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TIMOR-LESTE

TIMOR-LESTE
Labour Force Survey 2013

Preface

We are pleased to present the results from the Labour Force Survey (LFS) 2013. The LFS 2013 was a major undertaking that involved interviewing over 7,000 households. Being only the second such survey conducted in Timor-Leste, the LFS 2013 is important for us see how the labour market in Timor-Leste is evolving. The report includes a rich set of data across many labour market indicators and provides insights into the employment and unemployment situation in the country.

It is important to note that there have been changes in the labour force framework agreed at the 19th International Labour Statisticians Conference in Geneva. The changes have broadened the concepts with the introduction of labour underutilization which allows us to see the pressure on labour market. The changes also mean that a majority of the subsistence food producers are no longer considered part of the labour force. This has significantly altered several employment and work-related indicators. With the methodological changes, it is not possible to make comparisons with the indicators from LFS 2010. We, however, expect that in future analytical work will be undertaken to reprocess the data from 2010 using the revised methodology which will then allow us to make comparisons.

It is important to note that more people are now either in the labour force or seeking work. The fact that more people have entered the labour force is an encouraging sign. The labour force participation rate in Timor-Leste remains quite low. This will require creating better employment opportunities as well as helping the workforce to develop the skills and competencies needed in the economy. We can see that many people are still engaged in subsistence agriculture. A rapid structural transformation is thus crucial for Timor-Leste to ensure that those who are engaged in subsistence agriculture move into more productive forms of agriculture, and more decent jobs are created outside the agriculture sector, particularly in industry.

We encourage the readers to go through the findings of the LFS 2013, debate them, and offer recommendations on how future policies can be improved to promote decent employment. The purpose of this report is to stimulate dialogue so that we can find durable solutions and collectively realize the goal of decent work for all. Lastly, we would like to offer our sincere gratitude to all of those who were involved in this survey. The General Directorate of Statistics and SEPFOPE staff worked tirelessly to produce this important report. Our special thanks to Australia's Department of Foreign Affairs and Trade (DFAT) and the International Labour Organization (ILO) for their technical assistance and funding for the LFS 2013, which was conducted as part of the Training and Employment Support Programme (TESP).

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Executive Summary

The Labour Force Survey (LFS) 2013 is the second such survey that has been carried out in Timor-Leste since the country became independent in 2002. Similar to the first survey in 2010, the LFS 2013 was conducted in close collaboration between the Secretariat of State for Professional Training and Employment Policy (SEPFOPE) and the General Directorate of Statistics, Ministry of Finance. The primary objective of LFS 2013 was to provide current data on the employment and unemployment situation at national and sub-national level.

A particularity of the present survey is the use of the new international standards concerning the statistics of work, employment and labour underutilization adopted by the 19th International Conference of Labour Statisticians (Geneva, October 2013).

The main results show that in 2013 the economically active population comprised of 213,000 employed and unemployed persons that translates to a labour force participation rate of 30.6%. A total of 189,800 people from the labour force were employed. The employed are– defined as those working for pay or profit.

A look at the employment to population ratio reveals that just 27.3% of the population (15 years and older) were employed in 2013. At the same time, 23,400 people could be classified as unemployed, in the sense that they had no job during the survey reference period but were available and actively looking for work. The unemployment rate was estimated to be 11%.

Among the employed, some 1,400 persons were in time-related underemployment, and of the people outside the labour force, 7,700 persons were on the margins of the labour and what is termed as potential labour force. The working-age population outside the labour force was estimated at 483,000.

In terms of broad economic sector activity (excluding subsistence foodstuff producers), the LFS results for 2013 show that the service sector employed most of the people with a relative employment share of 45.1%. The agriculture sector ranked second in terms of employed with a relative share of 41%. Only 13% of workers were employed in industry.

Another main result of the 2013 survey is the identification and quantification of a substantial number of subsistence foodstuff producers (178,900) who were not considered employed according to the new international labour statistics standards. Only a few subsistence foodstuff producers were engaged in labour market activity, either as unemployed–i.e. seeking work for pay or profit–or as employed, having a secondary job.

The 2013 LFS also provided results concerning occupations, mismatch between occupation and education, status in employment, informal and vulnerable employment, income from employment, youth, education and training, as well as working children. The results show that there was a high degree of occupation concentration in Timor-Leste. The top 12 occupations

covered more than 60% of the employed population. The top four occupations were mainly in agriculture and sales and services. In the non-agricultural sector, the main occupations were security guards, car, taxi and van drivers, and concrete placers and concrete finishers, all of which were largely male-dominated. There was no industrial occupation in the top twelve occupations, except possibly one related to construction, "concrete placers, concrete finishers, other"[1].

The analysis of occupation and education attainment shows that about 7.5% of the employed population had skill-mismatch in their main job. Mismatch refers to where the worker's educational attainment is above the skill requirement of his or her job. Skill mismatch was found to be slightly higher for women (8.9%) than men (6.9%). But the percentage of people with occupation-education mismatch and high educational attainment was nearly the same for men and women at 60%.

In terms of employment status, just 4 out of 10 employed people are wage and salaried workers (41%), followed by own-account workers (36.7%) contributing family workers (18.8%) and employers (2.7%). The combined proportion of own-account workers and contributing family workers in total employment–often considered as a measure of *vulnerable employment*–was 55%. The majority of vulnerable workers were women (70%) when compared to men (48%).

Further results show that there were 136,600 people in informal employment, representing more than 71% of the employed population. In addition to informal own-account workers (36.7%) and contributing family workers (18.8%), informal employment included many informal employees (25.1%) and informal employers (1.9%). Informal employees are those who do not benefit from paid sick leave and paid annual leave. Employers and own-account workers in informal sector enterprises are those operating economic units engaging less than five workers and are not registered under specific forms of national legislation.

Data on income from paid employment or earnings of employees were collected as part of the LFS 2013. It covered wages and salaries for the main and any secondary activities, after tax deductions, if any, but before any other deductions. According to the survey results, the average monthly wage and salary of employees was 530.8 USD in 2013 (the median was 272 USD). However, more than one quarter of the employees, were low pay workers, their pay being less than 181 USD per month–i.e. less than two-thirds of the median earnings of all the employees.

On average, women received lower monthly earnings (461 USD) than men (553 USD). The earnings gap was in almost all the occupational categories except for technicians and associate professionals where women appeared to receive, on average, more than twice the wages and salaries of men (763 USD for women versus 372 USD for men).

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1 See the methodological note for occupations using the international classification.

It is, however, surprising to note an unusual pattern in the earnings differential between employees with secondary and tertiary education. Employees with secondary education on average had higher monthly earnings (640 USD) than those with tertiary education (578 USD). This result seems to signal that labour market has "greater demand" for employment in jobs requiring secondary education than jobs requiring tertiary education.

In 2013, 42.1% of the youth labour force had secondary education. The percentage of the youth labour force with tertiary education was only 1.4%. The size of the youth population (15-24) comprised 200,000 young men and women of whom 11.1% were employed. The number of youth unemployed (6,200) was much higher than adults who are unemployed. Youth made up more than one quarter of the total number of unemployed. Thus, the youth labour force was more than twice at risk of unemployment (21.9%) than the overall labour force (11%).

Responding to SEPFOPE's interest in training policies and the relationship between training and labour market outcomes, the LFS 2013 questionnaire incorporated a specific module on the training available outside the formal education system. The results show that in total an estimated 29,400 people participated in at least one training course in the 12 months prior to the survey. Those who participated were mostly below 34 years of age (63%), men (59.5%), with secondary education (56%). The majority of them participated in just one training course (72.5%), while some participated in two (10.4%) and others in three or more courses (17.1%). Of the hundred or so training courses, three seemed by far the most popular: learning to drive light motor vehicles (8,500 participants), operating heavy equipment (8,200 participants) and masonry (4,400 participants).

The effectiveness of the training programmes may be assessed by examining the situation after training was completed. About 15% of the employed people reported to have obtained a job (presumably their current job) or an internship/trainee position after completing the training programme. Others received a salary increase (6%) or a promotion (19%). More than a third of the unemployed obtained a job or an internship/traineeship after completing the training programme (39%).

While the survey was not designed to measure child labour, data were collected on the economic activity of children from 10 to 14 years old, in addition to data on the working-age population of 15 years old and over. There were an estimated 142,200 children from 10-14 years old in Timor-Leste in 2013: 73,400 boys and 68,800 girls. Of them around 9% were working either for pay or profit (1.4% of boys and 1.8% of girls) or in subsistence foodstuff production (7.7% of boys and 7.4% of girls).

Most of the children were working in agriculture-related occupations such as mixed crop growers, gardeners, field crop and vegetable growers, mixed crop and field labourers, livestock and dairy producers, pet groomers and animal care workers. Others were working in sales occupations as stall and market salespeople, shopkeepers and street food salespeople. Only a small percentage was working in factory or workshop settings. These were virtually all girls, mostly working with food and related products, as machine operators or as weaving and knitting machine operators. The majority of children working for pay or profit usually worked 14 to 42 hours per week: 62% of boys and 53% of girls. The percentage of children working very long hours–43 hours or more per week–was 24% of boys and 13% of girls.

As part of the survey operations, the data quality was assessed by calculating sampling errors and non-response rates, and comparing some of the survey results against alternative or past sources. In particular, data were compared with civil service employees from administrative sources and the 2010 Population and Housing Census. The results are documented in the methodological note of the report.

Contents

I. Main Findings

1. Introduction

The Labour Force Survey 2013 (LFS 2013) provides a wealth of information on the current employment situation in Timor-Leste. In particular, it provides data on the labour force, employment, unemployment and other components of labour underutilization, namely, time-related underemployment and the potential labour force. These were processed in line with the new international standards concerning statistics of work, employment and labour underutilization which were adopted at the 19th International Conference of Labour Statisticians (Geneva, October 2013).[2]

The survey also provides data on the branches of economic activity, occupation, status of employment, informal and vulnerable employment, wages of paid employees, youth education and training, and working children who are 10 to 14 years old. The main results of the survey are analyzed in the present chapter. The underlying concepts and methods including sample design, field operations, data processing and quality of the results are described separately in the next chapter. A more complete set of survey results is presented in the statistical tables at the end of the report. The survey questionnaire, the flow charts specifying the derived variables and the list of people involved in the survey are presented in the annexes of this report.

2. Population, Subsistence Foodstuff Producers and Summary Labour Force Indicators

The population constitutes the human capital of the nation and defines its potential labour supply. From an economic point of view, the working population is a factor of production, and its aptitude and skills level contribute to the productivity of the national economy. From a social point of view, different categories of the population form social groups of particular concern, and public institutions and society at large face major challenges meeting their needs.

The current structure of the population and, to some extent, its past evolution and future trend can be examined with the help of the population age pyramid. The age pyramid, constructed on the basis of the LFS 2013 results, is shown in Figure 1 below. It gives the size distribution of the age categories of the population for men and women, separately. The age pyramid of Timor-Leste takes the typical form of a more or less symmetric pyramid with a large base and a small top. It reflects a population with relatively high birth and death rates, and a relatively short life expectancy.

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2 Concepts and definitions are described in the Methodological Note. For those interested in knowing more about the 19th International Conference of Labour Statisticians: visit http://www.ilo.org/global/statistics-and-databases/meetings-and-events/international-conference-of-labour-statisticians/19/lang--en/index.htm

The young population (15-24 years) constitutes 17% of the total population, slightly higher than the 16% world average. The dependency ratio measuring the number of dependents–children 0 to 14 years old and an older population 65 years old and over–relative to the core working-age population (15-64 years) is about 46.5%, indicating that for every child or elderly person there is on average just slightly more than one core working-age person. The age pyramid at the lowest age groups reveals an almost equal number of children in the age groups (0-4 years) and (5-9 years). This may reflect an undercount of the very young children (0-4 years) or the beginning of the decline of the fertility rate in recent years.

Figure 1: Age Pyramid
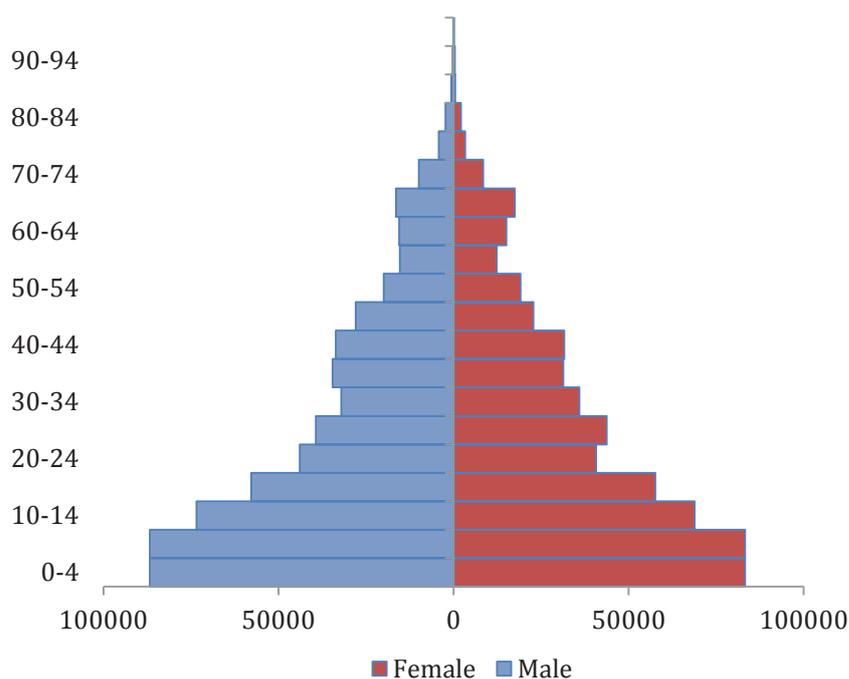
The working-age population–15 years old and over–comprises the core working-age population (15-64 years) and the elderly population (65+ years). According to the LFS 2013 results, it is estimated that 696,200 people were in the working-age population of whom 213,200 were in the labour force. This represents a very low labour force participation rate (30.6%) which reflects essentially a very large number of subsistence foodstuff producers who are not counted in the labour force as per the new international standards on statistics of work, employment, and labour underutilization.

As shown in Figure 2, there is some overlap between the labour force and the subsistence foodstuff producers. This overlap shows the subsistence foodstuff producers who were engaged in an employment activity for pay or profit as a secondary job or were seeking and available for employment during the reference period of the survey. However, the number of subsistence foodstuff producers (12,300) in labour force is small compared to the total number of subsistence foodstuff producers which is as high as 178,900.

Figure 2: Working age population, subsistence foodstuff producers and labour force, LFS 2013

Labour force = 213,200

Subsistence foodstuff producers = 178,900
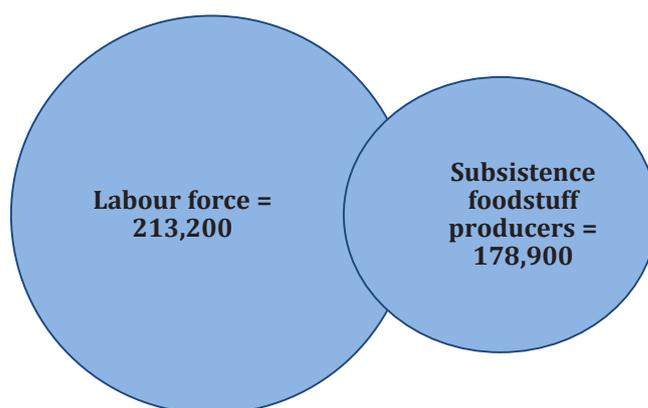
Working-age population (15+ years) = 696,200

Subsistence foodstuff producers in the labour force = 12,300

Figure 3 compares the demographic and educational characteristics of the subsistence foodstuff producers with those of the labour force. In general, among the subsistence foodstuff producers there were more women–45% versus 34% in the labour force–more older people, i.e. 50 years old and over—29% versus 19% in the labour force–and more people who had below secondary level education (69% versus 43% in the labour force).

Figure 3: Demographic and educational characteristics of labour force versus subsistence foodstuff producers, LFS 2013

The summary labour force indicators are presented in Table 1. Among the working-age population, 15 years old and above, an estimated 213,200 people were in the labour force (189,800 employed and 23,400 unemployed). Among the employed, some 1,400 persons were in time-related underemployment, and of the people outside the labour force, 7,700 persons were in the potential labour force. The working-age population outside the labour force was estimated at 483,000. Also, as mentioned earlier, there were 178,900 subsistence foodstuff producers of whom 12,300 were in the labour force.

The labour force participation rate, the percentage of the working-age population in the labour force, was 30.6% indicating that only one-third of the working-age population was in the labour force. The employment-population ratio, the percentage of the working-age population who are employed, is an indicator of the performance of the national economy in providing employment to its growing population. In 2013 the employment-population was estimated to be 27.3%.

Table 1: Labour force summary indicators

(’000)	2013
Working-age population	696.2
• Labour force	213.2
- Employed	189.8
(of which time-related underemployed)	1.4
- Unemployed	23.4
• Outside the labour force	483.0
(of which potential labour force)	7.7
Subsistence foodstuff producers	178.9
(%)	**2013**
Labour force participation rate	30.6
Employment-population ratio	27.3
LU1. Unemployment rate	11.0
LU2. Combined rate of unemployment and time-related underemployment	11.7
LU3. Combined rate of unemployment and potential labour force	14.1
LU4. Composite measure of labour underutilization	14.7

The unemployment rate defined as the percentage of the labour force that is unemployed was 11%, indicating that roughly for every eight employed people in the labour force there is one unemployed person. The unemployment rate (LU1) is only one indicator of the unmet employment needs in a country. Other indicators that take into account not only unemployment but also time-related underemployment, available potential jobseekers and other non-available jobseekers- designated as LU2, LU3 and LU4- are shown in the Table 1.

According to these results, the combined rate of unemployment and time-related underemployment (LU2) was 11.7%, the combined rate of unemployment and the potential labour force (LU3) was 14.1%, and the overall composite measure of labour underutilization (LU4) was 14.7%.

At low levels of development, subsistence agriculture is the dominant form of economic activity in which large numbers of men and women are engaged. The labour force participation is therefore low. Over time, economic activity shifts from home-based production to market-oriented activities in different sectors of the economy. Also, increased mechanization in agriculture means that less labour is needed. This can result in people migrating from rural to urban areas in search of work. This is especially the case among young people. Thus, over time, the labour force participation rate increases at higher levels of development as industry and the services sector start to expand in the economy.

3. Labour Force Participation

The labour force participation rate is an indicator of the level of labour market activity. It measures the extent to which the working-age population is economically active. It is defined as the ratio of the labour force to the working-age population expressed in percentage terms. The breakdown of the labour force participation rate by sex and age group gives a profile of the labour force participation as shown in the left panel of Figure 4.

Like most national rates, the Timor-Leste labour force participation rate has an inverted-U shape, more pronounced for men than for women. The male curve is above the female curve, reflecting higher male labour force participation for all age groups. For both sexes, the curve increases for young people when they leave school and enter the labour market. It reaches a peak for the age group 30 to 34 years for both men and women, before decreasing, slowly for women and more sharply for men, as people leave and retire from the labour market at older ages.

It can be observed that the shape of the labour force participation rate among women is somewhat like an M-pattern, with multiple peaks reflecting the change in labour force participation with marital status. Figure 4 and Figure 5 gives the labour force participation rates for women in the core age group (25-54 years) by marital status. As expected, married women have the lowest rate followed by single, never married women, and divorced or separated women. Widows have the highest labour force participation rate.

Figure 4: Labour force participation rate by sex and age group LFS 2013
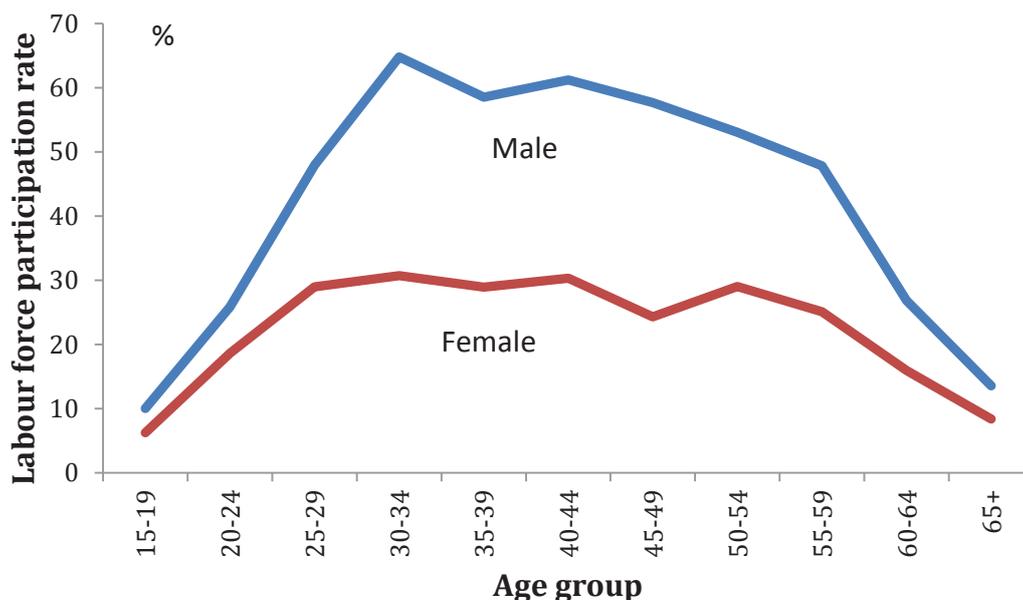
Figure 5: Female (25-54 years) labour force participation rate by marital status
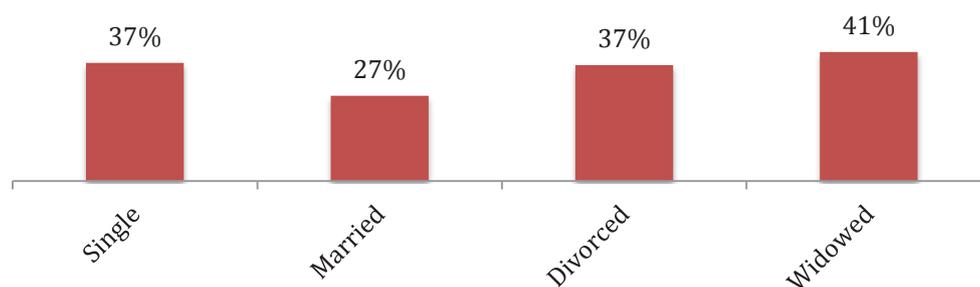
To find out how skilled the labour force is, one can examine the educational attainment of the labour force participants. When the proportion of the labour force with secondary and tertiary (university) education is large, the skill level of the labour force is correspondingly high. Figure 6 presents the distribution of the labour force by educational attainment in Timor-Leste. Secondary education was the dominant level of attainment comprising 44% of the labour force and people with tertiary education was 12%.

The results also show that the share of the labour force with tertiary education increases with age, peaks at middle age, before decreasing at older age. The peak was at the age group 45 to 54 years with 14.6% of the labour force with tertiary education. The close relationship between educational achievement and employment opportunity is widely recognized in most countries. In general, the higher an individual's educational attainment is, the higher the likelihood that person will be participating in the labour force.

Figure 6: Educational attainment of labour force, LFS 2013

Share in total labour force and age variation

12% 6%
38%
44%
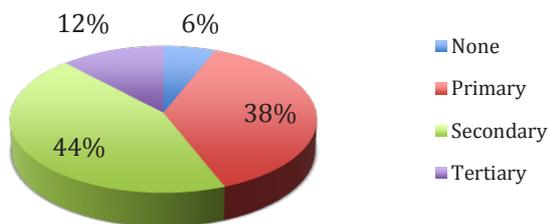
- None
- Primary
- Secondary
- Tertiary

The percentage share of labour force with tertiary education increases with age, peaks at middle age, before decreasing at older age (peak at age group 45-54 years where 14.6% labour force with tertiary education)

Primary = Pre-primary, Primary, Pre-secondary education
Secondary = Secondary, Technical secondary, Vocational courses
Tertiary = Polytechnic/Diploma, University education

4. Employment

Aggregate employment generally increases with a growing population. Therefore, the ratio of employment to the working-age population is an important indicator of the economy to provide employment to a growing population. A decline in the employment-to-population ratio is often regarded as an indicator of economic slowdown and a decline in total employment is an indicator of a more severe economic downturn.

In 2013, the employment-to-population ratio was 27.3%. Instructive information can be extracted from the juxtaposition of the age patterns of the labour force participation rate and the employment-population ratio. The analysis is schematically presented in Figure 7, and plots two curves. The top curve is the labour force participation rate (LFPR) plotted by age group. Below it is the corresponding curve of the employment-population ratio (Emp-Pop). The gap between the two curves represents unemployment. It can be observed that the gap is more pronounced in the lower and core working-age groups. In higher age groups, the two curves are almost the same, reflecting the low unemployment rate among older people.

The shapes of the two curves–LFPR and Emp-PoP– are similar. Both increase at the lower age groups as young people leave school, enter the labour force and find employment. They reach a peak at the core working age of 35 to 44 years. They both then decrease as workers retire and leave the labour force.

Figure 7: Employment-population ratio and labour force participation rate, LFS 2013
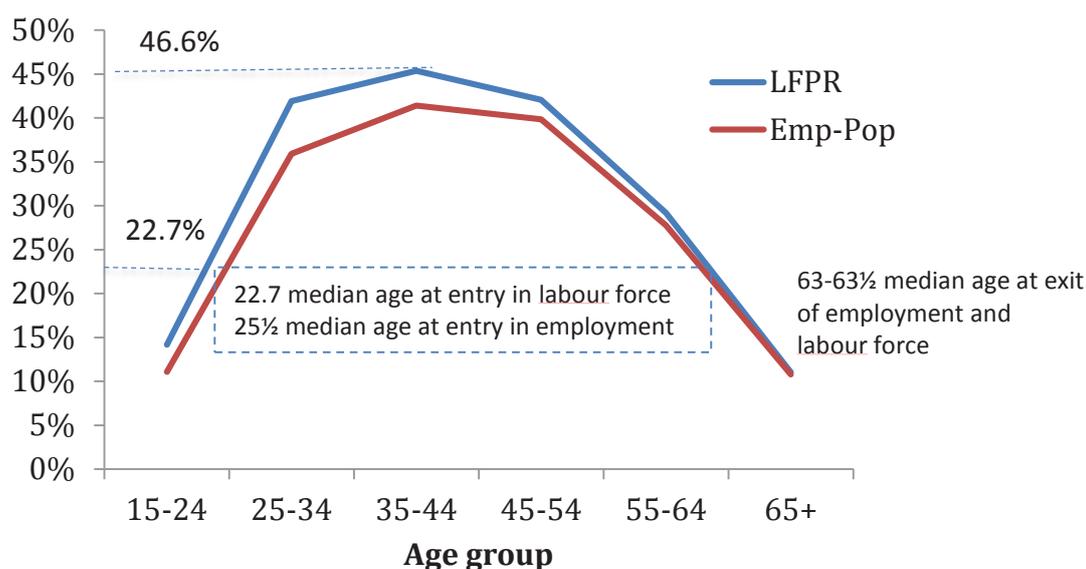
According to the data, the peak labour force participation rate was 46.6% shown by the top dotted line in Figure 7. Drawing a parallel line at half the height (22.7%) and marking the intersection with the LFPR and the Emp-Pop curves indicates that the median age of entry in the labour force in Timor-Leste was about 22.7 years and the median age for obtaining employment was about 25½. This means that young people entering the labour force should expect on average about two and a half years of unemployment before obtaining their first job.

A parallel analysis at the upper tail of the age distribution indicates that the median age of retirement from employment at about 63 and labour force at about 63½. It suggests that the working-age population in Timor-Leste should expect on average a working life of about 40½ years (63½-23), about 37½ years of which in employed (63-25½). Using the data from the statistical tables, provided in the annexes of this report, similar analyses can be carried out for men and women separately and by different levels of educational attainment or other socio-demographic/ geographic characteristics.

5. Unemployment

The unemployment rate is the most commonly used labour market indicator. It is a measure of imbalance in the labour market representing the extent of the unutilized labour supply of the country. It is also sometimes used in a general sense not only for the labour market but as an indicator of the health of the economy. Unemployment rates for specific labour force categories–such as men, women, youth, adults, geographic regions or specific occupations and branches of economic activity–shed light on the groups of workers and sectors of the economy or regions most affected by unemployment.

As reported earlier, the LFS results indicate that there were 23,400 unemployed people in Timor-Leste in 2013. According to the new international standards concepts and definitions adopted by the 19th ICLS in 2013, subsistence foodstuff producers are not considered employed and therefore not part of the labour force. Some of them, however, who were actively seeking and currently available for employment during the reference week were considered unemployed (8,400) and added to the other unemployed people (15,000) and the labour force (213,200). The national unemployment rate for 2013 was therefore 11%.

Figure 8 presents the 2013 unemployment rate by sex, age group and educational attainment. Men had a slightly higher rate of unemployment (11.3%) than women (10.4%). In terms of educational attainment, the results show that unemployment rate was highest among people with secondary education (15%) and lowest among those with tertiary education (6%).

In terms of age, young people (15-24 years) had a higher rate of unemployment (21.9%) than other age groups. There is a clear evidence of an inverse relationship between unemployment rate and age. As people get older, their risk of unemployment declines. However, as shown below, once they are unemployed, their duration of unemployment is longer than that of younger people.

