in wholesale or retail trade who can be considered as in vulnerable employment, representing 88 percent of all employment in that sector.

The vulnerable employment rate is twice as high in rural areas (81 %) as in urban areas (42 %), and in both areas is very much higher for women than it is for men.

The absence of data in the bottom half of the table is instructive. It is partly due to the fact that employment in all these sectors is relatively small, but also (as indicated by the percentages) that they are not subject to vulnerable employment to the same extent as the sectors at the top of the table.

### 4.5 Size of establishment

The survey collected information on the size of the establishment in which each person worked. Four sectors (electricity, water, financial and insurance, and international organizations) have been excluded from Table 4.9a because they had too few observations. Occasionally the person did not have any idea of the size of the establishment or agreed with the code 'more than 9' which had been offered as an alternative, and these few cases have not been included in the Tables below.

In the case of small establishments with less than 10 persons, more detail was collected as to the exact size of the establishment in which the person worked. Tables 4.9a and 4.9b present the following picture. Out of the ¼ million employed persons in Timor-Leste, 80 percent work in establishments containing less than 5 persons. In fact, according to Table 4.9b, a third of all employed persons are working alone. In the case of those engaged in wholesale/retail trade, over half of them are working alone.

As one would expect, education is one sector where employed persons tend to work in larger establishments. It is the only sector where over half of all employed persons work in establishments with at least 10 people. The percentages for all sectors have been included for completeness, but the exact values of the percentages are not of great relevance, since the base figures in many of the sectors are so small.

Table 4.9a Employed persons by sector of activity and size of establishment in which they work

	Size of establishment						Total
	1-4	5-9	10-19	20-49	50-99	100+	
TIMOR-LESTE							
Sector of activity (ISIC Rev.4)							
Agriculture, forestry, fishing	119,000	6,000	2,000	*	*	-	127,000
Mining & quarrying	1,000	*	*	-	-	-	1,000
Manufacturing	7,000	*	*	*	*	*	8,000
Construction	6,000	3,000	2,000	1,000	*	*	13,000
Wholesale & retail trade	39,000	2,000	1,000	*	*	*	43,000
Transportation & storage	6,000	*	1,000	*	*	*	8,000
Accommodation & food	1,000	*	*	*	-	-	2,000
Information & communication	1,000	*	*	*	*	-	2,000
Professional & scientific	*	*	*	*	*	-	1,000
Administrative & support	4,000	1,000	1,000	*	*	*	6,000
Public administration	2,000	1,000	2,000	*	*	*	6,000
Education	3,000	4,000	6,000	2,000	*	*	15,000
Health & social work	2,000	*	*	*	*	-	3,000
Arts & entertainment	2,000	1,000	1,000	*	*	*	5,000
Other service activities	1,000	1,000	*	*	*	*	2,000
Households as employers	2,000	*	*	*	-	-	2,000
Total	196,000	21,000	19,000	5,000	2,000	1,000	245,000
Percentages							
Sector of activity (ISIC Rev.4)							
Agriculture, forestry, fishing	93.4	4.5	2.0	0.1	0.1	0.0	100.0
Mining & quarrying	80.2	8.9	10.9	0.0	0.0	0.0	100.0
Manufacturing	87.2	4.4	4.6	1.3	1.6	0.9	100.0
Construction	47.5	21.4	19.8	7.0	3.2	1.0	100.0
Wholesale & retail trade	91.2	4.9	2.2	0.9	0.3	0.3	100.0
Transportation & storage	78.4	5.1	11.9	2.8	0.9	0.9	100.0
Accommodation & food	52.6	23.8	12.9	10.8	0.0	0.0	100.0
Information & communication	41.8	18.4	18.5	14.3	6.9	0.0	100.0
Professional & scientific	31.3	29.7	27.3	5.8	5.8	0.0	100.0
Administrative & support	67.9	15.5	9.9	2.3	2.2	2.1	100.0
Public administration	39.1	17.2	29.7	5.6	3.2	5.2	100.0
Education	20.4	27.7	37.7	13.2	0.6	0.5	100.0
Health & social work	64.1	16.1	13.5	6.2	0.2	0.0	100.0
Arts & entertainment	30.4	22.2	28.6	8.5	7.4	2.7	100.0
Other service activities	43.0	27.4	21.8	0.7	3.5	3.7	100.0
Households as employers	75.2	15.9	8.3	0.6	0.0	0.0	100.0
Total	79.9	8.8	7.8	2.2	0.8	0.5	100.0

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Note: Four sectors with hardly any persons in them have been excluded. Also excluded are two groups:  
 (a) the 2 % of persons who said they did not know how many persons there were at their place of work,  
 and (b) a small fraction of 1 % who said that there were more than 9 persons at their place of work.

Table 4.9b Employed persons in small establishments, by industry and size of establishment

	Size of establishment									All estabs size 1-9
	1	2	3	4	5	6	7	8	9	
Agriculture, forestry, fishing	43,000	51,000	17,000	7,000	4,000	2,000	*	*	*	124,000
Mining & quarrying	1,000	*	*	*	-	*	-	*	-	1,000
Manufacturing	5,000	2,000	1,000	*	*	*	-	-	*	7,000
Construction	2,000	2,000	1,000	1,000	1,000	1,000	*	1,000	*	9,000
Wholesale & retail trade	23,000	11,000	3,000	2,000	1,000	*	*	*	*	42,000
Transportation & storage	3,000	2,000	*	*	*	*	*	*	*	7,000
Accommodation & food	*	1,000	*	*	*	*	*	*	*	2,000
Information & communication	*	*	*	*	*	*	*	-	*	1,000
Professional & scientific	*	*	*	*	*	*	-	*	-	1,000
Administrative & support	1,000	1,000	1,000	1,000	*	*	*	*	*	5,000
Public administration	1,000	1,000	*	*	*	*	-	*	*	4,000
Education	1,000	1,000	1,000	*	*	1,000	1,000	1,000	2,000	7,000
Health & social work	1,000	*	*	*	*	*	*	*	*	2,000
Arts & entertainment	1,000	1,000	*	*	*	*	*	*	*	3,000
Other service activities	*	*	*	*	*	*	-	*	-	1,000
Households as employers	1,000	*	*	*	*	*	-	*	*	2,000
<b>Total</b>	<b>83,000</b>	<b>72,000</b>	<b>25,000</b>	<b>15,000</b>	<b>7,000</b>	<b>5,000</b>	<b>2,000</b>	<b>4,000</b>	<b>4,000</b>	<b>217,000</b>

*As percentage of all persons employed in that sector (see previous table)*

Agriculture, forestry, fishing	33.7	40.3	13.5	5.8	2.8	1.2	0.0	0.2	0.3	97.8
Mining & quarrying	44.6	27.2	1.1	7.2	0.0	3.8	0.0	5.1	0.0	89.1
Manufacturing	58.7	18.7	6.7	3.0	2.9	1.3	0.0	0.0	0.3	91.6
Construction	14.1	15.7	6.6	11.2	4.1	7.3	1.3	5.7	3.1	69.0
Wholesale & retail trade	53.3	26.4	6.0	5.5	1.8	1.2	0.5	0.6	0.8	96.2
Transportation & storage	43.8	25.1	4.5	4.9	3.0	0.2	0.2	1.3	0.5	83.5
Accommodation & food	12.6	25.7	3.4	10.9	7.2	3.9	3.9	3.9	5.0	76.4
Information & communication	15.5	5.4	8.4	12.5	1.7	2.9	12.4	0.0	1.4	60.3
Professional & scientific	8.0	6.5	5.5	11.3	7.3	7.3	0.0	15.2	0.0	61.0
Administrative & support	15.8	12.1	16.1	23.9	7.5	2.4	0.4	2.0	3.3	83.5
Public administration	16.9	10.4	7.7	4.1	2.3	5.6	0.0	5.2	4.0	56.3
Education	8.0	4.2	5.1	3.2	0.8	3.7	4.1	6.8	12.3	48.0
Health & social work	42.7	5.4	9.2	6.8	1.4	5.5	4.1	1.6	3.4	80.2
Arts & entertainment	10.4	9.5	5.1	5.4	2.9	9.7	4.2	3.1	2.2	52.6
Other service activities	20.3	6.4	12.6	3.7	11.3	4.4	0.0	11.8	0.0	70.4
Households as employers	43.2	22.8	9.0	0.2	4.5	7.3	0.0	0.6	3.5	91.0
<b>Total</b>	<b>34.0</b>	<b>29.6</b>	<b>10.2</b>	<b>6.2</b>	<b>2.9</b>	<b>2.2</b>	<b>0.7</b>	<b>1.5</b>	<b>1.6</b>	<b>88.7</b>

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Table 4.10 contains further information about the distribution of employment according to the size of the establishment in which the person worked. Here, the data is provided according to the person's status in employment. The great majority of own-account workers are working alone or with only one other person. Some employees are working in very small establishments, but as many as 25,000 are employed in establishments with at least 10 people. In the case of employers, the raw data are shown without adjustment, even though it is clear that there could not be 1,000 employers working by themselves, since that negates the definition of what an employer is.

**Table 4.10 Employed persons, by status in employment and size of the establishment where they work**

	Status in employment					Status in employment				
	Employee	Employer	Own-account worker	Contributing family worker	Total	Employee	Employer	Own-account worker	Contributing family worker	Total
Size of establishment						<i>Percentages</i>				
1	10,000	1,000	56,000	16,000	83,000	15.5	27.0	55.2	21.7	34.0
2	8,000	1,000	32,000	31,000	72,000	11.7	27.2	31.6	42.8	29.5
3	5,000	1,000	7,000	13,000	25,000	7.0	11.7	6.9	17.7	10.2
4	5,000	1,000	3,000	6,000	15,000	8.2	11.8	2.9	8.5	6.2
5	3,000	*	1,000	4,000	7,000	3.8	0.1	0.8	4.9	2.8
6	3,000	*	1,000	1,000	5,000	4.6	6.5	0.8	1.6	2.2
7	2,000	*	-	*	2,000	2.4	3.7	0.0	0.0	0.7
8	3,000	*	*	*	4,000	4.6	1.7	0.4	0.1	1.4
9	3,000	*	1,000	*	4,000	4.4	1.7	0.5	0.4	1.6
10-19	17,000	*	1,000	2,000	19,000	25.3	5.3	0.8	2.1	7.9
20-49	5,000	*	*	*	5,000	7.9	1.7	0.0	0.1	2.2
50-99	2,000	*	*	-	2,000	2.8	1.7	0.1	0.0	0.8
100 or	1,000	-	-	-	1,000	1.8	0.0	0.0	0.0	0.5
Total	66,000	4,000	102,000	73,000	245,000	100.0	100.0	100.0	100.0	100.0

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#### 4.6 Place of work

Employed persons were asked for information about the place where they worked. Table 4.11 shows the responses, separately for males and females, and according to their occupation. Roughly half of all men and women are employed on a farm or agricultural plot, while a quarter work in a place such as an enterprise, office, or shop. Only about 10 percent, mostly women, work at home. Smaller numbers work in other places, such as at a client's or employer's home, on a construction site, at a fixed stall, or are mobile.

Table 4.12 shows the same information in relation to sector of economic activity. For some sectors of economic activity, such as public administration or education, practically all employment will be carried on in an institutional setting such as an office or classroom. Those engaged in wholesale or retail trade, on the other hand, carry out their work in a variety of settings.

Table 4.13 shows the distribution of places of work, according to each person's status in employment.

# Timor-Leste Labour Force Survey 2010

**Table 4.11 Employed persons, by sex, occupation and place of work**

Occupation (ISCO-08)	Place of work							Other	Total
	At home	At client's or employer's home	Enterprise, shop, office, etc.	On a farm or agricultural plot	Construction site	Fixed stall in the market/street	Without fixed location/mobile		
<b>BOTH SEXES</b>									
Managers	*	*	6,000	*	*	-	-	-	7,000
Professionals	*	*	21,000	*	*	*	*	*	22,000
Technicians	6,000	*	5,000	1,000	*	5,000	1,000	*	19,000
Clerical	*	-	2,000	-	-	*	-	-	2,000
Service & sales	4,000	1,000	12,000	*	*	2,000	*	*	20,000
Skilled agric workers	3,000	*	1,000	29,000	1,000	2,000	1,000	3,000	39,000
Craft & related trades	6,000	2,000	4,000	*	1,000	1,000	*	*	14,000
Machine operators	1,000	1,000	3,000	*	1,000	1,000	2,000	*	8,000
Elementary occupations	3,000	2,000	6,000	100,000	2,000	3,000	1,000	1,000	118,000
Total	23,000	6,000	59,000	131,000	5,000	13,000	7,000	5,000	249,000
<b>MALES</b>									
Managers	*	*	6,000	*	*	-	-	-	6,000
Professionals	*	-	14,000	*	*	*	*	*	15,000
Technicians	2,000	*	3,000	1,000	*	3,000	1,000	*	10,000
Clerical	*	-	1,000	-	-	*	-	-	1,000
Service & sales	1,000	1,000	9,000	*	-	1,000	*	*	12,000
Skilled agric workers	1,000	*	1,000	20,000	1,000	1,000	1,000	3,000	29,000
Craft & related trades	1,000	2,000	4,000	*	1,000	*	*	*	9,000
Machine operators	*	1,000	3,000	*	1,000	1,000	2,000	*	8,000
Elementary occupations	2,000	1,000	5,000	66,000	2,000	2,000	1,000	*	79,000
Total	9,000	4,000	45,000	88,000	5,000	8,000	6,000	4,000	170,000
<b>FEMALES</b>									
Managers	-	-	1,000	-	-	-	-	-	1,000
Professionals	*	*	7,000	-	-	-	-	-	7,000
Technicians	4,000	-	2,000	*	-	2,000	*	*	9,000
Clerical	*	-	1,000	-	-	*	-	-	1,000
Service & sales	3,000	1,000	3,000	*	*	1,000	*	-	7,000
Skilled agric workers	1,000	*	*	9,000	-	*	*	-	10,000
Craft & related trades	5,000	-	*	*	*	*	-	-	5,000
Machine operators	*	*	*	-	-	*	-	-	*
Elementary occupations	1,000	1,000	1,000	34,000	*	2,000	*	*	39,000
Total	13,000	1,000	15,000	43,000	*	6,000	1,000	1,000	79,000

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Table 4.12 Employed persons by sex, industry and place of work

	At home	At client's or employer's home	Enterprise, shop, office, etc.	On a farm or agricultural plot	Construction site	Fixed stall in market/street	No fixed location/mobile	Other	Total
<b>BOTH SEXES</b>									
Agriculture	3,000	*	1,000	116,000	1,000	2,000	1,000	3,000	128,000
Mining & quarrying	*	*	*	*	*	*	*	*	1,000
Manufacturing	4,000	*	2,000	*	*	1,000	*	*	8,000
Construction	*	2,000	5,000	*	3,000	1,000	*	*	13,000
Wholesale & retail trade	12,000	*	6,000	14,000	*	8,000	2,000	1,000	44,000
Transportation & storage	1,000	1,000	4,000	*	*	*	2,000	*	8,000
Accommodation & food	*	*	2,000	-	*	*	-	*	2,000
Info & communication	*	-	2,000	*	*	-	*	-	2,000
Professional & scientific	*	*	2,000	-	-	-	-	-	2,000
Administrative & support	-	*	5,000	*	-	*	*	*	6,000
Public administration	*	-	6,000	*	-	-	-	-	7,000
Education	*	-	15,000	*	-	*	*	*	16,000
Health & social work	*	*	2,000	-	-	*	*	-	3,000
Arts & entertainment	*	*	5,000	*	-	*	*	*	6,000
Other service activities	*	*	2,000	-	-	-	-	*	2,000
Households as employers	*	*	1,000	-	*	*	*	-	2,000
<b>Total</b>	<b>23,000</b>	<b>6,000</b>	<b>60,000</b>	<b>132,000</b>	<b>5,000</b>	<b>13,000</b>	<b>7,000</b>	<b>5,000</b>	<b>251,000</b>
<b>MALES</b>									
Agriculture	3,000	*	1,000	77,000	1,000	2,000	1,000	3,000	88,000
Mining & quarrying	-	*	*	*	*	*	*	*	1,000
Manufacturing	1,000	*	1,000	*	*	*	*	*	3,000
Construction	*	2,000	5,000	*	3,000	1,000	*	*	13,000
Wholesale & retail trade	4,000	*	4,000	10,000	*	4,000	2,000	*	24,000
Transportation & storage	1,000	1,000	4,000	*	*	*	2,000	*	8,000
Accommodation & food	-	*	1,000	-	-	-	-	-	1,000
Info & communication	*	-	2,000	*	*	-	*	-	2,000
Professional & scientific	*	*	1,000	-	-	-	-	-	1,000
Administrative & support	-	*	5,000	*	-	*	*	*	6,000
Public administration	*	-	6,000	*	-	-	-	-	6,000
Education	*	-	10,000	*	-	*	*	*	11,000
Health & social work	*	-	1,000	-	-	*	*	-	1,000
Arts & entertainment	*	*	3,000	*	-	*	*	*	4,000
Other service activities	*	-	1,000	-	-	-	-	*	1,000
Households as employers	*	*	*	-	*	*	*	-	1,000
<b>Total</b>	<b>10,000</b>	<b>4,000</b>	<b>46,000</b>	<b>88,000</b>	<b>5,000</b>	<b>8,000</b>	<b>6,000</b>	<b>4,000</b>	<b>171,000</b>
<b>FEMALES</b>									
Agriculture	1,000	-	*	39,000	*	1,000	-	*	40,000
Mining & quarrying	*	-	*	-	-	*	-	-	*
Manufacturing	4,000	-	*	*	-	*	-	*	5,000
Construction	*	*	*	-	*	*	-	*	1,000
Wholesale & retail trade	8,000	*	2,000	5,000	-	4,000	*	*	20,000
Transportation & storage	*	*	*	-	-	*	-	-	*
Accommodation & food	*	*	1,000	-	*	*	-	*	1,000
Info & communication	-	-	*	*	-	-	-	-	*
Professional & scientific	-	-	1,000	-	-	-	-	-	1,000
Administrative & support	-	-	*	-	-	*	-	-	*
Public administration	-	-	1,000	-	-	-	-	-	1,000
Education	*	-	5,000	-	-	-	-	-	5,000
Health & social work	*	*	1,000	-	-	*	*	-	2,000
Arts & entertainment	*	*	1,000	*	-	*	-	-	2,000
Other service activities	*	*	1,000	-	-	-	-	*	1,000
Households as employers	*	*	1,000	-	-	-	-	-	1,000
<b>Total</b>	<b>13,000</b>	<b>1,000</b>	<b>15,000</b>	<b>43,000</b>	<b>*</b>	<b>6,000</b>	<b>1,000</b>	<b>1,000</b>	<b>80,000</b>

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Note: Four sections (Electricity, Water supply, Financial and insurance, and International organizations) have been omitted from the table because they had so few reported cases.

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**Table 4.13 Employed persons by sex, status in employment and place of work**

	Status in employment				Total	Status in employment				Total
	Empl- yee	Empl- yer	Own- account worker	Contri- buting family worker		Empl- yee	Empl- yer	Own- account worker	Contri- buting family worker	
Percentages										
BOTH SEXES										
In their home	1,000	1,000	18,000	2,000	23,000	1.7	28.9	17.7	2.9	9.1
At client's or employer's home	5,000	-	*	*	6,000	7.1	0.0	0.5	0.1	2.2
Enterprise, shop, office, etc.	56,000	1,000	3,000	1,000	61,000	78.3	26.3	2.8	1.2	24.2
On a farm or agricultural plot	1,000	1,000	62,000	68,000	132,000	1.1	31.2	60.4	92.9	52.4
Construction site	3,000	*	2,000	*	5,000	4.7	1.7	1.6	0.4	2.1
Fixed stall in the market/street	2,000	*	10,000	1,000	13,000	2.9	7.2	9.4	1.6	5.3
Without fixed location/mobile	2,000	*	4,000	1,000	7,000	2.7	4.6	4.1	0.8	2.8
Other	1,000	-	4,000	*	5,000	1.4	0.0	3.6	0.1	1.9
Total	71,000	4,000	103,000	73,000	252,000	100.0	100.0	100.0	100.0	100.0
MALES										
In their home	1,000	1,000	7,000	1,000	10,000	1.3	22.6	10.7	2.1	5.6
At client's or employer's home	4,000	-	*	*	4,000	6.9	0.0	0.7	0.2	2.5
Enterprise, shop, office, etc.	43,000	1,000	2,000	1,000	46,000	76.5	30.4	3.0	1.4	26.8
On a farm or agricultural plot	1,000	1,000	43,000	44,000	89,000	1.4	27.9	65.2	92.8	51.5
Construction site	3,000	*	2,000	*	5,000	6.0	2.5	2.4	0.4	3.0
Fixed stall in the market/street	2,000	*	5,000	1,000	8,000	3.2	9.9	7.2	1.7	4.5
Without fixed location/mobile	2,000	*	4,000	1,000	7,000	3.5	6.7	5.7	1.3	3.8
Other	1,000	-	3,000	*	4,000	1.3	0.0	5.1	0.2	2.4
Total	56,000	3,000	66,000	47,000	172,000	100.0	100.0	100.0	100.0	100.0
FEMALES										
In their home	1,000	1,000	11,000	1,000	13,000	3.4	42.9	20.2	4.5	16.7
At client's or employer's home	1,000	-	*	-	1,000	7.9	0.0	0.1	0.0	1.6
Enterprise, shop, office, etc.	13,000	*	1,000	*	15,000	84.8	17.3	2.3	1.0	18.5
On a farm or agricultural plot	*	1,000	19,000	24,000	43,000	0.0	38.6	51.6	92.9	54.4
Construction site	*	-	*	*	*	0.3	0.0	0.1	0.3	0.2
Fixed stall in the market/street	*	*	5,000	*	6,000	1.7	1.3	13.4	1.4	7.2
Without fixed location/mobile	*	-	*	-	1,000	0.1	0.0	1.4	0.0	0.6
Other	*	-	*	-	1,000	1.9	0.0	0.8	0.0	0.8
Total	16,000	1,000	36,000	26,000	80,000	100.0	100.0	100.0	100.0	100.0

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Table 4.14 indicates where employed persons carry out their work activities, according to their level of education. The great majority of those with little or no education are working in rural areas, usually on a farm or agricultural plot, while those with secondary and higher levels of education are to be found working mainly in enterprises, shops, offices, and other similar places.

**Table 4.14 Employed persons by level of education and usual workplace**

Usual place of work	Level of education completed				Total
	None or pre- primary	Primary or pre- secondary	Secondary, vocational	Polytechnic, university	
Timor-Leste					
At home	12,000	7,000	3,000	*	23,000
At client's or employer's home	2,000	3,000	1,000	-	6,000
Enterprise, shop, office, etc.	6,000	16,000	31,000	8,000	61,000
On a farm or agricultural plot	89,000	32,000	10,000	*	132,000
Construction site	2,000	3,000	1,000	*	5,000
Fixed stall in the market/street	7,000	5,000	1,000	*	13,000
Without fixed location/mobile	3,000	3,000	1,000	*	7,000
Other	2,000	2,000	1,000	*	5,000
Total	124,000	70,000	49,000	9,000	252,000
Urban areas					
At home	2,000	3,000	2,000	*	7,000
At client's or employer's home	1,000	1,000	*	-	3,000
Enterprise, shop, office, etc.	3,000	10,000	17,000	5,000	34,000
On a farm or agricultural plot	7,000	4,000	1,000	-	12,000
Construction site	1,000	1,000	*	*	2,000
Fixed stall in the market/street	3,000	2,000	1,000	*	7,000
Without fixed location/mobile	2,000	2,000	1,000	*	5,000
Other	*	*	*	-	1,000
Total	19,000	23,000	22,000	6,000	70,000
Rural areas					
At home	10,000	5,000	1,000	*	16,000
At client's or employer's home	1,000	1,000	*	-	3,000
Enterprise, shop, office, etc.	3,000	6,000	14,000	3,000	27,000
On a farm or agricultural plot	82,000	28,000	9,000	*	120,000
Construction site	1,000	2,000	1,000	-	3,000
Fixed stall in the market/street	4,000	3,000	*	-	7,000
Without fixed location/mobile	1,000	1,000	*	-	2,000
Other	2,000	1,000	*	*	4,000
Total	105,000	47,000	26,000	3,000	181,000

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Table 4.15 provides a useful summary of the distribution of the employed population, in terms of their age and occupation. It is notable that, among the two central working age groups, covering the years from 25 to 54, over 10 percent of the age groups are engaged in professional occupations. The corresponding proportions are much lower among younger or older workers, who are most likely to be involved in elementary occupations.

