



SEFOPE



International  
Labour  
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# Timor-Leste

## Labour Force Surveys

### 2010-2013-2016

Main Trends Based on Harmonized Data





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# Preface

Timor-Leste Labour Force Surveys 2010-2013-2016 – Main Trends Based on Harmonized Data is presented to provide a time series on key labour force indicator for 2010, 2013 and 2016. Main objective of this report is to analyse the evolution of the main labour force indicators.

Timor-Leste has conducted two labour force survey in 2010 and 2013, and in 2016 the Directorate General of Statistic, Ministry of Finance and the Secretariat of State for Vocational Training and Employment /SEFOPE) has conducted Child Labour Survey administrating both a child questionnaire addressed to children 5 to 17 years of age and an adult questionnaire. The adult questionnaire includes questions on the labour force status and the employment and unemployment characteristics of the working age population, and hence provide many of key data generally obtained from conventional labour force surveys. The Child Labour Survey of 2016 is considered as “mini Labour Force Survey” to produce labour force statistics comparable to the LFS 2010 and 2013.

While this report presents comparative data on main labour force trends, branches of economic activity, occupations, status in employment, hours of work, men and women, youth, education and regions of LFS 2010, 2013 and 2016, a lot more can still be studied from the data. We would like to encourage readers to utilize this rich data set to do more detailed analyses so as to inform further the policy debate. It is our hope that the findings will contribute to the knowledge base and provide assistance in planning and in policy formulation.

We would like to offer our sincere gratitude to all of those who were involved in the development of this report. The staff of Directorate General of Statistic, Ministry of Finance and the Secretariat of State for Vocational Training and Employment who worked hard in compiling the data presented in this report. We acknowledge the International Labour Organization (ILO) and Mr. Farhad Mehran (ILO Consultant) for their technical assistance in the data processing analysis and writing of this report. Finally, I am grateful to the survey respondents who generously provided the information on which this report is based.



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# 1. Introduction

FOLLOWING the publication of **Timor-Leste Labour Force Surveys 2010 and 2013 Main Trends Based on Harmonized Data**,<sup>1</sup> it was decided to extend the series with data for 2016 derived from the Child Labour Survey (CLS) conducted by the Directorate General of Statistics (DGS) in 2016. The questionnaire of the survey addresses children 5 to 17 years old as well as all other adult members of the household. It is, therefore, possible to extract data from the survey for the working age population 15 years old and over in line with the scope of the labour force surveys 2010 and 2013.

The survey questionnaire of CLS 2016 includes the main questions on labour force status and employment/unemployment characteristics covered also in the labour force surveys, LFS 2010 and LFS 2016. In this sense, the child labour survey of 2016 is treated as a “mini LFS” and the results compared with the earlier surveys. It thus gives a time series on key labour force indicators for 2010, 2013, and 2016. It is hoped that DGS will conduct the next full-fledged national labour force survey in 2019, thus providing the basis to extend the time series to another three-year period, 2010-2013-2016-2019.

The body of the present report follows the same form of the LFS 2010-2013 publication. It contains ten chapters dealing with the same subjects, in the same order and similar tables and figures extended to cover 2010-2013 and 2016. The ten chapters are: 1. Introduction; 2. Main labour force trends; 3. Branches of economic activity; 4. Occupations; 5. Status in employment; 6. Hours of work; 7. Men and women; 8. Youth; 9. Education; and 10. Regions.

There are three exceptions with the contents of the LFS 2010-2013 publication. Chapter 6 on informal employment has been replaced with a chapter on hours of work. The replacement was called for because the mini LFS 2016 (i.e., Child Labour Survey 2016) did not collect the necessary data to measure the informal sector and informal employment. The other exception was the omission of the discussion on participation in training programmes in Chapter 9 due to lack of data in the mini LFS 2016, and its replacement with a discussion on the skill mismatch and the relationship between educational attainment and current occupation. Finally, the third exception was the movement of the discussion and graphic on the indicator of the youth neither in employment, nor in education or training (NEET) to the chapter on youth. These changes resulted in a slight modification of some of the figure numbers.

<sup>1</sup> ILO 2016, *Timor-Leste Labour Force Surveys 2010 and 2013 Main Trends Based on Harmonized Data*, ILO and Secretariat of State for Vocational Training and Employment Policy (SEPFPOPE), Dili, 2016.



The present publication is supplemented with four annexes. Annex A describes the methodology of the Child Labour Survey 2016 as far as the sample design and questionnaire design relevant to the measurement of employment and unemployment and their characteristics. Annex B reports on the quality of the data in terms of non-response errors, coverage errors and sampling errors. Annex C describes how the raw survey data were processed to measure the main labour force characteristics of the working age population in line with international standards adopted by the 19<sup>th</sup> International Conference of Labour Statisticians (ICLS)<sup>2</sup> as well as the standards adopted by 13<sup>th</sup> ICLS.<sup>3</sup> Finally Annex D contains the statistical tables constructed with the same layout of the tabulation programme of the report of the LFS 2013,<sup>4</sup> except for four missing tables, two on type of contract, one on time-related underemployment and another on social security coverage. These tables could not be updated because the corresponding data items were not collected in the mini LFS 2016 (i.e., Child Labour Survey 2016).

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2 ILO, *Resolution concerning statistics of work, employment and labour underutilization*, adopted by the 19th International Conference of Labour Statisticians, Geneva, 2013.

3 ILO, *Resolution concerning statistics of the economically active population, employment, unemployment and underemployment*, adopted by the 13th International Conference of Labour Statisticians, Geneva 1982.

4 Directorate General of Statistics (DGS), and Secretariat of State for Vocational Training and Employment Policy (SEPFPOPE), *Timor-Leste Labour Force Survey 2013*, Dili, Timor-Leste.



## 2. Main labour force trends

THE main labour force trends are presented in Table 1 below. The first two columns reproduce the published results for 2010 and 2013 based on harmonized data in line with the 2013 international standards adopted by the 19<sup>th</sup> ICLS. The last column gives the corresponding results for 2016 calculated on the basis of the adult part of the National Child Labour Survey 2016 referred to here as the mini LFS 2016.

### 1. Main labour force indicators: Timor-Leste LFS 2010-2013-2016

('000)	LFS 2010*	LFS 2013	Mini LFS 2016
Working age population (15+ yrs)	627.0	696.2	724.5
Labour force	150.9	213.3	339.5
Employed	139.1	189.3	304.0
(of which time-related underemployed)	0.1	1.4	-
Unemployed	11.8	23.4	35.4
Outside the labour force	477.5	483.0	385.0
(of which potential labour force)	3.4	7.7	-
Subsistence foodstuff producers	206.3	178.9	109.7
<b>%</b>			
Labour force participation rate	24.0	30.6	46.9
Employment-to-population ratio	22.1	27.3	42.0
LU1. Unemployment rate	7.8	11.0	10.4
LU2. Combined rate of unemployment and time-related underemployment	7.9	11.7	-
LU3. Combined rate of unemployment and potential labour force	9.8	14.1	-
LU4. Composite measure of labour underutilization	9.9	14.7	-

The results show a clear pattern of evolution. The working age population (15 years old and over) has continuously increased from 627,000 persons in 2010 to 696,200 persons in 2013 and 724,500 persons in 2016, representing an average annual growth rate of about 2.4 percent. Labour force participation and also its components, employment and unemployment, have increased during the period: the labour force from 150,900 persons in 2010 to 213,000 persons in 2013 and 339,500 persons in 2016; employment



from 139,100 persons in 2010 to 189,300 persons in 2013 and 304,000 persons in 2016; and unemployment from 11,800 persons in 2010 to 23,400 persons in 2013 and 35,400 persons in 2016.