Figure 8: Unemployment rate by sex, age group and educational attainment, LFS 2013
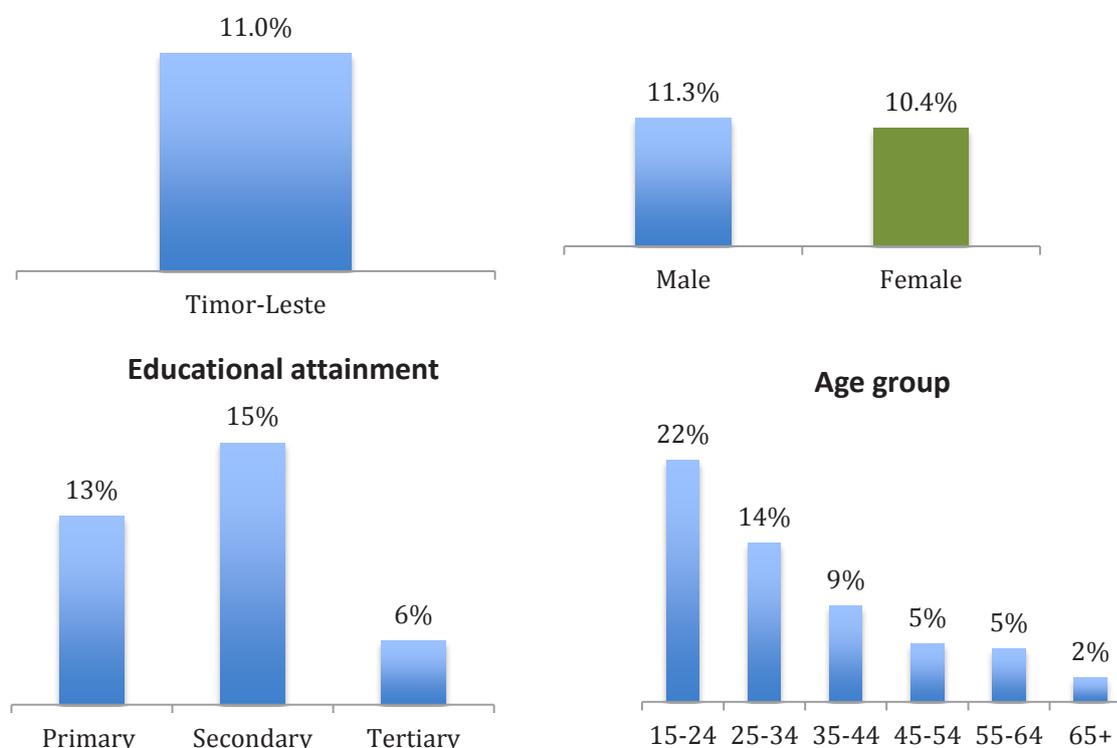
Duration of unemployment is the length of time that an unemployed person has been without employment, available for employment and actively seeking employment. In practice, what is measured in a survey is the duration of unemployment up to the time of the survey. The completed spell of unemployment runs through the survey and beyond, and is not directly measurable by conventional labour force surveys.[3]

The international standards specify that "the duration of the search for employment is measured from when unemployed persons began carrying out activities to "seek employment", or from the end of their last job, whichever is shorter" (para 49). Here the duration is measured on the basis of the response to survey question Q64: "For how long have you been without work and trying to find a job or start a business?" It does not make use of the related question Q74 on "When did you stop working?" Furthermore, for about 10% of the unemployed, responses on question Q64 were not available or the skip pattern of the questionnaire did not allow for addressing this question to all the unemployed people.

Figure 9: Duration of search for employment, LFS 2013
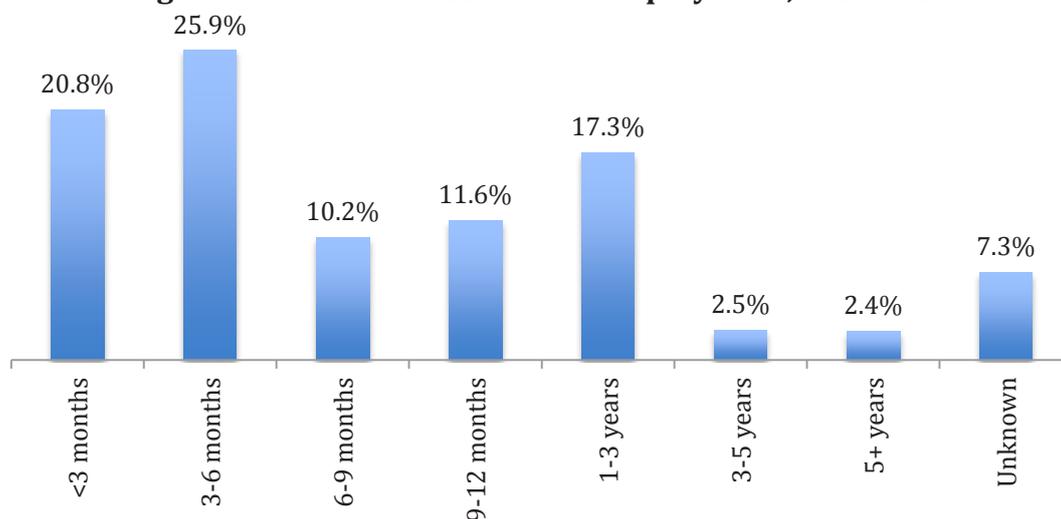
Figure 9 shows the resulting distribution of the unemployed by duration of search for employment. Most unemployed had been without work, looking for employment for fewer than six months (46.7%). Close to 5% of the unemployed reported searching for jobs for 3 years or more. According to the international standards, long-term unemployment is defined as the duration of search for employment lasting 12 months or more, including the reference period for the survey. The data from LFS 2013 indicate that about 22.2% of unemployed have long-term unemployment.[4] The percentage was somewhat higher for women (26.2%) than men (20.3%). But, it was lower among young people 15 to 24 years old (10.2%) than adults (12.2%).

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3 Kiefer, Nicholas, M & Lundberg, Shelly J & Neumann, George R, "How Long Is a Spell of Unemployment? Illusions and Biases in the Use of CPS Data," Journal of Business & Economic Statistics, American Statistical Association, vol. 3(2), April 1985, pp. 118-128.

4 The analysis in the section on response errors in the methodological note suggests that there was a tendency to over report job-search duration in the LFS 2013.

6. Hours of Work and Time-related Underemployment

The international definition of employment is expansive, referring to even one hour of work during a week. It is thus important that employment is analyzed in conjunction with data on hours of work in order to distinguish the various intensities of employment. Data on hours of work are also necessary to calculate time-related underemployment as well as average wages per hour so that the resulting wage data are comparable across different categories of workers.

The international standards on the measurement of working time recognizes several concepts of hours of work serving different purposes including *contractual* hours of work, *normal* hours of work, hours usually worked, hours *actually* worked and hours *paid for*.[5] Data on hours usually worked and hours actually worked at the main job are generally collected through labour force surveys. Sometime these surveys also collect the data for all jobs, including subsidiary jobs as in the LFS 2013 of Timor-Leste. Data on contractual hours and hours paid for are generally collected through establishment surveys and administrative registers. These sources also sometimes provide data on normal hours of work and hours actually worked.

Hours actually worked is the time spent in a job for the performance of activities that contribute to the production of goods and services during a specified reference period. It includes the direct hours that the person is engaged in the activities, as well as the related hours such as waiting time, on-call and resting time, coffee break, prayer, etc. It excludes annual leave, public holidays, sick leave and other leave, as well as commuting time between work and home, longer breaks such as meal breaks and educational activities, even if authorized by the employer. Hours usually worked are the hours actually worked in a job during a typical week (or any specific reference period). In principle, it may be calculated as the most frequent number of hours that a person actually worked per week during the past month.

Figure 10 shows the distribution of employed people according to hours usually worked per week at all jobs based on LFS 2013. It can be observed that more than one-third of the employed people usually work between 40 and 48 hours per week at their jobs. Some 36% usually work short hours–less than 40 hours per week–and 30% usually work long hours, more than 48 hours per week.

Long or excessive hours of work as termed in the framework of decent work indicators is considered a threat to physical and mental health, interfering with the balance between work and family life, reducing productivity and often signalling an inadequate hourly pay.[6]

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5 ILO, Resolution concerning the measurement of working time, 18th International Conference of Labour Statisticians, Geneva, 24 November – 5 December 2008.

6 ILO, Measuring Decent Work: Discussion Paper for Tripartite Meeting of Experts on the Measurement of Decent Work, Geneva, September 8-10 2008.

Figure 10: Employed persons by hours usually worked per week at all jobs, LFS 2013
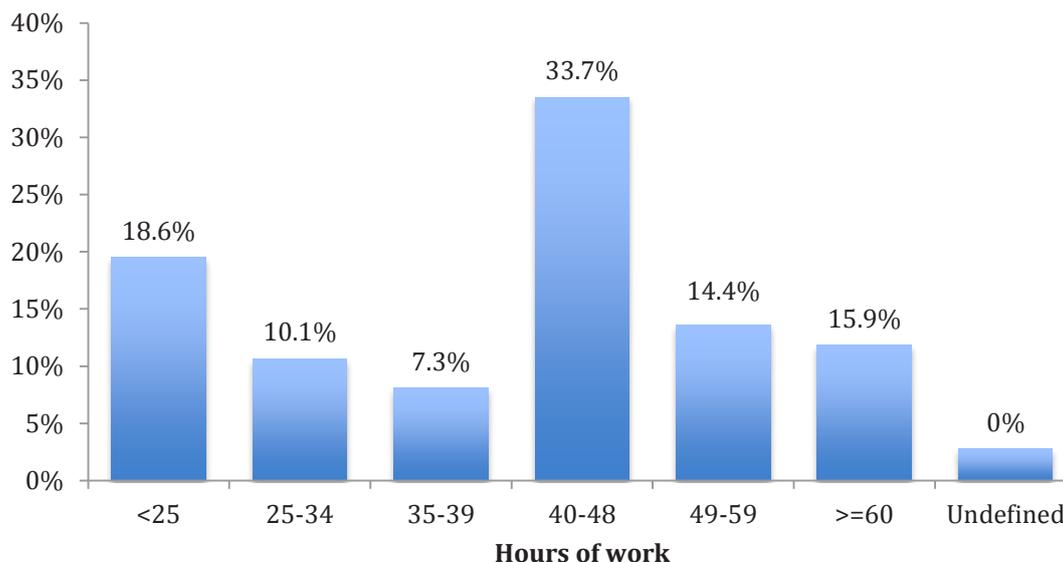
The data shown in Figure 11 indicate that the incidence of long working hours (more than 48 hours per week) was higher in services (56%) than in industry (14%) or agriculture (28%). Except for youth (15-24 years) who combined school and work, long hours of work generally decreased with age: 33% of the employed population from 25 to 34 years old are usually working more than 48 hours per week, against 24% for the older employed people 65 years old and over.

At the other end of the hours of work distribution, there are employed persons working short hours (less than 40 hours per week). Many of them are women and young people, in rural areas, working as contributing family workers in agriculture during the off-season. Short hours of work are a sign of labour underutilization. However, when short hours of work are voluntary or for non-economic reasons, it is not regarded as labour underutilization or time-related underemployment.

Time-related underemployment refers to people in employment who, during a specified reference period of the survey: (a) wanted to work additional hours; (b) whose working time in all jobs was less than a specified hours threshold; and (c) who were available to work additional hours given an opportunity for more work. In the Timor-Leste LFS, the hour-threshold was set at 41 hours usually worked per week, on the basis of the weighted median of the distribution of hours usually worked of reporting survey units. According to the survey results only 1,400 persons were in time-related underemployment, representing less than one percent of the labour force.

Figure 11: Employed persons usually working more than 48 hours per week at all jobs, LFS 2013
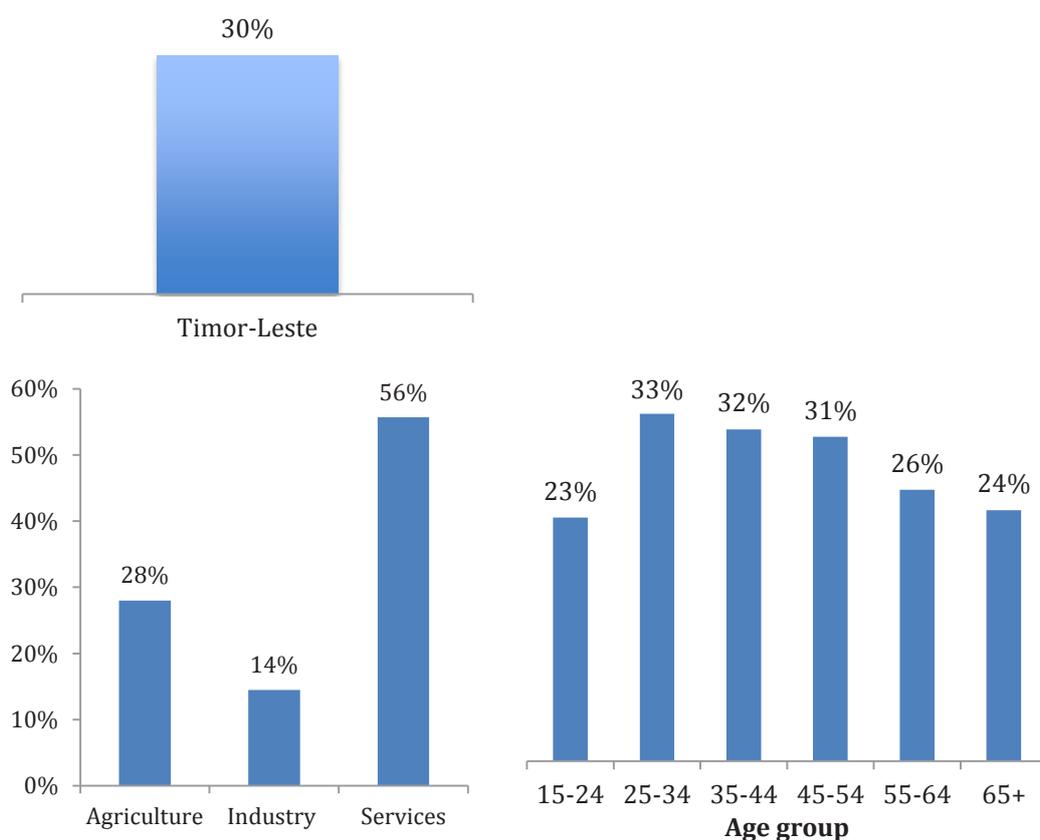
7. Potential Labour Force

The working-age population outside the labour force comprises all those who were neither employed nor unemployed during the reference period of the survey. They include people who were outside the labour force owing to attendance at educational institutions, engagement in household duties, retirement or old age or other reasons such as infirmity or disablement. Some of them may have been subsistence foodstuff producers and other own-use producers who because of the form of their work were not classified as employed. Some also may have wanted employment, but were not actively seeking or not currently available for employment to be classified as unemployed.

In the population outside the labour force, the new international standards recognize a particular category called the "potential labour force." It consists of all people above a specified age who, during the short reference period, were neither in employment nor unemployed but who were either (a) *unavailable jobseekers* (seeking employment but not currently available) or (b) *available potential jobseekers* (currently available for employment but did not carry out activities to seek employment).

According to the survey results, only 7,700 persons were identified as in the potential labour force, virtually all in the sub-category "available potential jobseekers."[7] They represented some 2.1% of the extended labour force (i.e. the labour force plus the potential labour force). As shown in Figure 12 below, the potential labour force rate was slightly higher among women (2.5%) than among men (2.0%), and among people with tertiary education (3.4%) as compared to those with secondary (2.4%) or primary education (2.4%). The data also show that the rate generally decreased with age except at old age (65+ years) where it appeared to peak again.

Figure 12: Potential labour force rate by sex LFS 2013
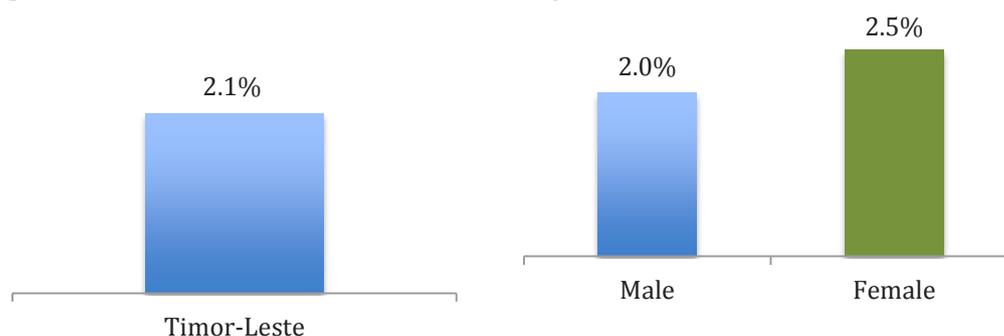
Figure 13: Potential labour force rate by age group and educational attainment LFS 2013
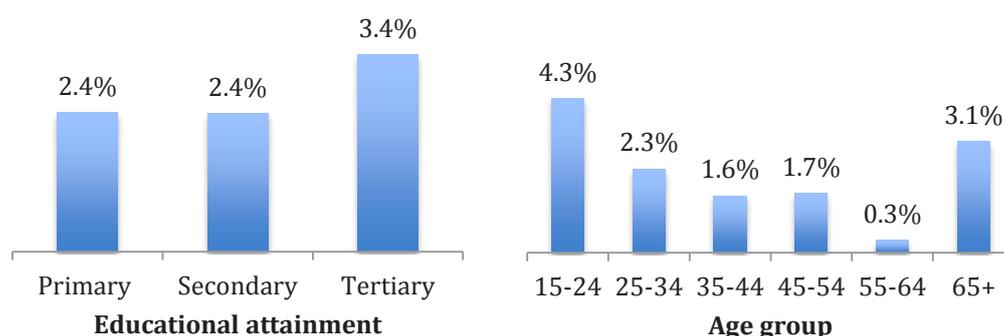
8. Branches of Economic Activity

It is often argued that in the course of economic development there is migration of workers from rural to urban areas, from agriculture and other labour-intensive primary activities to industry and then to services. Data on employment by broad economic sector (ISIC Rev 4)[8] allow the monitoring of this development and understanding its causes.

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7 The low number of the potential labour force in Timor-Leste is in part due to the particular skip-pattern of the LFS questionnaire that did not permit addressing the relevant questions to all people outside the labour force.

8 United Nations, International Standard Industrial Classification of All Economic Activities, ISIC-88, Rev. 3, 1 and Rev. 4 and correspondence tables http://unstats.un.org/unsd (click Methods & Classifications).

Branch of economic activity refers to the activity of the establishment in which an employed person worked during the reference period. It describes the activity of the establishment, not the type of work that the individual does when working for that establishment. For example, a person may work as a security guard in a department store, an accountant at a hotel or bus driver who drives passengers to the aircraft at an airport. An establishment may be a farm, a mine, a factory, a workshop, a store, an office or a similar type of economic unit. It is important to distinguish enterprises from establishments. "Enterprise" is a broader concept than "establishment". An enterprise is a legal entity (or group of legal entities) and may have a number of establishments with different economic activities and different locations.

Figure 14 shows that the service sector employed most of the people with a relative employment share of 45.1%. The agriculture sector employed 40.5% of the people. Only 12.7% of workers were employed in industry.

Figure 14: Employment by broad economic sectors
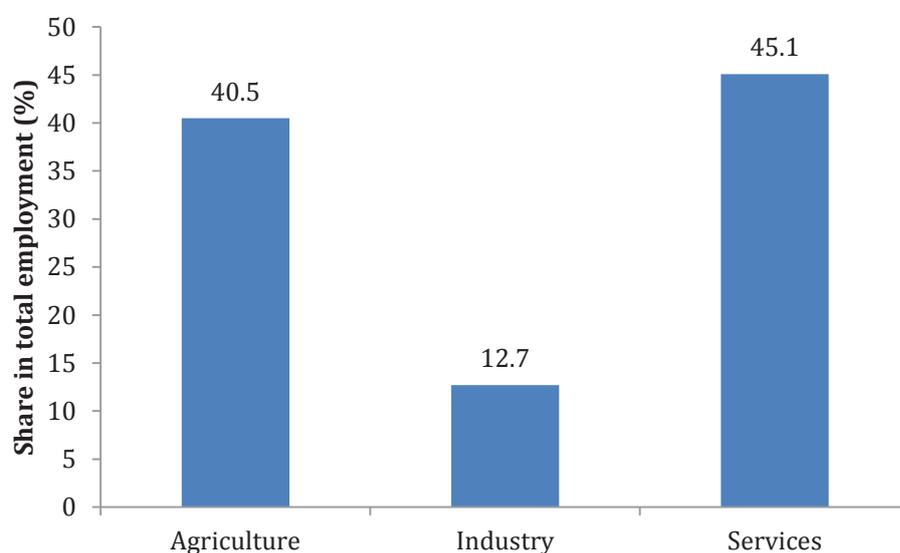
9. Occupations

Occupation refers to the kind of work done by a person employed (or the kind of work done previously or wanted if the person is unemployed), irrespective of the branch of economic activity or the employment status of the person. The International Classification of Occupations (ISCO-08) classifies occupations in 10 major occupational groups subdivided into 43 sub-major groups, 130 minor groups and 436 unit groups.[9]

The survey provides data on the distribution of employed people by major occupational groups for men and women separately. Skilled agricultural, forestry and fishery workers constituted the largest occupational group (74,100), followed by service and sales workers (33,700). These two occupational groups covered more than 70% of the employed population.

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9 ILO, International Standard Classification of Occupations, ISCO-08,
http://www.ilo.org/public/english/bureau/stat/download/res/futisco.pdf

The pattern was almost identical for men and women, although the distribution of occupations was slightly more concentrated among women than men. More than 61% of women were employed in skilled agricultural, forestry and fishery occupations against 55% for men. Similarly, more than 15% of women were employed in service and sales occupations against 12% for men.

The concentration of occupations may be examined in more detail at the unit level of the occupational classification. Table 2 below shows the top 12 occupations (4-digit occupations of ISCO-08) with distinction between men and women. The top 12 occupations covered more than 60% of the employed population or in other words 60% of employed people were engaged in the same 12 occupations. It is instructive to note that there was no industrial occupation in the top twelve occupations, except possibly one related to construction, namely "concrete placers, concrete finishers, other" (ISCO-08 code 7114).

Looking at the top 12 occupations in terms of gender, security guards (ISCO-08 code 5114), car, taxi and van drivers (ISCO-08 code 8322), and concrete placers concrete finishers (ISCO-08 code 7114) were largely male occupations. Further down the list of occupations, (not shown here) the major female dominated occupations were handicraft workers in textile, leather and related workers (ISCO-08 code 7318) and weaving and knitting machine operators (ISCO-08 code 8152). It is also notable that about one out of three primary school teachers (ISCO-08 code 2341) were women, but that changed to only one out of four among secondary education teachers (ISCO-08 code 2330).

Table 2: Top twelve occupations of employed persons, LFS 2013

	ISCO-08	Occupation title	Total	Men	Women
		Total (all occupations)	189,800	124,500	65,300
1	6114	Mixed crop growers	48,709	29,403	19,306
2	6111	Field crop and vegetable growers	10,726	6,491	4,235
3	5211	Stall and market salespeople	8,556	3,768	4,788
4	6113	Gardeners, horticultural nursery growers	8,365	3,372	4,993
5	2341	Primary school teachers	8360	5,417	2,943
6	5414	Security guards	6,071	6,047	24
7	8322	Car, taxi and van drivers	5,465	5,430	35
8	7114	Concrete placers, concrete finishers, other	4,417	4,353	63
9	1221	Sales, marketing managers	4,076	2,099	1,977
10	5221	Shop keepers	3,031	1,229	1,801
11	5164	Pet groomers, animal care workers	2,542	1,549	993
12	2330	Secondary education teachers	2,027	1,522	506

The overall segregation of occupations in terms of gender may be measured with the occupational segregation index defined by

where n_{Ai} and n_{Bi} are, $D = \dfrac{1}{2} \sum_i \left| \dfrac{n_{Ai}}{n_A} - \dfrac{n_{Bi}}{n_B} \right|$ respectively, the number of men and women in a given occupational i and n_A and n_B are, respectively, the total number of men and women in all occupations. The occupational sex segregation index is one of the ILO decent work indicators.[10] It

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10 ILO (2008), Measuring Decent Work, Discussion Paper for Tripartite Meeting of Experts on the Measurement of Decent Work, International Labour Office, Geneva, September 8th to 10th, 2008.

is a commonly used proxy indicator for equality of opportunity in employment and occupation. The index measures the extent to which labour markets are separated into "male" and "female" occupations, e.g. the percentage of female (or male) non-agricultural employment in a female-dominated (or male-dominated) occupation or to the total non-agricultural employment in a gender-dominated occupation.

The value of D ranges from zero to one: zero indicating no segregation and one indicating complete segregation. The index may be interpreted as the fraction of people that need to change occupations to achieve zero segregation. Its value, calculated on the basis of the Timor-Leste LFS 2013 results, is given by occupational segregation (men versus women) D=0.42.

Compared with other countries, this value was low indicating relatively lower occupational gender segregation in Timor-Leste than, for example, the United States (0.50-0.53) or Iran (0.64). Similar calculations based on nationality instead of gender gives an occupational segregation (nationals versus foreign citizens) of D= 0.70. This indicates that the occupational segregation by nationality was significantly higher than by gender. The data show, for example, that 20% of foreign workers hold the construction occupation "concrete placers, concrete finishers, other" while only 2% of the nationals are engaged in this occupation.

Another topic to examine on the basis of the LFS 2013 results is the mismatch between occupation and education for the main job of the employed population. The incompatibility between education and occupation of workers refers to the situation where the educational attainment of the worker is above the skill requirement of his or her job. In a sense this means that the return on investment in education and training is below optimum. Different indicators have been used to measure education and occupation mismatch.

A simple approximate method that uses level of educational attainment and one-digit occupation data defines a mismatch when the educational attainment of the worker is higher than the educational level required by the main current job. Table 3 shows the measurement of mismatch in terms of ISCO and ISCED, where the shaded area represents mismatch.

Table 3: Skill mismatch in main job, LFS 2013

ISCO-08 Major groups		ISCED-97 Educational attainment				
		0	1	2-4	5	6
		ISCO-08 Skill level				
		1st		2nd	3rd	4th
1	Managers	1,440	1,435	5,227	464	1,696
2	Professionals	979	969	8,851	3,960	4,391
3	Technicians, associate professions	759	721	4,972	883	1,700
4	Clerical support workers	439	415	3,227	0	1,936
5	Service and sales workers	7,006	8,960	17,712	842	1,431
6	Skilled agriculture, forestry, fishery workers	14,104	30,490	20,350	360	256
7	Craft and related trade workers	5,544	5,575	6,327	342	134
8	Plant and machine operators, assemblers	2,559	3,064	5,309	154	199
9	Elementary occupations	1,308	1,161	2,092	11	43

ILO, International Standard Classification of Occupations, ISCO-08
http://www.ilo.org/public/english/bureau/stat/isco/intro.htm
UNESCO, International Standard Classification of Education ISCED-97
http://www.uis.unesco.org/Education/Pages/international-standard-classification-of-education.aspx

According to these data, about 7.5% of the employed population is working in their main jobs in occupations with skill requirements below their educational attainment. The main category was people with university degrees working in occupations with lower skill requirements (4.5%): in clerical occupations (1.5%), as service or salespersons (1.1%), as technicians or associate professionals (1.3%). Skill mismatch was slightly higher among women (8.9%) than among men (6.9%), but, the percentage of people with occupation-education mismatch with high educational attainment was about the same, both at 60%.

10. Status in Employment, Vulnerable and Informal Employment

Status in employment classifies jobs held by people at a given point of time with respect to the type of explicit or implicit employment contract of the person with other people or organizations. It may refer to the current job or jobs of an employed person or the last job of an unemployed person with work experience. The International Standard Classification of Status in Employment (ICSE-1993) identifies five main categories of people with respect to their employment status:[11]

- Employees: people working in "paid employment jobs", i.e. holding explicit (written or oral) or implicit employment contracts with remuneration not directly dependent upon the revenue of the unit for which they work. Remuneration could be in the form of wages or salaries, commission from sales, piece-rates, bonuses or in-kind payments such as food, housing or training.
- Employers: people working on own-account or with one or a few partners in "self-employment jobs", i.e.: (a) remuneration is directly dependent on the profits (or potential for profits) derived from the goods and services produced or for own consumption; and (b) engaging one or more "employees" on a continuous basis.

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11 ILO, International Classification of Status in Employment, ICSE-93, Fifteenth International Conference of Labour Statisticians, Geneva, http://laborsta.ilo.org

- <u>Own-account workers</u>: people working on own-account or with one or a few partners in a "self-employment job", not engaging any "employees" on a continuous basis.
- <u>Contributing family workers</u>: people working in a market-oriented establishment operated by a household member, who cannot be regarded as partner, in a "self-employment job", not engaging any "employees" on a continuous basis.
- <u>Members of producers' cooperatives</u>: people working in a cooperative producing goods and services, in a "self-employment job", not engaging any "employees" on a continuous basis

LFS data on employment status by sex and age group shows that 4 out of 10 employed people were wage and salaried workers (41%), followed by own-account workers (36.7%), contributing family workers (18.8%), and employers (2.7%). Men had a similar pattern, but for women the most frequent status of employment was own-account workers (45%) followed by employees (28%), contributing family workers (24%), and employer (2%).

It can be observed that at early ages, in the case of both sexes, many young people worked as contributing family workers (about 36% both young boys and girls 15 to 24 years old), often combining schooling and work on the family farm or for the household enterprise. At later ages, the relative number of contributing family workers decreases and the relative number of employees increases as young people leave school and enter the labour market for the first time often taking an employee job.

The combined proportion of own-account workers and contributing family workers in total employment is considered as a measure of *vulnerable employment*.[12] These two statuses of employment are thought to be particularly vulnerable when it comes to both economic risk and strength of the institutional arrangement. Such workers are said to be more likely to: (a) lack contractual arrangements which can lead to a lack of job security; and (b) lack the degree of social protection and social safety nets that govern wage and salaried workers and are therefore not likely to benefit from social security, health or unemployment coverage.

The survey results show that more than half of the employed (55%) were working in so called vulnerable jobs, as own-account or contributing family workers. These type of workers often have no formal work arrangements compared with wage and salaried workers. They usually lack adequate social security and voice at work. The share of vulnerable employment in total employment was higher for women (69%) than for men (47%), and almost across all age groups.

Also, many Timorese who cannot find a decent job with sufficient income try to earn a living by working as self-employed in the informal sector. But many may also end up accepting paid employment jobs on an informal basis, for

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12 ILO, Guide to the new Millennium Development Goals Employment Indicators, Geneva 2009.

http://www.undg.org/docs/10630/Guide-to-the-new-MDG-Employment-Indicators.pdf

example, as an apprentice, a temporary part-time employee, a casual worker without a contract, sometimes as a home-based producer, street vendor, waste collector or a domestic worker in another household. An analytically useful concept that encompasses most of these activities is *informal employment*. In line with the international statistical standards on the topic, informal employment is defined to include:[13]

- Employees with no formal relationship with their employers. For operational purposes, informal employees are defined as those who do not benefit from paid sick leave and paid annual leave.
- Employers and own-account workers of informal sector enterprises. For operational purposes, informal sector enterprises are defined as all economic units engaging fewer than 5 workers and are not registered under specific forms of national legislation.
- All contributing family workers.

Based on the LFS results, there were 136,600 people in informal employment in 2013, representing more than 71% of the employed population. Figure 15 presents the composition of informal employment in terms of employment status. It shows that in addition to informal own-account workers (48.2%) and contributing family workers (24.8%), informal employment included many informal employees (25.1%) and to some extent informal employers (1.9%).