**Table 4.15 Employed persons by sex, age group and occupation**

	Age group					Total	Age group					Total
	15-24	25-34	35-54	55-64	65+		15-24	25-34	35-54	55-64	65+	
<b>BOTH SEXES</b>												
							<b>Percentages</b>					
Managers	*	1,000	5,000	1,000	*	7,000	0.8	2.1	3.7	2.5	0.4	2.8
Professionals	1,000	6,000	14,000	2,000	*	22,000	4.3	10.6	11.0	4.8	0.7	8.9
Technicians	1,000	5,000	11,000	2,000	*	19,000	5.8	8.5	8.9	4.7	3.2	7.7
Clerical	*	1,000	1,000	*	*	2,000	1.0	1.3	0.6	0.2	0.6	0.7
Service & sales	3,000	6,000	9,000	1,000	*	20,000	12.2	11.6	7.5	2.6	1.3	7.9
Skilled agric workers	2,000	8,000	20,000	6,000	3,000	39,000	10.4	13.6	16.1	19.4	19.9	15.6
Craft & related trades	2,000	4,000	7,000	1,000	*	14,000	6.9	6.8	5.7	4.0	3.7	5.7
Machine operators	1,000	3,000	4,000	*	*	8,000	5.0	5.4	2.9	0.8	0.6	3.2
Elementary occupations	13,000	22,000	54,000	20,000	9,000	118,000	53.6	40.1	43.6	60.9	69.8	47.4
	23,000	56,000	125,000	33,000	13,000	249,000	100.0	100.0	100.0	100.0	100.0	100.0
<b>MALES</b>												
Managers	*	1,000	4,000	1,000	-	6,000	0.7	2.4	5.2	3.3	0.0	3.6
Professionals	*	4,000	10,000	1,000	*	15,000	2.0	10.2	11.6	5.0	0.9	9.0
Technicians	1,000	2,000	6,000	1,000	*	10,000	5.0	6.3	7.2	4.1	2.8	6.2
Clerical	*	*	1,000	*	*	1,000	0.4	0.6	0.6	0.4	0.8	0.6
Service & sales	1,000	4,000	7,000	1,000	-	12,000	8.4	9.8	8.0	2.4	0.0	7.3
Skilled agric workers	2,000	6,000	15,000	5,000	2,000	29,000	12.6	14.6	17.2	20.5	20.6	16.8
Craft & related trades	1,000	3,000	4,000	1,000	*	9,000	8.0	7.2	4.8	3.7	1.1	5.3
Machine operators	1,000	3,000	3,000	*	*	8,000	7.5	7.0	4.1	1.2	0.8	4.5
Elementary occupations	9,000	16,000	35,000	13,000	7,000	79,000	55.2	41.7	41.2	59.5	73.1	46.7
	16,000	38,000	85,000	22,000	9,000	170,000	100.0	100.0	100.0	100.0	100.0	100.0
<b>FEMALES</b>												
Managers	*	*	*	*	*	1,000	0.9	1.6	0.5	0.9	1.3	0.9
Professionals	1,000	2,000	4,000	*	*	7,000	8.8	11.4	9.6	4.4	0.1	8.8
Technicians	1,000	2,000	5,000	1,000	*	9,000	7.5	12.9	12.5	6.1	4.4	10.9
Clerical	*	*	*	-	-	1,000	2.1	2.7	0.6	0.0	0.0	1.1
Service & sales	2,000	3,000	3,000	*	*	7,000	20.1	15.3	6.5	3.1	4.5	9.3
Skilled agric workers	*	2,000	5,000	2,000	1,000	10,000	5.8	11.5	13.5	17.1	18.2	13.0
Craft & related trades	*	1,000	3,000	*	*	5,000	4.5	6.0	7.8	4.7	10.2	6.8
Machine operators	-	*	*	-	-	*	0.0	1.9	0.2	0.0	0.0	0.5
Elementary occupations	4,000	7,000	19,000	7,000	2,000	39,000	50.2	36.7	48.8	63.9	61.4	48.8
	8,000	18,000	39,000	11,000	4,000	79,000	100.0	100.0	100.0	100.0	100.0	100.0

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#### 4.7 Conditions of work

In the case of paid employees, additional information was collected about their conditions of work. Paid employees were asked whether they were employed on the basis of a written or oral contract, and whether the contract or agreement was of limited or unlimited time duration. Table 4.16 shows the percentage responses for males and females, according to the type of institution in which the person worked. The numbers of persons with different types of contracts are shown as percentages of the total employment in each type of institution. Thus 93 percent of all government contracts are written contracts, and 82 percent of all government contracts are written contracts with unlimited time duration.

Among paid employees in government departments, state-owned enterprises, embassies and bilateral organizations, and United Nations and other international organizations, more than three-quarters of all contracts are written ones. This is in contrast to the situation of those employed by privately-owned businesses and by households, among who no more than a quarter have written contracts. There would appear to be little difference in the position of male and female employees; the proportion having written contracts is about the same (70 percent), as is the proportion having contracts of unlimited time duration (just over 70 percent).

**Table 4.16 Type of contract held by paid employees, by institution in which they work**

	<u>Written contract</u>			<u>Oral contract</u>			<u>All contracts</u>			No. of paid employees
	Limited time	No time limit	Total	Limited time	No time limit	Total	Limited time	No time limit	Total	
<b>BOTH SEXES</b>	<b>Percentages</b>									
Government	11.0	81.5	92.6	4.3	3.1	7.4	15.3	84.7	100.0	39,000
State-owned enterprise	12.4	72.1	84.5	1.9	13.5	15.5	14.3	85.7	100.0	1,000
Privately-owned business/farm	3.0	11.3	14.4	38.8	46.9	85.6	41.8	58.2	100.0	2,000
NGO/Non-profit orgn.	13.0	52.4	65.4	17.1	17.5	34.6	30.1	69.9	100.0	5,000
Private household	4.6	19.7	24.3	53.9	21.8	75.7	58.6	41.4	100.0	9,000
Embassies & bilateral orgns	10.8	76.4	87.3	5.1	7.6	12.7	15.9	84.1	100.0	2,000
UN & other international orgns	32.9	46.3	79.3	8.8	12.0	20.7	41.7	58.3	100.0	3,000
Other	13.0	23.6	36.7	28.9	34.5	63.3	41.9	58.1	100.0	10,000
<b>Total</b>	<b>11.3</b>	<b>59.2</b>	<b>70.5</b>	<b>16.5</b>	<b>13.0</b>	<b>29.5</b>	<b>27.8</b>	<b>72.2</b>	<b>100.0</b>	<b>71,000</b>
<b>MALES</b>										Total
Government	11.3	80.6	92.0	4.8	3.2	8.0	16.2	83.8	100.0	30,000
State-owned enterprise	14.9	67.1	82.0	1.8	16.3	18.0	16.7	83.3	100.0	1,000
Privately-owned business/farm	0.0	12.3	12.3	42.5	45.2	87.7	42.5	57.5	100.0	2,000
NGO/Non-profit orgn.	10.4	52.5	62.8	19.7	17.4	37.2	30.1	69.9	100.0	3,000
Private household	4.2	21.2	25.5	53.5	21.0	74.5	57.7	42.3	100.0	7,000
Embassies & bilateral orgns	9.0	80.7	89.7	5.0	5.4	10.3	13.9	86.1	100.0	1,000
UN & other international orgns	26.3	48.1	74.4	10.9	14.7	25.6	37.2	62.8	100.0	3,000
Other	11.6	23.0	34.6	29.9	35.5	65.4	41.5	58.5	100.0	8,000
<b>Total</b>	<b>10.7</b>	<b>58.9</b>	<b>69.7</b>	<b>17.2</b>	<b>13.1</b>	<b>30.3</b>	<b>27.9</b>	<b>72.1</b>	<b>100.0</b>	<b>56,000</b>
<b>FEMALES</b>										Total
Government	10.0	84.7	94.7	2.4	3.0	5.3	12.4	87.6	100.0	9,000
State-owned enterprise	0.0	97.3	97.3	2.7	0.0	2.7	2.7	97.3	100.0	*
Privately-owned business/farm	8.8	9.6	18.4	31.7	49.9	81.6	40.5	59.5	100.0	1,000
NGO/Non-profit orgn.	20.0	52.2	72.2	10.0	17.8	27.8	30.0	70.0	100.0	1,000
Private household	6.2	13.9	20.2	55.5	24.4	79.8	61.7	38.3	100.0	2,000
Embassies & bilateral orgns	19.9	56.1	76.0	5.6	18.5	24.0	25.4	74.6	100.0	*
UN & other international orgns	60.1	39.1	99.2	0.0	0.8	0.8	60.1	39.9	100.0	1,000
Other	19.1	26.5	45.6	24.4	30.0	54.4	43.5	56.5	100.0	2,000
<b>Total</b>	<b>13.4</b>	<b>60.0</b>	<b>73.4</b>	<b>13.9</b>	<b>12.7</b>	<b>26.6</b>	<b>27.3</b>	<b>72.7</b>	<b>100.0</b>	<b>16,000</b>

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Persons who had contracts of limited duration (estimated to be 20,000, including 16,000 males and 4,000 females) were asked why their contract was of limited duration, and how long it was for. It is estimated that 10,000 males and 3,000 females have limited contracts because they are engaged in seasonal work. Of the remainder, 2,000 were doing on-the-job training or an internship, 1,000 were on probation, and another 1,000 were employed on a daily basis. Asked about the length of contract, 29 percent did not know the length of their contract. Among those who did know, a third had contracts of less than 3 months, but a fifth had contracts lasting at least a year. Short contracts were particularly common in the construction industry, where over half of those with contracts of limited duration had contracts lasting less than three months.

Paid employees were also asked whether they got paid annual leave or payment for leave not taken, and whether they got sick leave in case of illness or injury. The results are shown in Table 4.17. Overall, 59 percent of all paid employees receive paid leave, and 58 percent receive sick leave. Female employees appear to do better overall than male employees, but this may be a reflection of the sectors in which they work. The sectors with the highest percentages for paid leave and sick leave are the education sector, the professional, scientific and technical activities sector, and arts and entertainment.

**Table 4.17 Percentage of paid employees in each sector of activity receiving  
(i) paid leave and (ii) sick leave**

	Paid leave			Sick leave		
	Males	Females	Both sexes	Male	Females	Both sexes
<b><i>Sector of economic activity</i></b>						
Agriculture	35.1	83.3	36.0	34.0	83.3	34.9
Mining & quarrying	3.7	100.0	18.9	3.7	100.0	18.9
Manufacturing	45.2	25.1	40.2	37.6	25.1	34.5
Construction	39.5	82.0	41.1	40.5	82.0	42.0
Wholesale & retail trade	37.3	16.1	29.0	42.8	30.7	38.1
Transportation & storage	43.4	46.3	43.4	43.8	46.3	43.8
Accommodation & food	51.6	55.4	53.8	43.1	46.5	45.0
Information & communication	48.3	100.0	57.4	48.3	79.7	53.8
Professional & scientific	87.4	69.5	79.8	79.1	70.4	75.4
Administrative & support	54.9	50.5	54.6	47.2	74.9	48.6
Public administration	67.3	81.7	68.3	61.5	80.4	62.7
Education	81.8	84.1	82.5	78.8	83.5	80.3
Health & social work	70.7	63.4	66.5	67.9	70.0	69.1
Arts & entertainment	79.6	70.1	76.7	77.9	74.5	76.9
Other service activities	70.4	34.8	50.9	63.4	34.4	47.5
Households as employers	56.0	28.7	41.9	56.0	28.7	41.9
All sectors	58.2	62.2	59.1	55.6	63.9	57.5

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### 4.8 Secondary activity

All those in employment were asked whether they had done any secondary activity in the last week. About 6,000 people had done some secondary activity, but 1,000 of them were people who were consuming raw or processed food that they had grown on their own agricultural land or that of another household member. This latter group does not count as being in employment. Of the remaining 5,000 whose activities do count as a secondary activity (4,000 in urban areas and 1,000 in rural areas), three-quarters were engaged in agriculture, but were selling some or all of their produce; these people do count as being employed in a second occupation.

The total numbers involved in a secondary activity are too small to be able to present any breakdowns of the total according to the various characteristics of employment.



## 4.9 Hours worked

Detailed information was collected on both usual hours worked per week and actual hours worked in the last week. The data could be analysed in many different ways, and there is scope for much more analysis of hours worked. Here we present some summary figures on usual hours worked, to illustrate the kinds of tables that can be produced.

Table 4.18 shows the average usual hours that men and women work, taking into account all their work activity. Those in employment work an average of 46 hours a week. The number of usual hours worked is slightly higher for males (47 hours) than for females (45 hours). In terms of sector of economic activity, those whose main work is in public administration work slightly longer hours (50 hours a week in all jobs) than those in other sectors. At the opposite extreme, those in education appear to work the shortest hours (34 hours a week).

**Table 4.18 Mean usual hours worked per week in all jobs/activities, by sex and sector of main activity (selected sectors only)**

<i>Sector</i>	Males	Females	Both sexes
Agriculture, forestry, fisheries	47.3	44.5	46.4
Manufacturing	50.5	35.7	41.8
Construction	48.3	44.0	48.1
Wholesale/retail	46.9	50.2	48.4
Public administration	50.3	45.5	50.0
Education	33.9	35.3	34.3
<b>All sectors (including those not shown)</b>	<b>46.9</b>	<b>44.7</b>	<b>46.2</b>

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Table 4.19 shows the percentage distribution of usual hours of work, according to the person's sex and status in their main employment. We can see from the final column that 71 percent of those in employment usually work at least a 40-hour week, and less than 10 percent work fewer than 25 hours a week. In terms of status in employment, contributing family workers appear to work the longest hours; their average hours per week is 51 hours, and in fact 67 of this group work at least 50 hours a week.

**Table 4.19 Distribution of total usual hours worked per week, and mean hours, by sex and status in main employment**

	<u>Employee</u>			<u>Employer</u>			<u>Own account worker</u>			<u>Contributing family worker</u>			<u>All employed persons</u>		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
<b>Usual hours per week</b>	<b>Percentages</b>														
<25	8.9	15.9	10.5	8.1	3.3	6.6	11.0	15.9	12.8	2.9	5.5	3.8	8.0	12.3	9.4
25-34	5.1	6.4	5.3	9.2	5.5	8.0	7.5	11.6	9.0	1.8	2.3	2.0	5.2	7.4	5.9
35-39	5.6	6.8	5.9	13.3	19.1	15.1	19.1	18.8	19.0	11.3	22.4	15.2	12.5	17.5	14.1
40-48	54.5	52.1	54.0	25.8	35.3	28.7	28.9	21.0	26.1	10.2	14.2	11.6	32.2	25.2	30.0
49-59	11.6	11.4	11.6	29.2	20.9	26.7	18.8	12.5	16.6	35.5	19.1	29.7	21.1	14.5	19.1
60+	14.3	7.3	12.8	14.5	15.8	14.9	14.6	20.2	16.6	38.3	36.5	37.7	21.0	23.0	21.6
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>
40+	80.4	70.9	78.3	69.5	72.1	70.3	62.3	53.6	59.2	84.0	69.8	79.0	74.3	62.8	70.7
50+	25.7	17.6	23.9	43.7	26.8	38.5	31.7	30.8	31.4	73.7	55.6	67.3	41.3	36.3	39.8
<b>Mean usual hours per week</b>	<b>No. of hours</b>														
	<b>46.0</b>	<b>41.7</b>	<b>45.1</b>	<b>46.4</b>	<b>47.1</b>	<b>46.6</b>	<b>44.0</b>	<b>43.2</b>	<b>43.7</b>	<b>52.1</b>	<b>48.6</b>	<b>50.8</b>	<b>46.9</b>	<b>44.7</b>	<b>46.2</b>

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#### 4.10 Wages and salaries

It is difficult to collect good data on wages and salaries from a survey. For the purposes of the LFS, data on wages and salaries were collected only in respect of paid employees. All other forms of income (remittances, rental income, bank interest, etc.) received by the paid employee were excluded. Wage and salary earnings can be of two types, in cash or in kind, and information was collected on both. Earnings paid in cash or by cheque or direct bank deposit are 'cash' earnings. Earnings in kind include the regular supply of food, clothing, housing, water, electricity, fuel, transport, etc. on a free or subsidised basis. Non-regular earnings such as gifts in cash or kind were excluded.

Information on wages and salaries was only collected from those who were employees in their main or secondary job. They were asked how much they received last month as wage or salary, after deduction of taxes but before any other deductions are made. The following information was collected separately for the main and secondary job: direct regular wages and salaries in cash; pay for time not worked (i.e. paid leave, sick leave); bonuses (13<sup>th</sup> month of salary); allowances; value of remuneration received in-kind; and arrears or advance payments. All amounts were recorded in US dollars. Here we present some results for main job only.

Table 4.20 presents some summary information on the monthly wages received by paid employees of different ages. The 70,000 paid employees usually receive a total of 12 million US dollars a month, which gives a mean average wage of 174 US dollars a month. Males and females receive about the same wage. Table 4.21 presents similar information, but by sector of activity rather than age.

**Table 4.20 Total monthly wages in main job, and mean monthly wages, received by male and female paid employees in different age groups**

	Age group					Timor-Leste
	15-24	25-34	35-54	55-64	65+	
<b>Number of paid employees reporting wages</b>						
Male	4,000	16,000	31,000	3,000	1,000	55,000
Female	3,000	5,000	6,000	1,000	*	15,000
Both sexes	7,000	21,000	37,000	4,000	1,000	70,000
<b>Total monthly wages received in main job (US dollars)</b>						
Male	467,000	2,682,000	5,738,000	576,000	71,000	9,534,000
Female	320,000	1,028,000	1,065,000	278,000	12,000	2,703,000
Both sexes	786,000	3,710,000	6,802,000	855,000	83,000	12,237,000
<b>Mean monthly wages reported (US dollars)</b>						
Male	104	167	187	176	128	173
Female	111	192	166	437	121	176
Both sexes	107	173	183	218	127	174

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**Table 4.21. Total monthly wages in main job, and mean monthly wages, received by male and female paid employees, by sector of activity of their main job**

	No. of paid employees			Total wages received			Mean monthly wages		
	Male	Female	Total	Male	Female	Total	Male	Female	Both sexes
Agriculture	1,000	*	1,000	183,000	4,000	186,000	143	147	143
Mining & quarrying	*	*	1,000	40,000	13,000	54,000	93	166	105
Manufacturing	2,000	1,000	2,000	413,000	224,000	637,000	249	392	285
Electricity etc.	*	*	*	43,000	19,000	61,000	192	125	165
Water supply	*	-	*	9,000	-	9,000	145	-	145
Construction	10,000	*	10,000	1,872,000	63,000	1,936,000	184	198	185
Wholesale & retail trade	2,000	1,000	3,000	295,000	152,000	448,000	137	115	128
Transportation & storage	6,000	*	6,000	813,000	22,000	835,000	139	164	140
Accommodation & food	1,000	1,000	2,000	81,000	111,000	192,000	105	102	103
Information & communication	2,000	*	2,000	369,000	111,000	479,000	219	308	234
Financial & insurance	*	*	*	16,000	23,000	38,000	204	310	256
Professional & scientific	1,000	1,000	1,000	227,000	91,000	318,000	259	158	219
Administrative & support	6,000	*	6,000	768,000	53,000	821,000	132	165	134
Public administration	6,000	*	7,000	804,000	88,000	893,000	131	197	135
Education	10,000	5,000	15,000	1,949,000	894,000	2,843,000	187	183	186
Health & social work	1,000	2,000	3,000	183,000	248,000	431,000	164	162	163
Arts & entertainment	4,000	2,000	5,000	911,000	419,000	1,329,000	248	261	252
Other service activities	1,000	1,000	2,000	177,000	101,000	277,000	203	96	144
Households as employers	1,000	1,000	2,000	185,000	63,000	248,000	222	76	149
International organizations	*	*	*	57,000	2,000	60,000	273	200	269
<b>Total/Mean</b>	<b>54,000</b>	<b>15,000</b>	<b>70,000</b>	<b>9,396,000</b>	<b>2,700,000</b>	<b>12,096,000</b>	<b>173</b>	<b>176</b>	<b>174</b>

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The main features of Table 4.21 are as follows. As previously noted, there are about 70,000 paid employees in the country, of whom 54,000 are male and 15,000 are female. The total monthly wage bill is about 12 million US dollars, of which males receive about 9 million and females almost 3 million US dollars. Across the sectors, the education sector is the major payer of wages (nearly 3 million US dollars), and construction is the second most important sector (2 million US dollars). Another major sector is the arts and entertainment sector, which covers also libraries, sports and recreation; the monthly wage bill in that sector is over 1 million US dollars. Other important sectors are public administration, transportation and storage, and administrative and support activities, each of which has a monthly wage bill of over ¾ million US dollars. The manufacturing sector comes in only seventh in the list of sectors, with a monthly wage bill of over ½ million dollars, but it is the sector with the highest average monthly wages (285 US dollars).

#### 4.11 Informal employment

When presenting statistics on employment, it is helpful to provide a breakdown of employment as between the formal and informal sector. In many developing countries informal sector activities account for a significant proportion of total employment and income generation, and Timor-Leste is no exception. Persons can be defined as working in the informal sector in respect of their main and/or their secondary job or activity. The total of informal sector workers is all those people classified as working in the informal sector in either their main job or activity, or their secondary activity, or in both.

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The LFS closely follows the ILO international standard definition of the informal sector.<sup>8</sup> Because of the difficulty of defining informal sector activities in the agricultural sector, the informal sector has been defined only in respect of non-agriculture (i.e. ISIC is not coded as 0100-0321 in Q22/43). One small but specific group that is excluded from the formal sector is those persons who produce goods or services for the household's own use (ISIC code 9800)

For operational purposes, those in the informal sector in either their main or secondary job has been taken as satisfying both of the following requirements:

1. fewer than 5 persons work at their place of work (Q23/Q44=1 or 2);
2. **either** their status in employment is contributing family worker (Q10/Q31=4)  
**or** the person has a different status in employment (Q10/Q31 not eq. 4) and the place where they work is not registered (including don't knows) with the Ministry of Justice or the Ministry of Tourism, Commerce and Industry (Q19/40= 3 or 4)

Although employment in the informal sector is a useful measure for policy purposes, it was realized that some people working in the informal sector have formal jobs, and some people in the formal sector have informal jobs. Figure 4.1 shows, in simplified form, the relationship between the two measures. While employment in the informal sector is defined mainly in terms of the characteristics of the establishments where people work, informal employment is defined in terms of the jobs that people do. The measure of employment in the informal sector attempts to measure the total shown as C+D, while the measure of informal employment attempts to measure the total B+D.

**Figure 4.1 Relationship between employment in the informal sector, and informal employment**

		JOBS		
		FORMAL	INFORMAL	
SECTOR	FORMAL	A	B	C + D
	INFORMAL	C	D	
		B + D		

For informal employment, we take the number of people shown above as working in the informal sector; we then include the group of persons who produce goods or services for the household's own use (ISIC 9800) that had been excluded above, but exclude anyone whose terms of conditions at work suggest that they have a fairly permanent relationship to their job. For this survey we have excluded those employees whose contracts of work allow them to have paid annual leave (Q16/Q37) or paid sick leave (Q17/Q38).

<sup>8</sup> International Labour Organization (Bureau of Statistics), *Resolution concerning statistics of employment in the informal sector*, adopted at the Fifteenth Conference of Labour Statisticians, Geneva, 1993

The actual numbers of persons employed in the informal sector, and in informal employment, are very similar. The main difference (numbering only about 1,000 in the main job) appears to be the inclusion in the informal employment of those persons (mainly domestic servants) who produce goods or services for the household's own use. We shall therefore concentrate on presenting in Table 4.22 only the data for informal employment. We have also not included those who are in informal employment in their second activity; these people number less than 1,000, and are mainly found in the wholesale/retail sector.