The large increase of measured employment during the periods from 2010 to 2013 and from 2013 to 2016 should not be interpreted as massive expansion of job creation during the two periods. A significant part of the increase is due to the change in operations of subsistence foodstuff production from production mainly for own-consumption not considered as employment to production wholly or mainly for the market considered as employment under the new international statistical standards on this topic. Another part of the increase reflects the movement of subsistence foodstuff producers to informal employment as own-account workers or contributing family workers in informal sector enterprises. The increase in employment reflecting job creation in the formal sector has therefore been much lower than what the numbers suggest. This issue should be kept in mind when interpreting the results throughout the present report.

In particular, it should be noted that during the same period, the population outside the labour force decreased from 477,500 persons in 2010 to 483,000 persons in 2013 and then increased to 385,00 persons in 2016. In particular, the number of subsistence foodstuff producers not considered as employment under the international statistical standards decreased substantially from 206,300 persons in 2010 to 178,900 persons in 2013 and 109,700 persons in 2016.

Looking at the bottom part of the table, the labour force participation rate defined as the ratio of the labour force to the working age population expressed in percentage terms is an indicator of the level of labour market activity and more precisely the extent of a country's working age population that is economically active. The data show that the labour force participation rate has steadily increased from 24.0 percent in 2010 to 30.6 percent in 2013 and 46.9 percent in 2016, in part due to the change of operation of subsistence foodstuff production as mentioned earlier.

Aggregate employment generally increases with growing population. Therefore, the ratio of employment to the working age population is an important indicator of the ability of the economy to provide employment to its growing population. In line with the trend of the labour force participation rate, the data in Table 1 show that the employment-to-population has also steadily increased from 22.1 percent in 2010 to 27.3 percent in 2013 and to 42.0 percent in 2016.

Despite the words of caution mentioned earlier, the growth of employment was sufficiently significant in the last three years to stabilize and even slightly lower the unemployment rate. The unemployment rate is the most commonly used indicator of the labour market. It is defined as the number of unemployed persons expressed

as a percentage of the labour force. The unemployment rate is sometimes used in a general sense as an indicator of the health of the economy, not just the labour market. Table 1 shows that the unemployment rate increased from 7.8 percent in 2010 to 11.0 percent in 2013, but stabilized or even slightly decreased during the last three years to about 10.4 percent in 2016 still significantly higher than the corresponding rate in other South East Asian countries. This is because the other countries are mostly measuring employment and unemployment in line with the earlier international standards adopted at the 13<sup>th</sup> ICLS in 1982 which excludes own-use production as part of employment, thus increasing measured employment and reducing measured unemployment compared with the Timor-Leste measurement which is in line with the new international standards adopted by the 20<sup>th</sup> ICLS (2013).

The unemployment rate is a measure of the imbalance in the labour market representing one aspect of the extent of unutilized labour supply of the country. The other aspects are measured by underemployment and in particular time-related underemployment and potential labour force comprising persons who were neither in employment nor in unemployment but carried out activities to seek employment or wanted and were currently available for employment. The 2010 and 2013 data on time-related underemployment and potential labour force could not be updated for 2016 as the necessary data were not available for the mini LFS 2016. The corresponding values are therefore missing in Table 1 and the labour underutilization rates LU2, LU3 and LU4 could not be calculated for 2016. To the extent that the labour underutilization indicators have similar trends, it may be surmised that LU2, LU3 and LU4 would also show a stable or declining trend during the three-year period from 2013 and 2016 like LU1 (the unemployment rate).

### 3. Branches of economic activity

**BRANCH** of economic activity refers to the activity of the establishment in which an employed person worked during the time reference period. It describes the activity of the establishment, not the type of work that the individual does when working for that establishment. 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.

Table 2 presents data on the classification of the employed persons by branch of economic activity at main job according to the International Standard Industrial Classification of All Economic Activities (ISIC Rev 4).<sup>5</sup> Although efforts have been made to make the data as comparable as possible, it is clear that coding errors and variations in coding procedures in the various surveys have affected the statistical results. The change in the structure employment by branch of economic activity shown in Table 2 (and by occupation shown in Table 3) should therefore be interpreted with caution, especially, when examining the categories with relatively low frequencies.

## 2. Employment by branch of economic activity at main job: Timor-Leste LFS 2010-2013-2016

%	LFS 2010*	LFS 2013	Mini LFS 2016
Agriculture, forestry and fishing	26.3	25.6	31.6
Mining and quarrying	0.8	0.6	6.1
Manufacturing	4.3	4.5	3.4
Electricity, gas, steam, air-conditioning supply Water supply, sewerage waste management	0.3	0.4	0.2
Construction	8.9	7.5	7.8
Wholesale and retail trade, repair of motor vehicles	19.8	23.2	22.2
Accommodation and food service activities	1.6	1.3	0.1
Transport and storage	5.7	6.1	2.8
Professional activities	7.1	12.6	1.1
Public administration and defense	4.7	4.0	10.8
Education	10.8	6.4	6.5
Human health and social work activities	2.1	1.9	0.9
Other service activities	6.8	4.0	5.8
Unspecified	0.9	1.7	0.7
Total	100.0	100.0	100.0

<sup>5</sup> <https://unstats.un.org/unsd/cr/registry/isic-4.asp>

The results show that the share of agricultural employment increased significantly during the last three years from 25.6 percent in 2013 to 31.6 percent in 2016 due mainly to the changing mix of agricultural activities from subsistence foodstuff production to agriculture production for the market. The percentage of subsistence foodstuff producers in total number of persons engaged in agricultural activities decreased from 78.7 percent in 2013 to 53.3 percent in 2016.

The data also show that the share of industrial employment, i.e., the sum of mining and quarrying, manufacturing, electricity, gas and other activities, and construction has also increased during the last three years, mainly due to the relative increase of employment in mining and quarrying from 0.6 percent in 2013 to 6.1 percent in 2016. It would be instructive to check if this change could be attributed to the new development of stone production projects in the east of the country. Manufacturing employment has slightly declined from 4.5 percent in 2013 to 3.4 percent in 2016, while employment in construction has essentially remained stable, 7.5 percent in 2013 and 7.8 percent in 2016.

Against the relative increase of agricultural and industrial employment, the share of employment in services has significantly decreased from 61.2 percent in 2013 to 50.9 percent in 2016. It is instructive to note, however, a substantial increase in the share of employment in public administration and defense from about 4 percent in 2013 to more than 10 percent in 2016. It is not clear to what extent this result reflects the real growth of employment in public administration and to what extent it reflects coding errors in data processing. Some administrative persons engaged in public schools or public hospitals may have been coded as in public administration rather than in education or health. Also, some professionals involved in government funded research institutions may have been erroneously coded in public administration instead of professionals, scientific and technical activities.