Figure 15: Composition of informal employment, LFS 2013
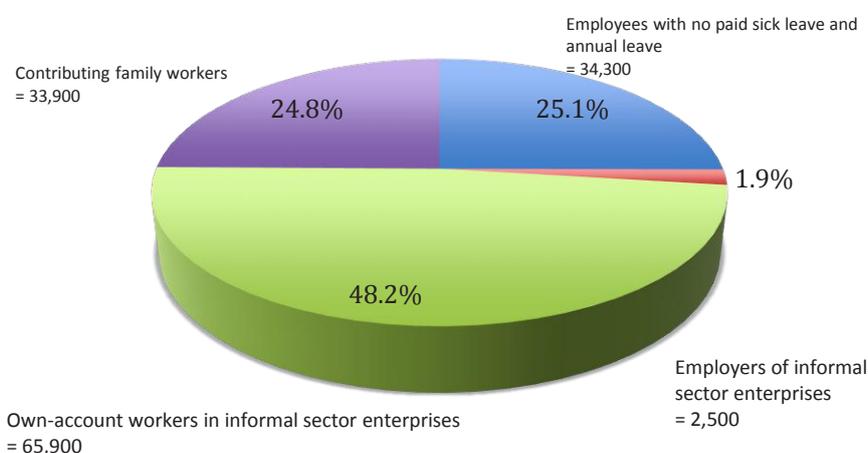
Figure 16 shows the incidence of informal employment in different socio-demographic categories. The informal employment rate was somewhat higher among women (76%) than men (70%). The age pattern is U-shaped with relatively higher rates among young employed people 15 to 24 years old (90%) and the elderly over 65 years old (92%) than the middle age groups. In terms of educational attainment, the informal employment shows a clear decreasing rate:

13 ILO, Resolution on the measurement of employment in the informal sector, adopted by the Fifteenth International Conference of Labour Statisticians (ICLS), Geneva, 1993, and Guidelines concerning a statistical definition of informal employment, adopted by the Seventeenth ICLS, Geneva, 2003.

80% among employed people with primary education, 55% among those with secondary education and 27% among those with tertiary education.

Figure 16: Informal employment rate by sex, age group and educational attainment, LFS 2013
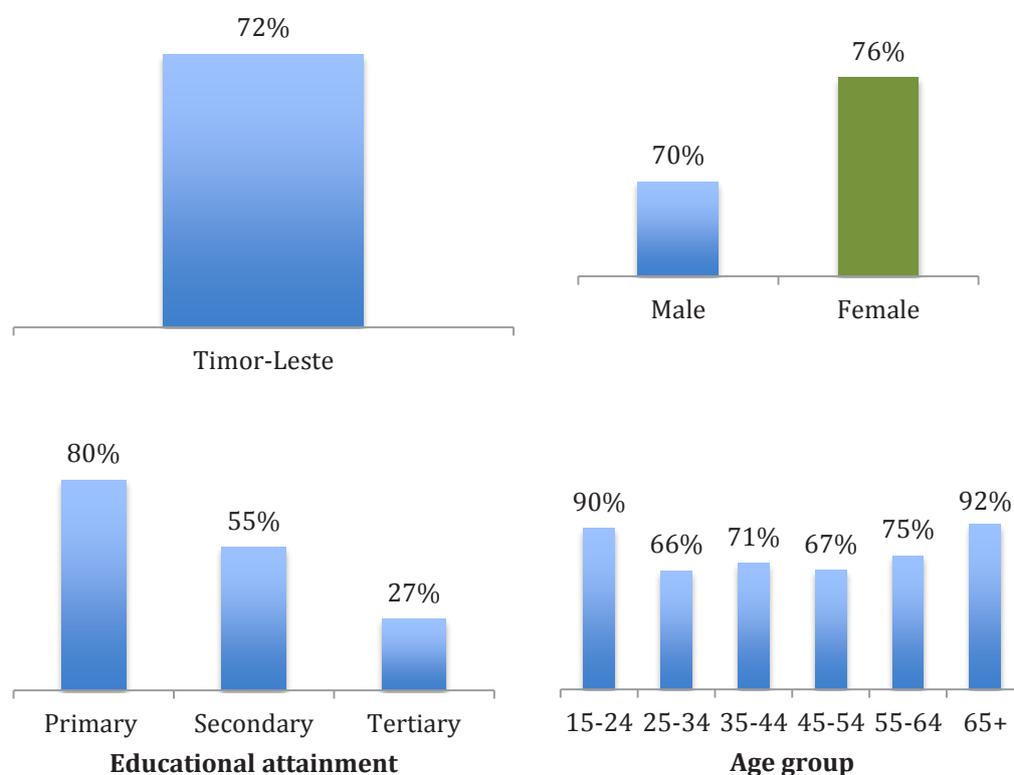
11. Income from Employment[14]

Income from employment consists of the payments, in cash, in kind or in services, which individuals received for themselves or in respect of their family members, as a result of their current or former involvement in paid or self-employment jobs. Income from employment excludes income derived from other sources such as property, social assistance, transfers, etc. not related to employment. Income from employment is generally divided into two parts:

- Income related to paid employment including direct wages and salaries in cash for time worked and work done, remuneration for time not worked, cash bonuses and gratuities, and remuneration in kind and services, profit-related pay and employment-related social security benefits.
- Income related to self-employment consisting of the profit or share of profit generated by the self-employment activity. It can be calculated as the difference between the value of gross output of the activity and the operating expenses. Income from self-employment includes

14 The term "income from employment" is used here in the same sense as the more exact term "employment-related income" adopted by the International Conference of Labour Statisticians, Resolution concerning the measurement of employment-related income, (Sixteenth ICLS, October 1998).

remuneration received by owner-managers of corporations and quasi-corporation, where relevant. It also includes employment-related social security benefits received by self-employed persons.

Data on income from paid employment or earnings of employees were collected as part of the LFS 2013. It covered wages and salaries for the main and any secondary activities, after tax deductions, if any, but before any other deductions. The recorded data comprise the components of the wages and salaries including: direct regular wages and salaries in cash; pay for time not worked (i.e. paid leave, sick leave); bonuses (13th month salary); allowances; value of remuneration in-kind; and arrear or advance payments.

According to the survey results, the average monthly wages (mean) and salaries of employees was 530.8 USD in 2013. The median of the distribution of monthly wages and salaries, a more relevant measure of central tendency that is less influenced by extreme values, was about 272 USD.

Figure 17 shows the earnings differentials for men and women, and for different age groups and levels of educational attainment.

Figure 17: Average monthly earnings of employees by sex, age group and educational attainment, LFS 2013
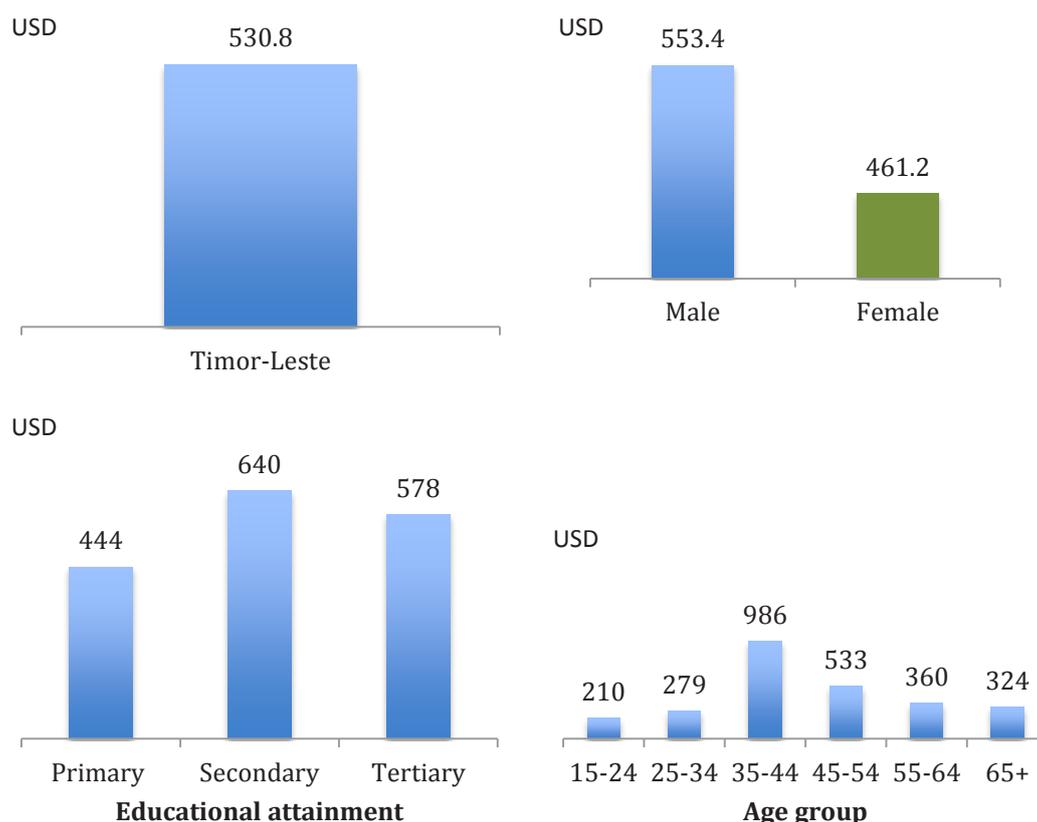
On average, women received lower monthly earnings (461 USD) than men (553 USD). It has been argued that women are more likely than men to work in the informal economy, and that the average earnings for women in the informal economy are lower than those of men in the informal economy.[15] The results also show that the average earnings for women were lower than that for men across occupation categories except for technicians and associate professionals where women appeared to receive on average more than twice the wages and salaries of men (763 USD for women versus 372 USD for men). (See statistical tables in the annex)

As expected, employees with primary educational attainment received on average lower pay (444 USD) than employees with higher educational attainment. It is, however, surprising to note that the earnings differential between employees with secondary and tertiary education was so low. The employees with secondary education on average have higher monthly earnings (640 USD) than those with tertiary education (578 USD).

Figure 17 also shows that the average monthly earnings of employees increase through the core ages, as workers gain more experience. The average monthly earnings of employees was about 210 USD for young workers in the age category 15 to 24 years old, 279 USD in the age category 25 to 34 years old and 986 USD in the core age category 35 to 44 years old. After this peak, the average earnings decrease with age perhaps owing to changes in the economy and need for new skills.

The earnings differentials between men and women may be corrected for differences in levels of educational attainment and work experience using the Mincer model.[16] The Mincer equation is a widely used function to model earnings based on key determining variables. A typical Mincer equation uses sex, age and educational attainment as determining variables, age being a proxy variable for length of work experience and educational attainment a proxy for years of formal education. The Mincer equation is thus specified here by

$$w = \beta_0 + \beta_1 \, sex + \beta_2 \, age + \beta_3 age^2 + \beta_4 \, educ + \varepsilon$$

where w is the logarithm of earnings or more precisely net income from paid employment per unit of time, sex is a variable with value 0 for men and 1 for women, age represents the age variable, educ the educational attainment (-1 for primary education to 0 and 1 for second and tertiary education, respectively). The last term ε represents a residual variable with conditional expected value equal to zero.

15 Martha Chen, Joann Vanek, Francie Lund, James Heintz, Renana Jhabvala and Christine Bonner, Progress of the World's Women 2005, Women, Work & Poverty, UNIFEM, New York, 2005, pp. 46-50.

16 Heckman, James J., Lochner, Lance J., and Todd, Petra E., "Fifty Years of Mincer Earnings Regressions," First draft June 1998, Revised March 19, 2003.

The application of the Mincer equation to the LFS 2013 data, after discarding the records with missing or undefined data on educational attainment, and wages and salaries gives the following estimates. Three outliers with wages and salaries more than 15,000 USD per month were also discarded.

Table 4: Mincer equation: Monthly earnings of employees, LFS 2013

Variable	Parameter	Estimate	Standard error	t-value
Intercept	β_0	4.3624184	0.1266695	34.439 ***
Sex	β_1	-0.2201682	0.0222969	-9.874 ***
Age	β_2	0.0573601	0.0068227	8.407 ***
Age^2	β_3	-0.0005126	0.0000853	-6.009 ***
Educ	β_4	0.2083676	0.0127749	16.311 ***

The regression fit measured by R2 is not very high (7.8% on 8277 degrees of freedom) but the estimated regression coefficients are all highly significant at 0.1%. The highly significant coefficient of the sex variable (β_1= -0.220) indicates that even after adjusting for differences in length of work experience (age and age^2) and level of educational attainment (educ), there was a statistically significant difference between the earnings of men and women: men receiving on average higher earnings than women. Also, the estimated coefficient of the square of the age variable (age^2) was negative indicating that the relationship between earnings and age was parabolic, i.e. after a certain threshold, the effect of work experience measured in terms of age had diminishing return on earnings.

The size distribution of earnings is an indicator of income inequality in the country. In the latest version of the ILO framework of decent work indicators, low pay rate is defined as the percentage of the employed population whose average hourly earnings is below two-thirds of the median of the distribution or an absolute minimum, whichever is greater. Formulating the indicator in terms of a percentage of the median makes it independent of the national currencies and facilitates international comparison. The choice of two-thirds, recommended by the Working Group on Decent Work Indicators at the 18th International Conference of Labour Statisticians,[17] has the virtue of simplicity and wide applicability, including in countries that have either not adopted minimum wage legislation or those that have set the statutory minimum wage far below the prevailing market wage.

Based on the LFS 2013 data, the low pay threshold may be calculated as 181 USD per month. This figure corresponds to 2/3 of the median of the distribution of the reported monthly wages and salaries of employees in the survey. Thus, employees earning less than 181 USD per month were considered as having low pay. The results show that there were 28% low pay employees in Timor-Leste in 2013. By international standards, this is a relatively high value. According to the data for seven countries reported in an ILO document on the measurement labour underutilization, the percentage of low pay workers was

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17 See, for example, Tripartite Meeting of Experts on the Measurement of Decent Work, ILO, Geneva, 8-10 September 2008, Chairperson's report, paragraph 51.

6.8% in Turkey (2007) and Bosnia and Herzegovina (2006), 7.2% in Moldova (2007), 11.3% in Mexico (2007 Q2), 20.5% in the Philippines (2003 Q4) and Panama (2007 August), and 30.4% in Tanzania (2005-2006).[18]

Figure 18 below shows the percentage of low pay employees in Timor-Leste (LFS 2013) by sex, age group and educational attainment. It can be observed that the incidence of low pay was higher among men (32%) than women (15%) and higher among employees in primary education (42%) than those with secondary education (29%) or tertiary education (15%). The incidence of low pay is very high among young people, 15 to 24 year old employees (81%), and steadily decreases with age.

Figure 18: Percentage of low pay employees by sex, age group and educational attainment, LFS 2013
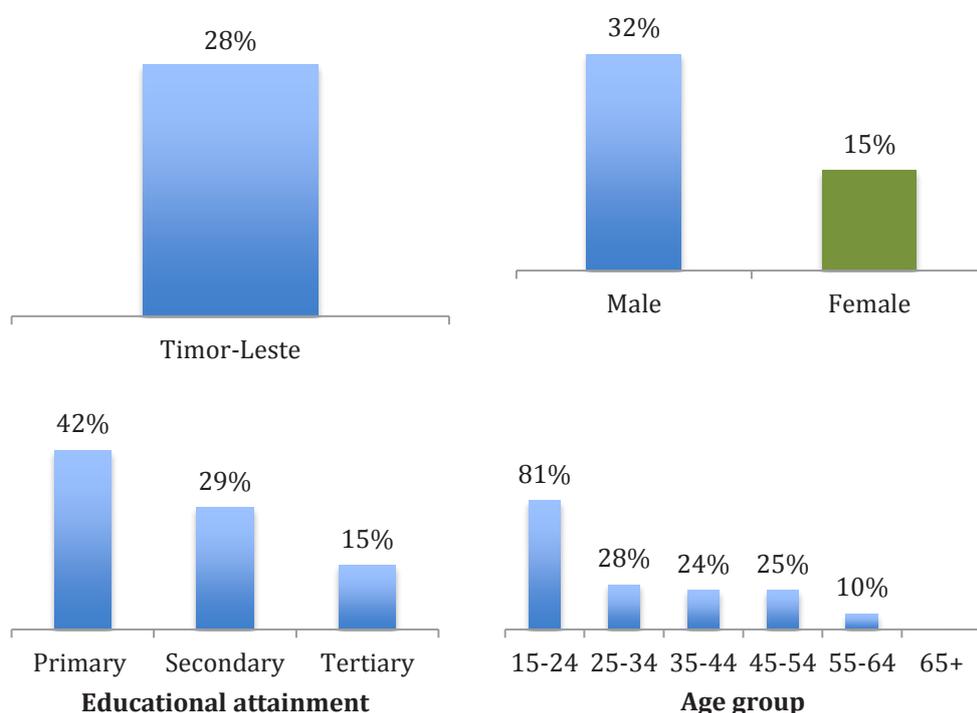
Note: Low pay = Monthly wages and salaries less than 181 USD (2/3 of median, median = 272 USD)

The LFS 2013 also collected data on household income that is not presented in this report. If used in conjunction with the most recent data from the Household Income and Expenditure Survey (HIES), the number of working poor can be estimated. The working poor are broadly defined as those who are working but live in households with an income below the poverty line.

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18 ILO, Beyond Unemployment: Measurement of Other Forms of Labour Underutilization, Room Document 13, 18th International Conference of Labour Statisticians, Geneva, 24 November - 5 December 2008.

12. Youth, Education and Training

Globally there is concern about increase in youth unemployment. The formulation of effective youth employment policies is therefore crucial and it requires rigorous analyses of the youth labour market.[19] With that in mind, many of the statistical tables included in this report are presented for different age groups.

A detailed analysis of the labour market situation of youth is beyond the scope of this report. In future, SEPFOPE is planning to draft several thematic papers including one on youth employment. The data presented in this report is therefore limited to the main results from the Labour Force Survey 2013 concerning young people. The international definition of youth is "persons aged 15 to 24 years old." The analysis is organized in three parts: (a) the trends in youth employment and unemployment; (b) the relationship between education and the youth labour market; and (c) the role of training in inserting young people into the labour market.

According to LFS data it is estimated that the youth population in 2013 was 200,000. From this total, 22,000 young men and women, between 15-24 years of age were employed which translates into a youth employment-to-population ratio of 11.1%. 6,200 young people were identified as unemployed which is equal to an unemployment rate of 21.9%. Youth unemployment was significantly higher for young men (4,300 or 25.3%) compared to young women (1,900 or 16.7%). Comparing the youth unemployment data with data from the general population indicates that the youth made up more than one quarter of total unemployment. Thus, the youth labour force was more than twice at risk of unemployment than the total labour force.

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19 ILO, Youth Labour Market Analysis. A training package on youth labour market information, International Labour Organization, Geneva, 2013.

Tables 5a and 5b give more detailed data on youth involvement in the labour market in 2013.

Table 5a: Youth labour force summary indicators LFS 2013

('000)	2013
Youth population (15-24 years)	200.0
• Youth labour force	28.4
- Youth employed	22.1
(of which youth time-related underemployed)	0.2
- Youth unemployed	6.2
• Youth outside the labour force	171.6
(of which youth potential labour force)	1.8
Youth subsistence foodstuff producers	28.8
Youth neither in employment, education or training	47.8

Another notable result from LFS is the considerably large number of young people (28,800) involved in subsistence foodstuff production. Moreover, a total of 47,800 (24.3% of youth population) young people were neither in employment, education or training (NEET).

Table 5b: Youth labour force summary indicators LFS 2013

(%)	2013
Youth labour force participation rate	14.2
Youth employment-population ratio	11.1
LU1. Youth unemployment rate	21.9
LU2. Combined rate of youth unemployment and youth time-related underemployment	22.5
LU3. Combined rate of youth unemployment and youth potential labour force	26.5
LU4. Composite measure of youth labour underutilization	27.2
Share of NEET in the youth population	24.3

To understand this particularity, the youth population neither at school nor employed is examined by single age in Figure 19 below. The lower solid line shows the percentage of the youth population employed at each single year of age. The results show, as expected, an upward pattern indicating that the percentage of youth employment increased with age. By looking at the upper solid line, with reference to the top line obtains the percentage of young people at school. This line also has an upward pattern, indicating, as expected, that the number of young people in school decrease with age, as there are both drop-outs and graduates leaving the education system.

By looking at the difference between the two solid lines, one obtains the percentage of young people not at school or employed. Normally the area between the line "at school" and the line "employed" should have the shape of an "island". At lower ages, the bulk of young people are at school with few working. At the other end of the age distribution, young people, at 24 years old, should mostly be working, with a minority still at school continuing their graduate studies. As a result, at both ends of the age distribution, the two solid lines should show closures and the area between the lines should look like an "island". But here the area looks more like a "gulf", with no closure at the upper tail of the age distribution. This suggests that there were a permanent number of young people who were idle or subsistence foodstuff producers, not in the labour force.

Figure 19: Youth not at school or employed, LFS 2013
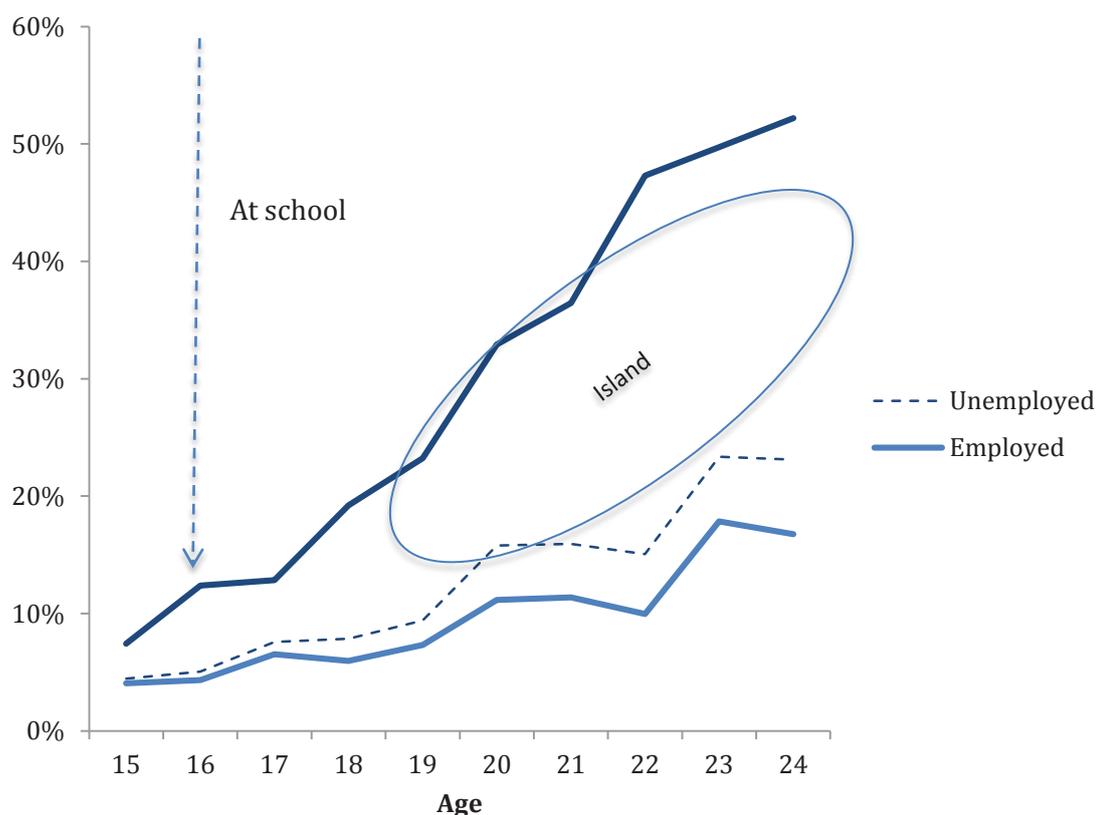
Note: Normally, the area between the line "at school" and the line "employed" should have the shape of an "island". But here the area looks more like a "gulf", suggesting that there were a permanent number of young people who were subsistence foodstuff producers, not in the labour force

There is a two-way relationship between the education system and the labour market. The education system supplies the labour market with an educated labour force for the national economy, while the labour market–through the wage structure of occupations and other labour market variables–transmits signals on the types of qualifications expected from the education system.

Some aspects of this relationship may be examined with the labour force survey data. Earlier we saw that the average wage of employees with secondary education (644 USD per month in 2013) was slightly higher than those with tertiary education (578 USD) and much higher than those with primary education (444 USD). The labour market thus seems to signal a higher "demand" for employment in jobs requiring secondary education than jobs requiring tertiary education.

Looking at Figure 20, one sees the composition of the youth labour force. In 2013, 44.5% of the youth labour force had secondary education Correspondingly, the percentage of the youth labour force with primary education was 54.1% in 2013. The percentage of the youth labour force with tertiary education (1.4%) was very low.

Figure 20: Youth labour force by educational attainment LFS 2013
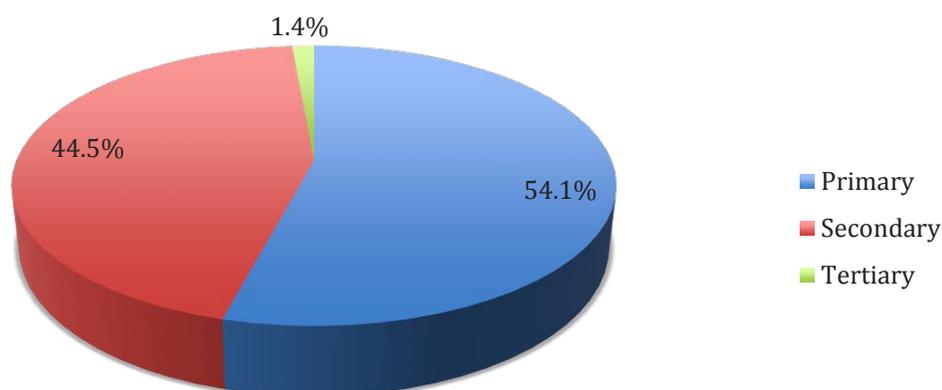
Note: Primary = Pre-primary education + Primary education + Pre-secondary education. Secondary = Secondary education + Technical secondary education + Vocational courses. Tertiary = Polytechnic/Diploma + University education.

It is instructive to note that while there was a marked employment demand for youth with secondary education, the rate of unemployment for the same group was also the highest in 2013 (41.6% versus 15.8% for youth with primary education and 25.2% for youth with tertiary education). This suggests there was an excess supply of youth labour with secondary education or a mismatch of job requirements and qualifications within secondary education.

Responding to SEPFOPE's interest in training policies and the relationship between training and labour market outcomes, the LFS 2013 questionnaire incorporated a specific module on the training available outside the formal education system. The resulting data are briefly analyzed to address the following general issues:

- The outreach of training among young people and adults in Timor-Leste
- The extent and nature of the demand for training in terms of the course subjects, types of training providers and willingness to pay for training
- The effectiveness of the training programmes for inserting young people into the labour market

As shown in Figure 21 in total there was an estimated 29,400 people who participated in at least one training course in the 12 months prior to the survey. The majority was men (59.5%), with secondary education (56%) and evenly distributed in the two prime-age categories, 15 to 24 years (32%) and 25 to 34 years (31%). The bulk participated in just one training course (72.5%), but some participated in two (10.4%) and others in three or more courses (17.1%).

Of the hundred or so training subjects, three emerged as by far the most popular. These were learning to drive light motor vehicles (8,500 participants), operating heavy equipment (8,200 participants) and masonry (4,400 participants).

Figure 21: Number of persons participating in training programmes in past 12 months by sex, age group and educational attainment, LFS 2013
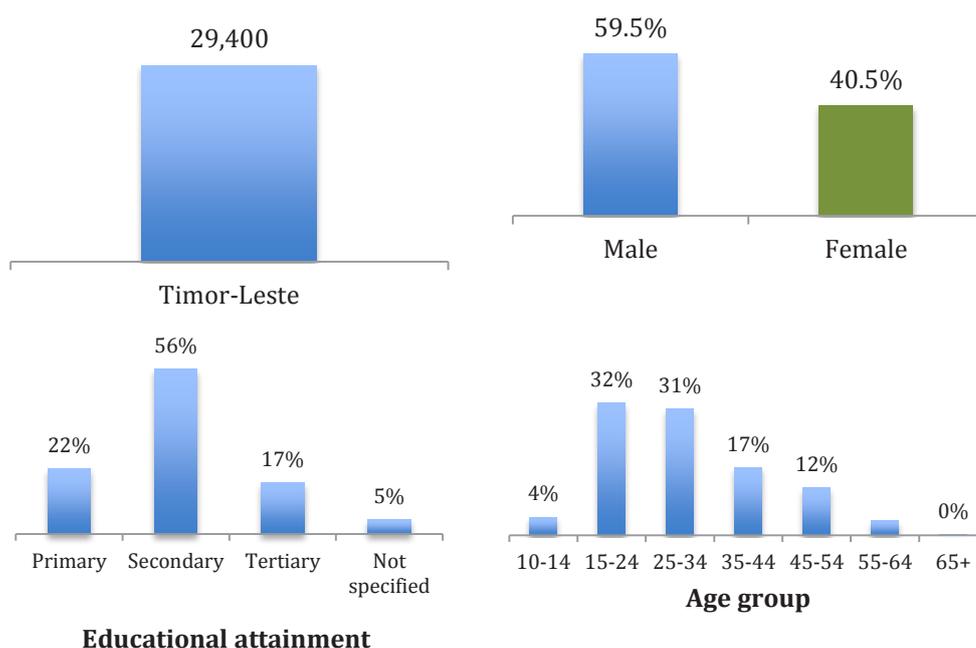
About one in four participants were trained through private lessons from individuals (24%). The others obtained their training in institutions within Timor-Leste (74%) and a minority outside the country (2%). Most would not pay for their training, as they consider that training should be free of charge. Relatively few are ready to pay part of the training costs (6.2%) and some the full cost (3.5%).

The results analysis in terms of labour force status shows that more than half of the participants in the training programmes were employed (59.2%), the others were either unemployed (3.3%) or outside the labour force (37.5%).

Table 6 provides data on the relationship between the current labour force status and the perceived effectiveness of participation in the training programmes.

Table 6: Perceived effectiveness of training by current labour force status, LFS 2013

Survey question	Current labour force status		
What happened after you completed the training?	Total	Employed	Unemployed
Total	**8,758**	**8,291**	**467**
1. Nothing	1,607	1,399	209
2. Able to get a job	1,014	936	78
3. Salary increase	524	524	0
4. Promotion	1,575	1,564	12
5. Skill improvement	3,634	3,634	0
6. Obtained internship/traineeship	336	233	103
7. Waste of time and money	66	0	66

About 15% of the employed people got a job (presumably their current job) or an internship or a trainee position after completing the training programme. Others received a salary increase (6%) or a promotion (19%). Among the unemployed, more than a third (39%) got a job or an internship or traineeship after completing the training programme. Table 6 shows that 12 unemployed people gained a promotion after completing the training. These were probably people who subsequently became unemployed, but were in training while previously employed.

In future, further analysis of training effectiveness may be carried out on the basis of data from three other questions addressed to the working-age population (15 years and above) which are: the kind of work the currently employed people have been trained for or learned to do (Q26); the method of training or learning that the person received (Q27a) and; whether or not the person paid for the training or learning (Q27b).