**Table 4.22 Persons in informal employment in their main activity, by sex, locality and sector of activity**

	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Mining & quarrying	*	*	*	*	*	1,000	1,000	*	1,000
Manufacturing	*	1,000	1,000	1,000	3,000	4,000	1,000	4,000	5,000
Electricity etc.	-	*	*	-	-	-	-	*	*
Construction	1,000	-	1,000	1,000	*	1,000	2,000	*	2,000
Wholesale & retail trade	5,000	6,000	11,000	13,000	10,000	23,000	18,000	16,000	34,000
Transportation & storage	1,000	*	1,000	1,000	*	1,000	1,000	*	1,000
Accommodation & food	-	*	*	-	-	-	-	*	*
Information & communication	-	-	-	*	*	*	*	*	*
Professional & scientific	*	-	*	-	-	-	*	-	*
Administrative & support	*	-	*	-	-	-	*	-	*
Public administration	-	-	-	*	-	*	*	-	*
Education	-	-	-	*	-	*	*	-	*
Health & social work	*	-	*	*	-	*	*	-	*
Arts & entertainment	*	-	*	*	*	*	*	*	*
Other service activities	*	-	*	-	-	-	*	-	*
Households as employers	*	*	*	-	*	*	*	1,000	1,000
<b>Total</b>	<b>7,000</b>	<b>7,000</b>	<b>14,000</b>	<b>16,000</b>	<b>15,000</b>	<b>31,000</b>	<b>23,000</b>	<b>22,000</b>	<b>45,000</b>

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## 4.12 Main activity in the last 12 months

Quite often labour force surveys attempt to measure each person's usual activity status, based on their activities over a full 12-month period. Generating the activity status often proves problematic, because it is difficult to get a person to recall accurately what they were doing during specific periods during the year. In the Timor-Leste LFS a simpler approach was adopted, with a single question being asked about each person's main activity during the last 12 months, where that was taken to be a specific time period (July 2008 to June 2009). This question does not enable one to calculate a person's usual activity status in the way that it is normally calculated, but it nevertheless provides a useful indicator of what each person's main activity was during the year. Table 4.23 gives the details.

**Table 4.23 Main activity over 12 months of all persons aged 15 and over, by sex and locality**

	Urban			Rural			Timor-Leste		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Main activity over 12 months</b>									
Employee	29,000	9,000	39,000	25,000	6,000	31,000	55,000	15,000	70,000
Employer	1,000	1,000	2,000	*	*	1,000	2,000	1,000	3,000
Own-account worker	11,000	8,000	19,000	49,000	23,000	71,000	60,000	31,000	90,000
Contributing family worker	6,000	4,000	9,000	63,000	35,000	98,000	69,000	39,000	107,000
Member of producers' cooperative	*	*	*	*	*	*	*	*	*
Available and looking for work	6,000	3,000	9,000	3,000	2,000	4,000	9,000	5,000	13,000
Available but not looking for work	3,000	2,000	5,000	3,000	1,000	5,000	6,000	3,000	10,000
Student	26,000	25,000	51,000	54,000	48,000	103,000	81,000	74,000	154,000
Household work	3,000	29,000	32,000	9,000	79,000	88,000	12,000	108,000	120,000
Pensioner, retired, elderly	3,000	4,000	7,000	12,000	17,000	28,000	15,000	21,000	35,000
Pregnant, ill, disabled	2,000	3,000	4,000	6,000	9,000	14,000	8,000	11,000	19,000
Other	1,000	1,000	2,000	2,000	2,000	4,000	3,000	3,000	6,000
<b>Total</b>	<b>92,000</b>	<b>88,000</b>	<b>180,000</b>	<b>225,000</b>	<b>222,000</b>	<b>448,000</b>	<b>317,000</b>	<b>310,000</b>	<b>628,000</b>
<b>Main activity status over 12 months</b>									
Employed	48,000	22,000	70,000	137,000	64,000	201,000	185,000	86,000	271,000
Unemployed, available for work	9,000	5,000	14,000	6,000	3,000	9,000	15,000	8,000	23,000
Inactive	35,000	61,000	96,000	83,000	155,000	238,000	117,000	216,000	334,000
<b>Total</b>	<b>92,000</b>	<b>88,000</b>	<b>180,000</b>	<b>225,000</b>	<b>222,000</b>	<b>448,000</b>	<b>317,000</b>	<b>310,000</b>	<b>628,000</b>
<b>Percentages</b>									
Employed	52.2	24.6	38.7	60.8	28.9	44.9	58.3	27.7	43.1
Unemployed, available for work	9.9	5.7	7.9	2.6	1.4	2.0	4.7	2.6	3.7
Inactive	37.9	69.7	53.5	36.6	69.7	53.1	37.0	69.7	53.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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Overall, out of the 628,000 persons aged 15 and over, over half (334,000) describe themselves as mainly inactive. The inactive include 154,000 students, 120,000 (nearly all of them females) who report that they are mainly engaged in household work, 35,000 persons who are pensioners, retired or elderly, and 19,000 who are pregnant, ill or disabled. Those who are mainly employed during the 12-month period number about 271,000 (or 43 percent of the total aged 15 and over), leaving 23,000 (nearly 4 percent of the total) who can be classified as mainly unemployed and available for work.

## Chapter 5

**Unemployment and underemployment****5.1 The unemployed**

In the 'strict' ILO definition of unemployment, we count as unemployed those who are without any work, are available for work, and are actively seeking work. In developing countries this definition is often 'relaxed', by removing the requirement that the person should be actively seeking work. This is because work opportunities are often limited, and potential workers may well give up after a few days of looking for work. This 'relaxed' definition has been used here in the case of Timor-Leste.

In fact, the results would have been little different if the 'strict' definition had been used, since nearly all those classified as 'relaxed' unemployed were actually looking for work.

Unemployment rates in Timor-Leste for major groups are shown in Table 5.1. About 9,000 persons can be classified as currently unemployed, and the numbers are evenly spread between males and females, and between urban and rural areas. The overall unemployment rate (defined as the unemployed as a percentage of the labour force) is 3.6 percent.

**Table 5.1 Numbers unemployed, and unemployment rate, by sex and locality**

	Number unemployed	Unemployment rate
<b>Timor-Leste</b>	<b>9,000</b>	<b>3.6 %</b>
Urban	5,000	6.9 %
Rural	4,000	2.2 %
Male	5,000	3.1 %
Female	4,000	4.6 %

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This rate of unemployment may be considered very low, but we need to bear in mind what is the definition of work. According to the international definition, a person is considered as employed if he or she did any work at all (paid or unpaid) during the reference week. A person doing as little as one hour's work therefore counts as being employed. This definition is used so that the contribution of all work activity can be measured, since it contributes to the overall productivity of the country. Most people cannot afford to remain unemployed and to do no work at all, so it is to be expected that the unemployment will be fairly low. In a country like Timor-Leste, the unemployment rate should not be considered as a key indicator. Other indicators, such as the underemployment rate and the vulnerable employment rate (discussed earlier), are more useful as indicators of the state of the labour market.

Table 5.2 shows the distribution of the unemployed by age. Some 3,000 young people aged 15-24 are unemployed, and there are a similar number unemployed in the age group 25-34. There are also about 2,000 people aged 35-54, but very few older people, who are classified as unemployed.

**Table 5.2 Number of unemployed persons (ILO 'relaxed' definition) by sex, age and locality**

	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Age group</b>									
15-24	1,000	1,000	2,000	1,000	1,000	2,000	2,000	2,000	3,000
25-34	1,000	1,000	2,000	1,000	*	1,000	2,000	1,000	3,000
35-54	1,000	*	1,000	1,000	1,000	1,000	1,000	1,000	2,000
55-64	-	-	-	*	-	*	*	-	*
65+	-	*	*	*	*	*	*	*	*
<b>Total</b>	3,000	2,000	5,000	2,000	2,000	4,000	5,000	4,000	9,000

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Table 5.3 shows the distribution of the unemployed in terms of their educational background. Of those who were unemployed, about 4,000 had completed secondary, and a similar number had finished their education at a lower level. There were also 1,000 or so graduates of polytechnics and universities who were classified as unemployed.

**Table 5.3 Number of unemployed persons (ILO 'relaxed' definition) by sex, locality, and education level**

	Urban			Rural			Timor-Leste		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Highest level of education completed</b>									
None/Pre-primary	*	*	*	1,000	1,000	2,000	1,000	1,000	2,000
Primary/Pre-secondary	1,000	*	1,000	1,000	*	1,000	2,000	*	2,000
Secondary/Technical	1,000	1,000	3,000	1,000	1,000	2,000	2,000	2,000	4,000
Polytechnic/University	*	*	1,000	*	-	*	1,000	*	1,000
<b>Total</b>	<b>3,000</b>	<b>2,000</b>	<b>5,000</b>	<b>2,000</b>	<b>2,000</b>	<b>4,000</b>	<b>5,000</b>	<b>4,000</b>	<b>9,000</b>
<b>Percentages</b>									
None/Pre-primary	4.6	8.4	6.0	34.1	46.2	39.4	16.9	26.0	20.6
Primary/Pre-secondary	35.0	16.3	27.7	28.4	7.9	19.4	32.2	12.4	24.1
Secondary/Technical	45.9	69.6	55.2	33.7	46.0	39.1	40.8	58.6	48.1
Polytechnic/University	14.5	5.8	11.1	3.8	0.0	2.1	10.1	3.1	7.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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## 5.2 Looking for work

Those who were unemployed were asked whether they could start work within the next 15 days, if offered a job now or an opportunity to start a business. Of the 9,000 unemployed, virtually everyone said they could start work immediately.

The unemployed were also asked what they had done in the last four weeks to look for work or start a business (Table 5.4). Some 28 percent asked friends, relatives or other for help, 22 percent searched adverts or looked on the Internet, 20 percent placed or answered job adverts, and 13 percent registered at an employment centre.

**Table 5.4 Unemployed persons, by sex and method of searching for work**

	Male	Female	Total	Male	Female	Total
<b>Method of searching for work</b>				<b>Percentages</b>		
Registered at employment centre	1,000	*	1,000	21.3	2.1	13.3
Placed, answered job advert	1,000	1,000	2,000	13.7	30.0	20.5
Asked at workplaces etc.	*	-	*	2.9	-	1.7
Searched adverts/internet	1,000	1,000	2,000	22.1	22.8	22.4
Asked friends etc for help	1,000	1,000	2,000	29.0	26.9	28.1
Waited on the street for casual work	*	-	*	4.2	-	2.4
Sought financial help to start business	*	*	*	4.0	8.0	5.7
Looked for land, building, etc. for business	-	*	*	-	2.1	0.9
Applied for permit	*	*	*	1.4	2.1	1.7
Other method	*	-	*	1.1	-	0.6
No method	*	*	*	0.3	6.1	2.7
<b>Total</b>	<b>5,000</b>	<b>4,000</b>	<b>9,000</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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In another question, the unemployed were asked how long they had been without work and trying to find a job or start a business. The great majority had been without work for less than a year, but about a thousand people had been without work for a year or more (Table 5.5).

**Table 5.5 Unemployed persons, by sex and locality, and length of time without work**

	Urban			Rural			Timor-Leste		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b><i>How long without work</i></b>									<b><i>Percentages</i></b>
Less than 3 months	*	1,000	1,000	*	*	1,000	1,000	1,000	2,000
3 mths < 6 mths	1,000	1,000	2,000	1,000	*	1,000	2,000	1,000	2,000
6 mths < 9 mths	*	*	1,000	*	*	1,000	1,000	*	1,000
9 mths < 1 year	1,000	*	1,000	*	*	1,000	1,000	1,000	2,000
1 year < 3 years	*	*	1,000	*	*	*	*	1,000	1,000
3 years - 5 years	*	-	*	-	-	-	*	-	*
Do not know/missing	*	*	*	1,000	*	1,000	1,000	1,000	1,000
	3,000	2,000	5,000	2,000	2,000	4,000	5,000	4,000	9,000
<b><i>How long without work</i></b>									
Less than 3 months	15.0	33.4	22.2	16.1	14.4	15.3	15.4	24.6	19.2
3 mths < 6 mths	33.8	26.9	31.1	23.0	8.2	16.5	29.3	18.2	24.7
6 mths < 9 mths	13.5	6.5	10.8	11.0	19.3	14.7	12.5	12.4	12.5
9 mths < 1 year	20.8	7.7	15.7	16.6	27.4	21.4	19.1	16.9	18.2
1 year < 3 years	7.4	14.2	10.0	5.8	12.1	8.5	6.7	13.2	9.4
3 years - 5 years	2.8	0.0	1.7	0.0	0.0	0.0	1.6	0.0	1.0
Do not know/missing	6.7	11.3	8.5	27.6	18.6	23.6	15.4	14.7	15.1
	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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The unemployment rate of 3.6 percent shown in Table 5.1 might appear low, but it is comparable to the unemployment rates in other South East Asian countries. For instance, the 6th edition of the ILO's Key Indicators of the Labour Market (KILM) gives the latest unemployment figures for several countries as follows: Indonesia (2008) 8.4 %, Lao PDR (2005) 1.4 %, Malaysia (2007) 3.2 %, Papua New Guinea (2000) 2.8 %, Philippines (2008) 7.4 %, Singapore (2008) 3.2 %, Thailand (2008) 1.4 %, and Vietnam (2004) 2.1 %. For a developing country like Timor-Leste, the vulnerable employment rate is a more useful indicator of the state of the labour market

### 5.3 Previous employment experience of the unemployed

Out of the 9,000 unemployed, fewer than 1,000 have ever worked before.

Those who were unemployed were asked about their previous training experience. Responses were obtained only in respect of about 5,000 out of the 9,000 unemployed. About 1,000 of the unemployed have been trained in crafts or related trades, and about 1,000 have been trained for professional work. Smaller numbers have been trained for each of the other occupational groups.

In response to the question (Q70) about how they had been trained, a quarter said they had attended a vocational training programme, a quarter said they had learned from parents, relatives and friends, and nearly a quarter said they were self-taught. Very few mentioned they had received formal schooling for their work, or had been trained by NGOs, and hardly anyone mentioned on-the-job training.

## 5.4 Time-related underemployment

Everyone in employment was asked the question: “Would you have liked to work more hours than you actually worked provided the extra hours had been paid?”. Surprisingly, hardly anyone said “Yes”. Fewer than a thousand people would be classified as underemployed under this measure. This is even without separating out those whose usual hours of work are already above some threshold for hours worked from those who are below the threshold.

Everyone in employment was then asked: “Would you like to change your current employment situation?”. The results are shown in Table 5.6. Overall, about 10,000 people expressed a wish to change their employment. The desire for change was especially apparent in urban areas. Approximately 12 percent of those working in urban areas want to change their current employment, compared with only 1 percent in rural areas. The group containing most people wanting to change was among those working in the wholesale and retail sector.

These people who wanted to change their current employment were asked the main reason for wanting to change. The responses most often given were to have higher pay per hour (3,000 men and 1,000 women), to improve their working conditions (1,000 men and 1,000 women), or to work more hours at their current rate (1,000 men and 1,000 women). These people were asked whether, during the last four weeks, they had looked for another job or activity to replace their current one, or had looked for additional work in addition to their current activity. Almost everyone (94 %) said they had not done so.

**Table 5.6 Persons wishing to change their current employment situation, by sex, locality and sector of activity**

	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Sector of activity (ISIC Rev.4)</b>									
Agriculture, forestry, fisheries	*	*	1,000	1,000	*	1,000	1,000	1,000	2,000
Mining & quarrying	*	-	*	-	-	-	*	-	*
Manufacturing	*	*	*	-	-	-	*	*	*
Electricity etc.	*	*	*	-	-	-	*	*	*
Construction	*	*	1,000	-	-	-	*	*	1,000
Wholesale & retail trade	2,000	2,000	4,000	*	-	*	2,000	2,000	4,000
Transportation & storage	1,000	*	1,000	-	-	-	1,000	*	1,000
Accommodation & food	*	*	*	-	-	-	*	*	*
Professional & scientific	*	*	*	-	-	-	*	*	*
Administrative & support	*	-	*	-	-	-	*	*	*
Public administration	*	-	*	*	-	*	*	-	*
Education	*	*	*	-	-	-	*	*	*
Arts & entertainment	*	*	*	-	-	-	*	*	*
Households as employers		*	*	-	-	-	-	*	*
<b>Total</b>	<b>5,000</b>	<b>3,000</b>	<b>8,000</b>	<b>1,000</b>	<b>*</b>	<b>2,000</b>	<b>6,000</b>	<b>4,000</b>	<b>10,000</b>

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## Chapter 6

**Youth employment**

Figures for youth aged 15-24 have already been presented in several tables in this report. Here in Table 6.1 we show the economic activity status of people aged 15 to 29, split into three five-year age groups. There are almost a quarter of a million youth aged 15 to 29. Of these, some 51,000 are employed, and a further 6,000 are unemployed. This means that the labour force in this age group totals 57,000, giving a labour force participation rate of about 22 percent. Males outnumber females 2 to 1 among the employed population, although there are about equal numbers of males and females who are unemployed.

**Table 6.1 Economic activity status of youth aged 15-29, by sex and locality**

Age group	Urban			Rural			Timor-Leste		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>POPULATION</b>									
15-19	18,000	18,000	36,000	43,000	40,000	83,000	60,000	58,000	118,000
20-24	15,000	15,000	30,000	27,000	24,000	51,000	42,000	39,000	81,000
25-29	12,000	12,000	24,000	17,000	22,000	39,000	29,000	33,000	62,000
<b>Total</b>	<b>44,000</b>	<b>45,000</b>	<b>90,000</b>	<b>87,000</b>	<b>85,000</b>	<b>172,000</b>	<b>132,000</b>	<b>130,000</b>	<b>262,000</b>
<b>EMPLOYED</b>									
15-19	1,000	1,000	1,000	3,000	2,000	5,000	4,000	2,000	6,000
20-24	4,000	2,000	6,000	8,000	3,000	12,000	12,000	5,000	18,000
25-29	7,000	3,000	10,000	11,000	6,000	17,000	19,000	9,000	27,000
<b>Total</b>	<b>12,000</b>	<b>6,000</b>	<b>17,000</b>	<b>23,000</b>	<b>11,000</b>	<b>34,000</b>	<b>35,000</b>	<b>16,000</b>	<b>51,000</b>
<b>UNEMPLOYED</b>									
15-19	*	*	*	*	*	*	*	*	1,000
20-24	1,000	1,000	1,000	*	1,000	1,000	1,000	2,000	3,000
25-29	1,000	1,000	1,000	1,000	*	1,000	1,000	1,000	2,000
<b>Total</b>	<b>2,000</b>	<b>2,000</b>	<b>3,000</b>	<b>1,000</b>	<b>1,000</b>	<b>2,000</b>	<b>3,000</b>	<b>3,000</b>	<b>6,000</b>
<b>INACTIVE</b>									
15-19	17,000	18,000	34,000	39,000	37,973	77,000	56,000	55,000	111,000
20-24	11,000	12,000	23,000	19,000	19,322	38,000	29,000	32,000	61,000
25-29	4,000	8,000	12,000	5,000	15,680	21,000	9,000	24,000	33,000
<b>Total</b>	<b>31,000</b>	<b>38,000</b>	<b>69,000</b>	<b>63,000</b>	<b>72,975</b>	<b>136,000</b>	<b>94,000</b>	<b>111,000</b>	<b>205,000</b>

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The table above therefore results in the rates for youth set out in Table 6.2.

**Table 6.2 Various labour statistics for youth, by sex and age group**

Age group	Labour force participation rate			Employment to population ratio			Unemployment rate (relaxed)		
	Male	Female	Both sexes	Male	Female	Both sexes	Male	Female	Both sexes
<b>Percentages</b>									
15-19	7.5	4.4	6.0	6.7	3.9	5.3	10.7	10.7	10.7
20-24	31.0	18.3	25.0	28.5	14.1	21.7	8.1	22.9	13.3
25-29	69.7	28.1	47.4	64.6	25.5	43.7	7.4	9.1	7.9
15-29	28.8	14.6	21.7	26.5	12.5	19.5	8.0	14.5	10.2
15-24	17.2	9.9	13.7	15.7	8.0	12.0	8.8	19.7	12.6

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## Timor-Leste Labour Force Survey 2010

It can be seen that the LFPR and employment-to-population ratios increase sharply for both males and females as one moves from the younger to the older youth. With the unemployment rate, there is a general lowering of the rate with advancing years, as the number in employment grows. The exception is young women aged 20-24, among whom the unemployment rate is 23 percent.

Table 6.3 shows the distribution of employed youth aged 15 to 29 by occupation, and Table 6.4 shows the distribution by industry.

**Table 6.3 Employed youth aged 15 to 29, by sex, locality, and occupation**

	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Occupation (ISCO-08)</b>									
Managers	*	*	*	*	*	*	*	*	1,000
Professionals	2,000	1,000	3,000	1,000	1,000	2,000	2,000	2,000	4,000
Technicians	1,000	*	2,000	1,000	1,000	2,000	2,000	2,000	4,000
Clerical	*	*	*	*	*	*	*	*	1,000
Service & sales	2,000	2,000	4,000	1,000	1,000	2,000	3,000	3,000	6,000
Skilled agricultural workers	1,000	*	1,000	4,000	1,000	5,000	5,000	1,000	6,000
Craft & related trades	1,000	*	1,000	1,000	*	2,000	2,000	1,000	3,000
Machine operators	1,000	*	1,000	1,000	*	1,000	2,000	*	3,000
Elementary occupations	3,000	2,000	5,000	13,000	5,000	19,000	16,000	7,000	23,000
<b>Total</b>	<b>11,000</b>	<b>6,000</b>	<b>17,000</b>	<b>23,000</b>	<b>10,000</b>	<b>33,000</b>	<b>34,000</b>	<b>16,000</b>	<b>50,000</b>

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**Table 6.4 Employed youth aged 15 to 29, by sex, locality, and sector of activity**

	Urban			Rural			Total		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
<b>Sector of activity (ISIC rev 4)</b>									
Agriculture	2,000	1,000	3,000	14,000	5,000	20,000	16,000	6,000	22,000
Mining & quarrying	*	*	*	*	*	*	*	*	*
Manufacturing	*	*	*	*	1,000	1,000	1,000	1,000	1,000
Electricity etc.	*	-	*	*	*	*	*	*	*
Water supply	-	-	-	*	-	*	*	-	*
Construction	1,000	*	2,000	2,000	*	2,000	4,000	*	4,000
Wholesale & retail trade	2,000	1,000	4,000	3,000	2,000	5,000	5,000	3,000	9,000
Transportation & storage	2,000	*	2,000	1,000	-	1,000	3,000	*	3,000
Accommodation & food	*	1,000	1,000	-	*	*	*	1,000	1,000
Information & communication	*	*	1,000	*	*	*	1,000	*	1,000
Financial & insurance	*	-	*	-	-	-	*	-	*
Professional & scientific	*	*	1,000	-	*	*	*	*	1,000
Administrative & support	1,000	*	1,000	*	-	*	2,000	*	2,000
Public administration	*	*	*	*	*	1,000	1,000	*	1,000
Education	*	*	*	1,000	1,000	1,000	1,000	1,000	2,000
Health & social work	*	*	*	*	*	*	*	*	*
Arts & entertainment	1,000	*	1,000	*	*	1,000	1,000	1,000	1,000
Other service activities	*	*	1,000	*	*	*	*	1,000	1,000
Households as employers	*	*	*	-	*	*	*	1,000	1,000
International organizations	*	*	*	-	-	-	*	*	*
<b>Total</b>	<b>11,000</b>	<b>6,000</b>	<b>17,000</b>	<b>23,000</b>	<b>11,000</b>	<b>33,000</b>	<b>34,000</b>	<b>16,000</b>	<b>51,000</b>

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## Chapter 7

**Some key indicators for districts**

For many indicators, such as unemployment, it is not meaningful to give figures at the district level because the figures are so small. Here we show in Table 7.1 the employment figures by district and by 15-year age group.