Another feature depicted in the data of Table 2 is the narrow range of economic activities and the concentration of employment in a limited number of branches of economic activity in Timor-Leste. About two-third of employment in 2016 was concentrated in three branches of economic activity, namely, agriculture, forestry and fishing (31.6 percent), wholesale and retail trade, repair of motor vehicles (22.2 percent) and public administration and defense (10.8 percent). The degree of concentration was about the same in 2010 and 2013 with only three branches of economic activity covering more than 10 percent of total employment in each of the years.

## 4. Occupations

OCCUPATION refers to the kind of work done by an employed person (or the kind of work done previously or wanted if the person is unemployed), irrespective of the branch of economic activity or the status in employment of the person. The new 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 comprising in most cases a detailed number of occupations.<sup>6</sup>

Table 3 shows the evolution of the occupational pattern of employment at main job in Timor-Leste. In line with the results already mentioned about the movement of subsistence foodstuff production toward market-oriented agriculture, the share of skilled agricultural, forestry and fishery workers in total employment has substantially increased, especially during the last three years, from 13.3 percent in 2013 to 40.5 percent in 2016.

### 3. Employment by occupation at main job: Timor-Leste LFS 2010-2013-2016

%	LFS 2010*	LFS 2013	Mini LFS 2016
Managers	4.7	5.9	2.7
Professionals	15.6	9.9	6.9
Technicians and associate professionals	2.8	4.5	1.0
Clerical support workers	1.3	3.2	5.9
Service and sales workers	19.8	17.6	22.4
Skilled agricultural, forestry, fishery workers	12.4	13.3	40.5
Craft and related workers	8.3	9.5	4.1
Plant and machine operators, assemblers	5.6	5.6	2.5
Elementary occupations	28.3	28.8	12.1
Armed forces occupations	0.7	0.1	0.0
Not classified, blank	0.5	1.5	1.9
Total	100.0	100.0	100.0

It should be mentioned that part of this increase may in fact reflect a certain degree of coding errors. In general, only skilled workers should be classified into the category

<sup>6</sup> <http://www.ilo.org/public/english/bureau/stat/download/res/futisco.pdf>.

“skilled agricultural, forestry and fishery workers”, and other agriculture workers should be typically classified as in elementary occupations. Competent performance in most occupations in this major group requires skills at the second ISCO skill level, i.e., skills generally obtained through the completion of the first stage of secondary education. It seems that this requirement has not been observed in the coding of occupations in 2016. Therefore, to the extent that the occupational group “skilled agricultural, forestry and fishery workers” is overestimated and the occupation group “elementary occupation” is underestimated in 2016.

Table 3 also shows a moderate increase in the share of service and sales workers in the last three years, from 17.6 percent in 2013 to 22.4 percent in 2016. A similar slight increase is observed for clerical support workers from 3.2 percent in 2013 to 5.9 percent in 2016.

All other major occupational groups show a relative decline in the last three years, particularly “white collar” workers such as managers from 5.9 percent in 2013 to 2.7 percent in 2016, professionals from 9.9 percent in 2013 to 6.9 percent 2016, technicians and associate professionals from 4.5 percent in 2013 to 1.0 percent in 2016. The share of craft and related workers in total employment has also declined from 9.5 percent in 2013 to 4.1 percent in 2016, and so has the share of plant and machine operators and assemblers from 5.6 percent in 2013 to 2.5 percent in 2016.

## 5. Status in employment

STATUS in employment classifies jobs held by persons at a given point of time with respect to the type of explicit or implicit contract of employment of the person with other persons or organizations. The International Standard Classification of Status in Employment (ICSE-1993) identifies five categories of persons with respect to their status in employment:<sup>7</sup>

- ◆ Employees: Persons working in “paid employment jobs”, i.e., holding explicit (written or oral) or implicit employment contract 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.

<sup>7</sup> ILO, *International Classification of Status in Employment, ICSE-93*, Fifteenth International Conference of Labour Statisticians, Geneva, <http://laborsta.ilo.org>.

- ◆ Employers: Persons 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.
- ◆ Own-account workers: Persons working on own-account or with one or a few partners in a “self-employment job”, not engaging any “employees,” on a continuous basis.
- ◆ Contributing family workers: Persons 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 “employee” on a continuous basis.
- ◆ Members of producers’ cooperatives: Persons working in a cooperative producing goods and services, in a “self employment job”, not engaging any “employee” on a continuous basis.

Table 4 presents the evolution of the distribution of the employed population by status in employment in main job. The results show that the share of employees in total employment steady decreased from 49.4 percent in 2010 to 41.6 percent in 2013 and to 37.8 percent in 2016.

#### 4. Employment by status in employment at main job: Timor-Leste LFS 2010-2013-2016

%	LFS 2010*	LFS 2013	Mini LFS 2016
Employee	49.4	41.6	37.8
Employer	2.2	2.7	1.4
Own-account worker	32.1	36.7	42.9
Contributing family worker	15.6	17.8	15.1
Member of a producer’s cooperative	0.3	0.3	0.9
On military service	0.4	0.7	0.0
Not classified, Blank	0.0	0.1	2.0
Total	100.0	100.0	100.0

By contrast, the share of own-account workers in total employment has steadily increased from 32.1 percent in 2010 to 36.7 percent in 2013 and to 42.9 percent in 2016. The share of other categories of workers has remained essentially constant: employers at about 1 to 2 percent; contributing family workers at about 15 to 17 percent and members of producer’s cooperatives and persons on military services less than 1 percent.



The pattern of change is consistent with the evolution of employment from subsistence to market-oriented agriculture. As subsistence foodstuff producers are moving to the labour force, not all find paid employment as employees and as a result many tend to establish their own-businesses that may be their farm, now producing for the market, and themselves thus becoming own-account workers.

The fragilization of employment may also be observed in the trend of vulnerable employment defined as the sum of the employment status groups of own-account workers and contributing family workers. These categories of workers are less likely to have formal work arrangements, and are therefore more likely to lack decent working conditions, adequate social security and 'voice' through effective representation by trade unions and similar organizations. Vulnerable employment is often characterized by inadequate earnings, low productivity and difficult conditions of work that undermine workers' fundamental rights.<sup>8</sup> Based on the data shown in Table 4, it can be calculated that vulnerable employment has steadily increased from 47.7 percent in 2010 to 54.5 percent in 2013 and to 58.0 percent in 2016.

## 6. Hours of work

NOT all employed persons work the same hours of work per week. Employment includes also persons who worked only a few hours during the reference week. It also includes persons who did not work at all during the reference week because they were ill or on leave or other temporary absence from work. Because of the broad definition of employment, it is important that employment is analyzed in conjunction with data on hours of work in order to distinguish the various intensities of employment.

The mini LFS 2016 collected data on hours actually worked during the reference and main and secondary jobs of employed persons. Hours actually worked refers to the time spent in a job for the performance of activities that contribute to the production of goods and services during the 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, 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.

8 [http://www.ilo.org/global/about-the-ilo/newsroom/features/WCMS\\_120470/lang--en/index.htm](http://www.ilo.org/global/about-the-ilo/newsroom/features/WCMS_120470/lang--en/index.htm).