13. Working Children

In many countries, children below legal working age are engaged in economic activity, earning money in a variety of casual or informal jobs or helping without pay in family enterprises. However, not all work performed by children is *child labour*. According to the international standards concerning the statistics of child labour adopted by the 18th ICLS in 2008, the term *child labour* reflects the engagement of children in prohibited work and, more generally, in types of work to be eliminated as socially and morally undesirable as guided by national legislation, and relevant ILO conventions and recommendations. It includes all people aged 5 to 17 years who, during a specified time period, were engaged in one or more of the following categories of activities[20]

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20 ILO, "Resolution concerning statistics of child labour," adopted by the 18th International Conference of Labour Statisticians, Geneva, 24 November – 5 December 2008.

(a) The worst forms of child labour, including all forms of slavery or practices similar to slavery, sexual exploitation, involvement of children in illicit activities, and other hazardous work likely to harm the health, safety or morals of children

(b) Employment below the minimum age, including any work that is carried out by a child below the minimum age specified for the kind of work performed, excluding *permissible light work* applicable to children aged 12 years and over;

(c) Hazardous unpaid household services, including activities performed in the child's own household for long hours or in an unhealthy environment, involving unsafe equipment or heavy loads, or in dangerous locations, and so on.

While the LFS 2013 was not designed to measure child labour, the survey collected data on the economic activity of children from 10-14 years old, in addition to the data on the working-age population 15 years old and over. Thus, some aspects of children's activities in category (b) of the international classification presented above can be highlighted with the LFS 2013 data.

The main results are presented in Figure 22 below. According to these data, there was an estimated 142,200 children from 10-14 years old in Timor-Leste in 2013, 73,400 boys and 68,800 girls. Among them some 9% were working either for pay or profit (1.4% of boys and 1.8% of girls) or on subsistence foodstuff production (7.7% of boys and 7.4% of girls).

Figure 22: Working children (10-14 years) and school attendance, LFS 2013

Total number of children (10-14 years)

Working children (10-14 years)
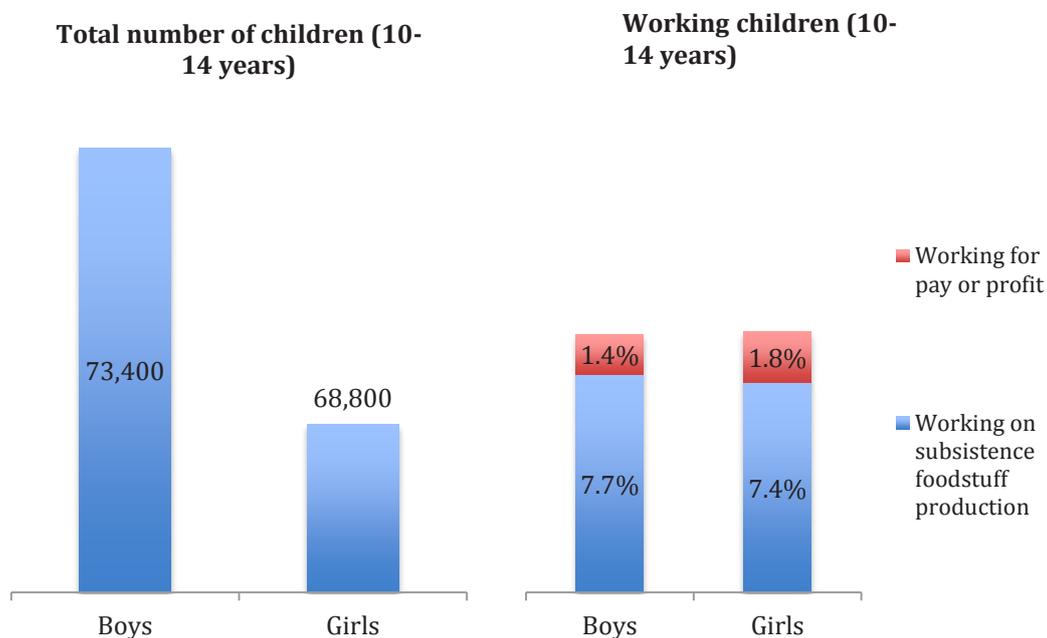
Combining work and school
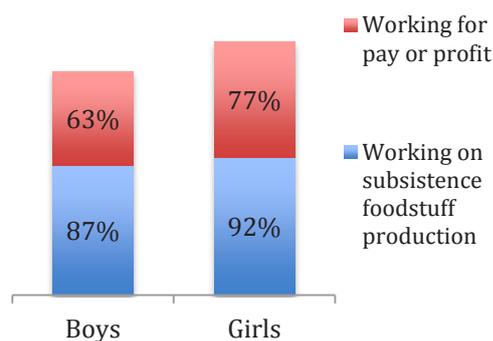
Working, not at school
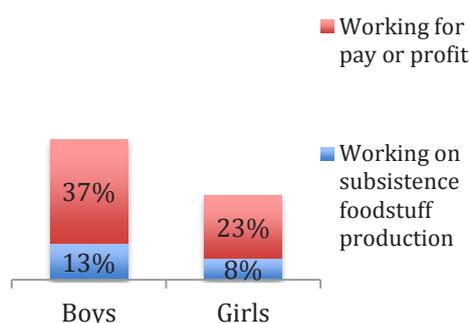
Children from 10-14 years old working at subsistence foodstuff production were more likely to combine work and school than those working for pay or profit. In reverse, children (10-14 years) working for pay or profit were more likely to be out of school than those working on subsistence foodstuff production. The result was true for both boys and girls. Among 10-14 year old children working for pay or profit, the percentage not attending school was 37% for boys and 23% for girls. By contrast, among those working on subsistence foodstuff production, the percentage not attending school was considerably lower, 13% for boys and 8% for girls.

Table 7 shows the top twelve occupations in which those working for pay or profit were engaged. The top twelve occupations cover more than 84% of the working children. The bulk of the children were working in agriculture-related occupations such as mixed crop growers, gardeners, field crop and vegetable growers, mixed crop and field labourers, livestock and dairy producers, pet groomers and animal care workers. Others were working in sales occupations such as stall and market salespeople, shopkeepers and street food salespeople. Only a small percentage is working in factory or workshop settings. These were virtually all girls, mostly working as food and related products machine operators or as weaving and knitting machine operators.

Table 7: Top twelve occupations of children (10-14 years) working for pay or profit, LFS 2013

	ISCO-08	Occupation title	Total	Boys	Girls
		Total (all occupations)	**2,300**	**1,000**	**1,200**
1	6114	Mixed crop growers	24%	29.2%	19.5%
2	6113	Gardeners, horticultural nursery growers	21.3%	15.6%	26.1%
3	6111	Field crop and vegetable growers	12.6%	19.3%	70%
4	5211	Stall and market salespeople	70%	5.2%	8.4%
5	9213	Mixed crop and livestock farm labourers	3.6%	0%	6.7%
6	8160	Food and related products machine operators	2.8%	0%	5.1%
7	5160	Other personal services workers	2.8%	0%	5.1%
8	5221	Shop keepers	2.3%	0%	4.3%
9	5212	Street food salespeople	2.3%	3.8%	1.1%
10	8152	Weaving and knitting machine operators	2.1%	00%	3.9%
11	6121	Livestock and dairy producers	2.1%	4.5%	0%
12	5164	Pet groomers, animal care workers	20%	4.2%	0%

Although the survey results appear to show that relatively few 10-14 year old children were working in potentially hazardous occupations, the international standards recognize that long hours of work or work at night in industries and occupations not designated as hazardous may be harmful to the health and safety of the child and should be considered as child labour when performed by children under the age of 18 years.

In the ILO methodology for the global estimation of child labour, the threshold on hours of work for defining child labour has been set at 43 hours of work per week for children 15 to 17 years old, at 14 hours of work per week for children 12-14 years old and any number of hours of work per week for children 5-11 years old.[21] Accordingly, the data on hours of work for children are presented in Figure 23 below in terms of the time intervals: below 14 hours; 14 to 42 hours; and 43 hours or more.

The results show that the majority of children 10-14 years old working for pay or profit usually worked 14 to 42 hours per week, 62% of boys and 53% of girls. The percentage of children working very long hours–43 hours or more per week–was 24% of boys and 13% of girls.

Figure 23: Hours usually worked per week of children (10-14 years) working for pay or profit, LFS 2013
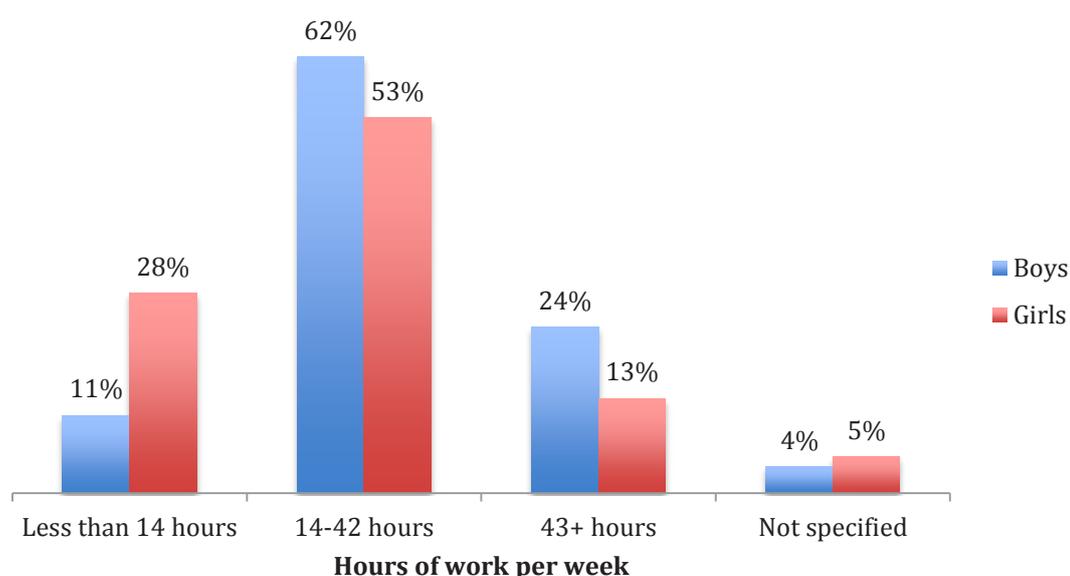
Splitting the age group, 10-14 years old, into two (10-11 years old and 12-14 years old) and in line with the methodology of the ILO global estimation of child labour considering all children 10-11 years old working for pay or profit and those 12-14 years old usually working for more than 14 hours per week as child labour, one obtains that there were about 1,800 children 10-14 years old in child labour in Timor-Leste in 2013, almost equally divided between boys and girls.

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21 ILO, Global child labour trends 2008 to 2012, Yacouba Diallo, Alex Etienne and FarhadMehran, International Programme on the Elimination of Child Labour (IPEC), International Labour Office, Geneva, 2013.

Calculating the number of children 15 to 17 years old who were usually working for pay or profit for 43 hours or more per week gave an approximate estimate of child labour in Timor-Leste in 2013. The resulting total was 2,900, with a higher concentration of boys (1,600) than girls (1,300).

Based on these results, one may conclude that the prevalence child labour was much lower in Timor-Leste than the world average. Using long hours of work for pay or profit as sole criterion of child labour in Timor-Leste, the percentage of children 10-14 years old in child labour was about 1.3% in Timor-Leste against the global estimate of 10.6%.[22]

14. Regional Variations

The LFS 2013 results show that there was relatively more labour force activity in urban areas than in rural areas, both in terms of employment and unemployment. According to the data presented in Figure 24, the labour force participation rate was 39% in urban areas and 26% in rural areas. Similarly, the unemployment rate was higher in urban areas (12%) than in rural areas (10%).

Figure 24: Labour force participation and unemployment rates in urban and rural areas, LFS 2013
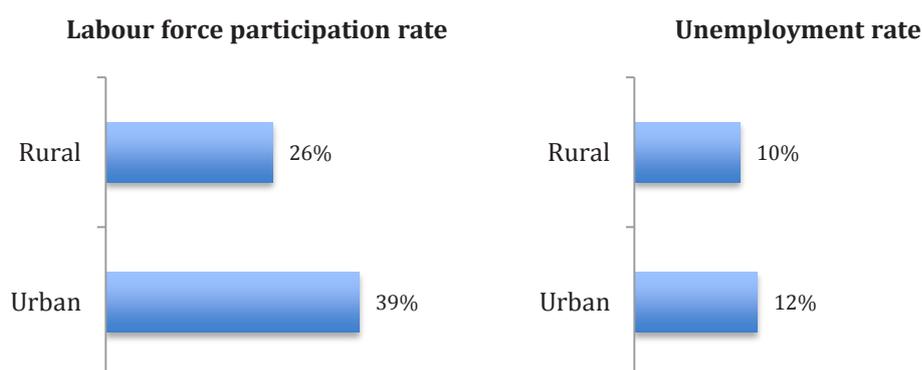
The survey was designed to provide separate estimates of the main labour force aggregates for three regions: East, West and Central. The capital city, Dili district and the island of Atauro were separated from the Central district to form the following regions for data reporting:

- Dili = the capital city, the rest of the district and the island of Atauro
- Central = districts of Aileu, Ainaro, Ermera and Manufahi
- East = districts of Baucau, Lautem, Manatuto and Viqueque
- West = districts of Bobonaro, Covalima, Liquica and Oecusse

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22 The global estimate refers to 2012 and includes child labour for children from five to nine years old, not covered by the Timor-Leste LFS 2013.

The regional variations are shown in Figure 25. In terms of labour force participation, Dili had by far the highest rate in 2013 (40%). The other regions had more or less the same labour force participation rate of around 27%.

Dili and the rest of the Central region had the highest unemployment rates in 2013, 13% and 15% respectively. The more rural regions registered relatively lower unemployment rates, 7% in the East and 8% in the West.

Figure 25: Labour force participation and unemployment rates by region, LFS 2013
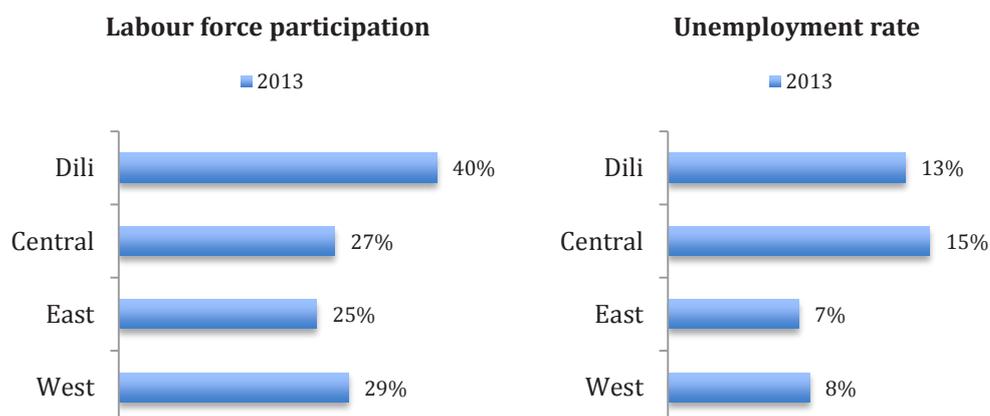
Note: Dili and Atauro; Central = Aileu, Ainaro, Ermera and Manufahi
East = Baucau, Lautem, Manatuto and Viqueque; West = Bobonaro, Covalima, Liquica and Oecusse

Figure 26 presents the regional employment estimates by broad sectors of economic activity. It is important to note that agricultural employment excludes workers involved in subsistence foodstuff production, as these workers were not engaged in work for pay or profit in line with the new international standards on statistics of work, employment and labour underutilization.

The major branches of economic activity shown in Figure 26 are:

- Agriculture: Agriculture, forestry and fishing (excluding exclusive subsistence foodstuff production)
- Industry: Mining and quarrying; manufacturing; electricity, gas, steam and air conditioning supply; water supply, sewage, waste management and remediation activities; and construction

Figure 26: Employment in major branches of economic activity, LFS 2013

Dili 2013

- Agriculture 9%
- Industry 13%
- Services 77%
- Not specified

Central 2013

- Agriculture 63%
- Industry 10%
- Services 23%
- Not specified

East 2013

- Agriculture 58%
- Industry 13%
- Services 29%
- Not specified

West 2013

- Agriculture 52%
- Industry 15%
- Services 32%
- Not specified
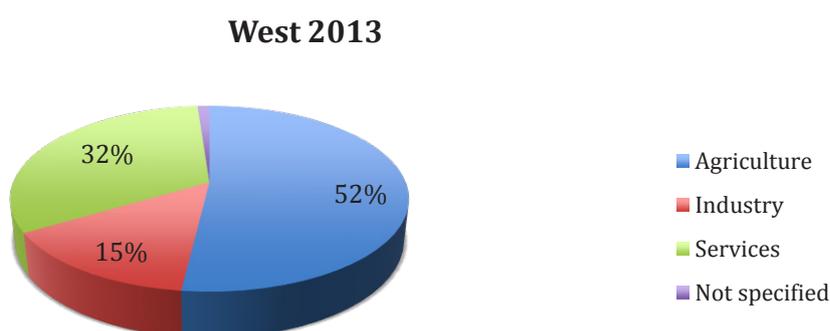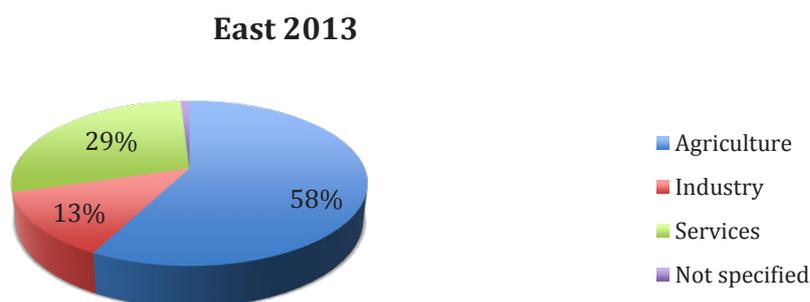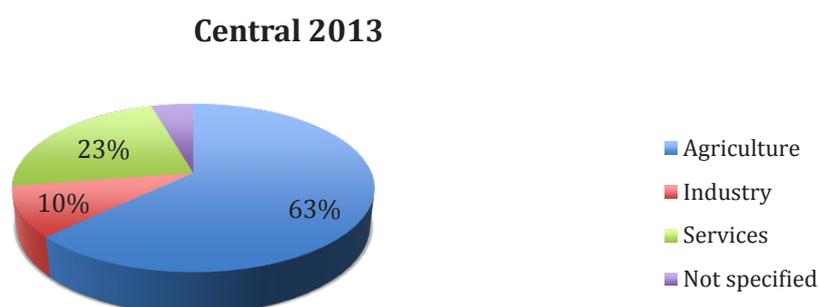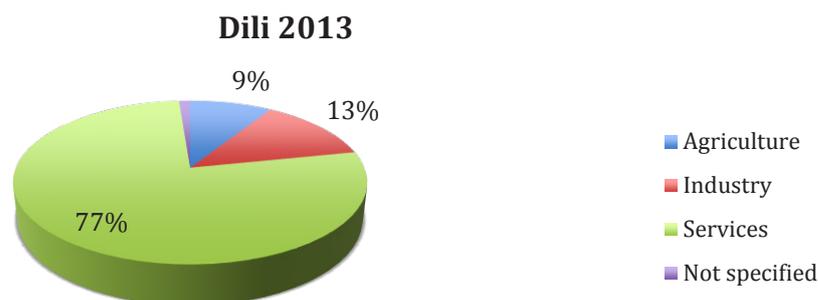
Note: Agriculture = agriculture, forestry and fishing (excluding subsistence foodstuff production). Industry = mining and quarrying; manufacturing; electricity, gas, steam and air conditioning supply; water supply, sewage, waste management and remediation activities; and construction. Services = wholesale and retail trade; transportation and storage; accommodation and food service activities; information and communication; financial and insurance activities; real estate activities; professional, scientific and technical activities; administrative and support service activities; public administration and defense; education; human health and social work activities; arts, entertainment and recreation; activities of households as employers; and activities of extraterritorial organizations and bodies.

- Services: Wholesale and retail trade; transportation and storage; accommodation and food service activities; information and communication; financial and insurance activities; real estate activities; professional, scientific and technical activities; administrative and support service activities; public administration and defense; education; human health and social work activities; arts, entertainment and recreation; activities of households as employers; and activities of extraterritorial organizations and bodies.

Looking at the figures, one observes that except for Dili, employment in the other three regions was dominated by agriculture in 2013. In Dili, the share of employment in agriculture was only 9%, while it was 63% in the rest of the Central region, 58% in the East and 52% in the West.

In Dili, services were the major branch of economic activity with by far the highest share of employment (67%). In the other regions, services had the second highest share of employment, after agriculture: 23% in Central region; 29% in East region and 32% in West region. In all regions, industry had the smallest share of employment in 2013, 13% in Dili, 10% in Central region, 13% in East, and 15% in West.

15. Seasonality

The labour force survey of 2013 was conducted during a three-month period from October to December 2013. Labour markets are subject to seasonality, especially where agriculture and construction activities are dominant. In Timor-Leste, there is considerable change in climate over the year, the dry season spanning from around May to October, and the wet season from around November to April.

It should be noted however that while seasonal factors greatly affect production and output, their impact on labour input is somewhat more limited. Coffee, for example, is harvested between March-April and August-September during the dry season. But work on coffee plantations is almost continuous, as farmers and family workers maintain their farms throughout the year and prepare for the harvest season. Planting, in fact, often takes place during the wet season, so that the soil around the young trees remains moist while the roots become firmly established.

The crop calendar of maize and rice is similarly spread almost throughout the year. The main maize season starts with sowing in November and December followed by growing in January and harvesting in February to April. The off-season maize is sown from May to July, grown in August and harvested from September to November. In the case of rice, the main season crop is sown January and February, grown in March and April, and harvested from May to July. The off-season rice is sown from April to June, grown in July and harvested from August to December.

II. Methodological Note

1. Introduction

The principal objective of the LFS is to provide current data on the employment and unemployment situation of the population at national and sub-national levels covering in particular vulnerable and informal employment, time-related underemployment, potential labour force and subsistence foodstuff production. The survey is also intended to provide a solid foundation for conducting regular labour force surveys in future as part of the national statistical system.

Although the survey was designed prior to the adoption of the new international standards on statistics of work, employment and labour underutilization at the 19th International Conference of Labour Statisticians in October 2013, data analysis and presentation of the results was done–to a great extent–in line with the new standards.

The purpose of this chapter is to describe the main concepts and definitions (Section 2) and the methodology used for conducting the survey, in particular, the questionnaire design (Section 3), sample design (Section 4), field operations (Section 5) and data processing (Section 6). The chapter ends with an evaluation of data quality (Section 7) and the comparability of the key results with the Labour Force Survey 2010 and the 2010 Population and Housing Census (Section 8).

2. Main concepts and definitions

The main concepts and definitions of the Timor-Leste labour force survey were designed in line with the new international standards on statistics of work, employment, and labour underutilization adopted by the 19th International Conference of Labour Statisticians (Geneva, 2013).[23] These are briefly described below.

- Work

The starting point for the new international standards on statistics of work, employment and labour underutilization is the concept of work defined as:

- "Any activity performed by persons of any sex and age to produce goods or to provide services for use by others or for own use" in line with the General production boundary defined in the System of National Accounts 2008.

- Work is defined "irrespective of its formal or informal character or the legality of the activity."

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23 ILO, Resolution concerning statistics of work, employment and labour underutilization, Nineteenth International Conference of Labour Statisticians, Geneva, October 2013.

- It excludes "activities not involving production of goods or services (begging, stealing), self-care (personal grooming, hygiene) and activities that cannot be performed by another person on one's own behalf (sleeping, learning, own recreation)."

Several forms of work are recognized as shown in Figure A below.

Figure A. Work and different forms of work

Work comprises any activity performed by persons of any sex and age to produce goods or to provide services for use by others or for own use

Own-use production work	Production of goods and services for own final use
Employment	Work performed for others in exchange for pay or profit
Unpaid trainee work	Worked performed for others without pay to acquire workplace experience or skills
Volunteer work	Non-compulsory work performed for others without pay
Other work	Not defined, e.g., unpaid community service and unpaid work by prisoners, when ordered by a court or similar authority

ILO, Resolution concerning statistics of work, employment and labour underutilization (Geneva, 19th ICLS, 2013).

- Employment

People in employment are defined as all those above a specified age who, during a short reference period, were engaged in any activity to produce goods or provide services for pay or profit. It excludes persons engaged wholly in activities to produce goods or services for own final use such as producing agricultural, fishing and gathering products for own-consumption or cleaning, decorating, gardening and maintaining one's own dwelling or premises, durables and other goods.

People in employment comprise: (a) employed people "at work," i.e. who worked in a job for at least one hour; and (b) employed people "not at work" owing to temporary absence from a job or to working-time arrangements (such as shift work, flexi-time and compensatory leave for overtime).

- Labour underutilization

The new international standards specify a broad framework to measure the unmet need for employment based on the concept of labour underutilization. Measures of labour underutilization include, but are not restricted to time-related underemployment; unemployment; and the potential labour force.

- Unemployment

People in unemployment are defined as all those above a specified age who (a) were not in employment; (b) carried out activities to seek employment during a specified recent period; and (c) were currently available to take up employment given a job opportunity. The definition of unemployment provides an exception in the case of *future starters*. They are considered as unemployed even if they did not carry out activities to seek employment during the specified recent period, criterion (b) as long as they satisfy the availability condition.

- Time-related underemployment

People in time-related underemployment are defined as all those in employment who, during a specified reference period: (a) wanted to work additional hours; (b) whose working time in all jobs was less than a specified hour threshold; and (c) who were available to work additional hours, given an opportunity for more work. In the Timor-Leste LFS, the hour threshold was set at 41 hours usually worked per week on the basis of the weighted median of the distribution of hours usually worked of reporting survey units.

- Potential labour force

The potential labour force is defined as all people above a specified age who, during the short reference period, were neither in employment nor in unemployment but who were considered as either (a) *unavailable jobseekers* (seeking employment but not currently available) or (b) *available potential jobseekers* (currently available for employment but did not carry out activities to seek employment).

The interrelationship of the various concepts may be seen in Figure B.

Figure B. Labour force and labour underutilization framework
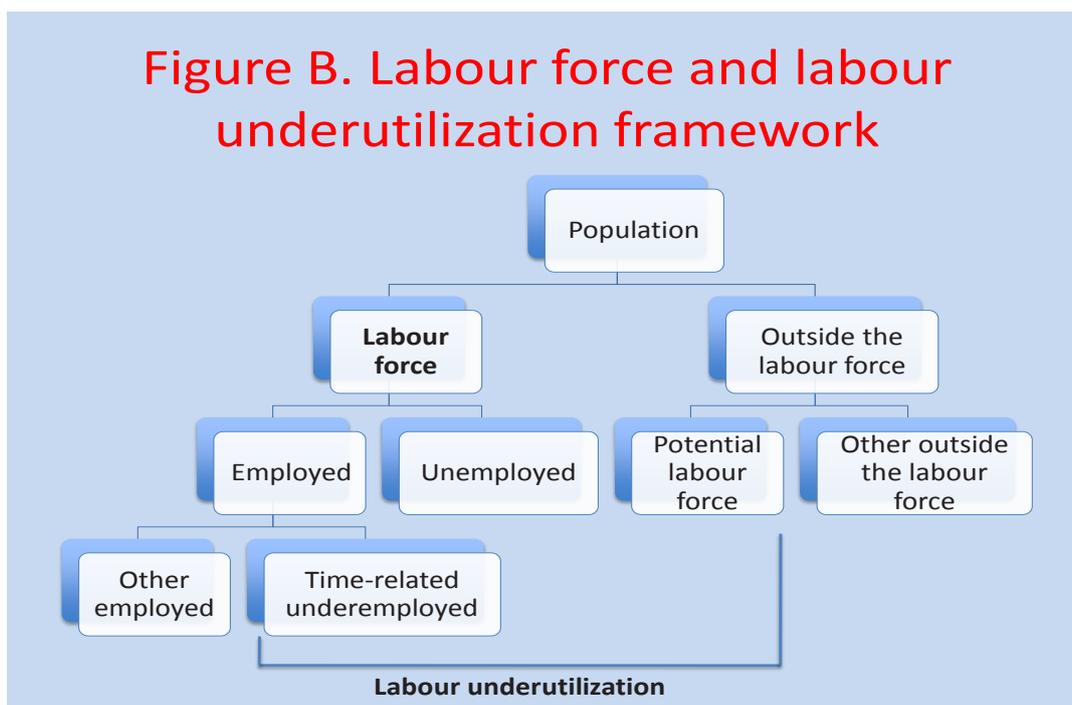
- Own-use producers

People in own-use production work are defined as all those of working age who, during a short reference period, performed any activity to produce goods or provide services for their own final use for a cumulative total of at least one hour. "For own final use" is interpreted as production where the intended destination of the output is *mainly* for final use (in the form of capital formation, final consumption by household members or by family members living in other households). In the case of agricultural, fishing, hunting or gathering goods intended mainly for own consumption, a part or surplus may nevertheless be sold or bartered.

Subsistence foodstuff producers constitute an important subgroup of people in own-use production work. They are defined as all those who performed any of the specified activities to produce foodstuff from agriculture, fishing, hunting or gathering that contribute to the livelihood of the household or family. Excluded are people who engaged in such production as recreational or leisure activities.

Own-use producers and in particular subsistence foodstuff producers (and unpaid trainee workers or volunteer workers) may be engaged, in the same reference period, in other activities including employment or the search for employment. Therefore, on the basis of their other activity certain own-use producers may also be in the labour force and classified as employed, unemployed or other labour underutilization category.

Figure C lists the terminology and definitions of the main labour force and labour underutilization indicators used in the survey. The definitions of other concepts used in the survey such as vulnerable employment, informal employment, skill-related and income-related inadequate employment situations are given directly with the descriptive analysis of the subject.

Figure C. Main labour force and labour underutilization indicators

1	Working age population (Pop15+)	E+U+N
2	Labour force (LF)	LF=E+U
3	Potential labour force	P
4	Extended labour force (XLF)	XLF=E+U+P
5	Employment	E
6	Unemployment	U
7	Time-related underemployment	T
8	Labour force participation rate	LF/Pop15+
9	Employment-population ratio	E/Pop15+
10	Unemployment rate (LU1)	U/LF
11	Combined rate of unemployment and time-related underemployment (LU2)	(U+T)/LF
12	Combined rate of unemployment and potential labour force (LU3)	(U+P)/XLF
13	Composite measure of labour underutilization (LU4)	(U+T+P)/XLF

3. Questionnaire design

The questionnaire was designed on the basis of the ILO Model LFS questionnaire (version A), adapted to the national circumstances of Timor-Leste. The questionnaire comprises two parts as indicated in Figure D below. A specimen of the questionnaire is in Annex 1 of the present report.