**Table 7.1 Employed persons by age group and district**

<b>BOTH SEXES</b>	Age group				Total	Age group				Total
	15-29	30-44	45-59	60+		15-29	30-44	45-59	60+	
Ainaro	4,000	8,000	4,000	4,000	19,000	19.1	39.7	20.3	20.8	100.0
Aileu	3,000	3,000	3,000	1,000	10,000	30.3	31.2	28.0	10.6	100.0
Baucau	2,000	7,000	4,000	2,000	15,000	12.4	46.4	28.4	12.7	100.0
Bobonaro	4,000	10,000	9,000	5,000	27,000	15.3	35.8	31.0	17.9	100.0
Covalima	3,000	6,000	4,000	3,000	15,000	20.7	37.3	23.8	18.2	100.0
Dili	14,000	27,000	13,000	3,000	58,000	25.0	46.9	23.3	4.7	100.0
Ermera	8,000	12,000	9,000	4,000	33,000	24.4	37.3	26.2	12.1	100.0
Liquica	4,000	5,000	5,000	1,000	15,000	23.4	34.7	34.5	7.5	100.0
Lautem	1,000	6,000	3,000	1,000	12,000	9.6	53.7	27.6	9.1	100.0
Manufahi	3,000	6,000	4,000	3,000	15,000	16.8	37.1	29.2	17.0	100.0
Manatuto	2,000	3,000	2,000	1,000	8,000	21.2	38.8	26.4	13.6	100.0
Oecusse	3,000	7,000	4,000	2,000	16,000	16.9	44.3	27.3	11.5	100.0
Viqueque	1,000	5,000	2,000	1,000	8,000	11.3	56.4	19.9	12.4	100.0
<b>Total</b>	<b>51,000</b>	<b>105,000</b>	<b>66,000</b>	<b>30,000</b>	<b>252,000</b>	<b>20.2</b>	<b>41.5</b>	<b>26.3</b>	<b>12.0</b>	<b>100.0</b>
<b>MALES</b>										
Ainaro	2,000	5,000	2,000	3,000	12,000	19.7	40.4	18.0	22.0	100.0
Aileu	2,000	2,000	2,000	1,000	6,000	36.6	27.5	27.5	8.5	100.0
Baucau	1,000	5,000	3,000	1,000	10,000	11.7	49.9	25.3	13.1	100.0
Bobonaro	3,000	6,000	5,000	3,000	18,000	18.1	33.1	29.4	19.4	100.0
Covalima	2,000	4,000	3,000	2,000	11,000	20.4	35.8	24.3	19.5	100.0
Dili	10,000	19,000	10,000	2,000	40,000	23.5	47.7	23.6	5.2	100.0
Ermera	5,000	8,000	6,000	2,000	21,000	23.3	39.4	25.9	11.4	100.0
Liquica	2,000	4,000	3,000	1,000	11,000	21.8	36.1	31.7	10.4	100.0
Lautem	1,000	5,000	2,000	1,000	8,000	10.1	57.9	20.9	11.1	100.0
Manufahi	2,000	4,000	3,000	2,000	10,000	19.0	36.1	27.3	17.6	100.0
Manatuto	1,000	3,000	2,000	1,000	7,000	21.5	38.6	24.9	15.0	100.0
Oecusse	2,000	5,000	3,000	1,000	11,000	17.1	44.5	26.8	11.7	100.0
Viqueque	1,000	4,000	1,000	1,000	6,000	9.1	59.3	20.6	11.0	100.0
<b>Total</b>	<b>35,000</b>	<b>73,000</b>	<b>43,000</b>	<b>22,000</b>	<b>173,000</b>	<b>20.2</b>	<b>42.2</b>	<b>25.1</b>	<b>12.5</b>	<b>100.0</b>
<b>FEMALES</b>										
Ainaro	1,000	3,000	2,000	1,000	7,000	18.3	38.6	24.2	18.9	100.0
Aileu	1,000	1,000	1,000	1,000	4,000	20.0	37.2	28.8	14.0	100.0
Baucau	1,000	2,000	2,000	1,000	5,000	14.1	38.8	35.4	11.8	100.0
Bobonaro	1,000	4,000	3,000	1,000	10,000	9.9	40.9	34.1	15.1	100.0
Covalima	1,000	2,000	1,000	1,000	4,000	21.4	41.8	22.1	14.6	100.0
Dili	5,000	8,000	4,000	1,000	17,000	28.7	45.1	22.6	3.6	100.0
Ermera	3,000	4,000	3,000	2,000	12,000	26.4	33.4	26.8	13.5	100.0
Liquica	1,000	1,000	2,000	*	5,000	27.1	31.3	41.1	0.6	100.0
Lautem	*	2,000	2,000	*	4,000	8.6	44.7	41.8	5.0	100.0
Manufahi	1,000	2,000	2,000	1,000	6,000	12.8	38.8	32.5	15.8	100.0
Manatuto	*	1,000	1,000	*	2,000	20.0	39.6	31.9	8.5	100.0
Oecusse	1,000	2,000	1,000	*	4,000	16.6	43.7	28.8	10.9	100.0
Viqueque	*	1,000	*	*	2,000	18.2	47.3	17.8	16.8	100.0
<b>Total</b>	<b>16,000</b>	<b>32,000</b>	<b>23,000</b>	<b>9,000</b>	<b>80,000</b>	<b>20.3</b>	<b>40.0</b>	<b>28.8</b>	<b>10.9</b>	<b>100.0</b>

Also shown in the Table are the employment to population ratios for each district for males and females, and for both combined. It is significant that the employment to population ratio for men is twice as high as that for women. The individual figures for particular districts should be treated with some caution, because of the relatively small sample sizes at district level and because of other technical issues.

Table 7.2 provides some basic information about the size of the labour force in each district.

**Table 7.2 Population aged 15 and over, labour force, and labour force participation rates, by district**

	Population aged 15 and over			Labour force			Labour force participation rates		
	Male	Female	Total	Male	Female	Total	Male	Female	Both sexes
Ainaro	18,000	17,000	35,000	12,000	7,000	20,000	70.1	42.1	56.2
Aileu	12,000	10,000	23,000	7,000	4,000	12,000	58.3	40.8	50.3
Baucau	34,000	31,000	64,000	11,000	5,000	15,000	31.7	15.3	23.9
Bobonaro	26,000	26,000	52,000	18,000	10,000	28,000	69.9	37.5	53.6
Covalima	18,000	18,000	36,000	11,000	4,000	15,000	63.9	22.3	42.9
Dili	79,000	76,000	154,000	44,000	19,000	63,000	55.4	25.1	40.6
Ermera	30,000	30,000	61,000	21,000	12,000	34,000	70.5	40.3	55.4
Liquica	22,000	21,000	43,000	11,000	5,000	16,000	51.0	23.5	37.6
Lautem	16,000	18,000	34,000	8,000	4,000	12,000	48.3	20.3	33.5
Manufahi	14,000	14,000	28,000	10,000	6,000	16,000	68.9	40.0	54.7
Manatuto	12,000	11,000	23,000	7,000	2,000	9,000	56.2	17.7	38.0
Oecusse	19,000	20,000	40,000	11,000	4,000	15,000	58.6	20.9	39.4
Viqueque	17,000	18,000	35,000	6,000	2,000	8,000	36.7	11.1	23.5
<b>Total</b>	<b>318,000</b>	<b>311,000</b>	<b>628,000</b>	<b>178,000</b>	<b>84,000</b>	<b>262,000</b>	<b>56.1</b>	<b>25.7</b>	<b>41.7</b>

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## Annex A

**Sample design and implementation****A.1 Sample design**

During the planning phase for this survey, DNE had provided the visiting ILO team from Geneva with three possible sampling options for the survey, involving different sample sizes, ranging from 7,000 to 15,000 households.<sup>9</sup> The DNE sample of 7,000 households, for instance, would have involved the use of eight field teams, each with four interviewers, with the fieldwork spread over a period of two months. It was assumed that there would be one interview per household, lasting 45 minutes, and that five households could be completed by an interviewer in one day. The sample of 15,000 households would have involved the use of 16 field teams rather than eight.

Based on the DNE suggestions, the visiting ILO team prepared three proposals with sample sizes that were similar to those offered by DNE, but with the fieldwork spread over a full 12 months. The team evaluated these three sample sizes in terms of the precision gained in the estimation of three key indicators (unemployment rate, 'relaxed' unemployment rate, and share of the population employed in non-agriculture) at various geographic levels. The cost-benefit evaluation revealed that a doubling of the sample size (from 7,200 households to 14,400 households) would not lead to a significant reduction in the margin of errors associated with key indicators.

More generally, the evaluation also showed that a household survey is not the most appropriate tool to generate reliable estimates for the selected labour market indicators at the lowest geographic level (i.e. district), given the relatively small size of the total population and the low levels of unemployment in the country, particularly in rural areas. In fact, to generate reliable district-level estimates of the selected key indicators, it would be necessary to interview all households in Timor-Leste (i.e. conduct a census).

The original sample design proposed by the ILO team had envisaged a total sample of 480 enumeration areas (EAs), of which 300 would be rural and 180 urban. With 15 households being selected in each EA, this would have given an overall sample size of 7,200 households. In this design the urban areas were over-sampled (using the square root method of allocation) since the labour force characteristics of the urban population are more varied than those of the rural population. Within the urban and rural domains the sample was then allocated proportionally to the districts according to their population sizes.

The recommended sample design was expected to give results that would be representative at the national level, for urban and rural areas, and for Dili and the rest of the country. The proposal to spread data collection over a 12-month period was based on the need to capture and take account of seasonal and other temporal variations in employment. Accordingly, the ILO team had recommended that the annual sample be divided into independent monthly sub-samples of equal size (40 Enumeration Areas, or 600 households), with each district being visited every month. Given the expected rate of completion of interviews, the ILO team estimated that two teams would be able to complete all the interviews in the course of a year.

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<sup>9</sup> Ralf Hussmanns and Elisa Benes, *Design of the 2010 Timor-Leste Labour Force Participation Survey: Mission Report*, ILO, April 2009

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The actual monthly allocations of rural EAs in the sample proposed by ILO were to be as follows:

Aileu, Ainaro, Dili, Manatuto and Manufahi - 1 per month;  
Covalima, Lautem, Liquica, Oecussi and Viqueque - 2 per month;  
Bobonaro and Ermera - 3 per month; and  
Baucau - 4 per month.

The numbers of urban EAs (outside Dili) were relatively small, and these were therefore allocated only at a regional level:

Dili - 10 per month;  
West (Bobonaro, Covalima, Liquica and Oecusse) - 2 per month in total;  
Central (Aileu, Ainaro, Ermera, Manatuto and Manufahi) - 2 per month in total;  
East (Baucau, Lautem and Viqueque) - 1 a month in total.

### A.2 Sample implementation

As it turned out, DNE had insufficient resources to implement the sample design as originally proposed. Instead, the decision was made to reduce the sample size, by making use of the set of 300 enumeration areas that had been covered in the 2007 Survey of Living Standards (SLS). Virtually every EA that was used in the SLS has been used again, and in general where an EA was selected several times for the SLS it was selected several times for the LFS as well (though not always exactly the same number of times). The differences between the SLS sample and that used in LFS are small, and can be safely ignored.

The households selected for interview in the LFS do not represent a simple random sample of all households in the country, and it is therefore necessary to apply weights at the individual household level before the data from different households can be combined. To work out what weighting scheme to use for the LFS, one needs to appreciate how the SLS sample was selected. The published report of SLS (*Final Statistical Abstract: Timor-Leste Survey of Living Standards 2007*) contains a very useful section on sampling (pp.6-12), which indicates the following.

The sample design for the SLS involved a two-stage process. At the first stage, 300 EAs were selected as the primary sampling units (PSUs), and at the second stage 15 households were selected within each EA. Ten explicit strata were recognized (the urban and rural areas in each of the five district-groups that had been used in the census analysis), and a certain number of EAs were allocated to each stratum, as shown in Table A.1:<sup>10</sup>

Table A.1 Distribution of sample EAs for the SLS 2007			
	Number of EAs		
	Urban	Rural	Total
District-group 1: Baucau, Lautem and Viqueque	25	35	60
District-group 2: Ainaro, Manatuto, and Manufahi	25	35	60
District-group 3: Aileu, Dili, and Ermera	37	35	72
District-group 4: Bobonaro, Covalima and Liquica	25	35	60
District-group 5: Oecusse	20	28	48
<b>Timor-Leste - Total</b>	<b>132</b>	<b>168</b>	<b>300</b>

<sup>10</sup> The term 'region' was used in the census analysis, but here the term 'district-group' has been preferred.

When these EAs allocated to each district-group for the SLS were distributed across the Districts in proportion to their size (number of census households), it resulted in the distribution of EAs shown in Table A.2. Also shown in Table A.2 is the allocation of EAs for the LFS. It can be seen that the two distributions are almost identical.

<b>Table A.2 EA workloads selected for SLS and LFS, by district and locality</b>						
District	<b>SLS 2007</b>			<b>LFS 2009-10</b>		
	No. of EAs workloads			No. of EAs workloads		
	Urban	Rural	Total	Urban	Rural	Total
Ainaro	11	13	24	13	13	26
Aileu	0	8	8	0	10	10
Baucau	6	16	22	6	16	22
Bobonaro	9	16	25	10	17	27
Covalima	10	10	20	12	10	22
Dili	35	4	39	35	4	39
Ermera	2	23	25	2	23	25
Liquica	6	9	15	6	10	16
Lautem	13	8	21	13	8	21
Manufahi	12	10	22	13	11	24
Manatuto	2	12	14	3	12	15
Oecusse	20	28	48	20	27	47
Viqueque	6	11	17	5	12	17
<b>Total</b>	<b>132</b>	<b>168</b>	<b>300</b>	<b>138</b>	<b>173</b>	<b>311</b>

At the first stage of sampling, the required number of urban and rural EAs for the SLS was selected within regions with probability proportional to size (PPS), where the measure of size was the number of households recorded in the 2004 Population Census. These figures for measure of size are shown in Table A.3. The appropriate design weights (WT1) to use for reweighting the LFS survey data can therefore be calculated by dividing the respective number of urban and rural households found in each District in the 2004 Census by the number of households actually interviewed in each stratum. Taking the actual number of households, rather than the number originally planned, makes an allowance for non-response, though in fact there was no measurable non-response on this survey.

For the LFS, the 'take' in each selected EA was 15 households. There was no non-response, since interviewers were allowed to replace households that were absent or otherwise non-contactable with households taken from their reserve list. In a few cases, as in the SLS, a large EA was selected more than once, and the sample was increased to 30, 45 etc. households as required. The SLS report notes that there was no combining of small EAs before selecting the sample, and there was no segmenting of large EAs. The same system was followed in the LFS, so each selected EA can be treated as it is, without adjustment.

There was an important extra stage in the SLS. Once the EAs were selected, using the number of households in the 2004 Census as the measure of size, interviewers carried out an exhaustive household listing operation in the selected EAs during 2006, to update the list of households. The final sample was then selected by circular systematic sampling from this new list. The comparison of these two measures of size (MOS\*/MOS) provides an additional weight (WT2) for each EA to incorporate into the estimation process.

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Unfortunately no listing exercise was carried out for the LFS, so the current size of the selected EAs (in terms of households or individuals) is not known. Since it is essential to incorporate an element into the estimation process to take account of the changes in population between 2006 and 2010, the following approach has been adopted.

Since all eligible persons have been interviewed in each household, the household weight (WTH), which is the multiple of WT1 and WT2, should be applied to both households and individuals, to get the best possible estimates of the number of households and individuals aged 10 and over in 2006. The urban WTH weights ranged from 3 to 67, and the rural weights from 11 to 270. All the large urban weights occurred in Dili, and reflected the fact that a lower sampling rate was used there (because of its much larger population) than was used in other urban areas. There were 10 rural weights that were over 100, and these were trimmed back to 100. This will greatly reduce the sampling errors for rural areas, but at the cost of introducing a slight bias in the estimates.

A set of population projections has been prepared for Timor-Leste by DNE and UNFPA - *Projesaun Populasaun ba Distritus 2004-2012* (2008). From this publication it is possible to obtain a medium-level projection of the male and female population aged 10 and over for the year 2010, separately for each district, though there is no breakdown by urban and rural. These projected figures are shown in Table A.3.<sup>11</sup>

<b>Table A.3. Census households in 2004 by locality, and projected population in 2010 aged 10+ by sex</b>						
District	Households in Population Census 2004			2010 projected population aged 10+		
	Urban	Rural	Total	Male	Female	Total
Ainaro	1,981	9,546	11,527	21,355	20,939	42,294
Aileu	448	7,297	7,745	15,235	14,683	29,918
Baucau	1,084	21,575	22,659	38,748	39,793	78,541
Bobonaro	1,968	16,429	18,397	31,581	32,896	64,477
Covalima	1,891	9,929	11,820	22,472	22,626	45,098
Dili	27,153	4,422	31,575	97,191	82,683	179,874
Ermera	1,389	19,776	21,165	39,414	39,249	78,663
Liquica	1,155	9,908	11,063	25,759	25,422	51,181
Lautem	2,551	10,447	12,998	20,630	22,656	43,286
Manufahi	2,016	6,885	8,901	19,220	18,612	37,832
Manatuto	250	8,088	8,338	14,509	14,276	28,785
Oecusse	2,230	11,429	13,659	23,403	24,513	47,916
Viqueque	1,006	14,109	15,115	23,552	25,786	49,338
<b>Total</b>	<b>45,122</b>	<b>149,840</b>	<b>194,962</b>	<b>393,069</b>	<b>384,134</b>	<b>777,203</b>
<b>Sources of data:</b>						
National Statistics Directorate (2008), <i>Total, urban and rural populations</i> , pages 76-91, Table 3.4						
National Statistics Directorate (2007), <i>General Population Census of Timor-Leste 2004: Analysis of census results Report 1, Population projections 2004-2050</i> , page 56, Table A, 2010 medium-level projection.						

<sup>11</sup> It had been hoped that it might be possible to make use of the figures from the 2010 Population Census, but the required detailed breakdowns of those figures by age are not yet available. The preliminary census results were released in October 2010, and indicated a preliminary census total of 1,066,582 persons in Timor-Leste at census time (July 2010). This is 82,447 fewer than the projected 2010 figure of 1,149,029. However, the preliminary report of the Demographic and Health Survey 2009-2010, published in April 2010, states (page 7) that “there has been a more than 2-child decline in fertility over the 7 years between the 2003 DHS and the 2009-2010 TLDHS”. This decline in fertility will have had a major effect on the numbers in the under-10 age group, but will of course have had no effect on the 10+ age group. It therefore seems reasonable to use the projected figures for the 10+ age groups available in the population projections report.

Using the weighted totals obtained as described earlier, the figures for urban and rural areas are combined separately for males and for females, and then compared with the corresponding projections. This will yield a new weight for males and females (WT3M and WT3F) at the district level (accounting mainly for changes in the period 2006 to 2010). These weights were generally very similar for males and females. Overall, the combined figures for urban and rural areas (which represent 2006 estimates) needed to be increased by about 9 percent to bring them up to the levels projected for 2010. This implies an annual growth rate between 2006 and 2010 among this age group (those aged 10 and over) of about 2.2 percent, which seems reasonable. The only district requiring a substantial positive adjustment was Dili (42 percent). At the other extreme, Aileu's estimate needed adjusting downwards by 31 percent. All the other districts had adjustments in the range from 0.80 to 1.20.

These weights (WT3M and WT3F) can then be multiplied by the household weight (WTH) to get an overall weight (WTP) for each individual. The total weighted data from the survey should then match up exactly with the population projections for males and females aged 10 and over in each district. In the event, the arrangement of having separate weights for males and females proved inconvenient for the data processing operation. Since the male and female weights were very similar, an average of the male and female weights was applied to the individual records.

No similar projection can be made for the numbers of households, because households are not covered in the official population projections. The reference point for the survey data on households is therefore 2006, as was the case with household data from SLS-2007.



## Annex B

## Labour Force Survey 2009-2010

## A. Household questionnaire

Part 1. Household identification particulars					
District	<input type="text"/>	Sub-district	<input type="text"/>	Suco	<input type="text"/>
Enumeration Area	<input type="text"/>	Building number	<input type="text"/>		
Household number	<input type="text"/>	Aldeia:	<input type="text"/>		
Name of head of household: <input type="text"/>					
Total number of persons in the household:					
	Males	<input type="text"/>	Females	<input type="text"/>	Total
					<input type="text"/>
Total number of persons aged 10 years and above in the household:					
	Males	<input type="text"/>	Females	<input type="text"/>	Total
					<input type="text"/>

Part 2. Interview Control Section				
Visit(s)	1	2	3	4
Date	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Time	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Total number of persons aged 10 years and above in the household who completed an individual questionnaire:				
	Males	<input type="text"/>	Females	<input type="text"/>
				Total
				<input type="text"/>
Main language of interview:				
<input type="checkbox"/> Tetun	<input type="checkbox"/> Portuguese	<input type="checkbox"/> Bahasa	<input type="checkbox"/> English	
Interview results:				
<input type="checkbox"/> Completed (Fully responding household)	<input type="checkbox"/> Family problems			
<input type="checkbox"/> Partly completed (one or more individual questionnaires missing)	<input type="checkbox"/> Vacant/demolished dwelling or change of status			
<input type="checkbox"/> Non-contact	<input type="checkbox"/> Listing error			
<input type="checkbox"/> Refused	<input type="checkbox"/> Other reasons (specify): <input type="text"/>			

Interviewer's Comments:
Supervisor's Comments:

	Name	Code	Checked	Signature	Date
Interviewer:	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>
Supervisor:	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>
Data coder:	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>
Data entrant:	<input type="text"/>	<input type="text"/>	<input type="checkbox"/>	<input type="text"/>	<input type="text"/>

<b>Part 3. List of household members (usual residents)</b>									
Who is the head (or acting head) of the household? (Record that person in column 01.)		Person No.							
		01	02	03	04	05	06	07	08
	<b>First name</b>								
	<b>Surname</b>								
<b>H1</b>	<b>Is ... male or female?</b>  Male = 1 Female = 2								
<b>H2</b>	<b>Which is ...'s date of birth (day, month and year)?</b>  <b>What is ...'s age in completed years?</b>  (Write '00' if less than 1 year.)								
<b>H3</b>	<b>What is ...'s relationship to the head (or acting head) of the household?</b>  Household head = 01 Spouse/Partner = 02 Son/daughter = 03 Son-/daughter-in-law = 04 Foster-/Stepchild = 05 Mother/Father = 06 Sister/Brother = 07 Grandchild = 08 Grandparent = 09 Other relative = 10 Unrelated = 11  <i>NOTE: There was a continuation page for recording another seven household members.</i>								



	<b>Question continuation</b>	<b>Person No.</b>							
		<b>01</b>	<b>02</b>	<b>03</b>	<b>04</b>	<b>05</b>	<b>06</b>	<b>07</b>	<b>08</b>
<b>H4</b>	<p>For persons aged 15 years or more:</p> <p><b>What is ...'s current marital status?</b></p> <p>Married = 1            Living together like husband and wife = 2            Widowed = 3            Divorced/Separated = 4            Single/Never married = 5</p>								
<b>H5</b>	<p>For persons aged 10 years or more:</p> <p><b>Can ... speak, read and write complete sentences in the following languages?</b></p> <p>a. Tetun Yes = 1 No = 2            b. Portuguese Yes = 1 No = 2            c. Bahasa Yes = 1 No = 2            d. English Yes = 1 No = 2            e. Any other language(s) Yes = 1 No = 2</p>	<p>a. b. c. d. e.</p>	<p>a. b. c. d. e.</p>	<p>a. b. c. d. e.</p>	<p>a. b. c. d. e.</p>	<p>a. b. c. d. e.</p>	<p>a. b. c. d. e.</p>	<p>a. b. c. d. e.</p>	<p>a. b. c. d. e.</p>

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<b>H6</b>	<p>For persons aged 10 years or more:</p> <p><b>Which is the highest level of education that ... has successfully completed?</b></p> <p>Pre-primary = 1  Primary = 2  Pre-secondary = 3  Secondary = 4  Technical Secondary = 5  Vocational course = 6  Polytechnic/Diploma = 7  University = 8  None = 9</p> <p><i>NOTE: There was a continuation page for recording another seven household members.</i></p>								
	<b>Question continuation</b>	<b>Person No.</b>							
		<b>01</b>	<b>02</b>	<b>03</b>	<b>04</b>	<b>05</b>	<b>06</b>	<b>07</b>	<b>08</b>
<b>H7</b>	<p>For persons aged 6 years or more:</p> <p><b>Is ... currently attending school?</b></p> <p>Yes = 1  No = 2</p>								
<b>H8</b>	<p><b>Where was ... born?</b></p> <p>(Record suco code if born in Timor Leste; record country code if born abroad.)  (If born in this suco go to Q11.)</p>								
<b>H9</b>	<p><b>When did ... (last) come to live in the current suco? (month and year)</b></p> <p><b>How many years has ... been living in the current suco?</b></p> <p>(Write '00' if less than 1 year.)</p>								

<b>H10</b>	<b>Where was ... last living before moving to this suco?</b>  (Record suco code if previous residence was in Timor Leste; record country code if previous residence was abroad.)								
<b>H11</b>	<b>Which is/are ...'s current citizenship(s)?</b>  1. .... 2. .... 3. ....  (Record corresponding country code.)								
<b>H12</b>	<b>Which citizenship(s) did ... have at birth?</b> 1. .... 2. .... 3. .... (Record corresponding country code.)  <i>NOTE: There was a continuation page for recording another seven household members</i>								

## Part 4. Household income

**Q13. Which sources of cash income does the household, or its members, have?**

*Mark all that apply*

- Income from the sale of own agricultural, livestock or fishing products ..... 1 ☐
- Income from self-employment in other activities (non-agricultural) ..... 2 ☐
- Income from wage employment ..... 3 ☐
- Old-age pension ..... 4 ☐
- Subsidies/allowances from government ..... 5 ☐
- Donations, scholarships, charity from churches, NGOs, international organizations, etc..... 6 ☐
- Remittances, alimony, gifts from family members or other households..... 7 ☐
- Property income (rent, interests, dividends, etc.) ..... 8 ☐
- Other (specify): ..... 9 ☐

**Q14. On average, how much income does the household receive in cash per month (after payment of taxes, if any)?**

- No cash income ..... 0 ☐
- Less than 50 USD..... 1 ☐
- 50 – 99 USD ..... 2 ☐
- 100 – 199 USD..... 3 ☐
- 200 – 299 USD..... 4 ☐
- 300 – 399 USD..... 5 ☐
- 400 – 499 USD..... 6 ☐
- 500 – 749 USD..... 7 ☐
- 750 – 999 USD..... 8 ☐
- 1,000 USD or more ..... 9 ☐

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### B. Individual questionnaire

- An individual questionnaire is to be completed for each household member aged 10 years or above, who has been listed in Part 3 of the Household Questionnaire.
- To the extent possible, each household member should respond by him/herself to his/her individual questionnaire (self-response).
- The reference period for survey questions referring to the last week comprises the 7 days from Monday to Sunday of the calendar week preceding the interview date.
- Unless 'mark all that apply' is indicated, you should write down only one answer to the question.
- Answer the questions by marking closed boxes ☐ with "x", inserting figures in open boxes   and writing text in spaces marked by a solid line \_\_\_\_\_.
- Numbers shown after the sign ➤ indicate the number of the question to be asked next.
- In cases where there is no sign ➤ after the box in which the answer has been marked, continue with the question that follows immediately afterwards.