## 5. Average hours actually worked per week at all jobs. Timor-Leste LFS 2010-2013-2016

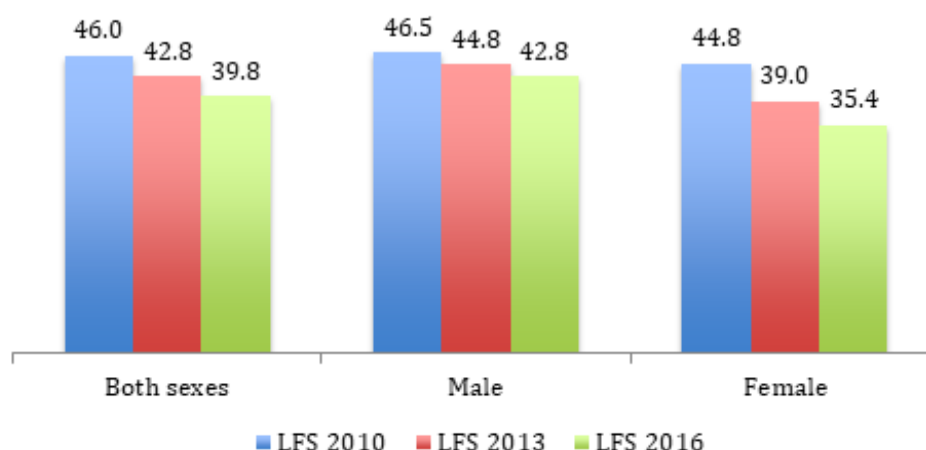


Figure 5 presents the data on average hours actually worked during the reference week at all jobs of employed persons in 2010, 2013 and 2016. The results show a declining trend: the average number of hours worked decreased from 46.0 hours in 2010 to 42.8 hours in 2013 and 39.8 hours in 2016. A similar declining pattern is observed for men and women, separately.

It is instructive to note that the average number of hours actually worked at all jobs during the reference week has been consistently higher among men relative to women. In 2016, the average number of hours worked was 42.8 hours for men and 35.4 hours for women. In 2010 and 2013, men also worked at all jobs on average more than women, but the gap was narrower than in 2016. The ratio of hours worked at all jobs of men to women has steadily increased from 1.04 in 2010 to 1.15 in 2013 and to 1.21 in 2016. The data on hours of work can also be used to analyze the change in the number of persons working long or excessive hours during the week.

## 7. Men and women

THE overall trend of the main labour force indicators described given earlier in Table 1 for the working age population as a whole are presented here in Table 6 for men and women separately. The results show similar evolutions for men and women except that the changes are much more pronounced in the case of women as compared to men. The labour force participation of men increased from 105,900 persons in 2010, to 140,300

persons in 2013 and to 194,500 persons in 2016. In the case of women, the change in labour force participation was much more considerable: it almost doubled every three years, from 45,000 persons in 2010 to 72,900 persons in 2013 and to 145,000 persons in 2016 mainly due to the large movement from subsistence foodstuff production to labour force activities that affected women relatively more than men.

## 6. Main labour force indicators of men and women: Timor-Leste LFS 2010-2013-2016

('000s)	Male			Female		
	LFS 2010*	LFS 2013	Mini LFS 2016	LFS 2010*	LFS 2013	Mini LFS 2016
Working age population (15+ yrs)	317.6	353.6	367.2	310.8	342.7	357.3
Labour force	105.9	140.3	194.5	45.0	72.9	145.0
Employed	99.3	124.5	179.8	39.8	65.3	124.2
(of which time-related underemployed)	0.1	0.9	-	0.0	0.5	-
Unemployed	6.6	15.8	14.7	5.2	7.6	20.8
Outside the labour force	211.7	229.1	172.7	265.8	277.4	212.3
(of which potential labour force)	1.8	2.8	-	1.6	1.9	-
Subsistence foodstuff producers	107.8	98.3	66.7	98.5	80.6	42.4
%						
Labour force participation rate	33.3	39.7	53.0	14.5	21.3	40.6
Employment-to-population ratio	31.3	35.2	49.0	12.8	19.3	34.8
LU1. Unemployment rate	6.2	11.3	7.5	11.6	10.4	14.3
LU2. Combined rate of unemployment and time-related underemployment	6.3	12.0	-	11.6	11.1	-
LU3. Combined rate of unemployment and potential labour force	7.8	13.0	-	14.6	12.7	-
LU4. Composite measure of labour underutilization	7.9	13.7	-	14.6	13.3	-

Similar results may be observed for employment. Male employment increased from 99,300 in 2010 to 124,500 persons in 2013 and to 179,800 persons in 2016. The corresponding trend in the case of women was much more considerable. Female employment increased from 39,800 persons in 2010 to 65,300 persons in 2013 and to 124,200 persons in 2016.



In terms of unemployment, the gender difference is particularly instructive. While the unemployment trend has been generally upward for both men and women, the number of unemployed men seems to have stabilized or even slightly decreased in 2016. The number of unemployed women, however, has continuously increased surpassing that of men in 2016.

These results indicate that the general movement from subsistence foodstuff production to market-oriented agriculture production affected mostly women and to a much lesser degree men. The male population outside the labour force declined from 229,100 persons in 2013 to 172,700 persons in 2016 (a decline of about 56,400 persons). The decline for the female population outside the labour force was almost the same from 277,400 persons in 2013 to 212,300 persons in 2016 (a decline of about 65,100 persons). The decline in the number of female subsistence foodstuff producers was however more considerable than the corresponding decline for men. Among women, the number of subsistence foodstuff producers was reduced from 80,600 persons in 2013 to 42,400 persons in 2016, representing a drop of 38,200 persons. Among men, the reduction of subsistence foodstuff producers was from 98,300 persons in 2013 to 66,700 persons in 2016, representing a drop of 21,600 persons.