The individual questionnaire was administered to all household members 10 years old and above. Employment is measured on the basis of responses to 12 questions (Q1-Q9 and Q28-30); unemployment on the basis of 11 other questions (Q59a,b and Q60-Q68), and time-related underemployment on the basis of 3 follow-up questions to those on employment (Q49, Q51 and Q52). Potential labour force is measured on the basis of 4 questions, also used for measuring unemployment (Q59a,b and Q65, Q66). The questionnaire could only measure subsistence foodstuff workers (Q3 and Q4), but not the other own-use producers. The exact question sequence to derive each of these variables is given in Annex 2 of this report.

Figure D. Questionnaire

Cover page
A. Household questionnaire (roster)
B. Individual questionnaire (administered to all household members 10 years old and above)
   1. Personal identification particulars
   2. Identification of employed persons (Q1-Q9)
   3. Characteristics of main job (Q10-Q27)
   4. Characteristics of secondary activities (Q28-Q48)
   5. Hours of work and underemployment (Q49-Q57)
   6. Wages and salaries (Q58)
   7. Unemployed and economically inactive persons (Q59-Q82)

4. Sample design

The sample design of the Timor-Leste LFS 2013 was developed in two stages: first a stratified sample of enumeration areas was taken from the census sampling frame, followed by listing all private households in the sample enumeration areas; and the second stage drew 15 sample private households in each sample enumeration for interviewing. Private households exclude population living in military barracks, penal institutions, dormitories of schools and universities, religious institutions, hospitals and so forth. For the armed forces, this means that they were included if they lived as members of a private household, but excluded if living in dormitories, barracks or similar accommodation.

The calculations for determining the required sample size were first made for a single «domain» assuming a simple random sample design and no non-response. The results were then extended to allow for non-response and deviation from simple random sampling. Three geographical domains were defined in terms of the 13 administrative districts of Timor-Leste as follows:

- Sample size

East: Lautem, Baucau, Viqueque, Manatuto
Central: Dili, Aileu, Ermera, Ainaro, Manufahi
West: Liquica, Bobonaro, Covalima, Oecusse (Otonom)

The required number of sample households, n_h, under cluster sampling, may be re-expressed as

$$n_h = h \left[\frac{4p(1-p)}{e^2} \right] deft^2$$

where h is the expected number of households required to find one base population unit, $deft^2$ is the design effect

$$deft^2 = 1 + (\frac{b_h}{h} - 1)roh$$

and roh is the intra-cluster correlation and b_h is the average number of sample households per cluster and e is a given margin of error. The parameters were set at p=0.5 and e=0.05, or p=0.2 and e=0.04 or p=0.1 and e=0.03, giving the simplified expression

$$n_h = 400h \left[1 + (\frac{b_h}{h} - 1)roh \right]$$

where with b_h =15 households and h = number of households in the country divided by the base population (the labour force) which gives

$$h = \frac{184'652}{347'381} = 0.53155469$$

Finally, assuming that the intra-class correlation roh is equal to 1/3, the sample size required for one domain in the absence of non-response was obtained as about 2,124 households, Allowing for a response rate of 90% (or equivalently, a non-response rate of 10%), the inflated sample size required for one domain was about 2,360 households and for three domains

$$n_h = 3 \times 2'360 = 7'080$$

Under the specified design and with the given sample size the minimum effective number of sample observations on the base population for a given district was about 480 units. This should provide enough information to publish with reasonable confidence district-level tables with about 15 cells (e.g. 5 rows and 3 columns).

- Sample allocation

The required sample of 7,080 households corresponded to 472 sample enumeration areas, where a fixed number of 15 sample households were selected for interviewing within each sample enumeration areas (15 x 472= 7,080). In order to ensure adequate geographical representation of the sample, the 472 sample enumeration areas should be appropriately allocated among the strata.

Some 27 strata were envisaged. They corresponded to the urban and rural parts of the 13 districts of Timor-Leste separately, plus the island of Atauro which is essentially rural. Figure E below shows the total number of enumeration areas in each of the 27 stratum and the corresponding number of sample enumeration areas proposed for the LFS 2013, organized into the three regions used as domains for the survey: EAST, CENTRAL and WEST.

Figure E. Stratification

REGION	DISTRICT	No	Urban FRAME	Urban SAMPLE	No	Rural FRAME	Rural SAMPLE	Total FRAME	Total SAMPLE
EAST	LAUTEM	1	16	12	14	107	28	123	40
EAST	BACAU	2	20	14	15	185	37	205	51
EAST	VIQUEQUE	3	7	7	16	88	26	95	33
EAST	MANATUTO	4	12	11	17	63	22	75	33
CENTRAL	DILI	5	228	41	18	53	12	281	53
CENTRAL	ATAURO	-	-	-	19	16	7	16	7
CENTRAL	AILEU	6	3	3	20	75	14	78	17
CENTRAL	ERMERA	7	12	9	21	192	23	204	32
CENTRAL	AINARO	8	15	10	22	84	15	99	25
CENTRAL	MANUFAHI	9	14	10	23	71	14	85	24
WEST	LIQUICA	10	6	6	24	103	27	109	33
WEST	BOBONARO	11	33	17	25	175	35	208	52
WEST	COVALIMA	12	13	10	26	98	26	111	36
WEST	OECUSSE	13	10	9	27	110	27	120	36
TOTAL			**389**	**159**		**1420**	**313**	**1809**	**472**

The sample was allocated by the square root method for the 2010 Population and Housing Census enumeration areas within each domain. The square root method of allocation was a compromise between the equal apportionment that allocates the total sample enumeration areas equally among strata and the proportional allocation that allocates the total sample enumeration areas proportionally to the population or number of households of the strata.

The 2010 census enumeration areas differed in size. On average there were about 102 households per enumeration area. The smallest rural enumeration area had just one household and the smallest urban enumeration area had 12 households. The largest rural enumeration area had some 509 households and the largest urban enumeration area had 379 households. In principle, large enumeration areas should have been split in smaller and more homogeneous parts for sampling purposes. This process was deemed unnecessarily complicated in the present context. As a result, some four large enumeration areas remained in the sample without being split. This led to a final number of sample enumeration areas (472) four short of the originally targeted 476.

- Sample selection

The sample enumeration areas were selected with probability proportional to size where size was measured in terms of number of private households according to the 2010 Population and Housing Census. There were 65 large enumeration areas selected with probability equal to one.

The sample enumeration areas were then relisted prior to selecting the final sample of households. According to the sample design, 15 sample households were selected from the list of households in each sample enumeration area. If the list contained 15 or fewer households, all households in the sample enumeration area were drawn in the sample. If the list contained more than 15 households, a sample of fixed size (15 households) was drawn from the list by systematic random sampling using an Excel file especially designed for the purpose.

- Sampling weights

The calculation of the sampling weights for extrapolating the sample results to population was based on the following formula:

$$ExtrapolationWeight = \frac{BasicWeight}{\operatorname{Re}sponseRate}$$

where the basic weight in the numerator and the response rate in the denominator are given respectively by

$$BasicWeight = \frac{NumberHouseholdsListed}{NumberSampleHouseholdsSelected \times \Pr obabilitySelection}$$

where the probability of selection is given by the sample design of the survey and

$$\operatorname{Re}sponseRate = \frac{Completed + PartiallyCompleted}{NumberSampleHouseholdsSelected}$$

A final adjustment was made to account for population projections for 2013 recently published on the basis of the 2010 Population and Housing Census results.[24] This process of adjustment–calibration–means the weights are adjusted such that the application of the resulting weights to the population variables gives estimates exactly equal to the known population totals on those auxiliary variables.[25]

24 A similar adjustment was made in calculating the sampling weights for the Labour Force Survey 2010. The adjustments were made using population projections derived from the results of 2004 census.

25 Särndal, Carl-Erik, and Jean-Claude Deville, "Calibration Estimators in Survey Sampling," Journal of the American Statistical Association, June 1992, Vol. 87, No. 48, pp. 376-382.

5. Field operations

The field operations for the Labour Force Survey 2013 were launched in July 2013. The operations may be grouped into two major steps: (a) completing the listing of households in the 472 sample enumeration areas (primary sampling units); and (b) interviewing 15 selected sample households in each of the sample enumeration areas. The organization structure of the field operations is shown schematically in Figure F below.

Figure F. Field operations organization structure

Field operations:
(a) Listing: 15 teams (2 field staff and 1 driver per team)
(b) Interviewing: 13 teams (1 supervisor, 3 interviewers, 1 driver per team)
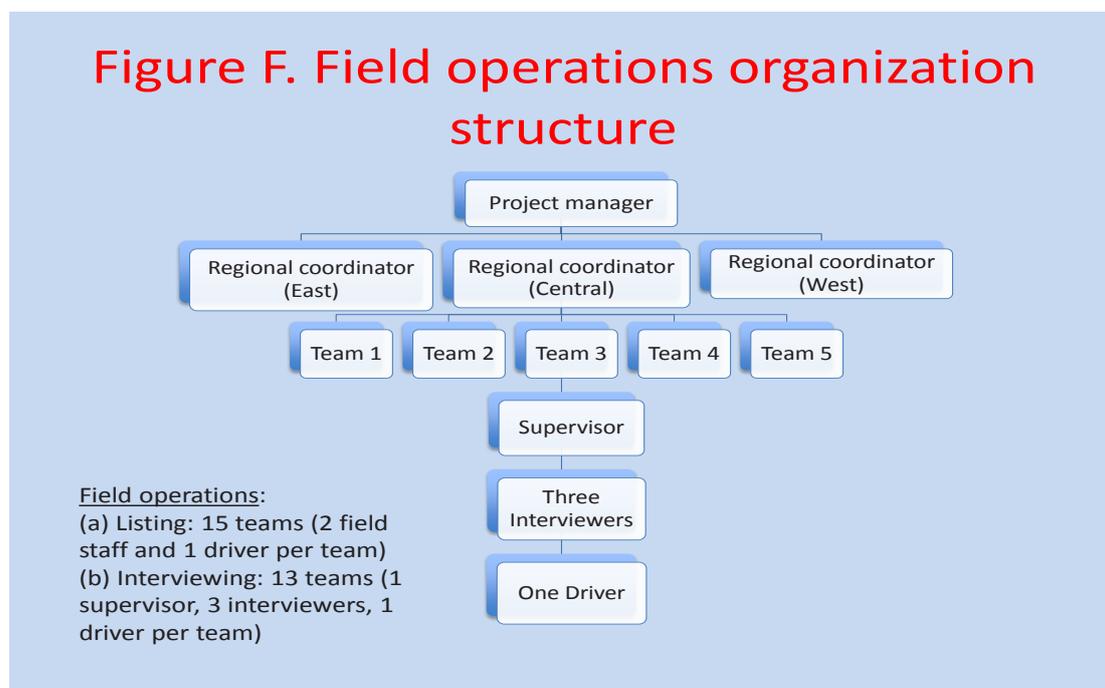
- Listing

The listing operations were meant to update the sampling frame based on the 2010 Population and Housing Census, and to account for new household formations and population movements that had occurred since 2010. Two listing forms were prepared: one (Form A) to list the existing dwellings and households in each sample enumeration area; and the other (Form B) for the supervisors' use to list the sample households assigned to interviewers in each sample enumeration area.

15 teams conducted the listing operations, each with two field staff and one driver. The listing teams were trained in map reading and listing procedures for filling the listing Forms A and B. Table A below shows the results of the listing operations for the LFS 2013 by district. In total, 57,122 households were listed covering 329,148 persons (166,701 men and 166,305 women). The average household size obtained from the listing operations was 5.8 with little variation between districts.

Table A: Listing operations in LFS 2013
Number of households and people

Code	District	Number of Households	Number of people Total	Male	Female	Household size
0	**Timor-Leste**	**57,122**	**329,148**	**166,701**	**166,305**	**5.8**
1	Ainaro	3,438	20,876	10,498	10,264	6.1
2	Aileu	1,882	12,062	6,123	5,923	6.4
3	Baucau	6,047	34,807	17,370	17,437	5.8
4	Bobonaro	4,489	24,668	12,263	16,198	5.5
5	Covalima	4,899	25,874	13,125	12,698	5.3
6	Dili	8,399	57,462	29,980	27,491	6.8
7	Ermera	2,632	14,993	7,599	7,394	5.7
8	Liquica	3,254	19,641	9,785	9,761	6.0
9	Lautem	4,808	25,608	12,757	12,851	5.3
10	Manufahi	2,462	15,718	8,040	7,671	6.4
11	Manatuto	3,516	22,272	11,502	10,769	6.3
12	Oecusse	4,514	19,707	9,974	10,073	4.4
13	Viqueque	6,782	35,460	17,685	17,775	5.2

Table B compares the number of households obtained during the listing operations for the LFS 2013 with the corresponding number for the sample enumeration areas according to the 2010 census.

Table B: Listing 2013 versus 2010 Population and Housing Census (472 sample enumeration areas)

Code	District	Number of households Pop 2010	List 2013	Difference number	%
0	**Timor-Leste**	**63,565**	**57,122**	**-6,443**	**-10.1%**
1	Ainaro	3,235	3,438	203	6.3%
2	Aileu	2,408	1,882	-526	-21.8%
3	Baucau	7,501	6,047	-1,454	-19.4%
4	Bobonaro	5,196	4,489	-707	-13.6%
5	Covalima	4,967	4,899	-68	-1.4%
6	Dili	8,690	8,399	-291	-3.3%
7	Ermera	4,082	2,632	-1,450	-35.5%
8	Liquica	3,314	3,254	-60	-1.8%
9	Lautem	5,122	4,808	-314	-6.1%
10	Manufahi	3,325	2,462	-863	-26.0%
11	Manatuto	3,956	3,516	-440	-11.1%
12	Oecusse	5,287	4,514	-773	-14.6%
13	Viqueque	6,482	6,782	300	4.6%

The large variation between the numbers of households according to the 2010 census and those obtained from the listing operations of LFS 2013 were discussed and three main reasons were put forward:

1. In certain enumeration areas–for example in Manatuto–the reported number of households in the 2010 census was incorrectly transcribed to the document used for analysing the listing operations;

2. Confusion over the border of enumeration areas, in particular in Lautem, where certain households living in border areas were not considered within the enumeration area and therefore not listed; and

3. Misunderstanding about the concept of household and household membership, where certain households found in particular enumeration areas were not listed because their usual place of residence was somewhere else.

Another possibility is data entry errors. For some 60 enumeration areas, the recorded number of listed households fell short of the highest serial number of households in Form B of the listing operations. In any case, the adjustment of the sampling weights based on population projections should have somewhat compensated for the coverage errors owing to listing.

- Interviewing

Survey interviewing was carried out with 13 teams composed of one supervisor, three interviewers and one driver. They were recruited from outside the General Directorate of Statistics through newspaper advertisements. They received five days of training: three days for classroom training, one day for pilot interviewing and one day for evaluation. Interviewing households started on 5 October 2013 and ended on 5 December 2013.

6. Data processing

Data processing involved data entry, coding, editing and tabulation of the survey results. Data entry was carried out concurrently with interviewing sample households. It was conducted at the General Directorate of Statistics headquarters in Dili where all data processing operations were centralized. Data entry started on 14 October 2013, with a team of ten operators.

The supervisory staff for the data entry operations was responsible for editing the questionnaires before the actual data entry. Editing at this stage involved a review of the questionnaire regarding its filled-in contents, which included ensuring that there were no missing blocks of information for household members aged 15 years old and over, and no incorrect coding of occupation, branch of economic activity and other variables.

Occupation was coded at the 4-digit level using the International Standard Classification of Occupations (ISCO-08). Branch of economic activity was coded at the -digit level, based on the International Industrial Classification of All Economic Activities (ISIC Rev 4).

The raw data file was further edited with respect to missing values in the key questions for measuring employment (Q1-Q7). It was also edited with respect to consistency of responses to questions Q4 on agricultural production for own-consumption, in relation to questions Q10 on status in employment, Q21 on occupation and Q22 on branch of economic activity at main job.

As indicated in the following tabulation, the final edited file contains 33,136 records on individual sample household members and 27,706 records on individual sample household members 10 years old or over.

Design sample size	7,080 households
Listed sample size (6 sample enumeration areas were found during listing to have fewer than the required 15 households, for a total shortfall of 28 households)	7,052 households
Effective sample size (97 non-response and 155 ineligible sample units – see Table E)	6,800 households
Number of records (sample household members)	33,136 records
Number of records (sample household members 10 years old and over)	27,706 records

As part of data processing, the final edited file was augmented with several fields, in particular, the sampling weights ("weight") and the key derived variables: employed ("emp"), unemployed ("unemp"), subsistence foodstuff producer ("sub") and informal employment ("informal"). The final tabulations were produced using ADePT, software developed by the World Bank to automate and standardize the production of analytical reports using micro-level data from various types of surveys including labour force surveys.[26]

The following rounding rule was adopted for publishing the LFS results in the present document. Estimates of levels were rounded to two zeros (.00) for values equal or above 100. Estimates of percentage rates were rounded to the first decimal point. When interpreting the published results, attention should be given to the sampling variation of the estimates as described in the next section.

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26 World Bank, ADePT Version 5.4, User's Guide, Development Research Group, Development Economics, World Bank, http://www.worldbank.org/adept

7. Data quality

Like in all sample surveys, the results of the Timor-Leste Labour Force Survey 2013 are subject to sampling and non-sampling errors.

- **Sampling errors**

Sampling errors arise owing to the fact that the survey does not cover all elements of the population, but only a selected portion. The sampling error of an estimate is based on the difference between the estimate and the value that would have been obtained on the basis of a complete population count under otherwise identical conditions.

Knowing about the magnitude of sampling errors is crucial for interpreting the survey results. It allows assessment on the precision of the estimates and on the degree of confidence that may be attached to them. This is especially relevant in the case of small population subgroups for which the survey results may not be statistically significant, owing to the small number of observations on which the estimates may be based. Information on sampling errors is also crucial for sample design for future surveys.

In principle, sampling errors may be decomposed into two components: (i) sampling bias; and (ii) sampling variance. Sampling bias reflects the systematic error that may occur owing to the failures of the sample design, for example, certain elements of the population receiving zero probability of selection. The sampling variance, on the other hand, reflects the uncertainty associated with a sample estimate because of the particular sample used for its calculation among all possible other samples that could have been selected from the frame with the same sampling design.

The calculation of the sampling variance of survey estimates for complex multi-stage designs is generally based on the following principle: the variance contributed by the later stages of sampling is, under broad conditions, reflected in the observed variation among the sample results for first-stage units. Thus, the sampling variance of a variety of statistics, such as totals, means, ratios, proportions and their differences can be obtained on the basis of totals calculated for primary sampling units (PSUs).[27] Table C below gives the estimates of the main labour force indicators and their standard errors for the Timor-Leste LFS 2013.

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27 Verma, Vijay, Sampling Methods, Manual for Statistical Trainers Number 2, Statistical Institute for Asia and the Pacific (SIAP), Tokyo, Revised 2002.

Table C: Sampling errors of main indicators: Timor-Leste LFS 2013

	Survey estimate	Standard error	Relative standard error	Confidence interval	
				Lower bound	Upper bound
Labour force	213,223	7,660	3.6%	198,200	228,200
- Employed	189,787	7,093	3.7%	175,900	203,700
(Time-related underemployed)	1,430	423	29.6%	600	2,300
- Unemployed	23,437	1,782	7.6%	19,900	26,900
Outside the labour force	483,494	1,461	3.0%	480,600	486,400
(Potential labour force)	4,654	769	16.5%	3,100	6,200
Subsistence foodstuff producers	178,923	6,534	3.7%	166,100	191,700
Labour force participation rate	30.6%	0.7%	-	29.2%	32.0%
Employment-population ratio	27.2%	0.7%	-	25.8%	28.6%
LU1 Unemployment rate	11.0%	0.7%	-	9.6%	12.4%
LU2 Combined with time-related	11.7%	0.7%	-	10.3%	13.1%
LU3 Combined with potential LF	12.9%	0.7%	-	11.5%	14.3%
LU4 Labour underutilization rate	13.5%	0.7%	-	12.1%	14.9%

With respect to the results shown in Table C, it can be stated, for example, that the true value of the total number of unemployed is within the following interval rounded to 100,

$$23,437 - 1.96 \times 1,782 \leq \theta \leq 23,437 + 1.96 \times 1,782$$
$$19,900 \leq \theta \leq 26,900$$

Similarly, it can be calculated that the unemployment rate lies with 95% confidence within the following interval rounded to second decimal,

$$11.0\% - 1.96 \times 0.07\% \leq \theta \leq 11.0\% + 1.96 \times 0.07\%$$
$$10\% \leq \theta \leq 12\%$$

As it is not practical to compute and report sampling variances for every published statistic of the labour force survey, general variance estimates using the approximate relationship between the variance of an estimate and its size (expressed by var(y)/y = a + by, a=124.2, b=0.0006394) are calculated as shown in Table D below. (For the sake of comparison, the corresponding relative standard errors of the Australian LFS are given in the last column of the table.)

Table D: Generalized sampling errors: Timor-Leste LFS 2013

Size of estimate (people in the category)	Relative standard error (% of the estimate)	Australia
500,000	3.0%	(0.8%)
200,000	3.6%	(1.4%)
100,000	4.3%	(2.0%)
50,000	5.6%	(2.8%)
20,000	8.3%	(4.5%)
10,000	11.4%	(6.3%)
5,000	16.0%	(8.9%)
2,000	25.0%	(14.1%)
1,000	35.3%	(19.9%)

- **Non-sampling errors**

In addition to sampling errors, survey data are subject to different types of non-sampling errors (coverage errors, non-response errors, response errors, and other errors such as editing, coding and processing errors).[28]

- Coverage errors

Probability sampling requires each element in the target population to have a known non-zero probability of being selected in the sample. This condition is violated if the target population is not fully represented in the sample frame or if the sample selection of units from the frame is not according to the procedures specified in the sample design. The violation of these conditions generates *coverage errors*.

Coverage errors may occur owing to imperfect frame (under-coverage, over-coverage or duplication of units) or to practical problems such as confusion over the boundary of units or rules of association between units of different types. Coverage errors may also occur at the stage of individual people selection in the sample household because of failure to identify some eligible people, for example, lodgers, domestic workers or other non-family members of the household. It can even happen owing to incorrect data on personal characteristics, for example, if the person's age is incorrectly recorded below the age set for measuring labour force characteristics (under-coverage error) or, vice versa, the age is incorrectly recorded above the threshold age (over-coverage error).

A measure of coverage errors in the Timor-Leste LFS 2013 was obtained by comparing the number of households in the sampling enumeration area obtained during the listing operations with the corresponding number according to the 2010 census, discussed earlier in connection with Table B.

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28 Hussmanns, Ralf, Farhad Mehran, and Vijay Verma, ILO Manual on Concepts and Methods: Surveys of Economically Active Population, Employment, Unemployment and Underemployment (Part II).

- Non-response errors

Non-response occurs owing to failure to obtain the required information from the units selected in the sample (unit non-response) or to failure to obtain some items of information for the selected unit (item non-response). Unit non-response may occur owing to the incorrect address of the sample household, inaccessibility of certain dwellings, the sample household's refusal to be interviewed, because no one was at home when the interviewer contacted the household or for other reasons. Vacant or demolished dwellings, non-existent or out-of-scope addresses–such as finding an enterprise or workshop instead of a household dwelling–are not generally considered as unit non-response.

Table E below shows the interview results in terms of response and non-response. Among the 7,052 target sample households, 6,780 provided data for all members of the households and 20 for some but not all members. In addition, 29 eligible sample households could not be contacted owing to temporary absence, 49 refused to respond and 19 did not reply owing to family reasons. There were also 131 sample addresses that were found to be vacant, demolished or no longer household dwellings (e.g. transformed into a workshop). Finally, there were also eight sample units that could not be found because of listing errors and 16 because of other errors (e.g. address did not exist).

Table E: Number of response and non-response sample households Timor-Leste LFS 2013

	Total	Response	Non-response	Ineligible
Total	**7,052**	**6,800**	**97**	**155**
Completed (fully responding households)	6,780	6,780	-	-
Partial (missing individual questionnaires)	20	20	-	-
Non-contact (temporarily absent)	29	-	29	-
Refusal	49	-	49	-
Family problems	19	-	19	-
Vacant/demolished dwelling/change of status	131	-	-	131
Listing error	8	-	-	8
Other reasons	16	-	-	16

Thus, there were 155 units (131+8+16) that were ineligible sample households. Among the eligible sample households (6,897), there were 6,800 responses and 97 non-responses, giving a non-response rate of 1.4%.

Correction for non-response errors was made by inflating the survey estimates by the inverse of the response rate (one minus the non-response rate defined above) for each sample enumeration area. This procedure assumed that non-respondent households within an enumeration area had similar characteristics as the responding households in those areas.

- Response errors

Response errors refer to errors originating at the data collection stage. In relation to an individual respondent, response errors may occur because the respondent was unwilling to divulge certain information, because the respondent did not know the answer to the question asked or did not fully understand the

meaning of the question. Response errors can also occur with memory lapses, for example, by forgetting to report an event or incorrectly reporting its timing. Response errors may also occur because of errors made by the interviewer or by the instrument used for measurement. Interviewers may introduce errors because of haste, misreporting the responses, misunderstanding the survey concepts and procedures or preconceptions and subjective biases. The questionnaire itself may be faulty, with wrong question wordings and incorrect skipping patterns.

The measurement of response errors is one of the most difficult parts of the quality assessment of survey data. It generally requires carefully designed re-interview programmes.[29] In the absence of such data, the quality of survey responses may be assessed by measuring the degree of self-response against proxy-response, by comparing the survey results with corresponding information from more reliable external sources or by testing the internal consistency of certain sets of inter-related responses.

Table F below shows the type of responses obtained from the survey in terms of self-response or proxy response. More than two-thirds of the population 10 years old and over responded to the survey questions themselves. For less than one-third of the population, responses were obtained from another member of the household (proxy response).

Table F: Type of response of sample individuals (10+ years old)

	Number	%
Total	**23,706**	**100.0%**
Self-response	16,344	68.9%
Proxy response	7,283	30.7%
Unknown	80	0.3%

The relatively high percentage of self-response in the Timor-Leste LFS 2013, compared with surveys in other countries, suggests a certain degree of reliability in the survey responses.

Another test of the survey responses' reliability may be obtained by comparing the survey estimate of the number of civil service employees and the corresponding figure from administrative sources. The results are shown in Table G.

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29 Biemer, Paul P. and Gösta Forsman, "On the Quality of Re-interview Data with Application to the Current Population Survey," Journal of the American Statistical Association, December 1992, Vol. 87, No. 420, pp. 915-923.

Table G: Number of civil service employees, Timor-Leste 2013

Labour force survey 2013		Administrative source[1]
Main job		
- ISIC Rev4 code 84 Public administration	7,702	
- ISIC Rev4 code 85 Education (Government)[2]	11,428	
- ISIC Rev4 code 86 Health (Government)[2]	2,581	27,356
- ISIC Rev4 code 802 Security (Government)[2]	2,428	
- ISIC Rev4 code 641 Monetary (Government)[2]	1,014	
Secondary jobs	229	
Total	25,153	27,356
Unaccounted difference	2,203	
Reconciled estimate	27,356	27,356

Source: [1]*PMIS – Sistema Integrado de Gestão de Recursos Humanos-desemvolvido Pela QUIDGEST-(CFP).* [2] *Excluded: education, health, security, monetary intermediaries, employees in the private sector and other non-governmental/non-profit organizations (exclusion is based on LFS Q18).*

The number of civil service employees from the administrative source (27,356) closely corresponded to the equivalent estimate from the labour force survey (25,153). The unaccounted difference (2,203) was relatively small and was partly owing to civil service employees in sectors other than education, health, security and monetary intermediaries (for example - civil service employees in radio, television, museums or embassies abroad), and partly to the likely underreporting of secondary jobs as well as missing values, coding and sampling errors in the labour force survey.

The final example concerns the quality assessment of responses to the question on the duration of job searching addressed to the unemployed:

Q64. For how long have you been without work and trying to find a job or start a business?	
	code
Fewer than 3 months	1
3 months to fewer than 6 months	2
6 months to fewer than 9 months	3
9 months to less than 1 year	4
1 year to fewer than 3 years	5
3 years to 5 years	6
More than 5 years	7
Do not know	8

The answer to question Q64 should be consistent with that given to question Q74 on how long ago the person stopped working:

Q74. When did you stop working?	
	code
Fewer than 3 months	1
3 months to fewer than 6 months	2
6 months to less than 1 year	3
1 year to fewer than 3 years	4
3 years to fewer than 5 years	5
5 years to 10 years	6
More than 10 years	7

In principle, there should not be any record with the following combination of responses:

Table H: Inconsistent responses on duration of job-search (Q64) and how long ago stopped working (Q74)

Q64	Q74	Number of people
2-7	1	4
3-7	2	1
5-7	3	1
6-7	4	0
7	5	2
Total		**8**

However, a total of eight such records were found. Compared with the number of unemployed people with past work experience in the sample (59), this represents an error rate of about 14%. In fact, based on a more detailed distribution analysis of the reported job-search duration, there was a considerable amount of over-reporting of searching time, estimated at about 167% (for example - if the actual search duration was 6 months, the tendency was to report 10 months or more).[30]

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30 Mehran, Farhad "Resultadu Preliminariu LFS 2013": Workshop on the preliminary results of the labour force survey 2013, Hotel Timor, Dili, Timor-Leste, 13 March 2014 (power-point presentation "Farhad Presentation Final x.ppt" slides 11-12).