#### Part 1. Personal identification particulars

*Data are to be taken from the Household Questionnaire*

District	<input type="text"/> <input type="text"/> <input type="text"/>	Sub-district	<input type="text"/> <input type="text"/> <input type="text"/>
Enumeration Area	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	Building number	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Household number	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	Aldeia	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Person number in household	<input type="text"/> <input type="text"/> <input type="text"/>	Age	<input type="text"/> <input type="text"/> <input type="text"/>
Person's name: _____			

## Part 2. Identification of employed persons

**Q1. In the last week, did you work for a wage or salary, or for other income in cash or in kind (including income obtained from your own or a family business, farm or subsistence agriculture)?**

- Yes ..... 1 ☐ ➔ Q3
- No ..... 2 ☐

**Q2. Last week, did you do any paid or unpaid work for at least one hour (even if you are student, unemployed, housewife or elderly person and work only part-time or occasionally)?**

Examples:

- Paid work as part-time or temporary employee;
- Paid work as occasional worker, assistant, substitute;
- Military service;
- Missionary work;
- Unpaid work in subsistence agriculture, in a business or on a farm of another household member;
- Work compensated through an exchange of labour;
- Production or sale/barter of raw or processed products from agriculture, forestry or fishing;
- Sale/barter of foodstuffs, beverages, clothes, handicrafts, etc. on the street, in the market or at home;
- Construction or renovation of houses, repair of cars or durable goods for other persons for payment;
- Transportation of passengers or goods for payment;
- Paid security services;
- Paid consultations, private tuition (foreign languages, computers, etc.);
- Housekeeping, washing clothes, baby-sitting, etc. for payment in cash or in kind (e.g. food and lodging).

**ATTENTION!** Unpaid housework provided by household members for their own household or other households should not be taken into consideration.

- Yes ..... 1 ☐
- No ..... 2 ☐ ➔ Q5

**Q3. Has this work been done on your own agricultural land (or that of another household member)?**

Examples: livestock farming, land cultivation and other agricultural work, selling/bartering products obtained from the land.

- Yes ..... 1 ☐
- No ..... 2 ☐ ➔ Q10

**Q4. In general, are the raw or processed products obtained from this land produced exclusively for your household's own consumption or also for sale/barter?**

- Only for own consumption ..... 1 ☐
- Mostly for own consumption and some for sale or barter..... 2 ☐ ➔ Q10
- Mostly for sale or barter and some for own consumption..... 3 ☐ ➔ Q10
- Only for sale or barter ..... 4 ☐ ➔ Q10

**Q5. Last week, did you have work, from which you were temporarily absent because of vacation, illness, off-season, bad weather, economic reasons, etc., and to which you will definitely return?**

- Yes ..... 1 ☐
- No ..... 2 ☐ → Q59

**Q6. What was the main reason why you did not work last week?**

- Vacation, holidays ..... 1 ☐ → Q10
- Maternity leave ..... 2 ☐ → Q10
- Medical (illness, injury) ..... 3 ☐ → Q10
- Technical (breakdown of infrastructure, vehicles, machinery or equipment, lack of transport facilities, energy cuts, etc.) ..... 4 ☐ → Q7
- Economic (lack/high cost of raw materials, energy or equipment, lack of orders or clients, etc.) ..... 5 ☐ → Q7
- Strike or labour dispute ..... 6 ☐ → Q10
- Schooling or training ..... 7 ☐ → Q10
- Seasonal work (self-employment) ..... 8 ☐ → Q59
- Seasonal work (wage employment) ..... 9 ☐ → Q8
- Family responsibilities (other than maternity leave) ..... 10 ☐ → Q10
- Community obligations ..... 11 ☐ → Q10
- Bad weather conditions ..... 12 ☐ → Q10
- Other (specify): ..... 13 ☐ → Q10

**Q7. Are you sure that you will have returned to work:**

- Within 3 months? ..... 1 ☐ → Q10
- After 3 months? ..... 2 ☐ → Q59
- Not sure to return ..... 3 ☐ → Q59

**Q8. Are you sure that you will have returned to work:**

- Within 6 months? ..... 1 ☐
- After 6 months? ..... 2 ☐ → Q59
- Not sure to return ..... 3 ☐ → Q59

**Q9. Does your employer continue to pay you a wage or salary during the off-season?**

- Yes ..... 1 ☐
- No ..... 2 ☐ → Q59

### Part 3. Employed persons: characteristics of main job

The following questions refer to the respondent's main job/activity (if more than one) during the last week. The main job/activity is the one in which the respondent usually works the largest number of hours per week. If the usual hours of work are the same in each job/activity, the main job/activity is the one that generates the largest income.

**Q10. In the job/activity that you had during the last week, were you ...**

*Read*

- Employee (working for someone else for pay in cash or in kind) ..... 1 ☐
- Employer (employing one or more employees) ..... 2 ☐ ➔ Q19
- Own-account worker (not employing any employee) ..... 3 ☐ ➔ Q19
- Contributing family worker (working without pay in the business or farm of another household/family member) ..... 4 ☐ ➔ Q19
- Member of a producers' cooperative ..... 5 ☐ ➔ Q19
- On military service ..... 6 ☐ ➔ Q25

**Q11. Were you employed on the basis of ...**

- a written contract? ..... 1 ☐
- an oral agreement? ..... 2 ☐

**Q12. Was your contract or agreement of ...**

- a limited time duration? ..... 1 ☐ ➔ Q14
- an unlimited time duration? ..... 2 ☐

**Q13. How long have you been employed in this job?**

- Less than 1 year ..... 1 ☐ ➔ Q16
- 1 to 2 years ..... 2 ☐ ➔ Q16
- 3 to 5 years ..... 3 ☐ ➔ Q16
- 6 to 10 years ..... 4 ☐ ➔ Q16
- 11 to 20 years ..... 5 ☐ ➔ Q16
- 21 to 30 years ..... 6 ☐ ➔ Q16
- 31 or more years ..... 7 ☐ ➔ Q16

**Q14. Why is your contract or agreement of limited duration?**

- On-the-job training, internship, traineeship ..... 1 ☐
- Probation period ..... 2 ☐
- Seasonal work ..... 3 ☐
- Occasional work ..... 4 ☐
- Daily work ..... 5 ☐
- Work as a replacement/substitute ..... 6 ☐
- Public employment programme ..... 7 ☐
- Project work (UN, NGOs, etc.) ..... 8 ☐
- Specific service or task (lecturer, artist, etc.) ..... 9 ☐
- Chain contract (succession of temporary contracts with same employer) ..... 10 ☐
- Other (specify): ..... 11 ☐



**Q15. What is the duration of your contract or agreement?**

- Daily contracts/agreements ..... 1 ☐
- Less than 1 month ..... 2 ☐
- 1 to 2 months ..... 3 ☐
- 3 to 6 months ..... 4 ☐
- 7 to 12 months ..... 5 ☐
- More than 12 months ..... 6 ☐
- Do not know ..... 7 ☐

**Q16. Do you get paid annual leave or payment for leave not taken?**

- Yes ..... 1 ☐
- No ..... 2 ☐
- Do not know ..... 3 ☐

**Q17. Would you get paid sick leave in case of illness or injury?**

- Yes ..... 1 ☐
- No ..... 2 ☐
- Do not know ..... 3 ☐

**Q18. In which sector were you employed?**

- Read*
- Government ..... 1 ☐ → Q20
  - State-owned enterprise (e.g. TVTL, EDTL) ..... 2 ☐ → Q20
  - Privately-owned business or farm ..... 3 ☐
  - Non-governmental/non-profit organization ..... 4 ☐ → Q20
  - Private household ..... 5 ☐ → Q20
  - Embassies and bilateral institutions (e.g. USAID, CIDA) ..... 6 ☐ → Q20
  - United Nations and other international org. .... 7 ☐ → Q20
  - Other (specify): ..... 8 ☐ → Q20
- 

**Q19. Was your business/farm (or the business/farm where you worked) registered at the Ministry of Justice or Ministry of Tourism, Commerce and Industry?**

- Yes ..... 1 ☐
- Is in the process of being registered ..... 2 ☐
- No ..... 3 ☐
- Do not know ..... 4 ☐

**Q20. Where do you usually work?**

*Read*

- In your home ..... 1 ☐
- Structure attached to your home ..... 2 ☐
- At the client's or employer's home ..... 3 ☐
- Enterprise, plant, factory, office, shop, workshop etc. (separate from the house) ... 4 ☐
- On a farm or agricultural plot ..... 5 ☐
- Construction site ..... 6 ☐
- Fixed stall in the market or on the street ..... 7 ☐
- Without fixed location/mobile ..... 8 ☐
- Other (specify): ..... 9 ☐

**Q21. What kind of work do you usually do in the job/activity that you had last week?**

a. Occupational title:

\_\_\_\_\_

b. Short description of the main tasks or duties:

\_\_\_\_\_

Code

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**Q22a. What kind of industry, business, service or activity is carried out at your place of work?**

\_\_\_\_\_

**Q22b. What are the main goods or services produced at your place of work or its main functions?**

\_\_\_\_\_

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**Q23. How many persons including yourself work at your place of work?**

- 1-4 ..... 1 ☐
- 5-9 ..... 2 ☐
- 10-19 ..... 3 ☐ ➔ Q25
- 20-49 ..... 4 ☐ ➔ Q25
- 50-99 ..... 5 ☐ ➔ Q25
- 100 or more ..... 6 ☐ ➔ Q25
- more than 9 persons ..... 7 ☐ ➔ Q25
- Do not know ..... 8 ☐ ➔ Q25

**Q24. Please specify the exact number of workers**

- Number of workers: .....

**Q25. In which suco is your place of work located?**

Code

Suco

**Interviewer: If 10 to 14 years old then ☞ Q28, otherwise continue with Q26.**

**Q26. What kind of work have you been trained for or learned to do?**

- a. Occupational title:

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- b. Short description of the main tasks or duties:

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Code

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**Q27. How have you been trained/did you learn?**

- Formal schooling ..... 1 ☐
- Vocational training programme ..... 2 ☐
- Training programme provided by NGO, etc. .... 3 ☐
- On-the-job training provided by an enterprise/employer ..... 4 ☐
- Learning from parent, relative, friend ..... 5 ☐
- Self-taught ..... 6 ☐

**Part 4. Employed persons: characteristics of secondary activity**

The following questions refer to the respondent's secondary job/activity, if any, during the last week.

**Q28. Under current conditions in Timor-Leste, with low incomes and high prices, many people have a secondary job/activity in addition to the main one. Last week, did you have any secondary job/activity from which you or your household obtain any income in cash or in kind?**

*Interviewer: Include jobs/activities from which the person was temporarily absent during the last week.*

Examples:

- Paid work as part-time or temporary employee even if only for one or a few hours;
- Paid work as occasional worker, assistant, substitute;
- Military service; Paid security services;
- Missionary work;
- Unpaid work in subsistence agriculture, in a business or on a farm of another household member;
- Work compensated through an exchange of labour;
- Production or sale/barter of raw or processed products from agriculture, forestry or fishing;

- Sale/barter of foodstuffs, beverages, clothes, handicrafts, etc. on the street, in the market or at home;
- Construction or renovation of houses, repair of cars or durable goods for other persons for payment;
- Transportation of passengers or goods for payment;
- Paid consultations, private tuition (foreign languages, computer, etc.);
- Housekeeping, washing clothes, baby-sitting, etc. for payment in cash or in kind (e.g. food and lodging).

**ATTENTION!** Unpaid housework provided by household members for their own household or other households should not be taken into consideration.

- Yes ..... 1 ☐
- No ..... 2 ☐ ➔ Q49

**Q29. Was this secondary job/activity done on your own agricultural land (or that of another household member)?**

Examples: livestock farming, land cultivation and other agricultural work, selling/bartering products obtained from the land.

- Yes ..... 1 ☐
- No ..... 2 ☐ ➔ Q31

**Q30. In general, are the raw or processed products obtained from this land produced exclusively for your household's own consumption or also for sale/barter?**

- Only for own consumption ..... 1 ☐ ➔ Q49
- Mostly for own consumption and some for sale or barter ..... 2 ☐
- Mostly for sale or barter and some for own consumption ..... 3 ☐
- Only for sale or barter ..... 4 ☐

**Q31. In this secondary job/activity, were you ...**

*Read*

- Employee (working for someone else for pay in cash or in kind) ..... 1 ☐
- Employer (employing one or more employees) ..... 2 ☐ ➔ Q40
- Own-account worker (not employing any employee) ..... 3 ☐ ➔ Q40
- Contributing family worker (working without pay in the business or farm of another household/family member) ..... 4 ☐ ➔ Q40
- Member of a producers' cooperative ..... 5 ☐ ➔ Q40

**Q32. In this secondary job/activity, were you employed on the basis of ...**

- a written contract? ..... 1 ☐
- an oral agreement? ..... 2 ☐

**Q33. In this secondary job/activity, was your contract or agreement of ...**

- a limited time duration? ..... 1 ☐ ➔ Q35
- an unlimited time duration? ..... 2 ☐

**Q34. How long have you been employed in this secondary job/activity?**

- Less than 1 year ..... 1 ☐ ➡ Q37
- 1 to 2 years ..... 2 ☐ ➡ Q37
- 3 to 5 years ..... 3 ☐ ➡ Q37
- 6 to 10 years ..... 4 ☐ ➡ Q37
- 11 to 20 years ..... 5 ☐ ➡ Q37
- 21 to 30 years ..... 6 ☐ ➡ Q37
- 31 or more years ..... 7 ☐ ➡ Q37

**Q35. Why is your contract or agreement, in this secondary job/activity, of limited duration?**

- On-the-job training, internship, traineeship ..... 1 ☐
- Probation period ..... 2 ☐
- Seasonal work ..... 3 ☐
- Occasional work ..... 4 ☐
- Daily work ..... 5 ☐
- Work as a replacement/substitute ..... 6 ☐
- Public employment programme ..... 7 ☐
- Project work (UN, NGOs, etc.) ..... 8 ☐
- Specific service or task (lecturer, artist, etc.) ..... 9 ☐
- Chain contract (succession of temporary contracts with same employer) ..... 10 ☐
- Other (specify): ..... 11 ☐

**Q36. What is the duration of your contract or agreement in this secondary job/activity?**

- Daily contracts/agreements ..... 1 ☐
- Less than 1 month ..... 2 ☐
- 1 to 2 months ..... 3 ☐
- 3 to 6 months ..... 4 ☐
- 7 to 12 months ..... 5 ☐
- More than 12 months ..... 6 ☐
- Do not know ..... 7 ☐

**Q37. In this secondary job/activity, do you get paid annual leave or payment for leave not taken?**








- Yes ..... 1 ☐
- No ..... 2 ☐
- Do not know ..... 3 ☐

**Q38. In this secondary job/activity, would you get paid sick leave in case of illness or injury?**

- Yes ..... 1 ☐
- No ..... 2 ☐
- Do not know ..... 3 ☐

**Q39. In which sector were you employed in your secondary job/activity?**

*Read*

- Government ..... 1 ☐  Q41
- State-owned enterprise (e.g. TVTL, EDTL) ..... 2 ☐  Q41
- Privately-owned business or farm ..... 3 ☐
- Non-governmental/non-profit organization ..... 4 ☐  Q41
- Private household ..... 5 ☐  Q41
- Embassies and bilateral institutions (e.g. USAID, CIDA) ..... 6 ☐  Q41
- United Nations and other international org. .... 7 ☐  Q41
- Other (specify): ..... 8 ☐  Q41

**Q40. Was your business/farm (or the business/farm where you worked) registered at the Ministry of Justice or Ministry of Tourism, Commerce and Industry?**

- Yes ..... 1 ☐
- Is in the process of being registered ..... 2 ☐
- No ..... 3 ☐
- Do not know ..... 4 ☐

**Q41. Where do you usually work to perform your secondary job/activity?**

*Read*

- In your home ..... 1 ☐
- Structure attached to your home ..... 2 ☐
- At the client's or employer's home ..... 3 ☐
- Enterprise, plant, factory, office, shop, workshop etc. (separate from the house) ... 4 ☐
- On a farm or agricultural plot ..... 5 ☐
- Construction site ..... 6 ☐
- Fixed stall in the market or on the street ..... 7 ☐
- Without fixed location/mobile ..... 8 ☐
- Other (specify): ..... 9 ☐

**Q42. What kind of work do you usually do in this secondary job/activity?**

a. Occupational title:

\_\_\_\_\_

b. Short description of the main tasks or duties:

\_\_\_\_\_

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**Q43a. What kind of industry, business, service or activity is carried out at the place of work where you had your secondary job/activity?**

\_\_\_\_\_

**Q43b. What are the main functions, or goods or services produced, at the place of work where you had your secondary job/activity?**

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**Q44. How many persons including yourself work at the place of work where you had your secondary job/activity?**

- 1-4 ..... 1 ☐
- 5-9 ..... 2 ☐
- 10-19 ..... 3 ☐  Q46
- 20-49 ..... 4 ☐  Q46
- 50-99 ..... 5 ☐  Q46
- 100 or more ..... 6 ☐  Q46
- more than 9 persons ..... 7 ☐  Q46
- Do not know ..... 8 ☐  Q46


**Q45. Please specify the exact number of workers**

- Number of workers: .....

**Q46. In which suco is your secondary job/activity located?**

Code \_\_\_\_\_ Suco

**Q47. Besides your main and secondary job/activity, last week, did you also work on your own agricultural land (or that of another household member)?**

- Yes ..... 1 ☐
- No ..... 2 ☐  Q49

**Q48. In general, are the raw or processed products obtained from this land produced exclusively for your household's own consumption or also for sale/barter?**

- Only for own consumption ..... 1 ☐
- Mostly for own consumption and some for sale or barter ..... 2 ☐
- Mostly for sale or barter and some for own consumption ..... 3 ☐
- Only for sale or barter ..... 4 ☐

## Part 5. Hours of work and underemployment

*Interviewer: Questions Q49 and Q50: "Other job(s)/activities" exclude work on subsistence agriculture producing only for own consumption (Q30=1 or Q48=1).*

**Q49. How many hours do you usually work per week?**

- a. Main job/activity .....
- b. Other job(s)/activity(ies) .....
- c. Total for all jobs/activities .....

**Q50. Thinking of each day last week, how many hours did you actually work...**

	a. Main job/act.	b. Other job(s)/act.(s)	c. Total all jobs/activities
Monday?	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	
Tuesday?	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	
Wednesday?	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	
Thursday?	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	
Friday?	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	
Saturday?	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	
Sunday?	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	
<b>Total</b>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>

**Q51. Last week, would you have liked to work more hours than you actually worked provided the extra hours had been paid?**

- Yes ..... 1 ☐
- No ..... 2 ☐ → Q54

**Q52. How many additional hours could you have worked last week?**

- Number of additional hours .....

**Q53. How would you have liked to increase your working hours?**

- Read*
- Increase number of hours in current job(s)/activity(ies) ..... 1 ☐
- Take an additional job/activity ..... 2 ☐
- Replace current job(s)/activity(ies) with another job/activity with more hours ..... 3 ☐

**Q54. Would you like to change your current employment situation?**

- Yes ..... 1 ☐
- No ..... 2 ☐ → Q60

**Q55. What is the main reason why you want to change your current employment situation?**

- To work more hours paid at your current rate ..... 1 ☐
- To have a higher pay per hour ..... 2 ☐
- Fear or certainty of losing the present job ..... 3 ☐
- Present job is temporary or occasional ..... 4 ☐
- To use qualifications/skills more adequately ..... 5 ☐



- To have more convenient working time, shorter commuting time ..... 6 ☐
- To improve working conditions ..... 7 ☐
- To work less hours with a corresponding reduction in pay ..... 8 ☐
- Other reason (specify): ..... 9 ☐

**Q56. During the last four weeks, did you look for another job/activity to replace your current one(s)?**

- Yes ..... 1 ☐
- No ..... 2 ☐

**Q57. During the last four weeks, did you look for extra work in addition to your current job(s)/activity(ies)?**

- Yes ..... 1 ☐
- No ..... 2 ☐

## Part 6. Employees: Wages and salaries

The following question applies only to persons who are employees in their main or secondary job.