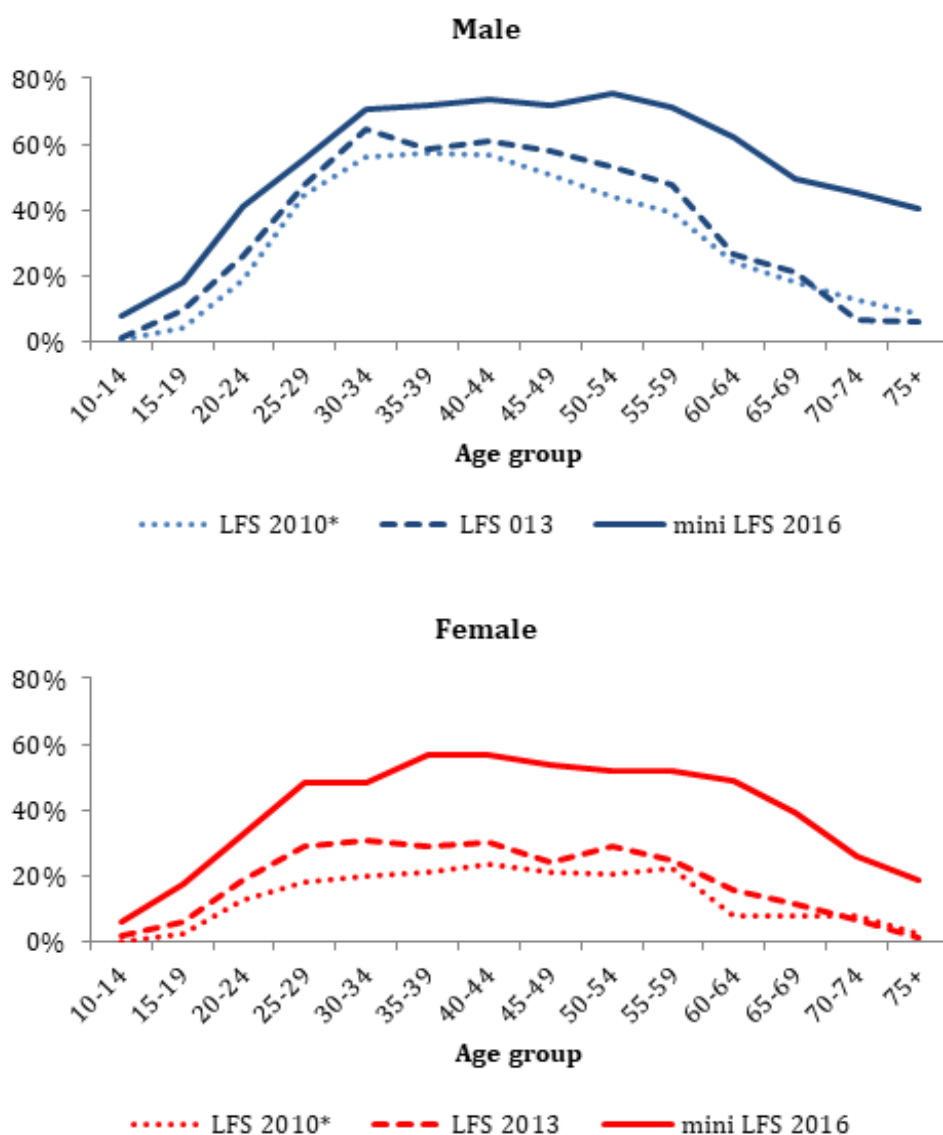
The pattern observed in absolute terms is also observed in relative terms as shown in the lower panel of Table 6. The male labour force participation rate has steadily increased from 33.3 percent in 2010 to 39.7 percent in 2013 and to 53.0 percent in 2016, but the corresponding trend for women has been significantly sharper. The female labour force participation rate increased from 14.5 percent in 2010 to 21.3 percent in 2013 and to 40.6 percent in 2016.

A similar upward can be observed with the male and female employment-to-population ratios, but the gender seems to have somewhat narrowed in 2016. The male employment-to-population ratio was about 18.5 percentage points higher than the female ratio in 2010. The gender gap was reduced to 15.9 percentage points in 2013 and to 14.2 percentage points in 2016. In terms of unemployment, the movement of the unemployment rate of both men and women has however been somewhat erratic. After an initial increase from 6.2 percent in 2010 to 11.3 percent in 2013, the male unemployment rate decreased to 7.5 percent in 2016. The female pattern has been exactly the opposite. After an initial decrease from 11.6 percent in 2010 to 10.4 percent in 2013, the female unemployment rate has sharply increased to 14.3 percent in 2016.

Given the missing values in Table 6, the evolution of gender gap in the other components of labour underutilization (time-related underemployment and potential labour force) cannot be analyzed over the entire period from 2010 to 2016 as the necessary survey items were not available in the questionnaire of the Child Labour Survey 2016.

Turning now to age differences, the data in Diagram 7 show the evolution of the pattern of the labour force participation rate by sex and age group. The top panel in blue refers to men and the bottom panel in red to women. The horizontal axes measures age and the vertical axes the labour force participation rate. It can be observed that both the male and female curves show an upward movement across almost all age groups. The thin dotted line of 2010 is below the thick dotted line of 2013 which itself is below the solid line of 2016 in both the top panel for men and the bottom panel for women. The exceptions are in the upper tail of the age distributions referring to persons 70 years of age and over. The number of men and women in this age category were relatively low in the sample, entailing low precision in the corresponding survey estimates.

### 7. Labour force participation rate by sex Timor-Leste LFS 2010– 2013



Another feature of Diagram 7 is the shape of the curves. For each of the three time periods, the male curve has an inverted-U shape. At lower age groups, the labour force participation rate is low because young persons tend to be at school rather than at work. But as they graduate or drop out of school, many enter the labour market as reflected in the upward segment of the curve in the range of 15 to 29 years old. The male labour force participation rate reaches a maximum at around the age group 30-34 years old, then it remains essentially constant in the core working age groups 35 to 59 years old, at which time it tends to decline as older men retire and leave the labour force.

The female curves follow a similar pattern except at a lower level and with a flatter shape than men. The female curve in 2016 reaches a first peak at the age group 20-24 years old when women tend to marry. A second peak is reached at the age group 35-39 years old when some married women return to the labour force after children in the household certain school age. If this result can be confirmed with other specialized data, it may have important implications for women's participation in the labour force, particularly given the high fertility rate in Timor-Leste.

Finally, it should be mentioned that the starting age category in the horizontal axis is with children 10-14 years old, below the age for measuring the working age population, 15 years old and over. This is to show that the participation of young children in labour market activity has also increased during the period from 2010 to 2016 for both young girls and young boys.

## 8. Youth<sup>9</sup>

TABLE 8 shows the evolution of the main labour force indicators of the youth population 15 to 24 years old and contrasts them with those of the adult population 25 years old and over. In line with the general trend of increasing labour force participation of the working age population as a whole, the labour force participation of the youth population has also increased throughout the study period. The youth labour force participation rate increased from 8.5 percent in 2010 to 14.2 percent in 2013 and to 25.8 percent in 2016. The corresponding adult rate also increased from 31.2 percent in 2010 to 57.6 percent in 2016, but after a drop to 21.3 percent in 2013.

<sup>9</sup> The youth population comprises all persons in the age group 15 to 24 years old. To avoid confusion, persons in the age group 15 to 29 years are referred to as the young population. The latter concept is meant to reflect the increasing educational attainment and postponement of labour market entry beyond the age of 24.