III. Annexes

Annex 1. LFS 2013 Questionnaire

Annex 2. Questionnaire flow charts: Main derived variables

      B1. Subsistence foodstuff producers

      B2. Employment

      B3. Unemployment and potential labour force

      B4. Unemployment and potential labour force (subsistence foodstuff producers)

      B5. Time-related underemployment

      B6. Informal employment

      B6b. Employment in the informal sector

Annex 3. People involved in LFS 2013

Annex 4. Statistical Tables

Annex 1
LFS 2013 QUESTIONNAIRE

A. Household questionnaire

Part 1. Household identification particulars

District |__|__| Sub-district |__|__|__| Suco |__|__|

Enumeration Area |__|__|__|__|__|__|__| Building number |__|__|__|__|__|__|

Household number |__|__|__|__| Aldeia:_____ |__|__|__|__|

Name of the head of the household: _____

Total number of people in the household:

Males |__|__| Females |__|__| Total |__|__|

Total number of people aged 10 years and above in the household:

Males |__|__| Females |__|__| Total |__|__|

Part 2. Interview Control Section

Visit(s)	1	2	3	4
Date	__/__/____	__/__/____	__/__/____	__/__/____
Time	___:___	___:___	___:___	___:___

Total number of people aged 10 years and above in the household who completed an individual questionnaire:

Males |__|__| Females |__|__| Total |__|__|

Main language of interview: |__|

☐ Tetun   ☐ Portuguese   ☐ Bahasa Indonesia   English

Others |____|

Interview results:

☐ Completed (fully responding household)   ☐ Family problems

☐ Partly completed (one or more individual questionnaires missing)   ☐ Vacant/demolished dwelling or change of status

☐ Non-contact   ☐ Listing error

☐ Refused   ☐ Other reasons (specify):_____

Interviewer's Comments:

Supervisor's Comments:

	Name	Code	Checked	Signature	Date
Interviewer:	_____	|__|__|__|	☐	_____	__/__/____
Supervisor:	_____	|__|__|__|	☐	_____	__/__/____
Data coder:	_____	|__|__|__|	☐	_____	__/__/____
Data entrant:	_____	|__|__|__|	☐	_____	__/__/____

Part 3. List of household members (usual residents)

		Person No.						
Who is the head (or acting head) of the household? (Record that person in column 01.)		**01**	**02**	**03**	**04**	**05**	**06**	**07**	**...**
	First name								
	Surname								
H1	**Is ... male or female?** Male = 1 Female = 2								
H2a	**What is ...'s date of birth (day, month and year)?**								
H2b	**What is ...'s age in completed years?** (Write '00' if less than 1 year.)								

H3	What is ...'s relationship to the head (or acting head) of the household? 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								
H4	For people aged 15 years or more: What is ...'s current marital status? Married = 1 Living together as husband and wife = 2 Widowed = 3 Divorced/Separated = 4 Single/Never married = 5								

H5	For people aged 10 years or more:	S R W	S R W	S R W	S R W	S R W	S R W	S R W	S R W
	Can ... speak, read and write complete sentences in the following languages? Use S for Speaking, R for Reading and W for Writing								
	a. Tetun Yes = 1 No = 2	a.|_|_|_|	a.|_|_|_|	a.|_|_|_|	a.|_|_|_|	a.|_|_|_|	a.|_|_|_|	a.|_|_|_|	a.|_|_|_|
	b. Portuguese Yes = 1 No = 2	b.|_|_|_|	b.|_|_|_|	b.|_|_|_|	b.|_|_|_|	b.|_|_|_|	b.|_|_|_|	b.|_|_|_|	b.|_|_|_|
	c. Bahasa Indonesia Yes = 1 No = 2	c.|_|_|_|	c.|_|_|_|	c.|_|_|_|	c.|_|_|_|	c.|_|_|_|	c.|_|_|_|	c.|_|_|_|	c.|_|_|_|
	d. English Yes = 1 No = 2	d.|_|_|_|	d.|_|_|_|	d.|_|_|_|	d.|_|_|_|	d.|_|_|_|	d.|_|_|_|	d.|_|_|_|	d.|_|_|_|
	e. Any other language(s) Yes = 1 No = 2	e.|_|_|_|	e.|_|_|_|	e.|_|_|_|	e.|_|_|_|	e.|_|_|_|	e.|_|_|_|	e.|_|_|_|	e.|_|_|_|
H6	**For those aged 10 and above:** **Have you been to school** Yes = 1 No = 2 →**H7**								

H6a	For people aged 10 years or more:		
	Which is the highest level of education that ...has successfully completed? If ..... is still in undergoing basic education (eskola basiku), go to H6b		
	Pre-primary = 1		
	Primary = 2		
	Pre-secondary = 3		
	Secondary = 4		
	Technical Secondary = 5		
	Vocational course = 6		
	Polytechnic/Diploma = 7		
	University = 8		
	None = 9		
H6b	**If undergoing basic education (eskola basiku), currently in which class are you studying?**		
	Class 2: (1)		
	Class 3: (2)		
	Class 4: (3)		
	Class 5: (4)		
	Class 6: (5)		
	Class 7: (6)		
	Class 8: (7)		
	Class 9: (8)		

H7	**For people aged 6 years or more:** **Is ... currently attending school?** Yes = 1 No = 2												
H8	**Where was ... born?** (Record suco code if born in Timor-Leste; record country code if born abroad.) (If born in this suco go to H11.)	|_|_|	|_|_|	|_|_|	|_|_|	|_|_|	|_|_|	|_|_|	|_|_|	|_|_|	|_|_|	|_|_|	|_|_|	|_|_|
H9a	**When did ... (last) come to live in the current suco? (month and year)** (Write '00' if less than 1 year.)	|_|_|_|_|	|_|_|_|_|_|	|_|_|_|_|_|	|_|_|_|_|_|	|_|_|_|_|_|	|_|_|_|_|_|	|_|_|_|_|_|	|_|_|_|_|_|	|_|_|_|_|_|	|_|_|_|_|_|	|_|_|_|_|_|	|_|_|_|_|_|	|_|_|_|_|
H9b	**How many years has ... been living in the current suco?** (Write '00' if less than 1 year.)	|_|_|_|	|_|_|_|_|	|_|_|_|_|	|_|_|_|_|	|_|_|_|_|	|_|_|_|_|	|_|_|_|_|	|_|_|_|_|	|_|_|_|_|	|_|_|_|_|	|_|_|_|_|	|_|_|_|_|	|_|_|_|
H10a	**Where was ... last living before moving to this suco?** (Record suco code if previous residence was in Timor-Leste; record country code if previous residence was abroad.)	|_|_|	|_|_|	|_|_|	|_|_|	|_|_|	|_|_|	|_|_|	|_|_|	|_|_|	|_|_|	|_|_|	|_|_|	|_|_|

H10b	**What was the main reason for you to move to this suco?** 1. Study/ training 2. Job transfer 3. To search for work 4. Marriage 5. Family moved/other family related reasons 6. Natural disaster 7. Conflict/ Violence/ Political reason 8. Was forced to leave 9. Other (specify)..............................	⊐	⊐	⊐	⊐	⊐	⊐	⊐
H11	**Which is/are ...'s current citizenship(s)?** 1. .... 2. .... 3. .... [Record corresponding country code.]	⊞	⊞	⊞	⊞	⊞	⊞	⊞
H12	**Which citizenship(s) did ... have at birth?** 1. .... 2. .... 3. .... [Record corresponding country code.]	⊞	⊞	⊞	⊞	⊞	⊞	⊞

Part 3. Cont'd   Training within the last 12 months (outside of the general education system i.e. schools, universities) *for people aged 10 years and over*

		Person No.							
		01	**02**	**03**	**04**	**05**	**06**	**07**	**...**
	Who is the head (or acting head) of the household? *(Record that person in column 01.)*	☐	☐	☐	☐	☐	☐	☐	☐
H13	**In the last 12 months, how many training courses including private lessons have you attended?** - 0 training course → H21 - 1 training course - 2 training courses, - 3 or more training courses								
H14	**What was the (subject) topic of the last training that you attended in 12 months?** *Check List of Training Courses*	⎣_⎦	⎣_⎦	⎣_⎦	⎣_⎦	⎣_⎦	⎣_⎦	⎣_⎦	⎣_⎦
H15	**What was the purpose of this training?** 1. job preparation 2. upgrading my skills 3. refresh skills that I learned in th e past 4. to kill time 5. not sure	☐	☐	☐	☐	☐	☐	☐	☐

H16	**For how long did you attend (Name Course) training?** 1= Less than 1 week 2= 1 week to < 2 weeks 3= 2 weeks to < 3 weeks 4= 3 weeks to < 4 weeks 5= 1 month to < 3 months 6= 3 months to < 6 months 7= 6 months or longer	⌐	⌐	⌐	⌐	⌐	⌐	⌐
H17	**Who provided this training?** 1. Private lessons from an individual 2. Attended this training outside Timor-Leste 3. Name of the training institution if training attended in Timor-Leste (Refer to the list of training providers)	⌐	⌐	⌐	⌐	⌐	⌐	⌐
H18	**Was any official certificate granted to you at the end of this training?** 1= Yes 2= No → H21	⌐	⌐	⌐	⌐	⌐	⌐	⌐
H19	**What was the title of the certificate awarded to you and the year?**							

H20	**What happened after you completed the training?** 1. Nothing 2. I was able to get a job 3. My salary increased 4. I was promoted at work 5. My job skills have improved 6. I got an internship/traineeship with a company 7. It was a waste of time and money	⌐	⌐	⌐	⌐	⌐	⌐	⌐	⌐
H21	**In the next 12 months name the training course(s) that you plan to attend** 1- I am not going to attend any training → **H23** 2. Check List of Training Courses	⌐	⌐	⌐	⌐	⌐	⌐	⌐	⌐
H22	**How much are you paying for this training?** 1. It is free 2. I am paying 10 per cent of the costs 3. I am paying 50 per cent of the costs 4. I am paying 100 per cent of the costs	⌐	⌐	⌐	⌐	⌐	⌐	⌐	⌐
H23	**If someone offered, what kind of training course you would like to attend?** 1. Not interested→**Part 4, H25** 2. See List of Training Courses	⌐	⌐	⌐	⌐	⌐	⌐	⌐	⌐

H24	Will you be willing to pay for th is training?	□	□	□	□	□	□	□	□
	1. No, training should be provid ed free of charge 2. Yes, I will pay at least 10 per cent of the training cost 3. Yes, I will pay at least 50 per cent of the training cost 4. Yes, I will pay for the full trai ning cost								

Part 4.   Household income

H25. 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 ☐

H26. 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 ☐

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 |_|_|	Sub-district |_|_|
Enumeration Area |_|_|_|	Building number |_|_|_|_|_|_|
Household number |_|_|_|	Aldeia |_|_|_|_|_|
Person number in household |_|_|	Age |_|_|

Person's name: _____

Part 2.   Identification of employed people

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 people: 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 ☐
- an unlimited time duration? .... 2 ☐ ☞ Q15

Q13. 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 ☐

Q14. 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 ☐

Q15. **How long have you been employed in this job?**

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

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

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

Q17a. **Would you get paid sick leave in case of illness or injury?**

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

Q17b. **Would you get paid maternity/ paternity leave?**

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

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

R e a d

- Government .... 1 ☐ ☞ Q20
- State-owned enterprise (e.g. TVTL, EDTL) .... 2 ☐ ☞ Q20
- Privately-owned business or farm .... 3 ☐
- Non-governmental/non-profit organization .... 4 ☐
- 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 Commerce, Industry, Environment?

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

Q20. Where do you usually work?

R e a d

- 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:

_____   ISCO Code | | | | | |

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?

_____   ISIC Code | | | | | |

Q23. How many people 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 people .... 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?

_____   Suco Code   ☐ ☐ ☐

Q26. 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:

_____   ISCO Code   ☐ ☐ ☐ ☐

Q27a. 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 ☐

Q27b How has this training/learning helped you?

Got a job   1 ☐
Income increased   2 ☐
Promotion at work   3 ☐
Improved productivity   4 ☐
No benefit   5 ☐

Part 4. Employed people: 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 <u>you</u> have any secondary job/activity from which you or your household obtained 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 people 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 ...

R e a d

- 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 ☐
- an unlimited time duration? .... 2 ☐ ☞ Q36

Q34. 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 ☐

Q35. 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 ☐

Q36. How long have you been employed in this secondary job/activity?

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

- 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?

R e a d

- 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:

_____   ISCO Code | | | | |

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?

_____   ISIC Code | | | | |

Q44. How many people 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 people .... 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?

_____   Suco Code |__|__|__|

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 <u>usually</u> 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 <u>actually</u> work ...

	a. Main job/act.	b. Other job(s)/act.(s)	c. Total all jobs/activities
Monday?	☐☐	☐☐	
Tuesday?	☐☐	☐☐	
Wednesday?	☐☐	☐☐	
Thursday?	☐☐	☐☐	
Friday?	☐☐	☐☐	
Saturday?	☐☐	☐☐	
Sunday?	☐☐	☐☐	
Total	☐☐	☐☐	☐☐☐

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 more hours by one(s) .... 3 ☐

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

- Yes .... 1 ☐
- No .... 2 ☐ ☞ Q58

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 loosing 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 fewer hours with a corresponding reduction in pay ………………………………. 8 ☐
- Other reason (specify): _____ 9 ☐

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

- Yes .... 1 ☐
- No .... 2 ☐

Q57. During the last four weeks, did you look for <u>extra</u> 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 people who are <u>employees</u> 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 (13th month salary) -Allowances -Value of remuneration in-kind -Arrear or advance payments		
TOTAL	☐☐☐☐☐ USD	☐☐☐☐☐ USD

Go to ☞ Q79

Part 7: Unemployed or economically inactive people

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 advertisment(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 a 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
- Awaiting the season for work …………………………………………………………….. 4 ☐ ☞Q65
- Attended school or training courses ……………………………………………………….. 5 ☐ ☞Q65
- Family responsibilities or housework ……………………………………………………… 6 ☐ ☞Q65
- Lack of consent from family .... 7 ☐ ☞Q65
- Pregnancy, illness or disability ……………………………………………………………… 8 ☐ ☞Q65
- Does not know how and where to look for work ……………………………………………. 9 ☐ ☞Q65
- Unable to find work requiring his/her skills .... 10 ☐
- Had looked for job(s) before but had not found any ……………………………………… 11 ☐
- Too young or too old to find a job …………………………………………………………... 12 ☐
- No jobs available in the area/district …………………………………………………… 13 ☐
- Other reason (specify): _____ 14 ☐ ☞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

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

- Fewer than 3 months ……………………………………………………………….. 1 ☐
- 3 months to fewer than 6 months ……………………………………………………… 2 ☐
- 6 months to fewer than 9 months ……………………………………………………… 3 ☐
- 9 months to less than 1 year …………………………………………………………… 4 ☐
- 1 year to fewer 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:

_____   ISCO Code | | | | |

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.

_____   Suco/Country Code | | | |

Q74. When did you stop working?

- Fewer than 3 months .... 1 ☐
- 3 months to fewer than 6 months .... 2 ☐
- 6 months to less than 1 year .... 3 ☐
- 1 year to fewer than 3 years .... 4 ☐
- 3 years to fewer 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 ...

R e a d

- 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?

R e a d

- 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 October 2012 to September 2013?

R e a d

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

Annex 2
QUESTIONNAIRE FLOW CHARTS: KEY DERIVED VARIABLES

Figure B1. Derived variable: Subsistence foodstuff producers
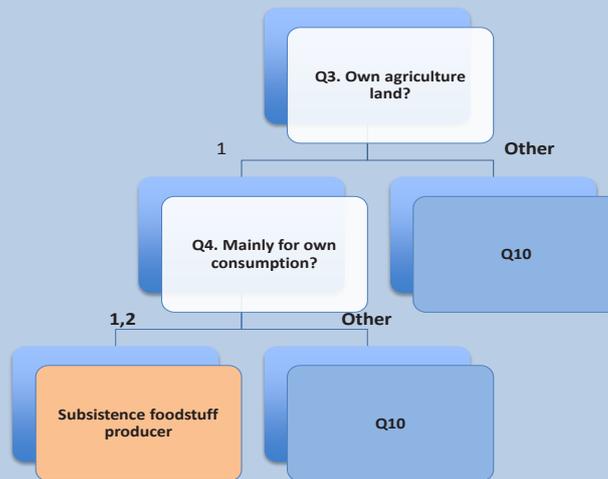
Figure B2. Derived variable: Employment
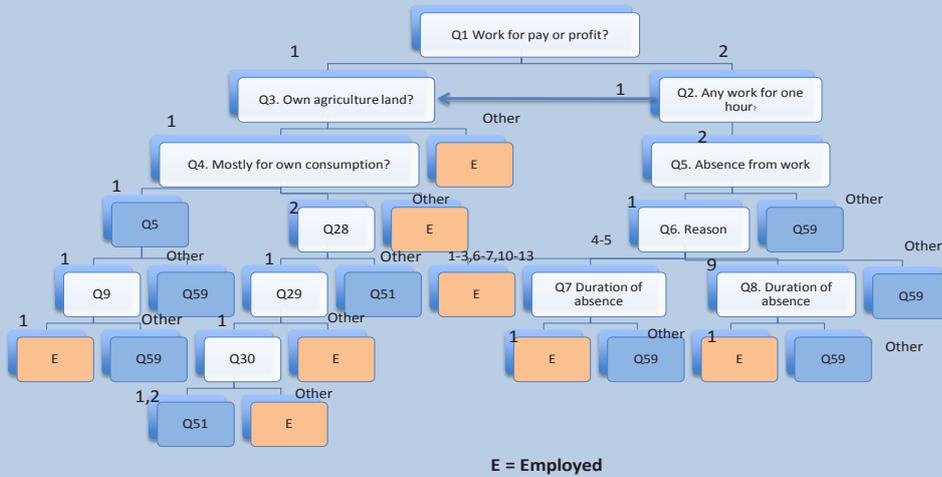
Figure B3. Derived variables: Unemployment, Potential Labour Force
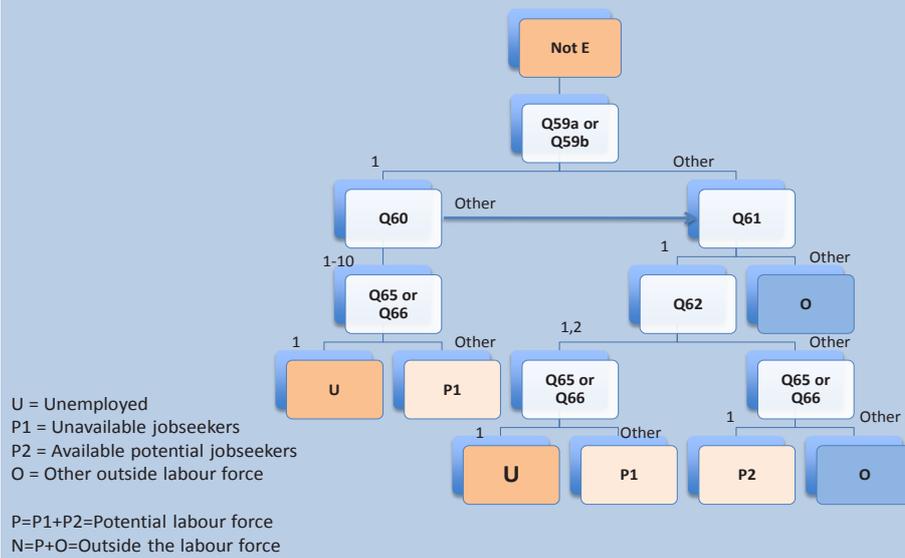
Figure B4. Derived variables:
Unemployment, Potential labour force
(Subsistence foodstuff producers)

Notes:
(1) Unemployed subsistence foodstuff producers form part of the nation's unemployed
(2) Similarly, subsistence foodstuff producers in potential labour force are part of the nation's potential labour force

U = Unemployed
P = Potential labour force
O = Other outside labour force
N = P+O = Outside labour force
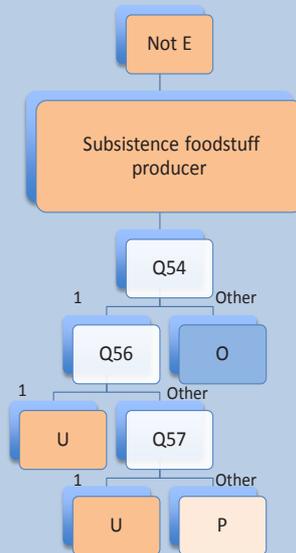
Figure B5. Derived variable:
Time-related employment
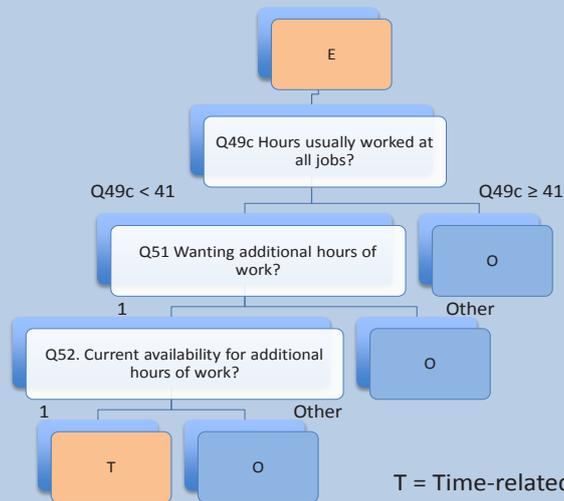
T = Time-related underemployed
O = Other employed

Figure B6. Derived variable: Informal employment

IE = Informal employment
FE = Formal employment
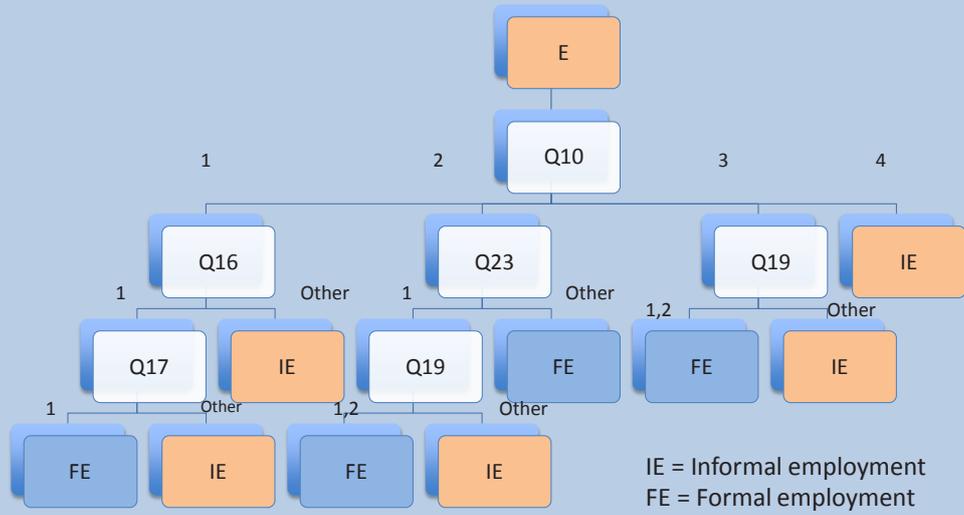
Figure B6b. Derived variable: Employment in the informal sector

IS = Informal sector
FS = Formal sector
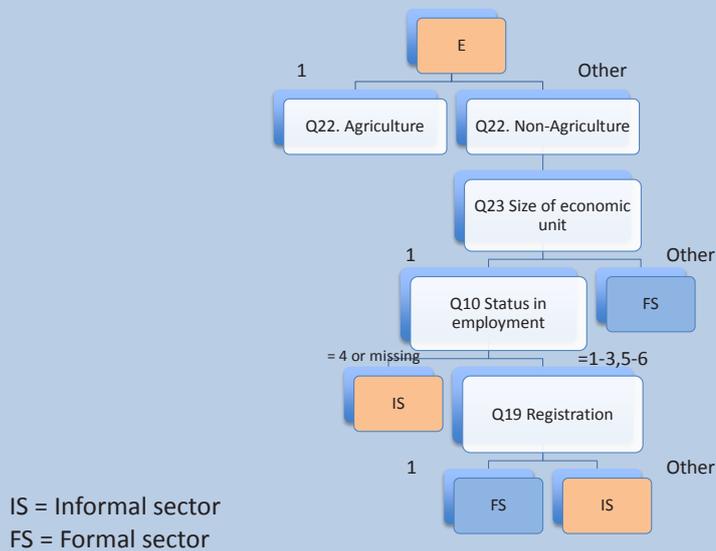
Annex 3
Persons Involved in LFS 2013

FIELD OPERATIONS

Field supervisors

District Ainaro Casmiro Guterres de Sousa	**District Aileu** Paulo Correia Mesquita	**District Baucau** Ernesto dos Santos
District Bobonaro Martinho da Costa	**District Covalima** Pascal Sereno dos Reis	**District Dili** Martinha da Costa Neto
District Ermera Abel de Castro Soares	**District Liquica** Mariano Soares	**District Manufahi** Almicar Soares da Cruz
District Manatuto Abilio da Costa Sarmento	**District Lautem** Miguel Pereira	**District Viqueque** Antonio Correia Alves
District Oecusse Germano dos Anjos Marques		

Interviewers

District Ainaro Armando Soares Ediana Bento dos Anjos Joel Gusmao de Araujo	**District Aileu** Clementino de Oliveira Victor da Costa da Silva Leonardi Lopes Fernandes	**District Baucau** Nelia Morreira da Silva Martinho Ribeiro Jose Soares
District Bobonaro Filomena Fancia Merita Monteiro Ximenes Domingos Moniz	**District Covalima** Ismenia Moniz Silvino de Carvalho Tarciso Jaime da Conceicao	**District Dili** Amandia K. F. Silva Antonio Barbosa Virgini Guterres Ribeiro
District Ermera Joao Viegas de Araujo Maria Marsela Barreto Nelson Abrao D C. Fernandes	**District Liquica** Maria Aurita Suanti Mariano Sinorinha Juana Sequrada Raul Loe Raimundo	**District Manufahi** Pascoela dos S. Gomes Ersilia M. de C Pereira Geari Candra Lalo
District Manatuto Joao Soares Umbelina de Jesus Soares Ricardo Bait da Costa	**District Lautem** Guelhermina da Costa Julio de Jesus Ximenes Jasinto Dias	**District Viqueque** Maria Soares Juvito S. da Silva e Cruz Marselino Pereira
District Oecusse Dulce M.B. da Conceicao da Costa Jose da Costa Saonzinha da Costa C. Noronha		

Drivers

Celestino D. S. Ramos	Jorge Cardoso	Cosme Gomes	Alarico Moniz
Januario Barreto	Mariano A. Baba	Wilson Pedro	Edgar dos S. Ques
Francisco Mendonca	Alberito de Araujo	Tobias J. da Silva	Bendito da Costa
Rui Manuel da Costa	Julio Aniceto Lay	Evaristo Guterres	

Data Processing

Data editing	Manuel Ribeiro Eva Fernandes Ernesto da Costa Ximenes	
Data entry	Domingos da Conceição Barros Lourenço Baptista da Costa Cesaltina da Conceição Soares Elezita de Jesus Adriano de Araujo	Rozendo Helivio S. Quintão Julio Soares Beatriz da Silva Sarmento Rosantina Sarmento Frangelino Leao Freitas

Survey Management

Director of General Directorate of Statistics, Ministry of Finance	Antonio Freitas
Director of Methodology and Data Collection, GDS	Elias dos Santos Ferreira
Director of System and Report, GDS	Silvino Lopes
Head of Dept. Methodology, GDS	Americo Soares
Head of Dept. Data Collection, GDS	Ricardo da Cruz Santos
Head of Dept. Labour Market Information, DIMT, SEPFOPE	Jenifer Antonio da C. Pui
Methodology & Surveys DIMT, SEPFOPE	Mariano da Costa
Survey Coordinator Region East	Americo Soares
Survey Coordinator Region Central	Ricardo da Cruz Santos
Survey Coordinator Region West	Teresinhade Araújo Baptista
Data Manager	Lourenço Soares
Head of Administration, GDS	Domingos Kehi Barros
Finance Officer Labour	Beatriz Pereira

International Labour Office

ILO Economist, TESP	Owais Parray
ILO Bangkok, Labour Statistician	Tite Habiyakare
ILO Consultant, Labour Statistician	Farhad Mehran
ILO Consultant, Data Management and Processing	Ina Pietschmann

Annex 4

Statistical Tables

Table 1 Labour market summary table by sex

	Male	Female	Both Sexes
Working-age population ('000s)	354	343	696
Labour force ('000s)	140	73	213
Labour force participation rate (%)	39.7	21.3	30.6
Employment ('000s)	124	65	190
Employment-to-population ratio (%)	35.2	19.1	27.3
Unemployment ('000s)	15.8	7.6	23.4
Unemployment rate (%)	11.3	10.4	11.0
Time-related underemployed ('000s)	0.6	0.8	1.4
Time-related underemployment as a share of labour force (%)	0.5	1.2	0.7
Youth unemployment ('000s)	4.3	1.9	6.2
Youth unemployment rate (%)	25.3	16.7	21.9
Youth NEET share of youth population (%)	22.1	26.5	24.3
Agriculture	37.7	45.9	40.5
Industry	15.5	7.4	12.7
Services	45.4	44.6	45.1
N/A	1.5	2.1	1.7
Share of vulnerable employment in total employment (%)	48.0	69.9	55.5
Earnings (local currency units)	553.4	461.2	530.8
Social security coverage rate (%)	35.9	24.1	31.9

Source: Timor Leste's Labour Force Survey 2013

Table 2 Population by sex and age group

	Male	Female	Both sexes
Population ('000s)			
0-4	71.9	68.1	140.0
5-9	101.4	98.3	199.8
10-14	73.4	68.8	142.2
15-19	57.8	57.6	115.4
20-24	43.9	40.7	84.6
25-29	39.3	43.8	83.1
30-34	32.0	35.9	68.0
35-39	34.5	31.3	65.8
40-44	33.6	31.6	65.2
45-49	27.9	22.8	50.7
50-54	19.9	19.1	39.0
55-59	15.4	12.3	27.7
60-64	15.5	15.1	30.7
65-69	16.4	17.5	33.9
70-74	9.9	8.5	18.4
75-79	4.2	3.3	7.5
80-84	2.3	2.1	4.4
85-89	0.6	0.5	1.1
90-94	0.2	0.4	0.6
95-98	0.0	0.1	0.2
Total	600.4	577.9	1,178.3
Population distribution (%)			
0-4	12.0	11.8	11.9
5-9	16.9	17.0	17.0
10-14	12.2	11.9	12.1
15-19	9.6	10.0	9.8
20-24	7.3	7.0	7.2
25-29	6.6	7.6	7.1
30-34	5.3	6.2	5.8
35-39	5.8	5.4	5.6
40-44	5.6	5.5	5.5
45-49	4.6	3.9	4.3
50-54	3.3	3.3	3.3
55-59	2.6	2.1	2.3
60-64	2.6	2.6	2.6
65-69	2.7	3.0	2.9
70-74	1.7	1.5	1.6
75-79	0.7	0.6	0.6
80-84	0.4	0.4	0.4
85-89	0.1	0.1	0.1
90-94	0.0	0.1	0.1
95-98	0.0	0.0	0.0
Total	100.0	100.0	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 3 Population by sex and region