**Interviewer: If Q10=1 or Q31=1 (employees) then continue with Q58, else go to  Q59**

**Q58. How much did you receive last month as wage or salary (after deduction of taxes, if any, but before any other deductions)?**


	a. Main activity	b. Secondary activity
Wage and salary includes:		
-Direct regular wages and salaries in cash		
-Pay for time not worked (i.e. paid leave, sick leave)		
-Bonuses (13 <sup>th</sup> month salary)		
-Allowances		
-Value of remuneration in-kind		
-Arrear or advance payments		
<b>TOTAL</b>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <b>USD</b>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/> <b>USD</b>

**Go to  Q79**

## Part 7: Unemployed or economically inactive persons

**Q59. In the last four weeks, ...**

**Q59a. were you looking for a job?**

- Yes ..... 1 ☐  Q60
- No ..... 2 ☐

**Q59b. were you trying to start a business?**

- Yes ..... 1 ☐
- No ..... 2 ☐ ➔ Q61

**Q60. In the last four weeks what have you done to look for work or to start a business?**

*Read and mark all that apply*

- Registration at the employment center ..... 1 ☐ ➔ Q64
- Placed or answered job advertisement(s) ..... 2 ☐ ➔ Q64
- Enquired at workplaces, farms, factories, markets, or contacted other possible employers) ..... 3 ☐ ➔ Q64
- Searched through job advertisement(s) / searched on the internet ..... 4 ☐ ➔ Q64
- Asked friends, relatives, colleagues for assistance ..... 5 ☐ ➔ Q64
- Waited on the street to be recruited for casual work ..... 6 ☐ ➔ Q64
- Sought financial assistance to look for work or start a business ..... 7 ☐ ➔ Q64
- Looked for land, building, equipment, machinery to start own business or farming .. 8 ☐ ➔ Q64
- Applied for permit or license to start a business ..... 9 ☐ ➔ Q64
- Other (specify): ..... 10 ☐ ➔ Q64
- No method ..... 11 ☐ ➔ Q62

**Q61. Last week, would you have liked to work if there had been an opportunity to work?**

- Yes ..... 1 ☐
- No ..... 2 ☐ ➔ Q67

**Q62. What was the main reason why you did not seek work or try to start a business in the last four weeks?**

*Mark only one answer*

- Had already found a job to start at a later date ..... 1 ☐ ➔ Q64
- Have undertaken all necessary steps to start a business at a later date ..... 2 ☐ ➔ Q64
- Was waiting for the results of a vacancy competition or an interview (no other employment option available) ..... 3 ☐ ➔ Q65
- Have been requested to return to old job ..... 4 ☐ ➔ Q65
- Have a wish to return to old job ..... 5 ☐ ➔ Q65
- Awaiting the season for work ..... 6 ☐ ➔ Q65
- Attended school or training courses ..... 7 ☐ ➔ Q65
- Family responsibilities or housework ..... 8 ☐ ➔ Q65
- Lack of consent from family ..... 9 ☐ ➔ Q65
- Pregnancy, illness or disability ..... 10 ☐ ➔ Q65
- Does not know how and where to look for work ..... 11 ☐ ➔ Q65
- Unable to find work requiring his/her skills ..... 12 ☐
- Had looked for job(s) before but had not found any ..... 13 ☐
- Too young or too old to find a job ..... 14 ☐
- No jobs available in the area/district ..... 15 ☐
- Other reason (specify): ..... 16 ☐ ➔ Q65

**Q63. During the last 12 months, did you do anything to look for work or to start a business?**


- Yes ..... 1 ☐ ➔ Q65
- No ..... 2 ☐ ➔ Q65

*Note: The two codes in Q62 shown in italics were late additions to the questionnaire.*



**Q64. For how long have you been without work and trying to find a job or start a business?**

- Less than 3 months ..... 1 ☐
- 3 months to less than 6 months ..... 2 ☐
- 6 months to less than 9 months ..... 3 ☐
- 9 months to less than 1 year ..... 4 ☐
- 1 year to less than 3 years ..... 5 ☐
- 3 years to 5 years ..... 6 ☐
- More than 5 years ..... 7 ☐
- Do not know ..... 8 ☐









**Q65. If you were offered a job now, could you start working within the next 15 days?**

- Yes ..... 1 ☐  Q69
- No ..... 2 ☐








**Q66. If you had the opportunity to open a business, could you start working in it within the next 15 days?**

- Yes ..... 1 ☐  Q69
- No ..... 2 ☐  Q68

**Q67. What was the main reason why you did not want to work last week?**

- In school or training ..... 1 ☐  Q79
- Family responsibilities or housework ..... 2 ☐  Q79
- Pregnancy, illness or disability ..... 3 ☐  Q79
- Retired or too old for work ..... 4 ☐  Q79
- Too young to work ..... 5 ☐  Q79
- No desire to work ..... 6 ☐  Q79
- Off-season ..... 7 ☐  Q79
- Other reason (specify): ..... 8 ☐  Q79

**Q68. What is the main reason why you would not be available for work within the next 15 days?**

- In school or training ..... 1 ☐  Q79
- Family responsibilities or housework ..... 2 ☐  Q79
- Pregnancy, illness or disability ..... 3 ☐  Q79
- Retired or too old for work ..... 4 ☐  Q79
- Too young to work ..... 5 ☐  Q79
- No desire to work ..... 6 ☐  Q79
- Other reason (specify): ..... 7 ☐  Q79

**Interviewer: If 10 to 14 years old then ☞ 71, otherwise continue with 69.**

**Q69. What kind of work have you been trained for or learned to do?**

a. Occupational title:

\_\_\_\_\_

b. Short description of the main tasks or duties:

\_\_\_\_\_

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**Q70. How have you been trained/did you learn?**

- Formal schooling ..... 1 ☐
- Vocational training programme ..... 2 ☐
- Training programme provided by NGO, etc. .... 3 ☐
- On-the-job training provided by an enterprise/employer ..... 4 ☐
- Learning from parent, relative, friend ..... 5 ☐
- Self-taught ..... 6 ☐

**Q71. Have you ever worked for a wage or salary, or for other income in cash or in kind (including income obtained from your own or a family business, farm or subsistence agriculture)?**

*Interviewer: Work includes unpaid work in a family business, farm or fishing.*

- Yes ..... 1 ☐
- No ..... 2 ☐ ☞ Q79

**Q72. What was the main reason why you stopped working in your last job/business?**

- Temporary job ended ..... 1 ☐
- End of season ..... 2 ☐
- Dismissal or staff reduction ..... 3 ☐
- Business/farm/institution closed down/stopped operating ..... 4 ☐
- Changed residence, displaced ..... 5 ☐
- Started or resumed school, studies, training ..... 6 ☐
- Family responsibilities or housework ..... 7 ☐
- Community responsibilities ..... 8 ☐
- Pregnancy, illness or disability ..... 9 ☐
- Resignation for other reasons ..... 10 ☐
- Retirement ..... 11 ☐
- Other reason (specify): ..... 12 ☐

**Q73. Where was your last job/activity located?**


*Record name and suco code if located in Timor Leste; record name and country code if located abroad.*

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Suco/Country Code

**Q74. When did you stop working?**

- Less than 3 months ..... 1 ☐
- 3 months to less than 6 months ..... 2 ☐
- 6 months to less than 1 year ..... 3 ☐
- 1 year to less than 3 years ..... 4 ☐
- 3 years to less than 5 years ..... 5 ☐
- 5 years to 10 years ..... 6 ☐
- More than 10 years ..... 7 ☐  Q79

**Q75. What kind of work did you do in your last job/activity?**

a. Occupational title:

---

b. Short description of the main tasks or duties:

---

ISCO

Code

    
**Q76a. What kind of industry, business, service or activity was carried out at the place of work where you had your last job/activity?**


---





**Q76b. What were the main functions, or goods or services produced, at the place of work where you had your last job/activity?**


---

ISIC

Code

    
**Q77. In your last job/activity, were you ...**
*Read*


- Employee (working for someone else for pay in cash or in kind) ..... 1 ☐
- Employer (employing one or more employees) ..... 2 ☐  Q79
- Own-account worker (not employing any employee) ..... 3 ☐  Q79
- Contributing family worker (working without pay in the business or farm of another household/family member) ..... 4 ☐  Q79
- Member of a producers' cooperative ..... 5 ☐  Q79

**Q78. In which sector were you employed in your last job/activity?**
*Read*

- Government ..... 1 ☐
- State-owned enterprise (e.g. TVTL, EDTL) ..... 2 ☐
- Privately-owned business or farm ..... 3 ☐

- Non-governmental/non-profit organization ..... 4 ☐
- Private household ..... 5 ☐
- Embassies and bilateral institutions (e.g. USAID, CIDA) ..... 6 ☐
- United Nations and other international org. .... 7 ☐
- Other (specify): ..... 8 ☐

**Q79. Last week, were you registered with an Employment Center?**

- Yes ..... 1 ☐
- No ..... 2 ☐  Q81

**Q80. What type of assistance have you received from the Employment Center?**

*Mark all that apply*

- Information about job vacancies ..... 1 ☐
- Referral to microfinance schemes ..... 2 ☐
- Referral to training providers ..... 3 ☐
- Other (specify): ..... 4 ☐

**Q81. What were you doing mainly during the last 12 months, that is, from July 2008 to June 2009?**

*Read*

- Employed
  - Employee (working for someone else for pay in cash or in kind) ..... 1 ☐
  - Employer (employing one or more employees) ..... 2 ☐
  - Own-account worker (not employing any employee) ..... 3 ☐
  - Contributing family worker (working without pay in the business or farm of another household/family member) ..... 4 ☐
  - Member of a producers' cooperative ..... 5 ☐
- Not employed, available for work
  - Looking for work ..... 6 ☐
  - Not looking for work ..... 7 ☐
- Not employed, not available for work
  - Student ..... 8 ☐
  - Household work ..... 9 ☐
  - Pensioner retired, elderly person ..... 10 ☐
  - Pregnant, ill, disabled ..... 11 ☐
  - Other (specify): ..... 12 ☐

***READ: This is the end of the interview. Thank you for your cooperation.***

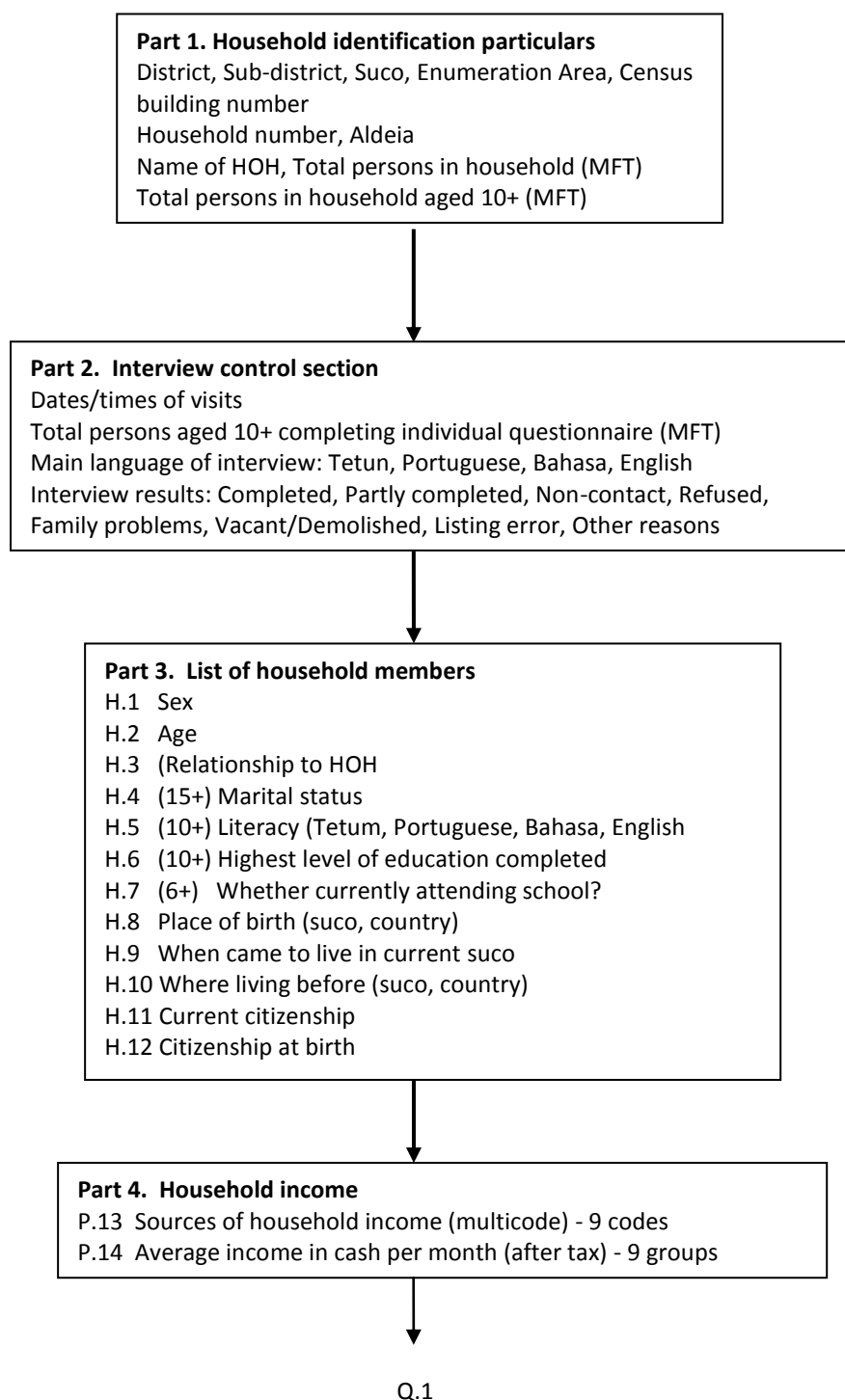
***To be answered by the interviewer***

**Q82. How was the information for this questionnaire obtained?**

- Self-response ..... 1 ☐
- Proxy-response ..... 2 ☐

## Flow Chart of Timor-Leste Labour Force Survey 2010

### A. Household questionnaire



# Timor-Leste Labour Force Survey 2010

## B. Individual questionnaire

### Part 1. Personal identification particulars

District, Sub-district, Enumeration Area, Aldeia, Building number,  
Household number, Person number in household, Age

### Part 2. Identification of employed persons

Q.1 In the last week, did you work for a wage or salary, or for other income in cash or in kind (including income obtained from your own or a family business, farm or subsistence agriculture)?

Yes

No

Q.2 Last week, did you do any paid or unpaid work for at least one hour (even if you are a student, unemployed, housewife or elderly person and work only part-time or occasionally)?

Yes

No

Q.3 Has this work been done on your own agricultural land (or that of another household member)?

Yes

Some or all sold

Q.4 In general, are the raw or processed products obtained from this land produced exclusively for your household's own consumption or also for sale/barter?

Only for own consumption

Q.5 Last week, did you have work, from which you were temporarily absent because of vacation, illness, off-season, bad weather, economic reasons, etc. and to which you will definitely return?

No

Q.59

Yes

All other reasons

Q.6 What was the main reason why you did not work last week?

Q.59

Seasonal work (wage employment)

Seasonal work (self-employment)

Technical reason  
Economic reason

Q.7 Are you sure that you will have returned to work within 3 months?

No

Q.59

Q.8 Are you sure that you will have returned to work within 6 months?

No

Q.59

Yes

Yes

Q.9 Does your employer continue to pay you a wage or salary during the off-season?

No

Q.59

Yes  
Q.10

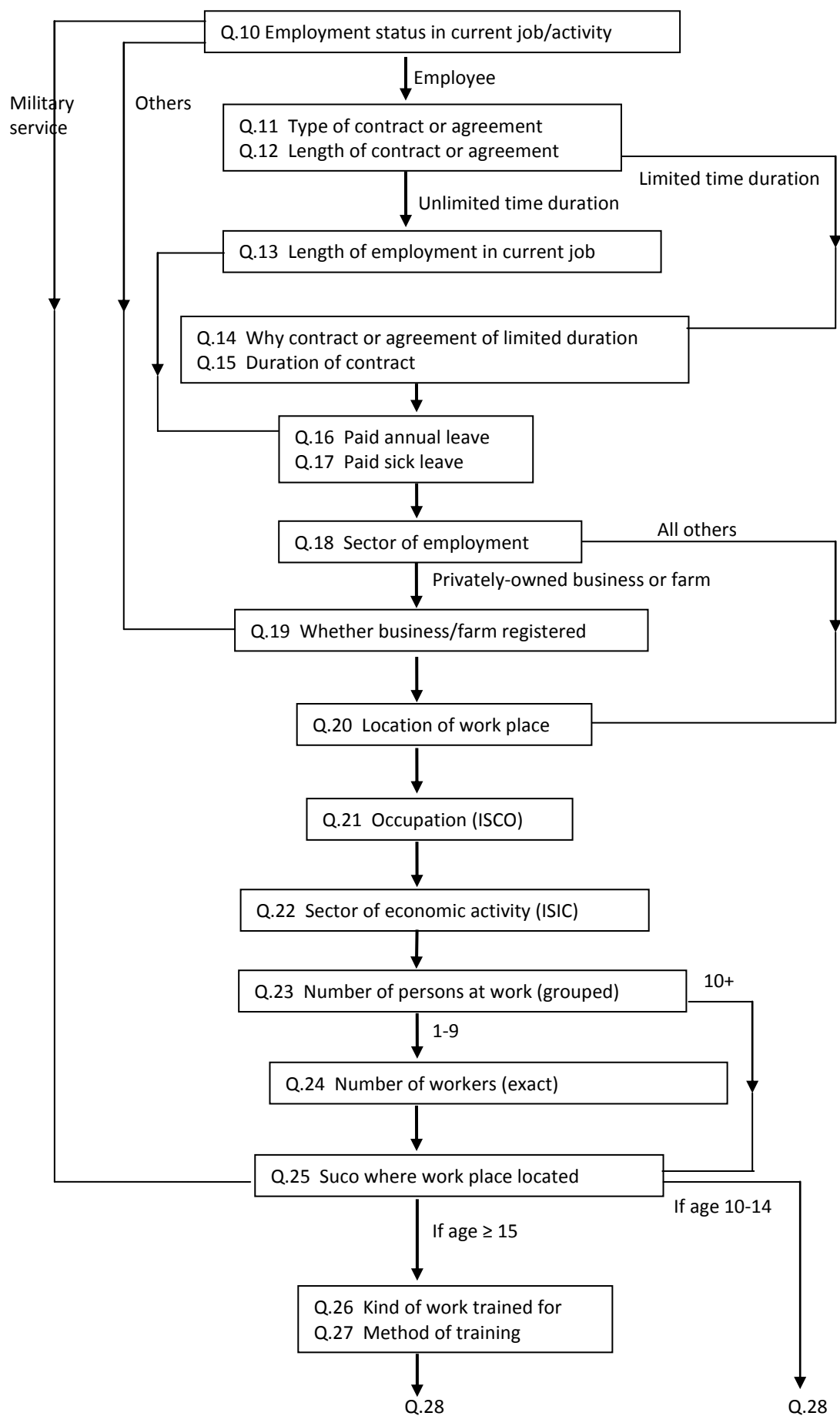
Q.10

Q.10



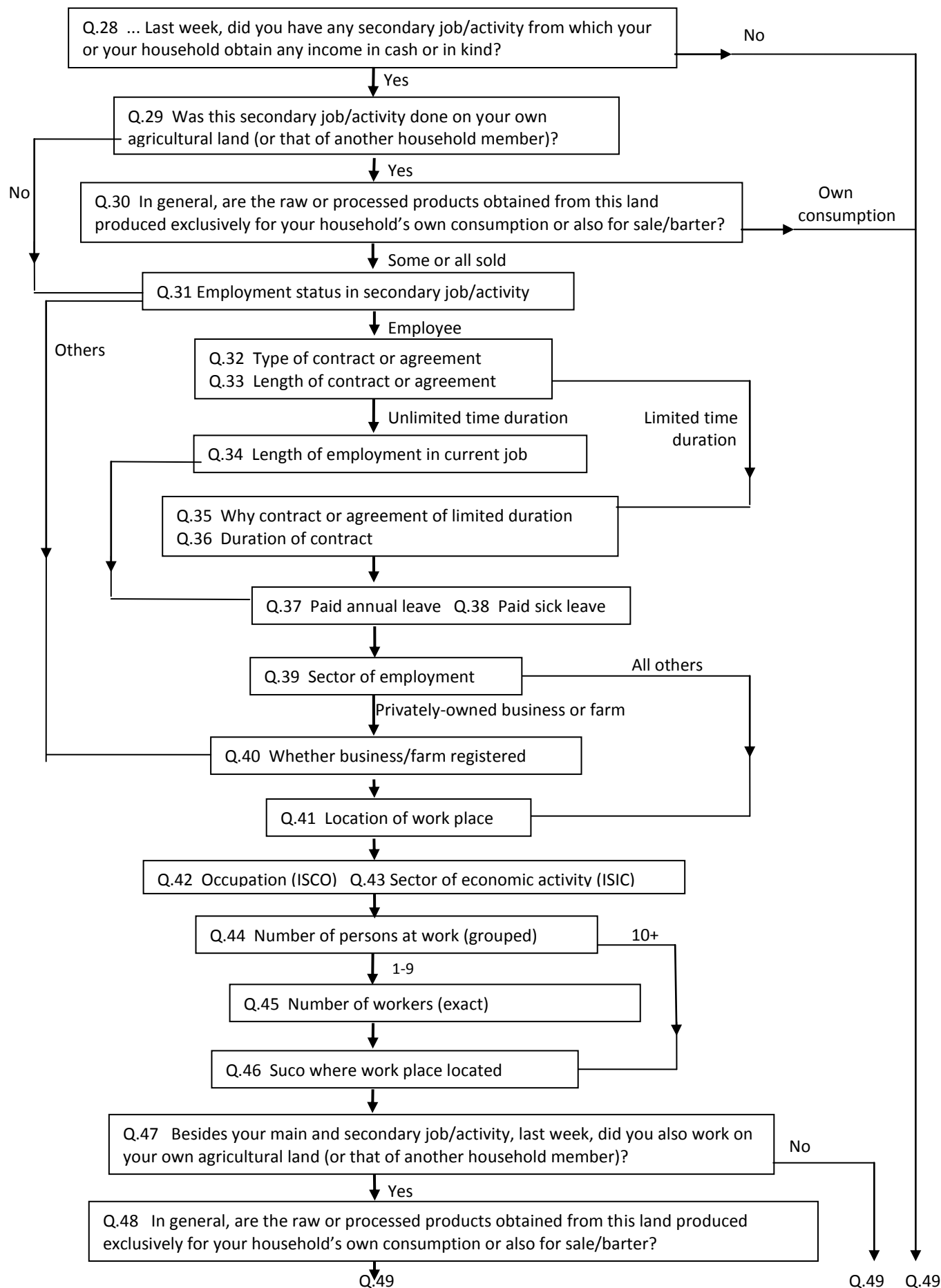
# Timor-Leste Labour Force Survey 2010

## Part 3. Characteristics of main job



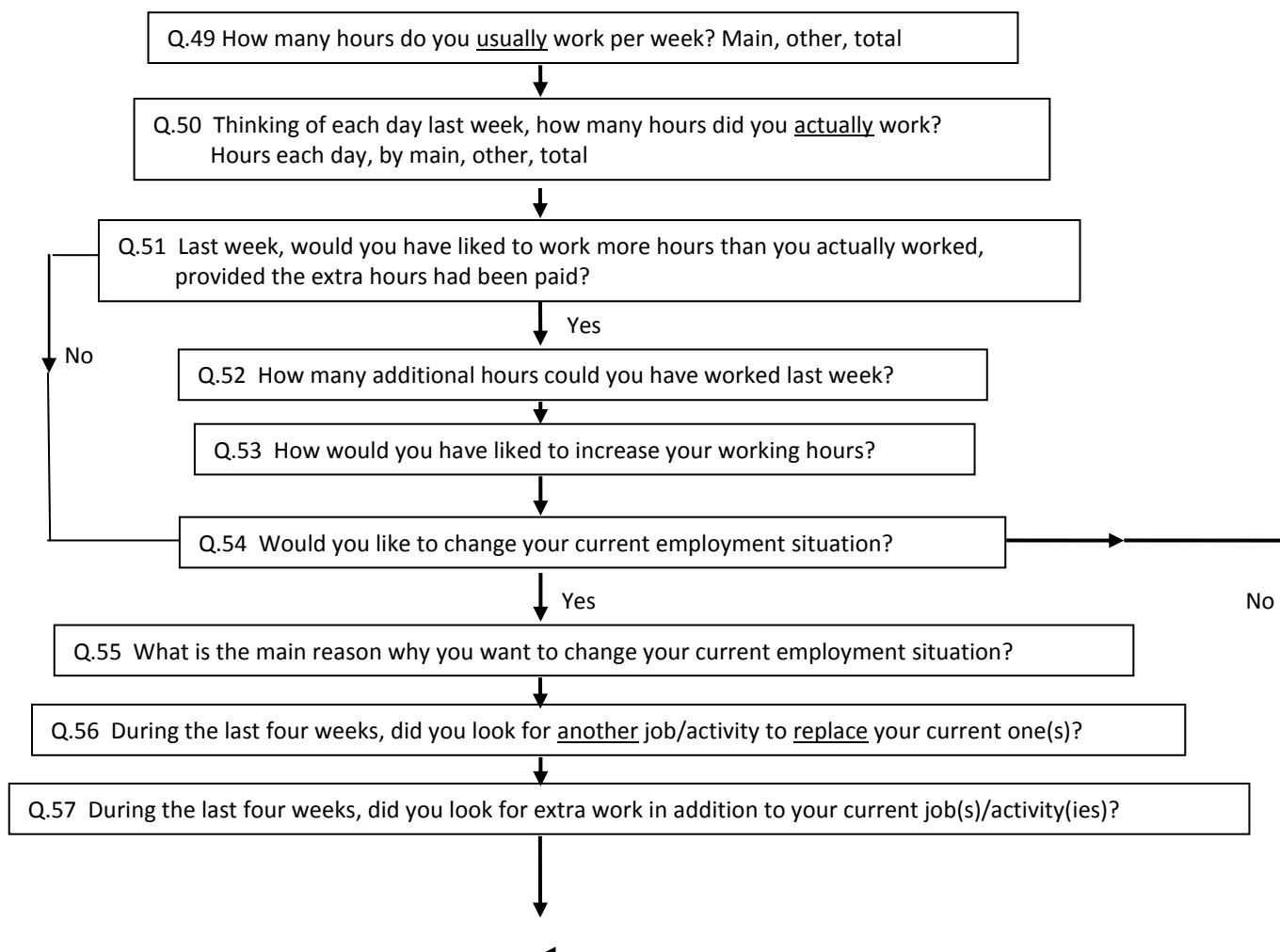
# Timor-Leste Labour Force Survey 2010

## Part 4. Characteristics of secondary activity



## Timor-Leste Labour Force Survey 2010

### Part 5. Hours of work and underemployment



### Part 6. Employees: Wages and salaries

Note: Part 6 only applies to employees (i.e. if Q.10 = 1 or Q.31 = 1). **Others go to >> Q.79**