## 8. Main labour force indicators of youth and adults: Timor-Leste LFS 2010-2013-2016

('000s)	Youth (15-24 yrs)			Adults (25+ yrs)		
	LFS 2010*	LFS 2013	Mini LFS 2016	LFS 2010*	LFS 2013	Mini LFS 2016
Working age population (15+ yrs)	199.4	200.0	245.1	429.0	496.2	479.3
Labour force	17.0	28.4	63.2	133.9	184.9	276.3
Employed	13.5	22.1	42.4	125.7	167.6	261.6
(of which time-related underemployed)	0.0	0.2	-	0.1	1.2	-
Unemployed	3.6	6.2	20.8	8.2	17.2	14.6
Outside the labour force	182.4	171.7	181.9	295.1	334.8	203.0
(of which potential labour force)	0.9	1.7	-	2.5	3.0	-
Subsistence foodstuff producers	40.8	28.8	10.9	165.5	150.2	98.7
<b>%</b>						
Labour force participation rate	8.5	14.2	25.8	31.2	21.3	57.6
Employment-to-population ratio	6.8	11.1	17.3	29.3	19.3	54.6
LU1. Unemployment rate	20.9	21.9	32.9	6.1	10.4	5.3
LU2. Combined rate of unemployment and time-related underemployment	20.9	22.6	-	6.3	11.1	-
LU3. Combined rate of unemployment and potential labour force	24.8	26.2	-	7.9	12.7	-
LU4. Composite measure of labour underutilization	24.8	26.9	-	8.0	13.3	-

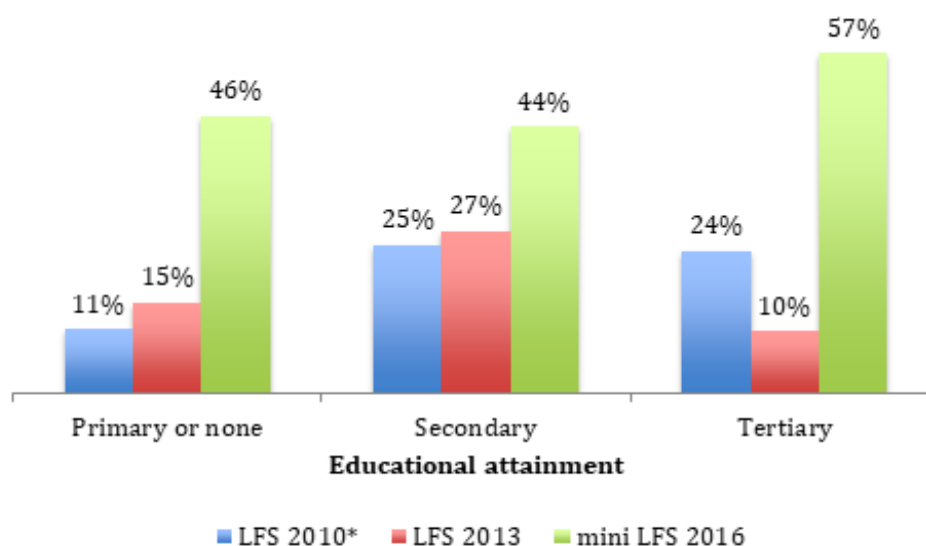
A similar pattern may be observed for the employment-to-population ratio. The youth employment-to-population ratio steady increased from 6.8 percent in 2010 to 11.2 percent in 2013 and to 17.3 percent in 2016. The adult ratio increased from 31.2 percent in 2010 to 54.6 percent in 2016, however, after a drop to 19.3 percent in 2013.

The data show that the increased labour force participation rate and employment-to-population ratio of the youth population have been accompanied by growing youth unemployment. The youth unemployment rate has increased from 20.9 percent in 2010 to 21.9 percent in 2013 and to 32.9 percent in 2016. By contrast, the adult unemployment rate has been considerably lower and its movement somewhat erratic. The data show that the adult unemployment rate rose from 6.1 percent in 2010 to 10.4 percent in 2013 and then declined to 5.2 percent in 2016.

The higher rate of unemployment among the youth population as compared with the adult is almost universal and is observed in virtually all countries across the world.<sup>10</sup> What is striking in Timor-Leste is the abnormally large difference between the rates. The youth unemployment rate was more than three times the adult rate in 2010, about twice in 2013, and more than six times in 2016.

The risk of unemployment is in general even higher among the educated youth, as young persons with university or higher education tend to have high reservation wage (i.e. the minimum amount that the jobseeker would accept employment) and therefore prefer to wait and continue seeking employment with higher pay rather than to accept any job at a lower pay. Diagram 9 shows the unemployment rate of young persons aged 15 to 29 years old by level of educational attainment.

### 9. Unemployment rate of young population (15-29 yrs) by educational attainment. Timor-Leste LFS 2010-2013-2016



The data for 2016 clearly show that the unemployment rate of young persons with tertiary education (57 percent) is higher than the unemployment rate of young persons with secondary education (44 percent) or those with primary or lower education (46 percent).

The diagram also shows the considerable increase of the unemployment rate of young persons at each level of educational attainment. For young people with primary or educational attainment, the unemployment rate increased from 11 percent in 2010 to 15 percent in 2013 and to 46 percent in 2016. Similarly, for young persons with secondary education, the unemployment rate increased from 25 percent in 2010 to 27 percent in 2013 and to 44 percent in 2016.

<sup>10</sup> ILO Key Indicators of the Labour Market (KILM) 2015, <http://www.ilo.org/global/statistics-and-databases/research-and-databases/kilm/lang--en/index.htm>

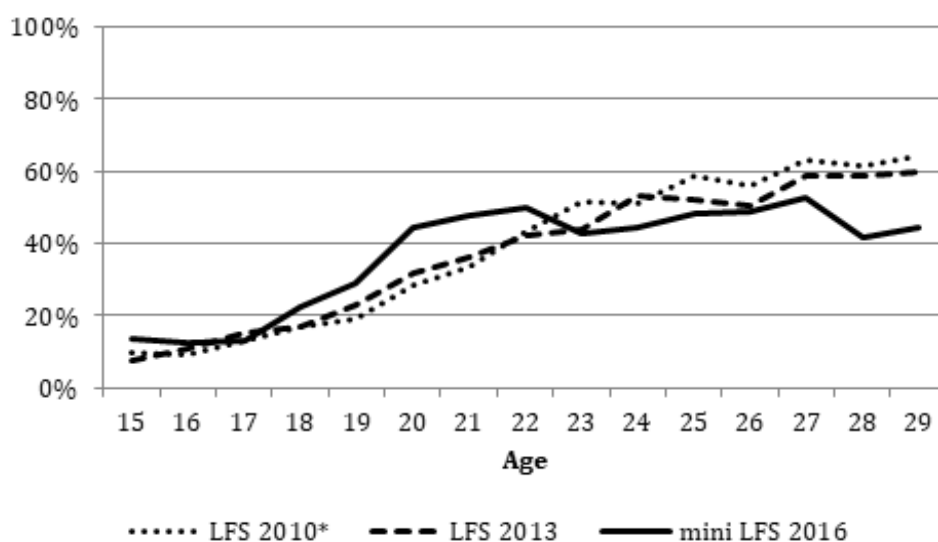


percent in 2013 and to 44 percent in 2016. For young persons with tertiary education, the unemployment rate initially decreased from 24 percent in 2010 to 10 percent in 2013 and then drastically increased to 57 percent in 2016.

These results suggest a significant development in the labour market of Timor-Leste in the last few years subject to the words of caution expressed repeatedly earlier. With subsistence foodstuff producers moving into the labour force in large numbers and teenagers entering the labour force for the first time, many could not find paid employment and therefore established their own business in agriculture or non-agriculture activities and became own-account workers, but many others, especially young persons with higher education became unemployed or became discouraged and left the labour force as potential labour force.

This development is in line with the NEET indicator representing the share of the young population neither in employment nor in education or training shown in the next diagram. According to the data of Diagram 10, the proportion of young people neither in employment not in education or training has significantly increased in 2016 for youth in the age category 19 to 22 years old, but remained more or less unchanged at about 20 percent for youth 15 to 19 years old and at about 45 percent for young persons 23 years old and above.