	Male	Female	Both sexes
Population ('000s)			
Ainaro	46.1	41.8	87.9
Aileu	22.9	21.2	44.0
Baucau	62.8	61.4	124.3
Bobonaro	46.4	45.7	92.1
Covalima	37.5	37.0	74.5
Dili	149.3	139.8	289.1
Ermera	33.5	32.5	65.9
Liquica	35.5	33.4	68.9
Lautem	36.5	37.0	73.4
Manufahi	24.9	24.0	48.9
Manatuto	16.9	17.3	34.2
Oecusse	40.9	41.3	82.2
Viqueque	47.3	45.5	92.7
Total	600.4	577.9	1,178.3
Population distribution (%)			
Ainaro	7.7	7.2	7.5
Aileu	3.8	3.7	3.7
Baucau	10.5	10.6	10.5
Bobonaro	7.7	7.9	7.8
Covalima	6.2	6.4	6.3
Dili	24.9	24.2	24.5
Ermera	5.6	5.6	5.6
Liquica	5.9	5.8	5.8
Lautem	6.1	6.4	6.2
Manufahi	4.1	4.2	4.2
Manatuto	2.8	3.0	2.9
Oecusse	6.8	7.1	7.0
Viqueque	7.9	7.9	7.9
Total	100.0	100.0	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 4 Population living in urban and rural areas by sex

	Urban	Rural	Total
Population ('000s)			
Male	180.3	420.1	600.4
Female	170.3	407.6	577.9
Both sexes	350.5	827.8	1,178.3
Population distribution (%)			
Male	30.0	70.0	100.0
Female	29.5	70.5	100.0
Both sexes	29.7	70.3	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 5 Working-age population by sex

	Both sexes
Working-age population ('000s)	
Male	353.6
Female	342.7
Both sexes	696.3
Working-age population distribution (%)	
Male	50.8
Female	49.2
Both sexes	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 6 Working population by sex and region

	Male	Female	Both sexes
Working-age population ('000s)			
Ainaro	23.5	22.1	45.6
Aileu	13.6	12.5	26.1
Baucau	37.0	37.1	74.1
Bobonaro	26.1	25.9	52.0
Covalima	21.3	22.2	43.5
Dili	96.7	88.3	184.9
Ermera	19.9	19.5	39.4
Liquica	20.4	18.7	39.1
Lautem	20.8	22.1	42.9
Manufahi	14.4	14.0	28.3
Manatuto	10.1	10.2	20.2
Oecusse	22.4	23.8	46.2
Viqueque	27.4	26.4	53.8
Total	353.6	342.7	696.3
Working-age population distribution (%)			
Ainaro	6.6	6.4	6.5
Aileu	3.8	3.7	3.8
Baucau	10.5	10.8	10.6
Bobonaro	7.4	7.6	7.5
Covalima	6.0	6.5	6.2
Dili	27.3	25.8	26.6
Ermera	5.6	5.7	5.7
Liquica	5.8	5.5	5.6
Lautem	5.9	6.4	6.2
Manufahi	4.1	4.1	4.1
Manatuto	2.9	3.0	2.9
Oecusse	6.3	6.9	6.6
Viqueque	7.8	7.7	7.7
Total	100.0	100.0	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 7 Labour force and labour force participation rate, by sex and age group

	Male	Female	Both sexes
Labour force ('000s)			
15-19	5.8	3.6	9.4
20-24	11.4	7.6	18.9
25-29	18.9	12.7	31.5
30-34	20.8	11.0	31.8
35-39	20.2	9.1	29.3
40-44	20.6	9.6	30.2
45-49	16.1	5.5	21.6
50-54	10.6	5.6	16.1
55-59	7.4	3.1	10.4
60-64	4.2	2.4	6.6
65+	4.6	2.7	7.3
Total	140.3	72.9	213.2
Labour force participation rate (%)			
15-19	10.1	6.3	8.2
20-24	25.8	18.6	22.4
25-29	47.9	29.0	37.9
30-34	64.8	30.8	46.8
35-39	58.6	28.9	44.5
40-44	61.2	30.4	46.3
45-49	57.7	24.3	42.7
50-54	53.1	29.0	41.3
55-59	47.8	25.1	37.7
60-64	26.9	16.0	21.5
65+	13.5	8.4	11.0
Total	39.7	21.3	30.6

Source: Timor Leste's Labour Force Survey 2013

Table 8 Labour force and labour force participation rate, by sex and region

	Male	Female	Both sexes
Labour force ('000s)			
Ainaro	4.2	1.0	5.3
Aileu	10.5	9.1	19.6
Baucau	9.9	4.8	14.7
Bobonaro	8.7	4.5	13.2
Covalima	8.4	3.1	11.4
Dili	51.0	23.5	74.5
Ermera	4.5	0.6	5.1
Liquica	10.2	7.5	17.7
Lautem	10.7	9.1	19.8
Manufahi	6.2	2.1	8.2
Manatuto	3.7	1.2	5.0
Oecusse	6.0	4.3	10.3
Viqueque	6.4	2.1	8.5
Total	140.3	72.9	213.2
Labour force participation rate (%)			
Ainaro	18.0	4.7	11.6
Aileu	77.4	72.9	75.2
Baucau	26.6	12.9	19.8
Bobonaro	33.3	17.4	25.4
Covalima	39.2	13.8	26.3
Dili	52.8	26.6	40.3
Ermera	22.7	3.0	13.0
Liquica	49.9	40.1	45.2
Lautem	51.6	41.1	46.2
Manufahi	42.9	14.7	29.0
Manatuto	37.0	12.1	24.5
Oecusse	26.7	18.2	22.3
Viqueque	23.2	8.0	15.7
Total	39.7	21.3	30.6

Source: Timor Leste's Labour Force Survey 2013

Table 9 Labour force and labour force participation rate, by educational attainment and age group

	Pre-primary	Primary	Pre-secondary	Secondary	Technical Secondary	Vocational course	Polytechnic/Diploma	University	None
Labour force ('000s)									
15-24	0.5	4.6	6.1	9.5	0.5	0.0	0.1	0.2	0.9
25-34	0.7	6.5	7.7	27.7	0.6	0.0	0.6	6.7	1.9
35-44	0.8	7.1	7.4	16.9	0.8	0.2	1.9	3.9	3.1
45-54	0.2	5.5	3.3	6.4	0.5	0.3	1.3	1.8	1.8
55-64	0.0	2.9	0.9	1.4	0.1	0.3	0.5	0.3	0.6
65+	0.2	0.8	0.1	0.1		0.0	0.0	0.0	0.1
15+	2.4	27.5	25.5	62.0	2.5	0.9	4.5	13.0	8.4
Share of the labour force (%)									
15-24	2.2	20.4	27.2	42.1	2.2	0.2	0.4	1.0	4.2
25-34	1.3	12.4	14.7	52.8	1.2	0.1	1.2	12.7	3.6
35-44	1.8	16.9	17.6	40.1	1.8	0.5	4.6	9.3	7.3
45-54	1.1	26.0	15.7	30.1	2.4	1.5	6.0	8.6	8.6
55-64	0.1	41.2	12.5	20.2	1.2	3.9	7.5	5.0	8.4
65+	14.4	59.0	6.4	10.1	0.0	0.0	1.9	0.0	8.2
15+	1.6	18.7	17.4	42.3	1.7	0.6	3.1	8.9	5.7

Source: Timor Leste's Labour Force Survey 2013

Table 10 Labour force and labour force participation rate by educational attainment, sex and age group

	Pre-primary		Primary		Pre-secondary		Secondary		Technical Secondary		Vocational course		Polytechnic/Diploma		University		None	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Labour force ('000s)																		
15-24	0.3	0.2	3.3	1.3	3.3	2.8	5.2	4.3	0.5	0.0	0.0	0.0	0.0	0.1	0.1	0.1	0.6	0.3
25-34	0.4	0.3	3.9	2.7	4.4	3.3	18.8	8.9	0.6	0.0	0.0	0.0	0.2	0.5	3.8	2.8	1.4	0.4
35-44	0.6	0.2	5.1	2.0	5.2	2.2	12.0	4.9	0.6	0.2	0.1	0.1	1.4	0.5	3.0	0.9	2.0	1.1
45-54	0.2	0.0	4.6	0.9	2.7	0.6	5.4	1.0	0.4	0.1	0.2	0.1	1.0	0.3	1.6	0.2	1.5	0.4
55-64	0.0	0.0	2.5	0.4	0.7	0.1	1.2	0.2	0.1		0.2	0.1	0.3	0.2	0.2	0.2	0.5	0.1
65+	0.2	0.0	0.5	0.3	0.1	0.0	0.1	0.1			0.0		0.0		0.0	0.0	0.1	0.0
15+	1.7	0.7	19.8	7.6	16.5	9.0	42.7	19.3	2.2	0.3	0.5	0.3	2.9	1.5	8.7	4.3	6.1	2.3
Share of the labour force (%)																		
15-24	66.2	33.8	71.7	28.3	54.5	45.5	55.0	45.0	100.0	0.0	69.2	30.8	10.0	90.0	37.4	62.6	68.3	31.7
25-34	62.5	37.5	59.3	40.7	57.1	42.9	68.0	32.0	95.2	4.8	0.0	100.0	27.0	73.0	57.5	42.5	76.6	23.4
35-44	76.5	23.5	71.9	28.1	70.5	29.5	71.0	29.0	76.5	23.5	66.4	33.6	74.5	25.5	76.3	23.7	65.6	34.4
45-54	91.3	8.7	83.1	16.9	80.8	19.2	84.6	15.4	77.5	22.5	65.7	34.3	80.1	19.9	90.0	10.0	79.9	20.1
55-64	100.0	0.0	86.4	13.6	84.8	15.2	87.8	12.2	100.0	0.0	65.3	34.7	53.2	46.8	51.3	48.7	87.1	12.9
65+	77.5	22.5	58.7	41.3	100.0	0.0	49.0	51.0					100.0	0.0			70.2	29.8
15+	71.9	28.1	72.2	27.8	64.6	35.4	68.9	31.1	87.0	13.0	63.1	36.9	65.6	34.4	67.3	32.7	73.0	27.0

Source: Timor Leste's Labour Force Survey 2013

Table 11 Labour force and labour force participation rate, by educational attainment and region

	Pre-primary	Primary	Pre-secondary	Secondary	Technical Secondary	Vocational course	Polytechnic/Diploma	University	None	Total
Labour force ('000s)										
Ainaro	0.0	0.7	0.7	1.7	0.0	0.1	0.0	0.1	0.1	5.3
Aileu	0.1	2.7	3.2	4.7		0.1	0.0	0.3	1.1	19.6
Baucau	0.4	1.7	1.3	2.7	0.2	0.1	0.9	0.7	0.9	14.7
Bobonaro	0.2	1.8	1.3	3.2	0.1	0.0	0.1	0.2	0.3	13.2
Covalima	0.1	1.3	1.4	4.4	0.3	0.0	0.3	0.6	0.4	11.4
Dili	0.2	9.4	8.4	29.8	1.6	0.2	1.5	9.7	2.4	74.5
Ermera	0.0	0.7	0.7	1.1	0.0			0.1	0.1	5.1
Liquica	1.3	2.1	1.6	2.3	0.0	0.0	0.2	0.3	0.1	17.7
Lautem	0.1	1.7	3.5	4.0	0.0	0.0	0.5	0.3	1.2	19.8
Manufahi	0.1	2.2	1.2	2.2	0.1	0.3	0.1	0.4	0.0	8.2
Manatuto	0.0	0.5	0.5	1.0	0.1	0.0	0.0	0.1	0.5	5.0
Oecusse	0.0	2.1	0.8	2.2	0.0	0.0	0.2	0.2	0.9	10.3
Viqueque	0.1	0.5	1.0	2.7	0.1	0.0	0.7	0.1	0.4	8.5
Share of the labour force (%)										
Ainaro	0.0	19.7	19.8	50.5	0.0	3.7	0.0	2.1	4.3	100.0
Aileu	0.5	22.3	26.1	38.9	0.0	0.5	0.2	2.4	9.1	100.0
Baucau	4.3	19.8	14.3	30.4	2.5	1.6	9.7	7.7	9.7	100.0
Bobonaro	2.2	25.4	17.7	44.2	1.0	0.3	1.3	2.9	4.9	100.0
Covalima	0.6	14.9	15.9	50.8	3.5	0.0	3.1	6.6	4.6	100.0
Dili	0.3	14.9	13.3	47.1	2.5	0.3	2.4	15.3	3.8	100.0
Ermera	0.0	25.8	25.4	42.6	0.0	0.0	0.0	3.6	2.5	100.0
Liquica	16.4	26.8	20.7	29.2	0.0	0.0	2.2	3.2	1.5	100.0
Lautem	1.1	15.2	30.8	34.9	0.1	0.0	4.6	2.4	10.8	100.0
Manufahi	1.4	32.7	18.7	32.8	1.4	5.0	1.3	6.6	0.2	100.0
Manatuto	0.5	18.4	18.6	36.3	3.9	0.0	1.6	2.8	18.0	100.0
Oecusse	0.0	32.8	12.5	34.7	0.5	0.0	2.6	3.3	13.6	100.0
Viqueque	0.9	9.2	18.5	48.2	0.9	0.0	12.9	2.5	6.8	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 12 Employment and employment-to-population ratio, by sex

	Male	Female	Both sexes
Employment ('000s)			
15-24	12.8	9.3	22.1
25-34	34.0	20.3	54.3
35-44	37.2	17.0	54.3
45-54	25.1	10.6	35.8
55-64	10.9	5.3	16.2
65+	4.5	2.7	7.1
15+	124.5	65.3	189.8
Employment-to-population ratio (%)			
15-24	12.6	9.5	11.1
25-34	47.6	25.4	35.9
35-44	54.7	27.1	41.4
45-54	52.6	25.4	39.9
55-64	35.2	19.5	27.8
65+	13.2	8.3	10.8
15+	35.2	19.1	27.3

Source: Timor Leste's Labour Force Survey 2013

Table 13 Employment and employment-to-population ratio, by sex and region

	Male	Female	Both sexes
Employment ('000s)			
Ainaro	2.6	0.8	3.4
Aileu	10.5	9.1	19.6
Baucau	9.2	4.3	13.5
Bobonaro	7.9	4.1	12.0
Covalima	7.0	1.7	8.7
Dili	44.4	20.0	64.5
Ermera	3.3	0.4	3.7
Liquica	10.0	7.5	17.5
Lautem	10.4	8.6	19.1
Manufahi	4.4	1.5	5.9
Manatuto	3.3	1.2	4.4
Oecusse	5.9	4.3	10.2
Viqueque	5.5	1.9	7.3
Total	124.5	65.3	189.8
Employment-to-population ratio (%)			
Ainaro	11.2	3.5	7.5
Aileu	77.4	72.5	75.0
Baucau	24.9	11.6	18.2
Bobonaro	30.5	15.7	23.1
Covalima	32.9	7.6	20.0
Dili	45.9	22.7	34.9
Ermera	16.4	2.2	9.4
Liquica	49.1	39.9	44.7
Lautem	50.2	39.1	44.5
Manufahi	30.9	10.4	20.8
Manatuto	32.4	11.5	21.9
Oecusse	26.1	18.2	22.1
Viqueque	20.0	7.0	13.6
Total	35.2	19.1	27.3

Source: Timor Leste's Labour Force Survey 2013

Table 14 Status in employment and age group

	Wage and salaried workers	Employers	Own-account workers	Contributing family workers	N/A	Total
Status in employment ('000s)						
15-24	5.6	0.7	7.9	7.9	0.1	22.1
25-34	28.2	1.3	15.9	8.8	0.1	54.3
35-44	24.7	1.4	19.0	9.1	0.0	54.3
45-54	14.9	1.1	14.4	5.4	0.0	35.8
55-64	4.9	0.5	7.6	3.2		16.2
65+	0.8	0.2	4.8	1.4	0.0	7.1
15+	79.0	5.2	69.6	35.7	0.3	189.8
Share of status category in total employment (%)						
15-24	25.1	3.2	35.8	35.5	0.4	100.0
25-34	51.9	2.4	29.3	16.2	0.2	100.0
35-44	45.5	2.6	35.1	16.8	0.1	100.0
45-54	41.6	3.0	40.4	15.0	0.1	100.0
55-64	30.3	3.1	46.6	20.0	0.0	100.0
65+	10.6	3.0	67.2	19.1	0.1	100.0
15+	41.6	2.7	36.7	18.8	0.1	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 15 Status in employment, by sex and age group

	Male						Female					
	Wage and salaried workers	Employers	Own-account workers	Contributing family workers	N/A	Total	Wage and salaried workers	Employers	Own-account workers	Contributing family workers	N/A	Total
Status in employment ('000s)												
15-24	3.8	0.3	4.1	4.6	0.1	12.8	1.8	0.4	3.8	3.3	0.0	9.3
25-34	20.3	1.2	8.1	4.3	0.0	34.0	7.9	0.1	7.8	4.5	0.0	20.3
35-44	19.3	1.1	11.6	5.3		37.2	5.4	0.4	7.4	3.8	0.0	17.0
45-54	12.8	0.9	8.5	2.9		25.1	2.0	0.1	6.0	2.5	0.0	10.6
55-64	3.9	0.4	4.9	1.7		10.9	1.1	0.1	2.7	1.5		5.3
65+	0.6	0.2	2.9	0.8	0.0	4.5	0.2	0.1	1.8	0.6		2.7
15+	60.6	4.1	40.1	19.6	0.1	124.5	18.4	1.1	29.5	16.1	0.1	65.3
Share of status category in total employment (%)												
15-24	29.3	2.5	32.0	35.7	0.5	100.0	19.3	4.0	41.1	35.1	0.4	100.0
25-34	59.7	3.4	23.9	12.8	0.1	100.0	38.9	0.6	38.3	22.0	0.2	100.0
35-44	51.7	2.8	31.1	14.3	0.0	100.0	31.9	2.1	43.7	22.1	0.2	100.0
45-54	51.0	3.7	33.7	11.5	0.0	100.0	19.2	1.4	56.1	23.1	0.2	100.0
55-64	35.5	3.9	44.9	15.8	0.0	100.0	19.8	1.4	50.1	28.7	0.0	100.0
65+	12.8	3.6	66.2	17.2	0.2	100.0	6.9	2.0	68.9	22.2	0.0	100.0
15+	48.7	3.3	32.2	15.8	0.1	100.0	28.2	1.7	45.2	24.6	0.2	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 16 Status in employment, by region

	Wage and salaried workers	Employers	Own-account workers	Contributing family workers	N/A	Total
Status in employment ('000s)						
Ainaro	1.8	0.1	1.0	0.5		3.4
Aileu	1.9	0.1	5.6	12.0		19.6
Baucau	2.8	0.1	8.8	1.9	0.0	13.5
Bobonaro	3.1	0.3	6.3	2.3	0.0	12.0
Covalima	4.7	0.2	1.6	2.1		8.7
Dili	43.8	1.9	14.8	4.0	0.0	64.5
Ermera	2.4	0.3	0.9	0.1	0.0	3.7
Liquica	0.9	0.8	11.9	3.8	0.1	17.5
Lautem	6.8	0.2	7.7	4.3	0.0	19.1
Manufahi	2.8	0.1	2.7	0.3	0.0	5.9
Manatuto	1.0	0.0	1.2	2.3	0.0	4.4
Oecusse	4.3	0.3	3.7	1.9		10.2
Viqueque	2.8	0.8	3.5	0.2		7.3
Total	79.0	5.2	69.6	35.7	0.3	189.8
Share of status category in total employment (%)						
Ainaro	52.1	3.8	29.1	15.0	0.0	100.0
Aileu	9.8	0.4	28.6	61.2	0.0	100.0
Baucau	20.4	0.6	64.7	14.0	0.2	100.0
Bobonaro	26.0	2.1	52.5	19.2	0.2	100.0
Covalima	53.7	2.9	18.9	24.5	0.0	100.0
Dili	67.9	2.9	23.0	6.1	0.0	100.0
Ermera	63.7	8.9	24.1	2.0	1.3	100.0
Liquica	5.2	4.3	68.1	22.0	0.3	100.0
Lautem	35.6	1.0	40.4	22.8	0.2	100.0
Manufahi	47.8	1.4	45.2	5.0	0.6	100.0
Manatuto	21.7	0.7	26.2	51.2	0.2	100.0
Oecusse	42.5	2.9	36.4	18.3	0.0	100.0
Viqueque	38.1	11.3	47.5	3.1	0.0	100.0
Total	41.6	2.7	36.7	18.8	0.1	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 17 Vulnerable employment, by sex

Vulnerable employment ('000s)	
Male	59.7
Female	45.6
Both sexes	105.4
Share of vulnerable employment in total employment (%)	
Male	48.0
Female	69.9
Both sexes	55.5

Source: Timor Leste's Labour Force Survey 2013

Table 18 Employment by sector and sex

	Male	Female	Both sexes
Employment by sector ('000s)			
Agriculture, forestry and fishing	46.9	30.0	76.9
Mining and quarrying	1.2		1.2
Manufacturing	6.0	4.4	10.4
Electricity, gas, steam and air conditioning supply	0.3	0.0	0.3
Water supply; sewerage, waste management and remediation activities	0.5		0.5
Construction	11.3	0.4	11.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	7.5	8.4	15.9
Transportation and storage	11.2	0.6	11.8
Accommodation and food service activities	0.2	1.1	1.3
Information and communication	2.2	1.7	3.9
Financial and insurance activities	2.0	1.7	3.7
Real estate activities	0.0		0.0
Professional, scientific and technical activities	3.1	0.9	4.0
Administrative and support service activities	9.6	4.1	13.7
Public administration and defense; compulsory social security	6.3	1.2	7.6
Education	8.2	4.0	12.2
Human health and social work activities	1.9	1.8	3.7
Arts, entertainment and recreation	0.3	0.2	0.5
Other service activities	3.5	2.8	6.3
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	0.4	0.5	0.9
Activities of extraterritorial organizations and bodies	0.0		0.0
N/A	1.8	1.4	3.2
Total	124.5	65.3	189.8
Sector employment shares (%)			
Agriculture, forestry and fishing	37.9	46.3	40.8
Mining and quarrying	0.9	0.0	0.6
Manufacturing	4.8	6.9	5.5
Electricity, gas, steam and air conditioning supply	0.2	0.0	0.2
Water supply; sewerage, waste management and remediation activities	0.4	0.0	0.3
Construction	9.2	0.6	6.2
Wholesale and retail trade; repair of motor vehicles and motorcycles	6.1	12.8	8.4
Transportation and storage	8.9	0.9	6.1
Accommodation and food service activities	0.1	1.6	0.7
Information and communication	1.8	2.6	2.1
Financial and insurance activities	1.6	2.6	1.9
Real estate activities	0.0	0.0	0.0
Professional, scientific and technical activities	2.4	1.4	2.1
Administrative and support service activities	7.7	6.2	7.1
Public administration and defense; compulsory social security	5.0	1.9	3.9
Education	6.5	6.0	6.3
Human health and social work activities	1.5	2.8	1.9
Arts, entertainment and recreation	0.2	0.3	0.3
Other service activities	2.7	4.3	3.3
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	0.3	0.8	0.5
Activities of extraterritorial organizations and bodies	0.0	0.0	0.0
N/A	1.4	2.1	1.7
Total	100.0	100.0	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 19 Employment by occupation and sex

	Male	Female	Both sexes
Employment by occupational category ('000s)			
Armed forces occupations	0.1		0.1
Managers	7.6	3.7	11.3
Professionals	12.5	6.3	18.8
Technicians and associate professionals	6.7	2.0	8.6
Clerical support workers	3.6	2.6	6.3
Service and sales workers	20.9	12.8	33.7
Skilled agricultural, forestry and fishery workers	44.4	29.7	74.1
Craft and related trades workers	14.9	3.4	18.3
Plant and machine operators, and assemblers	9.3	1.2	10.6
Elementary occupations	3.3	2.8	6.1
N/A	1.3	0.7	1.9
Total	124.5	65.3	189.8
Occupation employment shares (%)			
Armed forces occupations	0.0	0.0	0.0
Managers	4.1	3.7	4.0
Professionals	6.6	6.0	6.4
Technicians and associate professionals	3.5	1.9	2.9
Clerical support workers	1.9	2.5	2.1
Service and sales workers	12.3	15.1	13.3
Skilled agricultural, forestry and fishery workers	55.1	61.1	57.2
Craft and related trades workers	8.5	3.7	6.8
Plant and machine operators, and assemblers	5.4	2.4	4.3
Elementary occupations	1.9	2.9	2.2
N/A	0.7	0.6	0.6
Total	100.0	100.0	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 20 Employment by occupation and region

	Ainaro	Aileu	Baucau	Bobonaro	Covalima	Dili	Ermera	Liquica	Lautem	Manufahi	Manatuto	Oecusse	Viqueque	Total
Employment by occupational category ('000s)														
Armed forces occupations				0.0					0.0				0.0	0.1
Managers	0.1	0.7	0.2	0.6	0.8	6.2	0.3	0.3	1.1	0.2	0.4	0.2	0.2	11.3
Professionals	0.5	0.9	1.8	0.8	1.9	6.9	0.3	0.3	1.4	1.4	0.4	0.8	1.4	18.8
Technicians and associate professionals	0.4	0.2	0.2	0.4	0.5	5.2		0.3	0.5	0.2	0.1	0.2	0.5	8.6
Clerical support workers	0.1	0.1		0.2	0.1	4.7		0.1	0.5	0.2	0.0	0.1	0.1	6.3
Service and sales workers	0.6	0.8	0.9	1.3	0.9	20.0	0.3	0.4	3.5	1.0	0.2	2.3	1.6	33.7
Skilled agricultural, forestry and fishery workers	1.1	15.3	9.1	7.4	3.0	5.0	1.1	13.7	8.2	2.2	3.1	2.3	2.8	74.1
Craft and related trades workers	0.2	1.4	0.4	0.8	0.9	6.5	1.1	0.4	3.3	0.5	0.2	2.2	0.5	18.3
Plant and machine operators, and assemblers	0.0		0.3	0.2	0.5	6.3	0.3	0.1	0.2	0.2	0.1	2.1	0.2	10.6
Elementary occupations	0.2	0.3	0.3	0.1	0.1	2.9	0.1	1.6	0.2		0.0	0.1	0.0	6.1
N/A	0.1		0.3	0.1	0.0	0.8	0.1	0.2	0.1	0.1	0.0			1.9
Total	3.4	19.6	13.5	12.0	8.7	64.5	3.7	17.5	19.1	5.9	4.4	10.2	7.3	189.8
Occupation employment shares (%)														
Armed forces occupations	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0
Managers	0.9	3.2	1.6	3.1	7.6	9.1	2.1	1.7	3.7	1.7	6.2	0.7	1.1	4.0
Professionals	3.3	4.1	9.3	4.0	17.0	10.2	1.9	1.5	4.8	13.3	4.6	2.3	6.8	6.4
Technicians and associate professionals	2.5	0.8	0.8	2.2	4.9	7.7	0.0	1.4	1.8	1.6	1.4	0.5	2.3	2.9
Clerical support workers	0.8	0.4	0.0	0.8	0.7	7.0	0.0	0.6	2.0	1.7	0.4	0.2	0.5	2.1
Service and sales workers	4.0	4.5	5.3	9.0	8.1	30.6	2.6	2.2	14.9	17.5	3.0	10.1	12.1	13.3
Skilled agricultural, forestry and fishery workers	84.9	77.6	76.0	74.3	47.9	10.9	78.2	80.8	59.4	56.9	80.9	65.3	71.2	57.2
Craft and related trades workers	1.3	6.7	2.0	3.9	7.9	9.6	9.8	2.5	11.8	4.7	2.2	8.8	4.0	6.8
Plant and machine operators, and assemblers	0.2	0.0	1.5	1.2	4.4	9.4	3.4	0.7	0.6	1.7	1.2	11.9	1.4	4.3
Elementary occupations	1.4	2.7	1.7	0.7	1.2	4.4	0.9	7.4	0.7	0.0	0.1	0.3	0.5	2.2
N/A	0.7	0.0	1.8	0.6	0.3	1.1	1.1	1.0	0.2	0.8	0.1	0.0	0.0	0.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 21 Employment by status and sector (000s)

	Wage and salaried workers	Employers	Own-account workers	Contributing family workers	N/A	Total
Employment ('000s)						
Agriculture, forestry and fishing	2.2	1.8	43.7	29.2	0.0	76.9
Mining and quarrying	0.2	0.3	0.7			1.2
Manufacturing	5.6	0.4	3.8	0.7		10.4
Electricity, gas, steam and air conditioning supply	0.3					0.3
Water supply; sewerage, waste management and remediation activities	0.5					0.5
Construction	9.5	1.0	0.8	0.4		11.7
Wholesale and retail trade; repair of motor vehicles and motorcycles	3.0	0.4	10.8	1.8		15.9
Transportation and storage	9.3	0.4	1.8	0.3		11.8
Accommodation and food service activities	0.9	0.0	0.2	0.1		1.3
Information and communication	2.4	0.1	1.0	0.4		3.9
Financial and insurance activities	3.3		0.3	0.1		3.7
Real estate activities	0.0					0.0
Professional, scientific and technical activities	3.5	0.0	0.4	0.1		4.0
Administrative and support service activities	13.2	0.0	0.4	0.1		13.7
Public administration and defense; compulsory social security	7.5	0.0	0.0			7.6
Education	11.8	0.1	0.1	0.2		12.2
Human health and social work activities	3.7					3.7
Arts, entertainment and recreation	0.3	0.1	0.1	0.0		0.5
Other service activities	1.1	0.5	4.6	0.1		6.3
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	0.2	0.1	0.6	0.1		0.9
Activities of extraterritorial organizations and bodies	0.0					0.0
N/A	0.4	0.1	0.3	2.2	0.2	3.2
Total	79.0	5.2	69.6	35.7	0.3	189.8

Source: Timor Leste's Labour Force Survey 2013

Table 22 Employment shares by status and sector (%)

Shares in total employment (%)	Wage and salaried workers	Employers	Own-account workers	Contributing family workers	N/A	Total
Agriculture, forestry and fishing	2.9	2.4	56.6	38.1	0.0	100.0
Mining and quarrying	19.4	22.3	58.3	0.0	0.0	100.0
Manufacturing	52.4	3.5	35.7	8.3	0.0	100.0
Electricity, gas, steam and air conditioning supply	100.0	0.0	0.0	0.0	0.0	100.0
Water supply; sewerage, waste management and remediation activities	100.0	0.0	0.0	0.0	0.0	100.0
Construction	81.3	8.3	7.1	3.3	0.0	100.0
Wholesale and retail trade; repair of motor vehicles and motorcycles	18.9	2.3	67.5	11.3	0.0	100.0
Transportation and storage	78.6	3.6	14.9	2.8	0.0	100.0
Accommodation and food service activities	71.9	1.1	17.9	9.0	0.0	100.0
Information and communication	61.0	2.5	26.4	10.1	0.0	100.0
Financial and insurance activities	89.9	0.0	8.4	1.7	0.0	100.0
Real estate activities	100.0	0.0	0.0	0.0	0.0	100.0
Professional, scientific and technical activities	88.3	1.0	9.0	1.8	0.0	100.0
Administrative and support service activities	96.0	0.2	2.8	1.1	0.0	100.0
Public administration and defence; compulsory social security	99.3	0.5	0.3	0.0	0.0	100.0
Education	97.0	0.6	0.5	1.9	0.0	100.0
Human health and social work activities	100.0	0.0	0.0	0.0	0.0	100.0
Arts, entertainment and recreation	57.9	15.8	24.3	2.0	0.0	100.0
Other service activities	17.1	7.7	73.5	1.7	0.0	100.0
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	20.6	6.7	64.7	7.9	0.0	100.0
Activities of extraterritorial organizations and bodies	100.0	0.0	0.0	0.0	0.0	100.0
N/A	11.2	3.0	10.7	68.1	7.0	100.0
Total	41.2	2.8	36.7	19.2	0.1	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 23 Employment by status and occupation