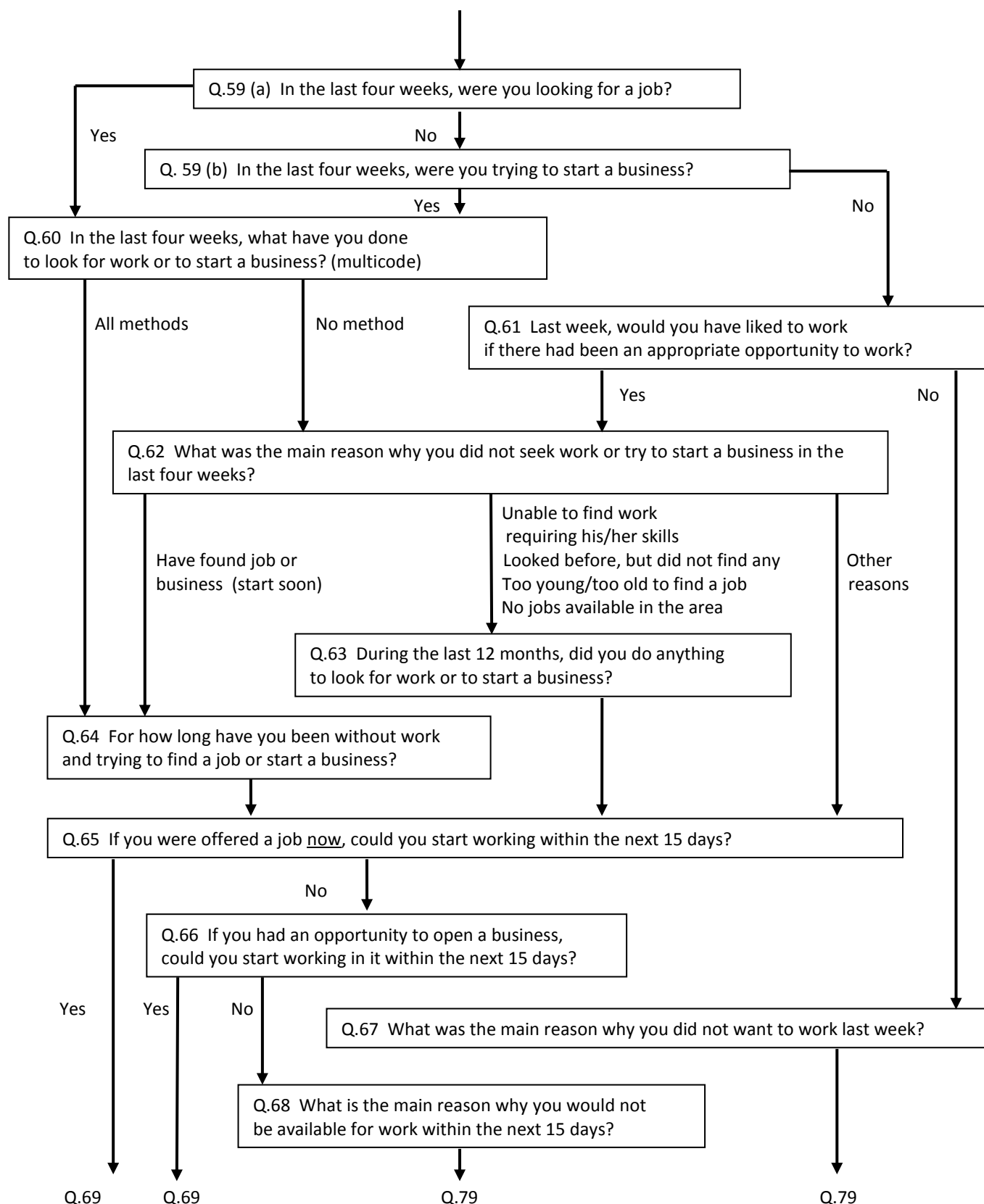
Q.58 How much did you receive last month as wage or salary (after deduction of taxes, if any, but before any other deductions)? Separately for main activity and secondary activity, and separately for: (i) Direct regular wages and salaries in cash; (ii) Pay for time not worked (i.e. paid leave, sick leave); (iii) Bonuses (13<sup>th</sup> month salary); (iv) Allowances; (v) Value of remuneration in-kind; (vi) Arrear or advance payments

>>Q.79

# Timor-Leste Labour Force Survey 2010

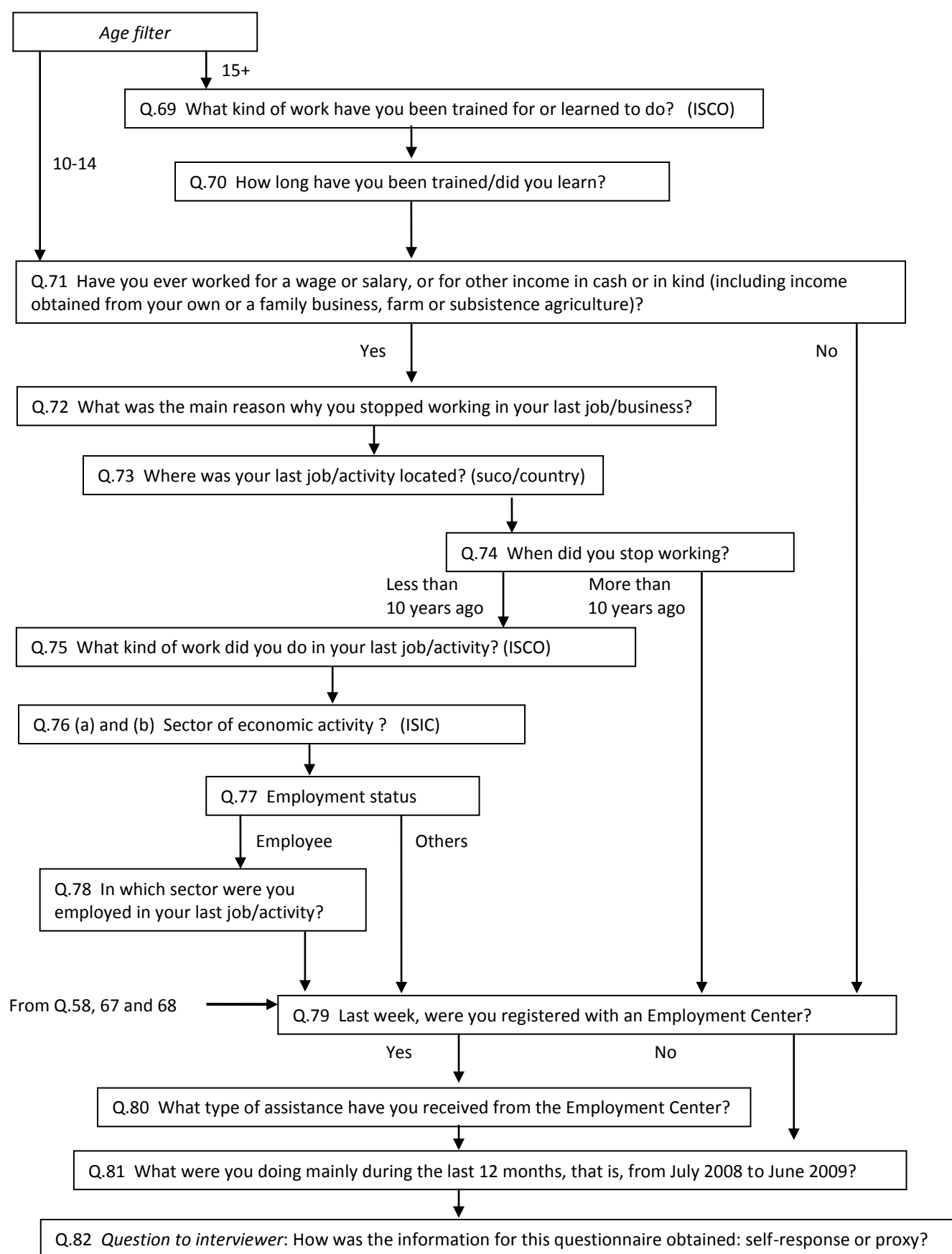
## Part 7. Unemployed or economically inactive persons

From Q. 5, 6, 7, 8, and 9



# Timor-Leste Labour Force Survey 2010

## (Part 8 Previous training and employment)





Annex D

**Classification systems**

*We include here the coding systems that were used for classifying occupation and sector of economic activity in the Labour Force Survey. While the survey was in progress these classification systems underwent further review. The revised classification systems could be assessed for possible use in a future labour force survey.*

**Frame (in numeric order) used for coding Sector of Economic Activity in the LFS**

**Index husi Klasifikasaun Internasional Setor Industria ninian ba Timor-Leste**

*(bazeia ba International Standard Industrial Classifications of All Economic Activities – ISIC Rev 4)*

**Lista Numeru**

0100	Agricultura	3312	Mekaniko, produsaun
0112	Kuda, hare	3312	Mekaniko, tractor
0113	Kuda, modo, fehuk, aifarina, etc	3312	Operador, makina motor
0115	Kuda, tabaco	3312	Produtor, mina rai
0119	Kuda, fore mungu	3510	Electricidade, Gerador
0119	Kuda, fore rai	3510	Operador, gerador
0126	Kuda, aikameli	3511	Gerador
0127	Kuda, kafe	3512	Operador, computador
0129	Kuda, kami	3513	Operador, kulkas
0129	Tua mutin	3600	Kuru, bee
0141	Haburas, krau (sapi paron)	3700	Tanki septik
0141	Hakiak, krau	3830	Resiklasen
0142	Hakiak-Kuda	4100	Karpinteiro, konstrusaun
0144	Hakiak, bibi	4100	Konstrusaun
0144	Hakiak, bibi malae	4100	Tekniko, konstrusaun
0145	Hakiak, fahi	4210	Estradas
0146	Hakiak, manu	4210	Hamos estrada
0149	Hakiak - seluk	4210	Inginiero sivil/ estradas
0220	Ai sunu, Anar	4210	Konstrusaun, estradas
0311	Peska	4210	Loke estrada foun
0321	Hakiak, ikan	4210	Tekniko, sivil
0610	Mina rai	4210	Tekniko, sivil/ estradas
0810	Pertambangan	4210	Trabalhador, infrastruktur
0810	Estrasaun fatuk, rai henek no arjila	4290	Hamos valetas
0893	Estrasaun masi	4321	Electricidade
1010	Koa, Naan	4322	Kanalizador
1020	Hamaran, Ikan	4322	Operador, AC
1020	Koa, Ikan	4330	Kahur, tinta
1040	Operador, makina kami	4330	Nahe, asulesu
1040	Operador, makina mina nu	4330	Pintor
1071	Kulinario	4330	Susun, keramik
1071	Tunu dosi	4390	Pedreiro
1312	Soru, tais	4520	Mekaniko, otomotif
1410	Alfaiate	4520	Operador, makina kareta
1410	Kustura	4600	Fila-liman
1520	Suku, sapatu	4600	Negosiante
1629	Halo, bote	4710	Hein, loja
1811	Print	4710	Vendedor, geral
1920	Produtor, mina nu	4710	Vendedor, loja
1920	Operador, makina mina rai	4711	Supermerkadu
2591	Badaen, besi	4711	Vendedor, supermerkadu
2593	Tuku, besi	4741	Loja, komputer
3100	Karpinteiro, marcenario	4780	Merkadu

## Timor-Leste Labour Force Survey 2010

4799	Vendedor, iha estrada ninin	8542	Profesor, musika
4921	Angguna	8549	Eskola, komputer
4921	Bis	8600	Saude
4921	Mikrolet	8620	Mediko
4922	Kareta	8620	Mediko, spesialisista
4922	Taksi	8629	Dayang
4923	Truk	8629	Infermeira
4923	Van	8629	Infermeira, tekniko
5010	Ro	8629	Parteira
5100	Transporte aviao	8629	Tekniko, infermeira
5210	Armajen	8700	Alugar
5310	Coreios	8890	Hare habarik
5510	Hotel	9000	Hakerek, musika
5510	Housekeeping, hotel	9000	Jornalista
5610	Kosinheiro	9000	Kantor
5610	Kosinheiro	9000	Musika
5610	Servidor da mesa	9000	Reportajen
5630	Barman	9000	Tokador, musika
5800	Publisidade	9310	Basket Boll
5900	Record musica, radio, TV, etc.	9310	Fute Boll
6000	Media	9310	Futesal
6000	Produtor, media	9310	Judo
6010	Produtor, radio	9310	Karate
6020	Produtor, televizaun	9310	Kroser
6100	Telecomonikasaun	9319	Kurida, bero
6201	Analista, komputer	9319	Kurida, bisiceta
6201	Desenvolvedor, software	9400	Organizasaun
6201	Programador, website	9521	Hadia, elektronika
6202	Administrador, sistema	9521	Operador, Televizaun
6202	Analista, database	9529	Mekaniko, bisikleta
6202	Analista, rede	9601	Eme nebe fase ropa
6202	Webmaster	9602	Dada, fuuk
6300	Prosesu dadus, colecta noticia	9602	Haircuts
6410	Banku	9602	Fasi, fuuk
6411	Banku Geral	9602	Kumu, Ain ho Isin
6419	Banku Sentral	9602	Manikure
6920	Acontabilidade	9602	Pedikure
7490	Tradutor	9602	Salon
8010	Seguranca, Sivil	9602	Tesi, fuuk
8130	Jardineiro	9700	Babysister
8411	Administrador distritu	9700	Empregado, Uma nian
8411	Administrador, sub-distritu	9700	Hadia uma laran
8411	Xefe, aldeia		
8411	Xefe, suku		
8422	Defesa		
8422	Militar		
8422	Polisia militar		
8423	Bombeiro		
8423	Polisia		
8500	Eskola		
8510	Eskola, pre-eskola		
8510	Eskola, primariu		
8510	Mestra, pre-eskola		
8510	Mestri, pre-eskola		
8510	Mestri, primariu		
8510	Profesor, primariu		
8521	Eskola, sekundariu		
8521	Mestri, sekundariu		
8521	Profesor, sekundariu		
8522	Instrutor		
8530	Universidade		
8541	Treinador		
8542	Eskola, musika		



**Frame (in alphabetical order) used for coding Sector of Economic Activity in the LFS**

Index husi Klasifikasaun Internasional Setor Industria ninian ba Timor-Leste

(bazeia ba International Standard Industrial Classifications of All Economic Activities – ISIC Rev 4)

**Lista Alfabeto**

0100	Agricultura	0321	Hakiak, ikan
6920	Acontabilidade	0141	Hakiak, krau
8411	Administrador distritu	0146	Hakiak, manu
6202	Administrador, sistema	0142	Hakiak-Kuda
8411	Administrador, sub-distritu	0149	Hakiak - seluk
0220	Ai sunu, Anar	1629	Halo, bote
1410	Alfaiate	1020	Hamaran, Ikan
8700	Alugar	4210	Hamos estrada
6202	Analista, database	4290	Hamos valetas
6201	Analista, komputer	8890	Hare habarik
6202	Analista, rede	4710	Hein, loja
4921	Angguna	5510	Hotel
5210	Armajen	5510	Housekeeping, hotel
9700	Babysistter	8629	Infermeira
2591	Badaen, besi	8629	Infermeira, tekniko
6410	Banku	4210	Inginiero sivil/ estradas
6411	Banku Geral	8522	Instrutur
6419	Banku Sentral	8130	Jardineiro
5630	Barman	9000	Jornalista
9310	Basket Boll	9310	Judo
4921	Bis	4330	Kahur, tinta
8423	Bombeiro	4322	Kanalizador
5310	Coreios	9000	Kantor
9602	Dada, fuuk	9310	Karate
8629	Dayang	4922	Kareta
8422	Defesa	4100	Karpinteiro, konstrusaun
6201	Desenvolvedor, software	3100	Karpinteiro, marcenario
4321	Electricidade	1020	Koa, Ikan
3510	Electricidade, Gerador	1010	Koa, Naan
9601	Eme nebe fase ropa	4100	Konstrusaun
9700	Empregado, Uma nian	4210	Konstrusaun, estradas
8500	Eskola	5610	Kosinheiro
8549	Eskola, komputer	9310	Kroser
8542	Eskola, musika	0126	Kuda, aikameli
8510	Eskola, pre-eskola	0119	Kuda, fore mungu
8510	Eskola, primariu	0119	Kuda, fore rai
8521	Eskola, sekundariu	0112	Kuda, hare
4210	Estradas	0127	Kuda, kafe
0810	Estrasaun fatu, rai renek no arjila	0129	Kuda, kami
0893	Estrasaun masi	0113	Kuda, modo, fehuk, aifarina, etc.
9602	Fasi, fuuk	0113	Kuda, tabaco
4600	Fila-liman	0150	Kuda-hakiak
9310	Fute Boll	1071	Kulinario
9310	Futesal	9602	Kumu, Ain ho Isin
3511	Gerador	9319	Kurida, bero
0141	Haburas, krau (sapi paron)	9319	Kurida, bisiceta
9700	Hadia uma laran	3600	Kuru, bee
9521	Hadia, elektronika	1410	Kustura
9602	Haircuts	4741	Loja, komputer
9000	Hakerek, musika	4210	Loke estrada foun
0144	Hakiak, bibi	9602	Manikure
0144	Hakiak, bibi malae	6000	Media
0145	Hakiak, fahi	8620	Mediko

## Timor-Leste Labour Force Survey 2010

8620	Mediko, spesialisista	5010	Ro
9529	Mekaniko, bisikleta	9602	Salon
4520	Mekaniko, otomotif	8600	Saude
3312	Mekaniko, produsaun	8010	Seguranca, Sivil
3312	Mekaniko, tractor	5610	Servidor da mesa
8510	Mestra, pre-eskola	1312	Soru, tais
8510	Mestri, pre-eskola	1520	Suku, sapatu
8510	Mestri, primariu	4711	Supermerkadu
8521	Mestri, sekundariu	4330	Susun, keramik
4921	Mikrolet	4922	Taksi
8422	Militar	3700	Tanki septik
0610	Mina rai	8629	Tekniko, infermeira
0700	Minas	4100	Tekniko, konstrusaun
9000	Musika	4210	Tekniko, sivil
4330	Nahe, asulesu	4210	Tekniko, sivil/ estradas
4600	Negosiante	6100	Telecomonikasaun
4322	Operador, AC	9311	Tenis Lantai
3510	Operador, gerador	9311	Tenis Meja
3512	Operador, komputer	9602	Tesi, fuuk
3513	Operador, kulkas	9311	Tinju
1040	Operador, makina kami	9000	Tokador, musika
4520	Operador, makina kareta	4210	Trabalhador, infrastruktur
1040	Operador, makina mina nu	7490	Tradutor
1920	Operador, makina mina rai	5100	Transporte aviao
3312	Operador, makina motor	8541	Treinador
9521	Operador, Televisaun	4923	Truk
9400	Organizasaun	0129	Tua mutin
8629	Parteira	2593	Tuku, besi
9602	Pedikure	1071	Tunu dosi
4390	Pedreiro	8530	Universidade
0700	Pertambangan	4923	Van
0311	Peska	4710	Vendedor, geral
4330	Pintor	4799	Vendedor, iha estrada ninin
8423	Polisia	4710	Vendedor, loja
8422	Polisia militar	4780	Vendedor, merkadu
1811	Print	4711	Vendedor, supermerkadu
6000	Produtor, media	9311	Volly Ball
1920	Produtor, mina nu	6202	Webmaster
3312	Produtor, mina rai	8411	Xefe, aldeia
6010	Produtor, radio	8411	Xefe, suku
6020	Produtor, televizaun		
8542	Profesor, musika		
8510	Profesor, primariu		
8521	Profesor, sekundariu		
6201	Programador, website		
6300	Prosesu dados, colecta noticia		
5800	Publisidade		
5900	Record musica, radio, TV, etc.		
9000	Reportajen		
3830	Resiklasen		

**Frame used for coding occupation in the LFS**

**Index husi Klasifikasaun Internasional Okupasaun ninian ba Timor-Leste**

*(bazeia ba International Standard Classifications of Occupations -ISCO-08)*

1112	Administrador, distritu	6320	Hakiak, bibi/ konsumo uma laran
1112	Administrador, sub-distritu	6121	Hakiak, fahi/ faan
2522	Administrador, sistema	6320	Hakiak, fahi/ konsumo uma laran
2611	Advogado	6221	Hakiak, ikan/ faan
5112	Ajudante, anggun	6121	Hakiak, karau/ faan
5112	Ajudante, bis	6320	Hakiak, karau/ konsumo uma laran
5112	Ajudante, mikrolet	6122	Hakiak, manu/ faan
2411	Akontabilidade	6320	Hakiak, manu/ konsumo uma laran
7531	Alfaiate	6130	Hakiak-Kuda/ faan
2521	Analista, database	6130	Hakiak-Kuda/ konsumo uma laran
2511	Analista, komputer	7317	Halo, bote
2523	Analista, rede	7511	Hamaran, Ikan
5211	Assistente, merkadu	5311	Hare habarik
5223	Assistente, supermerkadu	5221	Hein, loja
5311	Babysistter	5151	Housekeeping
7319	Badaen, besi	3221	Infermeira, tekniko
5132	Barman	2221	Infermeira, profesional
3421	Basket Boll	2151	Inginiero, electricidade
5411	Bombeiro	2142	Inginiero, konstrusaun
2434	Boss, komputer loja	2146	Inginiero, minas
3421	Karate	2142	Inginiero, sivil
3421	Kross	2320	Instrutur
3421	Kurida, bero	6113	Jardineiro
3421	Kurida, bisiceta	2642	Jornalista
5141	Dada, fuuk	3421	Judo
3222	Dayang	7131	Kahur, tinta
0	Defesa	3521	Kameraman
2512	Desenvolvedor, software	7126	Kanalizador
1345	Diretor, eskola	2652	Kantor
1323	Diretor, konstrusaun	7115	Karpinteiro, konstrusaun
1322	Diretor, minas	7522	Karpinteiro, marcenario
1342	Diretor, saude	5230	Kasir
7411	Electricidade	7511	Koa, Ikan
3213	Ema nebe fahe aimoruk	7511	Koa, Naan
9121	Eme nebe fase ropa	8331	Kondutor, bis
9111	Empregado, Uma nian	8322	Kondutor, kareta
2142	Engineer, konstrusaun	8322	Kondutor, makina kareta
5141	Fase, fuuk	8321	Kondutor, motor
3323	Fila-liman	8322	Kondutor, taksi
3421	Fute Boll	8342	Kondutor, bulldozer
3421	Futesal	8341	Kondutor, tractor
6121	Haburas, krau (sapi paron)	8332	Kondutor, truk
7127	Hadia, AC	8322	Kondutor, van
5152	Hadia uma laran	5120	Kosinheiro
7412	Hadia, gerador	6112	Kuda, aikameli
7412	Hadia, kulkas	6111	Kuda, fore mungu
7421	Hadia, elektronika	6111	Kuda, fore rai
5141	Haircuts	6112	Kuda, kafe
2652	Hakerek, musika	6112	Kuda, kami
6121	Hakiak, bibi malae/faan	6310	Kuda, modo/ konsumo uma laran
6120	Hakiak, bibi malae/konsumsi uma laran	6111	Kuda, modo/ faan
6121	Hakiak, bibi/ faan	6111	Kuda, tabaco