### 10. Youth neither in employment, nor in in education or training (NEET) Timor-Leste LFS 2010-2013-2016

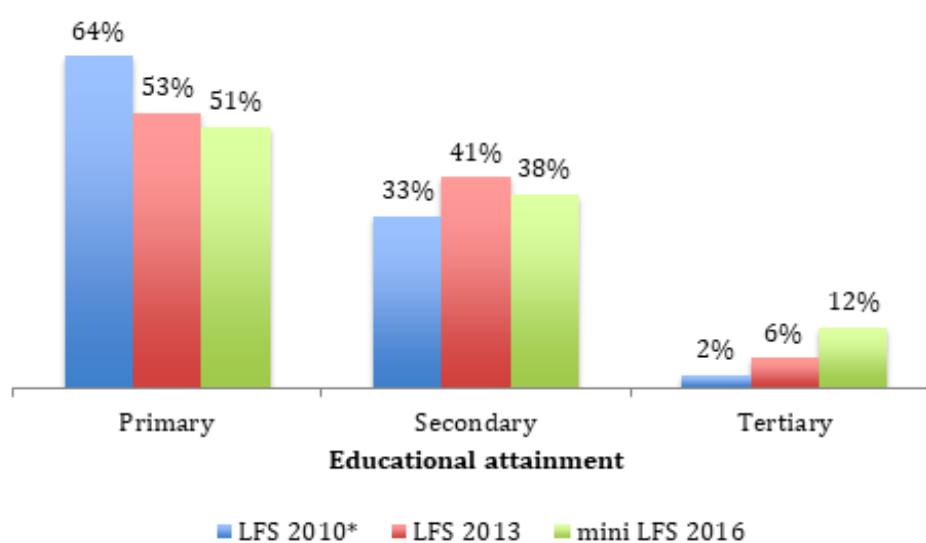


This means that some 45 percent of young persons aged 23 years old and above are not employed nor in the school system in Timor-Leste. Many are unemployed and the others are outside the labour force as subsistence foodstuff producers or as potential labour force waiting to return to the labour force when conditions are improved.

## 9. Education

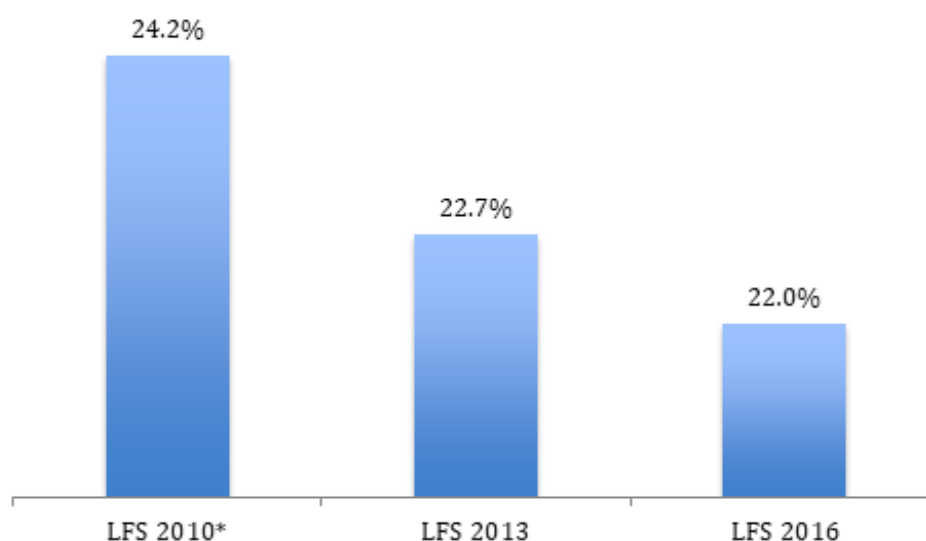
THE educational attainment of the working age population provides information on the skill level of the current and potential labour force of the country. Table 11 shows the evolution of the educational attainment of the working age population of Timor-Leste during the last six years. The data indicates that the percentage of the working age population with primary education or below steadily decreased from 64 percent in 2010 to 53 percent in 2013 and to 51 percent in 2016. By contrast, the percentage of the working age population with tertiary education or above increased from 2 percent in 2010 to 6 percent in 2013 and to 12 percent in 2016. The percentage of the working age population with secondary education remained somewhat unchanged at about 33 percent in 2010, and 41 percent in 2013, and 38 percent in 2016.

### 11. Evolution of educational attainment of working age population (15+ yrs) Timor-Leste LFS 2010-2013-2016



While the educational level of the working age population is generally increasing, school attendance is decreasing. The percentage of the working age population currently attending school decreased from 24.2 percent in 2010 to 22.7 percent in 2013 and to 22.0 percent in 2016. This result is to some extent a reflection of the aging population in Timor-Leste, but it may also be interpreted as the result of the expansion of employment opportunities during the six-year period from 2010 to 2016 which attracted a larger share of the working age population from the schooling system or limited the return to school of persons who could not find suitable employment.

## 12. Current school attendance of the working age population (15+ yrs) Timor-Leste LFS 2010-2013-2016



Another aspect of the relationship between the schooling system and the labour market is skill mismatch or incompatibility between education and occupation that occurs when the educational attainment of the person is above the skill requirement of his or her job. The reverse may also occur when the educational attainment is below the skill requirement of the job. In both cases, it means that the return on investment in education and training has been 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.<sup>11</sup>

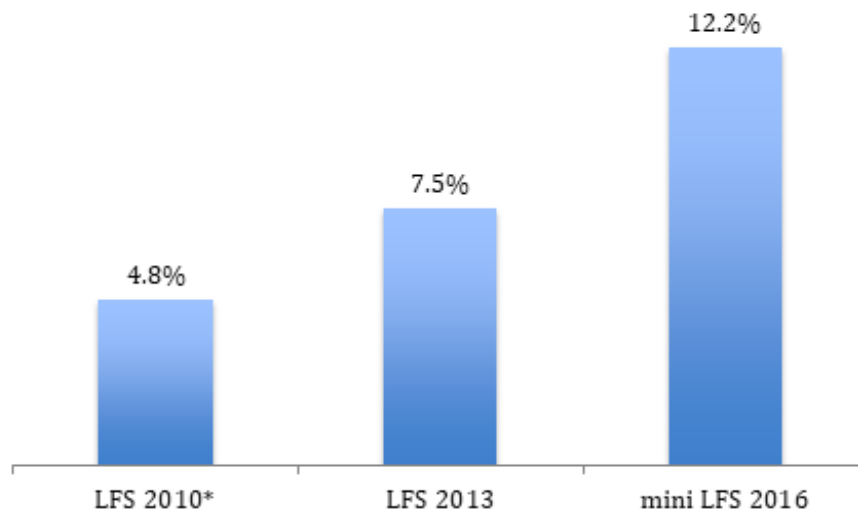
The main category of skill mismatch refers to persons with university or teachers training degree working in occupations with lower skill requirements, in particular, clerical occupations, service or sales persons, machine operators, or and elementary occupations. Also included are persons with secondary educations working in elementary occupations.