	Wage and salaried workers	Employers	Own-account workers	Contributing family workers	N/A	Total
Employment ('000s)						
Armed forces occupations	0.1					0.1
Managers	5.6	0.9	3.5	1.3		11.3
Professionals	18.3	0.1	0.2	0.3		18.8
Technicians and associate professionals	8.0	0.4	0.1	0.1		8.6
Clerical support workers	5.7	0.0	0.3	0.2		6.3
Service and sales workers	17.1	0.4	14.2	2.1		33.7
Skilled agricultural, forestry and fishery workers	1.1	1.8	43.6	27.5		74.1
Craft and related trades workers	12.0	0.8	3.6	1.8		18.3
Plant and machine operators, and assemblers	7.5	0.5	2.1	0.4		10.6
Elementary occupations	3.2	0.1	2.0	0.7	0.0	6.1
ADePT : N/A	0.2	0.1	0.1	1.3	0.2	1.9
Total	79.0	5.2	69.6	35.7	0.3	189.8
Shares in total employment (%)						
Armed forces occupations	100.0	0.0	0.0	0.0	0.0	100.0
Managers	49.8	7.8	30.9	11.5	0.0	100.0
Professionals	97.3	0.5	0.8	1.4	0.0	100.0
Technicians and associate professionals	93.1	4.6	1.1	1.2	0.0	100.0
Clerical support workers	91.1	0.6	5.6	2.7	0.0	100.0
Service and sales workers	50.3	1.0	41.8	6.8	0.0	100.0
Skilled agricultural, forestry and fishery workers	1.5	2.6	58.6	37.3	0.0	100.0
Craft and related trades workers	65.4	4.5	19.9	10.3	0.0	100.0
Plant and machine operators, and assemblers	71.1	5.0	19.4	4.5	0.0	100.0
Elementary occupations	52.2	2.3	32.1	12.9	0.5	100.0
N/A	9.8	5.0	3.3	70.1	11.8	100.0
Total	41.2	2.8	36.7	19.2	0.1	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 24 Employment by broad sector and occupation

	Agriculture	Industry	Services	N/A	Total
Employment by occupational category ('000s)					
Armed forces occupations			0.1		0.1
Managers	0.8	1.1	9.3	0.1	11.3
Professionals	0.1	1.5	17.2	0.0	18.8
Technicians and associate professionals	0.3	1.7	6.6	0.1	8.6
Clerical support workers	0.4	0.7	5.2		6.3
Service and sales workers	2.8	1.1	29.8		33.7
Skilled agricultural, forestry and fishery workers	69.6	0.8	2.8	0.9	74.1
Craft and related trades workers	1.6	14.1	2.6	0.0	18.3
Plant and machine operators, and assemblers	0.3	1.7	8.5		10.6
Elementary occupations	1.1	1.6	3.3	0.1	6.1
N/A				1.9	1.9
Total	76.9	24.1	85.6	3.2	189.8
Occupation employment shares (%)					
Armed forces occupations	0.0	0.0	0.1	0.0	0.0
Managers	1.1	4.3	10.9	2.6	4.0
Professionals	0.1	6.0	20.0	1.0	6.4
Technicians and associate professionals	0.4	6.8	7.7	1.8	2.9
Clerical support workers	0.5	2.7	6.0	0.0	2.1
Service and sales workers	3.7	5.3	35.0	0.0	13.3
Skilled agricultural, forestry and fishery workers	90.3	3.1	3.4	29.2	57.2
Craft and related trades workers	2.0	58.4	3.1	1.4	6.8
Plant and machine operators, and assemblers	0.5	7.0	9.9	0.0	4.3
Elementary occupations	1.5	6.4	3.9	4.5	2.2
N/A	0.0	0.0	0.0	59.5	0.6
Total	100	100	100	100	100

Source: Timor Leste's Labour Force Survey 2013

Table 25 Employment by broad sector occupation and sex

	Agriculture		Industry		Services		N/A		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Employment by occupational category ('000s)										
Armed forces occupations					0.1				0.1	
Managers	0.7	0.1	1.0	0.0	5.7	3.6	0.1		7.6	3.7
Professionals	0.1		1.1	0.4	11.3	5.9	0.0		12.5	6.3
Technicians and associate professionals	0.3	0.1	1.6	0.1	4.8	1.8	0.0	0.0	6.7	2.0
Clerical support workers	0.2		0.6	0.0	2.8	2.4			3.6	2.6
Service and sales workers	1.7	1.1	0.5	0.6	18.7	11.1			20.9	12.8
Skilled agricultural, forestry and fishery workers	42.0	27.5	0.5	0.3	1.5	1.3	0.4	0.6	44.4	29.7
Craft and related trades workers	0.8	0.8	11.7	2.4	2.3	0.3	0.0		14.9	3.4
Plant and machine operators, and assemblers	0.3		0.7	0.9	8.2	0.3			9.3	1.2
Elementary occupations	0.7	0.3	1.5	0.0	1.1	2.3		0.1	3.3	2.8
N/A	0.0	0.0					1.3	0.7	1.3	0.7
Total	46.9	30.0	19.3	4.8	56.5	29.1	1.8	1.4	124.5	65.3
Occupation employment shares (%)										
Armed forces occupations	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0
Managers	1.5	0.3	5.3	0.4	10.1	12.5	4.5	0.0	4.1	3.7
Professionals	0.2	0.0	5.4	8.6	19.9	20.2	1.8	0.0	6.6	6.0
Technicians and associate professionals	0.6	0.0	7.9	2.5	8.5	6.2	2.5	0.9	3.5	1.9
Clerical support workers	0.5	0.5	3.3	0.7	4.9	8.3	0.0	0.0	1.9	2.5
Service and sales workers	3.5	3.9	2.8	15.1	33.3	38.4	0.0	0.0	12.3	15.1
Skilled agricultural, forestry and fishery workers	89.8	91.2	2.6	5.0	2.7	4.6	19.6	41.7	55.1	61.1
Craft and related trades workers	1.6	2.7	61.2	47.2	4.1	1.0	2.5	0.0	8.5	3.7
Plant and machine operators, and assemblers	0.7	0.2	3.8	19.6	14.5	1.0	0.0	0.0	5.4	2.4
Elementary occupations	1.6	1.3	7.8	0.9	1.9	7.7	0.0	10.5	1.9	2.9
N/A	0.0	0.0	0.0	0.0	0.0	0.0	69.2	46.9	0.7	0.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 26 Employment by type of contract and age group

	Oral agreement	Written contract	Total
Employment ('000s)			
15-24	3.6	1.9	22.1
25-34	13.3	14.9	54.3
35-44	9.7	14.9	54.3
45-54	5.8	9.1	35.8
55-64	1.6	3.4	16.2
65+	0.3	0.4	7.1
15+	34.3	44.5	189.8
Shares in total employment (%)			
15-24	65.5	34.5	100.0
25-34	47.2	52.8	100.0
35-44	39.5	60.5	100.0
45-54	38.9	61.1	100.0
55-64	31.6	68.4	100.0
65+	45.4	54.6	100.0
15+	43.5	56.5	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 27 Employment by type of contract and age group

	Oral agreement		Written contract		Total	
	Male	**Female**	**Male**	**Female**	**Male**	**Female**
Employment ('000s)						
15-24	2.7	0.9	1.1	0.8	12.8	9.3
25-34	10.2	3.1	10.1	4.8	34.0	20.3
35-44	8.0	1.7	11.2	3.7	37.2	17.0
45-54	5.3	0.5	7.5	1.5	25.1	10.6
55-64	1.2	0.4	2.7	0.7	10.9	5.3
65+	0.3	0.1	0.3	0.1	4.5	2.7
15+	27.6	6.7	32.9	11.6	124.5	65.3
Shares in total employment (%)						
15-24	73.8	26.2	57.1	42.9	57.9	42.1
25-34	76.8	23.2	67.9	32.1	62.7	37.3
35-44	82.2	17.8	75.2	24.8	68.6	31.4
45-54	91.4	8.6	83.0	17.0	70.3	29.7
55-64	77.2	22.8	79.1	20.9	67.0	33.0
65+	75.5	24.5	75.4	24.6	62.4	37.6
15+	80.5	19.5	73.9	26.1	65.6	34.4

Source: Timor Leste's Labour Force Survey 2013

Table 28 Public and private wage employment

	Private	Public	N/A	Total
Wage employment ('000s)				
Male	27.9	32.6	0.1	60.7
Female	7.8	10.6	0.1	18.5
Both sexes	35.8	43.2	0.1	79.1
Share of in total wage employment (%)				
Male	46.1	53.8	0.1	100.0
Female	42.5	57.2	0.3	100.0
Both sexes	45.2	54.6	0.2	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 29 Employed population with a second job, by sex and age

	Male	Female	Both sexes
Employed population with a second job ('000s)			
15-24	1.8	1.3	3.1
25-34	4.2	2.7	6.8
35-44	6.6	4.0	10.6
45-54	4.8	3.2	7.9
55-64	2.8	1.9	4.8
65+	1.2	0.5	1.8
15+	21.4	13.5	35.0
Share of employed population with a second job in total employment (%)			
15-24	14.3	13.7	14.0
25-34	12.3	13.1	12.6
35-44	17.7	23.3	19.4
45-54	19.0	29.7	22.2
55-64	26.0	36.4	29.4
65+	27.8	19.5	24.7
15+	17.2	20.7	18.4

Source: Timor Leste's Labour Force Survey 2013

Table 30 Employed population with a second job, by sex and status

	Male	Female	Both sexes
Employed population with a second job ('000s)			
Wage and salaried workers	4.3	1.0	5.3
Employers	0.4	0.0	0.5
Own-account workers	10.7	6.6	17.4
Contributing family workers	3.4	4.1	7.6
N/A	0.0	0.0	0.0
Total	21.4	13.5	35.0
Share of employed population with a second job in total employment (%)			
Wage and salaried workers	7.1	5.3	6.7
Employers	9.9	4.2	8.7
Own-account workers	26.8	22.5	24.9
Contributing family workers	17.6	25.6	21.2
N/A	0.0	0.0	0.0
Total	17.2	20.7	18.4

Source: Timor Leste's Labour Force Survey 2013

Table 31 Employment by hours of work per week an sex

	Male	Female	Both sexes
Employment by hours of work ('000s)			
<25	16.3	18.6	34.9
25-34	12.1	6.8	18.9
35-39	8.8	4.9	13.7
40-48	45.1	18.1	63.2
49-59	19.5	7.5	27.0
>=60	21.3	8.6	29.9
Total	124.5	65.3	189.8
Employment shares by hours of work (%)			
<25	13.2	28.9	18.6
25-34	9.9	10.5	10.1
35-39	7.1	7.7	7.3
40-48	36.7	28.0	33.7
49-59	15.9	11.6	14.4
>=60	17.3	13.4	15.9
Total	100.0	100.0	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 32 Employment per hours of work per week and age group

	<25	25-34	35-39	40-48	49-59	>=60	Total
Employment by hours of work ('000s)							
15-24	5.7	2.5	2.5	5.9	3.0	2.1	22.1
25-34	8.4	5.0	3.2	19.3	8.3	9.6	54.3
35-44	8.6	5.2	3.2	19.7	7.6	9.5	54.3
45-54	6.5	3.7	2.5	11.6	5.7	5.3	35.8
55-64	3.6	1.7	1.5	5.0	1.6	2.5	16.2
65+	2.0	0.8	0.8	1.7	0.8	0.9	7.1
15+	34.9	18.9	13.7	63.2	27.0	29.9	189.8
Employment shares by hours of work (%)							
15-24	26.5	11.7	11.5	27.0	13.7	9.7	100.0
25-34	15.5	9.3	6.0	35.9	15.5	17.8	100.0
35-44	16.0	9.7	5.9	36.6	14.2	17.6	100.0
45-54	18.5	10.3	7.2	32.9	16.1	15.0	100.0
55-64	22.7	10.4	9.2	31.7	10.1	15.9	100.0
65+	28.7	11.6	11.9	23.7	11.4	12.7	100.0
15+	18.6	10.1	7.3	33.7	14.4	15.9	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 33 Hours of work per week and broad economic sector

	Agriculture	Industry	Services	N/A	Total
Employment by hours of work ('000s)					
<25	20.3	3.3	10.7	0.6	34.9
25-34	10.2	2.3	6.3	0.1	18.9
35-39	8.5	1.2	3.9	0.1	13.7
40-48	21.0	8.8	32.5	0.9	63.2
49-59	9.2	4.4	13.2	0.2	27.0
>=60	6.8	3.8	18.5	0.8	29.9
Total	76.9	24.1	85.6	3.2	189.8
Employment shares by hours of work (%)					
<25	58.2	9.4	30.6	1.8	100.0
25-34	54.0	12.1	33.4	0.5	100.0
35-39	62.1	8.9	28.2	0.8	100.0
40-48	33.2	14.0	51.4	1.4	100.0
49-59	34.0	16.3	49.0	0.8	100.0
>=60	22.6	12.9	61.8	2.7	100.0
Total	40.5	12.7	45.1	1.7	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 34 Time-related underemployment, by sex and age group

	Male	Female	Both sexes
Underemployment ('000s)			
15-24	0.1	0.1	0.2
25-34	0.2	0.4	0.6
35-44	0.2	0.3	0.5
45-54	0.1	0.0	0.1
55-64	0.0	0.0	0.0
65+	0.0	0.0	0.0
15+	0.6	0.8	1.4
Underemployment as share of total employment (%)			
15-24	0.7	1.3	0.9
25-34	0.5	1.9	1.1
35-44	0.6	1.6	0.9
45-54	0.5	0.0	0.4
55-64	0.0	0.0	0.0
65+	0.0	0.0	0.0
15+	0.5	1.2	0.7

Source: Timor Leste's Labour Force Survey 2013

Table 35 Social security coverage, by sex and age group

	Male	Female	Both sexes
Employed population contributing to a social security scheme ('000s)			
15-24	1.5	1.4	2.9
25-34	14.4	7.1	21.5
35-44	14.5	4.7	19.2
45-54	10.5	1.6	12.1
55-64	3.3	0.9	4.2
65+	0.5	0.1	0.6
15+	44.7	15.7	60.4
Social security coverage rate (%)			
15-24	11.5	15.3	13.1
25-34	42.5	35.1	39.7
35-44	38.9	27.5	35.3
45-54	41.8	15.1	33.9
55-64	30.5	16.1	25.7
65+	11.1	2.8	8.0
15+	35.9	24.1	31.9

Source: Timor Leste's Labour Force Survey 2013

Table 36 Unemployment and unemployment rate, by sex and age

	Male	Female	Both sexes
Unemployment ('000s)			
15-24	4.3	1.9	6.2
25-34	5.6	3.5	9.1
35-44	3.5	1.6	5.2
45-54	1.5	0.5	2.0
55-64	0.7	0.2	0.8
65+	0.1	0.0	0.2
15+	15.8	7.6	23.4
Unemployment rate (%)			
15-24	25.3	16.7	21.9
25-34	14.2	14.6	14.4
35-44	8.7	8.7	8.7
45-54	5.7	4.1	5.3
55-64	5.7	2.9	4.8
65+	2.6	1.6	2.2
15+	11.3	10.4	11.0

Source: Timor Leste's Labour Force Survey 2013

Table 37 Unemployment and unemployment rate, by sex and region

	Male	Female	Both sexes
Unemployment ('000s)			
Ainaro	1.6	0.3	1.9
Aileu	0.0	0.0	0.0
Baucau	0.6	0.5	1.1
Bobonaro	0.7	0.5	1.2
Covalima	1.4	1.4	2.7
Dili	6.6	3.4	10.0
Ermera	1.3	0.2	1.4
Liquica	0.2	0.0	0.2
Lautem	0.3	0.4	0.7
Manufahi	1.7	0.6	2.3
Manatuto	0.5	0.1	0.5
Oecusse	0.1	0.0	0.1
Viqueque	0.9	0.3	1.1
Total	15.8	7.6	23.4
Unemployment rate (%)			
Ainaro	37.7	25.7	35.4
Aileu	0.0	0.5	0.2
Baucau	6.5	10.4	7.8
Bobonaro	8.5	10.0	9.0
Covalima	16.2	45.2	24.0
Dili	12.9	14.6	13.4
Ermera	27.8	26.8	27.6
Liquica	1.5	0.4	1.0
Lautem	2.8	4.9	3.8
Manufahi	28.0	29.2	28.3
Manatuto	12.4	4.8	10.5
Oecusse	2.1	0.0	1.2
Viqueque	13.8	12.0	13.3
Total	11.3	10.4	11.0

Source: Timor Leste's Labour Force Survey 2013

Table 38 Unemployment and unemployment rate by educational attainment, sex and age group

	Male			Female			Both sexes		
	15-24	25+	15+	15-24	25+	15+	15-24	25+	15+
Unemployment ('000s)									
Pre-primary	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Primary	0.5	1.9	2.5	0.1	0.9	1.1	0.7	2.9	3.5
Pre-secondary	0.7	1.4	2.2	0.4	0.6	1.0	1.1	2.1	3.1
Secondary	1.9	3.9	5.8	1.1	2.5	3.6	3.0	6.4	9.4
Technical Secondary	0.3	0.3	0.6		0.1	0.1	0.3	0.4	0.7
Vocational course	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Polytechnic/Diploma	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
University	0.1	0.4	0.4	0.0	0.2	0.2	0.1	0.5	0.6
None	0.1	0.2	0.2	0.0	0.2	0.2	0.1	0.4	0.4
Total	4.3	11.5	15.8	1.9	5.7	7.6	6.2	17.2	23.4
Unemployment rate (%)									
Pre-primary	0.0	0.7	0.5	0.0	3.3	2.5	0.0	1.4	1.1
Primary	16.4	11.8	12.5	8.9	14.9	13.9	14.3	12.6	12.9
Pre-secondary	21.3	11.0	13.1	13.0	9.8	10.8	17.6	10.6	12.3
Secondary	37.1	10.4	13.7	25.6	16.4	18.5	31.9	12.1	15.2
Technical Secondary	67.7	16.6	28.6		37.2	37.2	67.7	20.0	29.7
Vocational course	0.0	5.1	4.8	0.0	0.0	0.0	0.0	3.2	3.0
Polytechnic/Diploma	0.0	0.0	0.0	0.0	3.2	3.1	0.0	1.1	1.1
University	85.7	4.4	5.1	6.7	3.8	3.9	36.3	4.2	4.7
None	9.6	2.8	3.5	0.0	11.5	10.0	6.6	5.1	5.2

Source: Timor Leste's Labour Force Survey 2013

Table 39 Share of youth in total unemployment and share of youth unemployed in youth population, by sex and region

	Male	Female	Both sexes
Share of youth unemployed in total unemployment (%)			
Ainaro	2.5	30.0	6.4
Aileu		0.0	0.0
Baucau	38.0	32.9	35.7
Bobonaro	24.4	26.9	25.4
Covalima	29.8	21.1	25.4
Dili	32.8	19.6	28.3
Ermera	3.7	23.4	5.9
Liquica	13.8	0.0	11.6
Lautem	43.1	18.4	28.5
Manufahi	36.1	43.9	38.1
Manatuto	10.3	0.0	9.1
Oecusse	78.5		78.5
Viqueque	38.9	61.6	43.9
Total	27.4	24.5	26.5
Share of youth unemployed in youth population (%)			
Ainaro	20.7	52.5	34.9
Aileu	0.0	0.0	0.0
Baucau	27.9	39.0	31.5
Bobonaro	18.4	21.6	19.6
Covalima	56.0	66.5	60.0
Dili	43.7	22.9	36.0
Ermera	15.9	34.0	20.8
Liquica	1.0	0.0	0.6
Lautem	7.5	6.8	7.2
Manufahi	83.6	55.2	72.5
Manatuto	8.9	0.0	6.6
Oecusse	9.9	0.0	6.2
Viqueque	75.5	65.0	71.9
Total	25.3	16.7	21.9

Source: Timor Leste's Labour Force Survey 2013

Table 40 Ratio of youth-to-adult unemployment rate, by sex and region

	Male	Female	Both sexes
District			
Ainaro	0.5	2.5	1.0
Aileu		0.0	0.0
Baucau	6.3	5.1	5.7
Bobonaro	2.5	2.6	2.6
Covalima	4.5	1.6	3.0
Dili	4.5	1.7	3.3
Ermera	0.6	1.4	0.7
Liquica	0.7	0.0	0.5
Lautem	3.9	1.5	2.3
Manufahi	4.1	2.6	3.5
Manatuto	0.7	0.0	0.6
Oecusse	18.7		20.4
Viqueque	8.3	12.5	8.8
Total	2.7	1.8	2.3

Source: Timor Leste's Labour Force Survey 2013

Table 41 Youth not in education, employment or training (NEET), by sex and region

	Male	Female	Both sexes
Youth NEET ('000s)			
Ainaro	1.4	1.3	2.7
Aileu	0.3	0.1	0.4
Baucau	2.9	2.2	5.1
Bobonaro	2.1	3.0	5.0
Covalima	1.4	2.1	3.5
Dili	6.2	7.1	13.2
Ermera	1.0	1.2	2.3
Liquica	1.4	1.3	2.7
Lautem	0.9	0.9	1.8
Manufahi	1.4	1.6	3.0
Manatuto	0.5	1.0	1.5
Oecusse	1.3	2.3	3.6
Viqueque	1.7	1.9	3.6
Total	22.4	26.1	48.5
Youth NEET share of youth population (%)			
Ainaro	28.1	31.2	29.5
Aileu	7.4	3.4	5.6
Baucau	24.5	23.1	23.9
Bobonaro	31.3	46.0	38.6
Covalima	26.7	33.0	30.1
Dili	18.5	21.5	20.0
Ermera	25.5	26.3	25.9
Liquica	24.1	26.7	25.3
Lautem	14.9	16.4	15.6
Manufahi	35.3	34.2	34.7
Manatuto	19.2	34.7	27.3
Oecusse	23.9	39.8	32.1
Viqueque	21.8	28.4	24.8
Total	22.1	26.5	24.3

Source: Timor Leste's Labour Force Survey 2013

Table 42 Economically inactive by reason for inactivity and sex

	Male	Female	Both sexes
Economically inactive population ('000s)			
In school/training	69.3	64.2	133.5
Family duties	69.0	135.7	204.7
Pregnancy, illness, disability	5.2	10.3	15.5
Retired or too old to work	31.1	37.2	68.3
Too young to work	4.4	2.9	7.3
No desire to work	16.8	7.9	24.7
Off-season	4.2	2.0	6.3
Other reason	4.4	3.1	7.5
N/A	8.9	6.4	15.2
Total	213.3	269.8	483.0
Economically inactive population as share of the working-age population (%)			
In school/training	19.6	18.7	19.2
Family duties	19.5	39.6	29.4
Pregnancy, illness, disability	1.5	3.0	2.2
Retired or too old to work	8.8	10.8	9.8
Too young to work	1.2	0.8	1.0
No desire to work	4.8	2.3	3.5
Off-season	1.2	0.6	0.9
Other reason	1.2	0.9	1.1
N/A	2.5	1.9	2.2
Total	60.3	78.7	69.4

Source: Timor Leste's Labour Force Survey 2013

Table 43 Wages/earnings by occupation and sex (USD)

	Male	Female	Both sexes
Agriculture, forestry and fishing	282.1	116.1	259.4
Mining and quarrying	1,427.5		1,427.5
Manufacturing	1,543.3	323.6	1,157.4
Electricity, gas, steam and air conditioning supply	979.0		979.0
Water supply; sewerage, waste management and remediation activities	186.6		186.6
Construction	358.7	567.5	362.2
Wholesale and retail trade; repair of motor vehicles and motorcycles	241.7	219.0	233.4
Transportation and storage	634.4	332.3	627.4
Accommodation and food service activities	162.8	179.2	178.2
Information and communication	305.5	419.0	331.6
Financial and insurance activities	368.2	745.9	551.5
Real estate activities	80.0		80.0
Professional, scientific and technical activities	415.6	258.4	367.1
Administrative and support service activities	311.1	270.1	300.6
Public administration and defence; compulsory social security	408.6	411.0	409.1
Education	927.4	531.7	794.0
Human health and social work activities	694.5	611.7	651.7
Arts, entertainment and recreation	125.6	451.9	331.2
Other service activities	378.4	173.3	333.6
Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	393.2	80.1	253.2
Activities of extraterritorial organizations and bodies	590.0		590.0
N/A	470.5	5,444.2	705.2

Source: Timor Leste's Labour Force Survey 2013

Table 44 Wages by educational attainment and sex (USD)

	Male	Female	Both sexes
Education completed			
Pre-primary	143.6		143.6
Primary	293.3	966.2	383.3
Pre-secondary	428.0	220.5	397.6
Secondary	729.0	428.2	647.6
Technical Secondary	369.1	1,455.3	564.2
Vocational course	466.1	378.5	435.3
Polytechnic/Diploma	673.6	719.1	690.5
University	531.6	553.6	538.8
None	886.3	110.8	777.0

Source: Timor Leste's Labour Force Survey 2013

Table 45 Wages/earnings by educational attainment and occupation (USD)

	Pre-primary	Primary	Pre-secondary	Secondary	Technical Secondary	Vocational course	Polytechnic/ Diploma	University	None
Occupation (									
Armed forces occupations			250.0	278.3					
Managers		208.3	168.0	293.4	253.0	1,000.0	405.4	627.3	238.1
Professionals		412.2	349.1	1,303.8	889.8	425.6	673.8	575.5	209.6
Technicians and associate professionals		242.8	215.7	434.4	364.1		1,192.0	565.5	137.2
Clerical support workers		1,253.6	210.2	369.3				414.4	250.0
Service and sales workers	120.0	220.1	602.7	223.5	322.7		386.8	241.2	983.4
Skilled agricultural, forestry and fishery workers	93.2	1,713.2	114.8	265.4					117.9
Craft and related trades workers	300.0	282.6	427.6	304.4	379.8				1,381.1
Plant and machine operators, and assemblers		250.6	260.0	1,349.0	272.0		230.0	380.7	186.6
Elementary occupations		177.7	389.6	145.0				4,420.0	82.6
N/A		800.0	205.0	1,148.8				680.2	240.0

Source: Timor Leste's Labour Force Survey 2013

Table 46 Potential labour force, by age group and sex

	Male			Female			Both sexes		
	Other outside the labour force	Potential labour force	Total	Other outside the labour force	Potential labour force	Total	Other outside the labour force	Potential labour force	Total
Potential labour force in economically inactive population ('000s)									
15-24	83.7	0.9	84.5	86.2	0.9	87.1	169.9	1.8	171.7
25-34	30.7	1.1	31.7	54.7	1.2	56.0	85.4	2.3	87.7
35-44	26.1	1.2	27.3	43.7	0.6	44.3	69.8	1.8	71.6
45-54	20.5	0.6	21.1	30.3	0.6	30.8	50.8	1.2	52.0
55-64	19.1	0.3	19.4	21.9	0.0	21.9	41.0	0.3	41.3
65+	28.9	0.2	29.2	29.6	0.1	29.6	58.5	0.3	58.8
15+	208.9	4.4	213.3	266.4	3.4	269.8	475.3	7.7	483.0
Share of potential labour force in economically inactive population (%)									
15-24	99.0	1.0	100.0	99.0	1.0	100.0	99.0	1.0	100.0
25-34	98.1	1.9	100.0	98.3	1.7	100.0	97.3	2.7	100.0
35-44	98.0	2.0	100.0	98.9	1.1	100.0	97.5	2.5	100.0
45-54	98.5	1.5	100.0	98.4	1.6	100.0	97.7	2.3	100.0
55-64	99.0	1.0	100.0	99.8	0.2	100.0	99.2	0.8	100.0
65+	99.2	0.8	100.0	99.8	0.2	100.0	99.5	0.5	100.0
15+	98.6	1.4	100.0	98.9	1.1	100.0	98.4	1.6	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 47 Potential labour force, by region and sex

	Male	Female	Both sexes
Potential labour force ('000s)			
Ainaro	0.3	0.3	0.6
Aileu	0.1	0.0	0.1
Baucau	0.5	0.3	0.8
Bobonaro	0.5	0.3	0.8
Covalima	0.1	0.1	0.2
Dili	0.2	0.8	1.0
Ermera	0.0		0.0
Liquiça	0.7	0.5	1.3
Lautem	0.2	0.1	0.3
Manufahi	0.3	0.4	0.7
Manatuto	0.4	0.1	0.5
Oecusse	0.6	0.2	0.9
Viqueque	0.3	0.1	0.4
Total	4.4	3.4	7.7
Share of the potential labour force in the economically inactive population (%)			
Ainaro	5.8	8.1	6.8
Aileu	4.3	3.4	3.9
Baucau	10.0	10.5	10.3
Bobonaro	12.1	7.6	10.1
Covalima	2.9	1.5	2.3
Dili	6.2	20.5	12.6
Ermera	0.7	0.0	0.4
Liquiça	15.4	15.1	15.3
Lautem	5.9	6.5	6.2
Manufahi	6.8	11.4	8.8
Manatuto	8.2	3.8	6.2
Oecusse	14.7	9.1	12.2
Viqueque	7.0	2.5	5.0
Total	100.0	100.0	100.0

Source: Timor Leste's Labour Force Survey 2013

Table 48 Potential labour force, by educational attainment and sex

	Male	Female	Both sexes
Potential labour force ('000s)			
Pre-primary	0.1	0.0	0.1
Primary	0.8	0.4	1.2
Pre-secondary	0.7	0.5	1.1
Secondary	1.1	1.2	2.3
Technical Secondary	0.0		0.0
Vocational course			
Polytechnic/Diploma		0.1	0.1
University	0.0	0.0	0.1
None	0.2	0.1	0.3
N/A	1.5	1.0	2.5
Total	4.4	3.4	7.7
Share of the potential labour force in the economically inactive population (%)			
Pre-primary	1.7	0.6	1.2
Primary	19.2	12.6	16.4
Pre-secondary	14.7	15.1	14.9
Secondary	27.2	37.0	31.4
Technical Secondary	0.2	0.0	0.1
Vocational course			
Polytechnic/Diploma	0.0	3.2	1.4
University	0.5	2.2	1.2
None	5.8	2.4	4.4
N/A	30.6	26.9	29.0
Total	100.0	100.0	100.0

Source: Timor Leste's Labour Force Survey 2013