## Timor-Leste Labour Force Survey 2010

6130	Kuda-Hakiak/ faan	5419	Polisia, forestal
6330	Kuda-Hakiak/ konsumo uma laran	2654	Produtor, media
7512	Kulinario	8160	Produtor, mina nu
5142	Kumu, Ain ho Isin	8160	Produtor, mina rai
9624	Kuru, bee	2654	Produtor, radio
7533	Kustura	2654	Produtor, televisaun
8331	Lori, bis	2354	Profesor, musika
8322	Lori, kareta	2342	Profesor, pre-eskola
8321	Lori, motor	2341	Profesor, primariu
8322	Lori, taksi	2330	Profesor, sekundariu
8341	Lori, tractor	2310	Profesor, universidade
8332	Lori, truk	2513	Programador, website
8322	Lori, van	7127	Repara, AC
1411	Manager, hotel	7412	Repara, gerador
3123	Mandor, konstrusaun	7412	Repara, kulkas
3121	Mandor, minas	2642	Reportajen
5222	Mandor, supermerkadu	4226	Resepsionista
5142	Manikure	9612	Resiklasen
2211	Mediko	5141	Salon
2211	Mediko, geral	4120	Sekretaria
2212	Mediko, spesialisista	4120	Sekretariu
7234	Mekaniko, bisikleta	7317	Serbisu, human
7412	Mekaniko, gerador	5131	Servidor da mesa
7412	Mekaniko, makina elektrika	5414	Siguranca, Sivil
7231	Mekaniko, otomotif	7212	Soldador
7233	Mekaniko, produsaun	7317	Soru, tais
7231	Mekaniko, tractor	7318	Soru, tais
2342	Mestra, pre-eskola	7533	Suku, bordado
2341	Mestra, primariu	7533	Suku, renda
2330	Mestra, sekundariu	7536	Suku, sapatu
2342	Mestri, pre-eskola	7122	Susun, keramik
2341	Mestri, primariu	4110	Tekniko, administrtivu
2330	Mestri, sekundariu	3113	Tekniko, eletricidade
0	Militar	3114	Tekniko, elektronika
8111	Mineiro	3221	Tekniko, infermeira
7122	Nahe, asulesu	3512	Tekniko, computador
3323	Negosiante	3112	Tekniko, konstrusaun
7127	Operador, AC	3117	Tekniko, minas
7412	Operador, Gerador	3512	Tekniko, printer
3512	Operador, computador	3210	Tekniko, saude
7127	Operador, kulkas	3112	Tekniko, sivil
8160	Operador, makina kami	3421	Tenis Lantai
7231	Operador, makina kareta	3421	Tenis Meja
8160	Operador, makina mina nu	5141	Tesi, fuuk
8160	Operador, makina mina rai	3421	Tinju
7231	Operador, makina motor	2652	Tokador, musika
3151	Operador, makina ro	9000	Traballador
3521	Operador, musika	9211	Traballador, agriculutura
3522	Operador, radio	9333	Traballador, armajen
3521	Operador, Reciver	4211	Traballador, banku nian
3521	Operador, Televisao	4110	Traballador, escritoiu nian
3222	Parteira	9212	Traballador, hakiak bibi
2222	Parteira, profesional	9212	Traballador, hakiak bibi malae
5142	Pedikure	9216	Traballador, hakiak ikan
7112	Pedreiro	9212	Traballador, hakiak krau
8111	Pertambangan	9212	Traballador, hakiak manu
6340	Peskador/ konsumo uma laran	9213	Traballador, hakiak-kuda
6222	Peskador/ faan	9312	Traballador, hamos estrada
7131	Pintor	9312	Traballador, hamos valetas
5412	Polisia	9312	Traballador, infrastruttur
0	Polisia militar	9313	Traballador, konstrusaun

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9412	Traballador, kosinheiro
9211	Traballador, kuda aikameli
9211	Traballador, kuda fore mungu
9211	Traballador, kuda fore rai
9211	Traballador, kuda kafe
9211	Traballador, kuda kami
9211	Traballador, kuda modo
9211	Traballador, kuda tabaco
9213	Traballador, kuda-hakiak
9312	Traballador, loke estrada foun
9311	Traballador, minas
9216	Traballador, peska
9333	Traballador, ro
2643	Tradutor
3422	Treinador
7221	Tuku, besi
7512	Tunu dosi
7512	Tunu, paun
5212	Vendedor, faan hahan iha estrada ninin
9520	Vendedor, agua/estrada
5223	Vendedor, geral
9520	Vendedor, iha estrada ninin
5223	Vendedor, loja
5211	Vendedor, merkadu
5223	Vendedor, supermerkadu
3421	Volly Ball
3514	Webmaster
1113	Xefe, aldeia
3434	Xefe, kosinheiro
1113	Xefe, suku

## Possible classification for coding sector of economic activity in a future LFS

<b>DRAFT LIST IN ENGLISH.</b> <i>Equivalent terms in Tetum need to be assigned.</i>		
<b>ISIC rev 4 section</b>	<b>class code</b>	<b>English description</b>
<b>Agriculture, forestry and fishing</b>		
A	0111	Growing maize, beans, soya beans, groundnuts, etc.
A	0112	Growing rice
A	0113	Growing vegetables, root crops, etc.(e.g. cabbage, cassava, sweet potato)
A	0115	Growing tobacco
A	0122	Growing tropical fruits (e.g. mangoes, bananas)
A	0125	Growing tree fruits and nuts (e.g. candlenut)
A	0126	Growing coconuts, oil palms, etc.
A	0127	Growing coffee, tea, etc.
A	0128	Growing vanilla and other spices and aromatic crops
A	0129	Growing trees for extraction of sap (e.g. local wine)
A	0141	Raising cattle
A	0142	Raising horses
A	0144	Raising sheep or goats
A	0145	Raising pigs
A	0146	Raising poultry
A	0149	Raising other animals
A	0150	Mixed farming (crops and animals)
A	0161	Support activities (paid) for crop production (e.g. preparing fields, transplanting rice, harvesting)
A	0163	Post-harvest crop activities (cleaning crop for market, preparing tobacco leaves, sun drying fruit and vegetables)
A	0220	Gathering firewood or making charcoal
A	0240	Forest protection, etc.
A	0311	Catching fish in coastal waters, to sell
A	0312	Catching fish in rivers and lakes, to sell
A	0321	Fish farming in coastal waters
<b>Mining and quarrying</b>		
B	0610	Extraction of crude petroleum
B	0710	Mining of iron ores
B	0810	Quarrying of stone, sand and clay
B	0893	Extraction of salt
<b>Manufacturing</b>		
C	1010	Processing or preserving meat
C	1020	Processing or preserving fish
C	1030	Processing or preserving fruit or vegetables
C	1040	Manufacturing vegetable and animal oils and fats (e.g. coconut oil)
C	1071	Manufacturing bakery products
C	1312	Weaving textiles
C	1410	Making clothes
C	1520	Making shoes
C	1629	Making baskets and mats etc.
C	1811	Printing (newspapers, books, etc.)
C	1920	Manufacturing refined petroleum products
C	2593	Forging metal (blacksmith)
C	3100	Making furniture
C	3312	Repairing industrial machinery and equipment (tractor, pump, machine tools)
<b>Electricity, gas, steam and air conditioning supply</b>		
D	3510	Electricity power generation, transmission and distribution
<b>Water supply; sewerage and waste management</b>		
E	3600	Fetching water
E	3700	Clearing drains and septic tanks (sewerage)
E	3811	Rubbish collection
E	3830	Recycling waste material
<b>Construction</b>		
F	4100	Constructing buildings

F	4210	Constructing roads
F	4220	Constructing utility projects (pipelines, irrigation system, etc.)
F	4290	Constructing other projects (waterways, dams, sports facilities, etc.)
F	4322	Installing plumbing, heating and air conditioning equipment
F	4330	Finishing building construction (painting, tiling, carpentry, electrical, etc.)
F	4390	Other specialized building activities (laying foundations, bricklaying, roofing, etc.)

#### Wholesale and retail trade; repair of motor vehicles and motorcycles

G	4510	Sale of motor vehicles
G	4520	Maintenance and repair of motor vehicles
G	4530	Sale of motor vehicle parts
G	4540	Sale, maintenance and repair of motorcycles
G	4600	Wholesale trade (buying and selling)
G	4711	Retail sales in supermarkets etc.: food, drinks and tobacco
G	4719	Retail sales in supermarkets, etc.: other items
G	4721	Retail sales in stores: food
G	4722	Retail sales in stores: drinks (alcoholic or non-alcoholic)
G	4723	Retail sales in stores: tobacco
G	4730	Retail sales: fuel for motor vehicles and motorcycles
G	4740	Retail sales in stores: computers, radios, CD players, etc.
G	4750	Retail sales in stores: household equipment
G	4760	Retail sales in stores: books, magazines, music, sports goods, toys
G	4770	Retail sales in stores: other goods (clothing, medical goods, etc.)
G	4781	Retail sales in a stall, market or street: food, drinks and tobacco
G	4782	Retail sales in a stall, market, or street: textiles, clothing and footwear
G	4789	Retail sales in a stall, market, or street: other goods
G	4790	Direct sales (e.g. by telephone, internet)

#### Transportation and storage

H	4921	Urban passenger land transport (e.g. local bus)
H	4922	Other passenger land transport (e.g. long distance bus, taxi)
H	4923	Freight transport (in lorries, tankers, etc.)
H	5011	Sea and coastal passenger water transport
H	5012	Sea and coastal freight water transport
H	5110	Passenger air transport
H	5120	Freight air transport
H	5210	Warehousing and storage
H	5224	Loading and unloading cargo
H	5310	Postal activities (letters and parcels)
H	5320	Courier activities (private agencies)

#### Accommodation and food service activities

I	5510	Hotels, guest houses, etc.
I	5590	Other accommodation (student residences, workers hostels, etc.)
I	5610	Restaurants and mobile food services
I	5629	Other food services (e.g. workers' canteens, at sports matches, etc.)
I	5630	Bars, lounges, etc.

#### Information and communication

J	5810	Publishing books, magazines, posters, etc.
J	5910	Producing films, video, TV
J	5920	Music recording and publishing
J	6010	Radio broadcasting
J	6020	TV programming and broadcasting
J	6110	Wired telecommunications activities (landlines, wired internet, etc.)
J	6120	Wireless telecommunications activities (cellular, wireless internet, etc.)
J	6130	Satellite telecommunications activities
J	6201	Computer programming activities
J	6311	Data processing and web hosting activities
J	6391	News agency activities

#### Financial and insurance activities

K	6410	Banking
K	6490	Other financial services activities, except insurance and pension

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K	6510	Insurance activities
K	6530	Pension funding
<b>Real estate activities</b>		
L	6800	Buying, selling, or renting property or land
<b>Professional, scientific and technical activities</b>		
M	6910	Legal activities
M	6920	Accounting and bookkeeping activities
M	7110	Architect and engineering activities
M	7210	Scientific research
M	7220	Social science research
M	7310	Advertising
M	7420	Photographic activities
M	7480	Translation and interpretation activities
M	7490	Other professional, scientific and technical activities
M	7500	Veterinary activities
<b>Administrative and support service activities</b>		
N	7700	Renting out and leasing equipment (cars, machines, etc.)
N	7800	Employment activities (employment agencies, personnel function, etc.)
N	7900	Travel agencies and tour operators
N	8000	Security, security systems, and investigation
N	8100	Care and maintenance of buildings and land (e.g. cleaning, gardening)
N	8200	Administrative and other support to offices (e.g. photocopying, reception)
<b>Public administration and defence</b>		
O	8410	General administration at all levels (inc. education, health, social services, etc.)
O	8422	Defence activities (army etc.)
O	8423	Public order and safety (police, law courts, prison etc.)
<b>Education</b>		
P	8510	Pre-primary and primary education
P	8521	General secondary education
P	8522	Technical and vocational secondary education
P	8530	Higher education
P	8541	Sports and recreation education
P	8542	Cultural education (music, art, dance, drama, photography, etc.)
P	8549	Other education (computers, language, literacy and numeracy, etc.)
<b>Human health and social work activities</b>		
Q	8610	Hospital activities
Q	8620	Medical and dental practice activities
Q	8690	Other human health activities (occupational therapy, nursing, etc.)
Q	8800	Other social work activities
<b>Arts, entertainment and recreation</b>		
R	9000	Arts and entertainment (music groups, individual artists, writers, etc.)
R	9100	Libraries, archives, museums, etc.
R	9300	Sports and recreation activities
<b>Other service activities</b>		
S	9400	Membership organizations (business, trade unions, religious, etc.)
S	9500	Repair of computers and personal and household goods
S	9601	Washing, laundry collection and delivery, etc.
S	9602	Hairdressing and other beauty treatment (manicure, pedicure, etc.)
S	9603	Funeral activities
S	9609	Other personal service activities (shoe shiners, massage salons, etc.)
<b>Activities of households as employers</b>		
T	9700	Domestic staff (maid, cook, babysitter, etc.) employed by the household
T	9800	Producing subsistence goods and services for own home use
<b>Activities of extraterritorial organizations and bodies</b>		
U	9900	International bodies, embassies, etc.



**Possible classification for coding occupation in a future LFS****DRAFT LIST**

ISCO-08

unit

group

Tetum title (TL)

English title

**ARMED FORCES OCCUPATIONS**

0001	Defesa/ Militar/ Polisia	Armed forces
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**MANAGERS**

1112	Administrador, distritu/ sub-distritu	Administrator, district/ sub-district
1113	Xefe, suku/aldeia	Village district head/ Village chief
1322	Diretor, minas	Manager, mine
1323	Diretor, konstrusaun	Manager, construction
1342	Diretor, saude	Manager, health service
1345	Diretor, eskola	Director, school
1411	Manager, hotel	Manager, hotel

**PROFESSIONALS**

2142	Inginiero, sivil/ konstrusaun	Engineer, civil/ construction
2146	Inginiero, minas	Engineer, mining
2151	Inginiero, electricidade	Engineer, electrical
2211	Mediko, geral	Doctor, medical/general practice
2212	Mediko, spesialisista	Doctor, specialist
2221	Infermeira, profesional	Nurse, professional
2222	Parteira, profesional	Midwife, professional
2310	Profesor, universidade	Teacher, university
2320	Instrutor	Teacher, vocational education
2330	Mestra/ mestri/ profesor, sekundariu	Teacher, secondary education/ high school
2341	Mestra/ mestri/ profesor, primariu	Teacher, primary education
2342	Mestra/ mestri/ profesor, pre-eskola	Teacher, nursery/ kindergarten/ pre-primary
2354	Profesor, musika	Teacher, music (private tuition)
2411	Akontabilidade	Accountant
2434	Boss, komputer loja	Salesperson, information technology
2511	Analista, komputer	Analyst, systems/computers
2512	Desenvolvedor, software	Analyst programmer
2513	Programador, website	programmer, website
2521	Analista, database	Analyst, database
2522	Administrador, sistema	Systems administrator
2523	Analista, rede	Administrator, network
2611	Advogado	Lawyer
2642	Jornalista/ reportajen	Journalist/ reporter
2643	Tradutor	Translator
2652	Tokador/ kantor/ hakerek, musika	Musician/ singer/ composer
2654	Produtor, radio/TV/media	Producer, radio/ TV/ media

**TECHNICIANS AND ASSOCIATE PROFESSIONALS**

3112	Tekniko, sivil/ konstrusaun	Technician, engineering/civil
3113	Tekniko, elektricidade	Technician, engineering/electrical
3114	Tekniko, elektronika	Technician, engineering/ electronics
3117	Tekniko, minas	Technician, mining
3121	Mandor, minas	Supervisor, mining
3123	Mandor, konstrusaun	Supervisor, construction
3151	Operador, makina ro	Ship's engineer
3210	Tekniko, saude	Technician, health
3213	Ema nebe fahe aimoruk	Assistant, pharmaceutical
3221	Infermeira, tekniko	Nurse, associate professional
3222	Dayang/ parteira	Midwife, traditional
3323	Fila-liman/ negociante	Buyer, trading
3421	Basket boll/ fute boll/ futesal/ judo/ karate/ kross/ kurida/ tenis/ tinju/ volly boll	Sports player

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3422 Treinador  
3434 Xefe, kossineiro  
3512 Tekniko, komputador/ printer  
3514 Webmaster  
3521 Operador, TV/ musika/ reciver/ kamera  
3522 Operador, radio

4110 Tekniko/ traballador, escritoiu nian  
4120 Sekretaria/ sekretariu  
4211 Traballador, banku nian  
4226 Resepsionista  
4323 Transporte/lori sasan

5112 Ajudante, angguno/ bis/ mikrolet  
5120 Kossineiro  
5131 Servidor da mesa  
5132 Barman  
5141 Fuuk, dada/ fase/ tesi/ salon  
5142 Kumu, Ain ho Isin/ manikure/ pedikure  
5151 Housekeeping  
5152 Hadia uma laran  
5211 Vendedor/ asistente, merkadu/ faan naan  
5212 Vendedor, faan hahan iha estrada ninin  
5221 Hein, loja  
5222 Mandor, supermerkadu  
5223 Vendedor/ asistente, geral/ loja/ supermerkadu  
5230 Kasir  
5311 Babysistter/ hare habarik  
5411 Bombeiro  
5412 Polisia  
5414 Siguranca, Sivil  
5419 Polisia, forestal

6111 Kuda, fore mungu/ fore rai/ modo/ faan/ tabaco  
6112 Kuda, aikameli/ kafe/ kami  
6113 Jardineiro  
Hakiak, krau (sapi paron)/ bibi/ bibi malae/ fahi/ karau, faan  
6121 Hakiak, manu/ faan  
6130 Kuda-Hakiak/ faan  
6221 Hakiak, ikan/ faan  
6222 Peskador/ faan  
6310 Kuda, modo/ konsumo uma laran  
Hakiak, bibi/ bibi malae/ fahi/ karau/ manu, konsumo uma laran  
6320 uma laran  
6330 Kuda-Hakiak/ konsumo uma laran  
6340 Peskador/ konsumo uma laran

7112 Pedreiro  
7115 Karpinteiro, konstrusaun  
7122 Susun, keramik/ nahe, asulesu  
7126 Kanalizador  
7127 Hadia/ repara, AC/ kulkas  
7131 Pintor/tinta kahur  
7212 Soldador  
7221 Tuku, besi  
Mekaniko/ operador, otomotif/ tractor/ makina kareta/ motor  
7231 motor  
7233 Mekaniko, produsaun  
7234 Mekaniko, bisikleta

Coach, sports  
Chef  
Technician, computer and other IT equipment  
Webmaster  
Technician, video/ sound/ broadcasting/ camera  
Operator, radio equipment

### CLERICAL SUPPORT WORKERS

clerk, general clerical/ office duties  
Secretary  
Teller, bank  
Receptionist  
Transport clerk

### SERVICE AND SALES WORKERS

Collector, money/bus  
Cook  
Waiter  
Barman  
Hair stylist/ washer/ barber  
Manicurist/ pedicurist  
Housekeeper  
Housekeeper, domestic  
Vendor/ salesperson, (meat) market  
Vendor, Street food salespersons  
Retailer  
Supervisor, supermarket  
Salesperson/ assistant, sales/ shop  
Cashier, check-out  
Baby-sitter/ child carer  
Firefighter  
Policeman  
Guard, security  
Warden, forest

### SKILLED AGRICULTURAL, FORESTRY AND FISHERY WORKERS

Farmer, small bush/ groundnuts/ vegetables for market/ tobacco  
Farmer, tree (oil)/coffee/kami  
Gardener  
  
Farmer, livestock production  
Farmer, chicken/ market production  
Farmer, mixed crop and animal/ market production  
Farmer, fish  
Fisherman, coastal waters/market production  
Grower, vegetables/subsistence  
  
Farmer, livestock/ subsistence  
Farmer, mixed crop and animal/ subsistence  
Fisherman, subsistence

### CRAFT AND RELATED TRADES WORKERS

Bricklayer, construction  
Carpenter, construction  
Tiler, floor and wall  
Plumber  
Mechanic, refrigeration and air-conditioning equipment  
Painter/ paint mixer  
Welder  
Blacksmith  
  
Mechanic, motor vehicle/ tractor/ car/ motorcycle  
Mechanic, industrial machinery  
Mechanic, bicycle

7317	Halo, bote/serbisu, homan	Basketmaker, handicraft worker
7318	Soru, tais	Weaver, cloth
7319	Badaen, besi	Worker, handicraft/metal articles
7411	Electricidade	Electrician
7412	Hadia/ mekaniko/ repara, Gerador/ makina elektrika	Fitter mechanic, electrical
7421	Hadia, elektronika	Repairer, electronics equipment
7511	Koa/hamaran, naan/ ikan	Butcher, fish preparer
7512	Kulinario/ tunu dosi/ tunu paun	Baker/ pastrycook
7522	Karpinteiro, marsineiru	Cabinet-maker
7531	Alfaiate	Dressmaker
7533	Suku, bordado/ renda/ kustura	Sewing, embroidery and related workers
7536	Suku, sapatu	Cobbler

#### PLANT AND MACHINE OPERATORS, AND ASSEMBLERS

8111	Mineiro/ pertambangan	Miner
8160	Operador, makina mina nu/mina rai	Machine operator, coconut oil/ kerosene oil production
8160	Produtor, mina nu/ mina rai	Producer, coconut oil/ kerosene oil
8321	Kondutor/ lori, motor	Driver, motor cycle
8322	Kondutor/ lori, kareta/ taksi/ van/	Driver, car/ taxi/ van
8331	Kondutor/ lori, bis	Driver, bus
8332	Kondutor/ lori, truk	Driver, truck
8341	Kondutor/ lori, tractor	Driver, tractor
8342	Kondutor, bulldozer	Driver, bulldozer

#### ELEMENTARY OCCUPATIONS

9111	Empregado, Uma nian	Helper, domestic
9121	Eme nebe fase ropa	Launderer, hand
9211	Traballador, agriculutura/aikameli/ fore mungu/ fore rai/ kafe/ kami/ modo/ tabaco	Crop farm labourer
9212	Traballador, hakiak bibi/ bibi malae/ fahi/ krau/ manu	Livestock farm labourer
9213	Traballador, kuda-hakiak	Mixed crop and livestock farm labourer
9216	Traballador, hakiak ikan/ peska	Fishing labourer
9311	Traballador, minas	Labourer, mining
9312	Traballador, infrastruktur/ loke estrada foun/ hamos estrada/ hamos valetas	Labourer, engineering construction
9313	Traballador, konstrusaun	Labourer, building construction
9333	Traballador, ro/ armajen	Ship loader / warehouse porter
9412	Traballador, kosinheiro	Helper, kitchen
9520	Vendedor, iha estrada ninin	Vendor, street/non-food products
9612	Resiklasen	Recycler
9624	Kuru, bee	Fetching water, collecting firewood



## Annex E

**Persons involved in the labour force survey****Field operations**

	Team A	Team B	Team C
Field supervisors	Alipio Soares da Cruz	Amelia C. Fatima	Domingos Guterres
Interviewers	Pedro Braga Germano dos Anjos Marques Josefa Maria Soares Dulcia M.C. Conceição	Angelino Abreu da Silva Rohanio Ximenes Dilva do Rosario de F.B. da Costa	Martinho Gusmao Rosenino Mendonça Francisca X.C. Silva
Drivers	Mondego da Conceição	Domingos Gomes Ferreira	Marcio Ximenes Carvalho

**Data Processing**

Data editing	Domingos Guterres Helena Gastão Ferreira Terezinha de Araujo Baptista	Adriano de Araujo Francisca X.C. Silva Delfina P. Martins
Data entry	Filipie da Silva	Martinho Ximenes

**Survey management**

DNE Director	Elias dos Santos Ferreira
Head of operations and methodology	Americo Soares
Head of data management and publicity	Silvino Lopes
Survey coordinator	Rodolfo Soares
Data manager	Lourenço Soares
International Labour Organization (ILO) Specialists	Ralf Hussmanns Elisa M. Benes David Hunter Peter Wingfield-Digby
ILO LMI - Specialist	Antonio Indart Junior