Table 13 shows the evolution of skill mismatch of the employed population during the last six years. According to these results, about 4.8 percent of persons in employment in 2010 were employed in their main jobs in occupations with skill requirements below their educational attainment, thus covering only overqualified. The percentage increased to 7.5 percent in 2013 and to 12.2 percent in 2016.

<sup>11</sup> More elaborate measures of skill mismatch are being tested at the ILO for discussion at the next International Conference of Labour Statisticians in 2018.



### 13. Skill mismatch of employed population (15+ yrs) at main job Timor-Leste LFS 2010-2013-2016

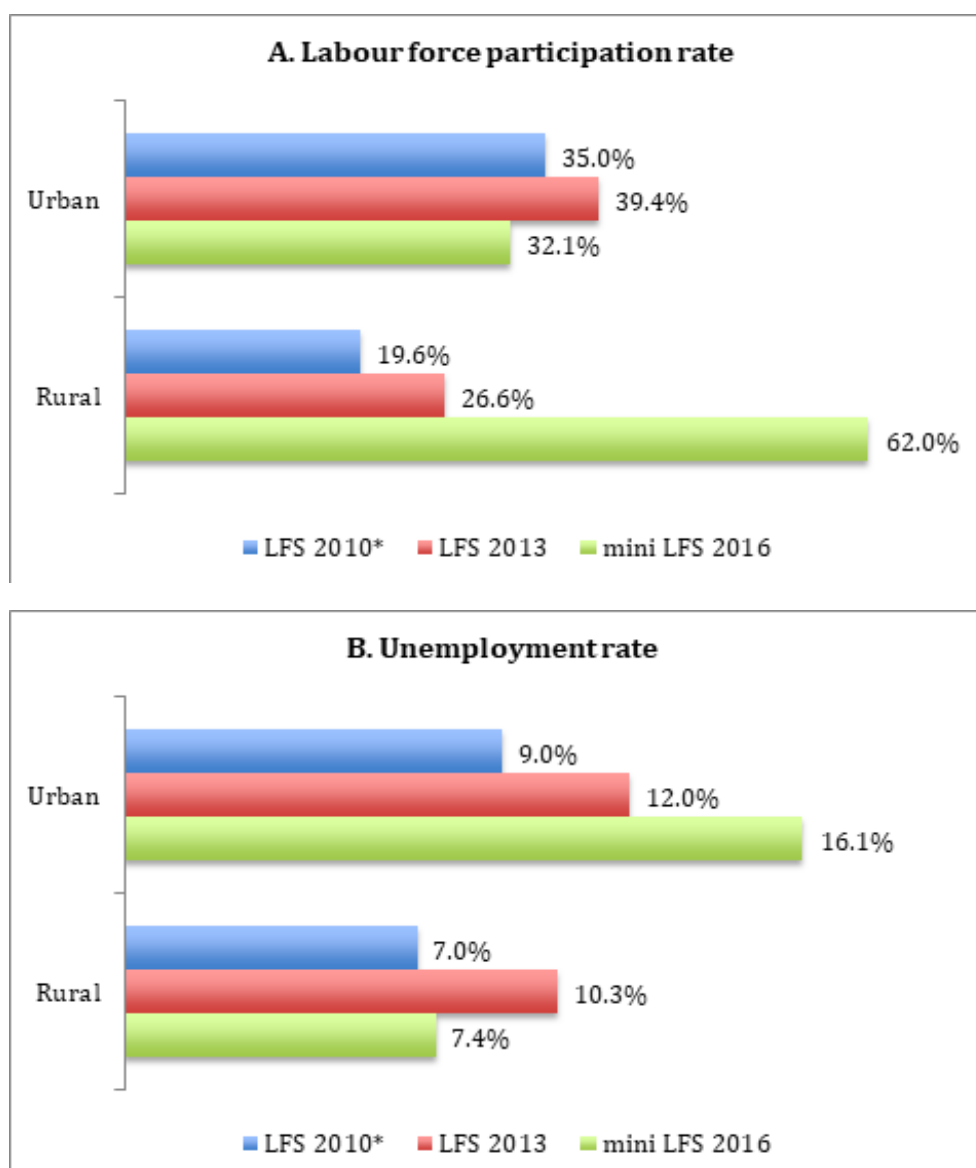


## 10. Regions

THE expansion of labour force activity has been relatively more significant in rural areas than in urban areas. According to the results in the top panel of Diagram 14, the labour force participation rate in rural areas has increased from the very low value of 19.6 percent in 2010 to 26.6 percent in 2013 and the very high value of 62.0 percent in 2016, a development explained again to a great extent by the change of situation of subsistence foodstuff workers. In urban areas, the labour force participation rate has been somewhat constant at 35.0 percent in 2010, 39.4 percent in 2013 and 32.1 percent in 2016. These statistics are based on place of residence and do not take into account possible cross-movements such as people living in rural areas and working in an urban area.

The evolution of unemployment situation appears to have been reversed. As show in the bottom panel of Diagram 14, the unemployment rate in the rural areas has been relatively stable at 7.0 percent in 2010, 10.3 percent in 2013 and 7.4 percent in 2016. By contrast, the unemployment rate has steadily increased in the urban areas from 9.0 percent in 2010 to 12.0 percent in 2013 and to 16.1 percent in 2016.

## 14. Labour force participation and unemployment in urban and rural areas Timor-Leste LFS 2010-2013-2016



The expansion of labour market activity in the rural areas from 2013 to 2016 can be explained partly by the contraction of subsistence foodstuff production, as shown in the following calculation:

**$\Delta$ LFPR [rural] = 35.4 percentage points increase from 2013 to 2016**

**$\Delta$ SFPR [rural] = -15.6 percentage points decrease from 2013 to 2016**

where  $\Delta$ LFPR denotes the change in the labour force participation rate and  $\Delta$ SFPR the change in the share of subsistence foodstuff producers in the total working age population. This result indicates that the increase of the labour force participation rate



in rural areas during the period from 2013 to 2016 exceeded the decrease of the relative share of subsistence foodstuff producers in the total working age population in the rural areas. This means that the evolution of subsistence foodstuff production is not the only factor explaining the increase of the labour force participation in the rural areas.

The corresponding calculation for the urban areas shows that:

**$\Delta$ LFPR [urban] = -7.3 percentage points decrease from 2013 to 2016**

**$\Delta$ SFPR [urban] = -9.6 percentage points decrease from 2013 to 2016**

This result indicates that the decrease of the labour force participation rate in urban areas during the period from 2013 to 2016 was about the same as the decrease of the relative share of subsistence foodstuff producers in the total working age population in the urban areas. This means that the relationship between labour force participation and subsistence foodstuff production in urban areas was not opposite each other during the period from 2013 to 2016 as it was during the earlier period from 2010 to 2013.

The next Diagram 15 shows the evolution of the labour force participation rate and the unemployment by region defined as follows:<sup>12</sup>

Dili = Capital city, the rest of the municipality and the island of Atauro

Central = Municipalities of Aileu, Ainaro, Ermera and Manufahi

East = Municipalities of Baucau, Lautem, Manatuto and Viqueque

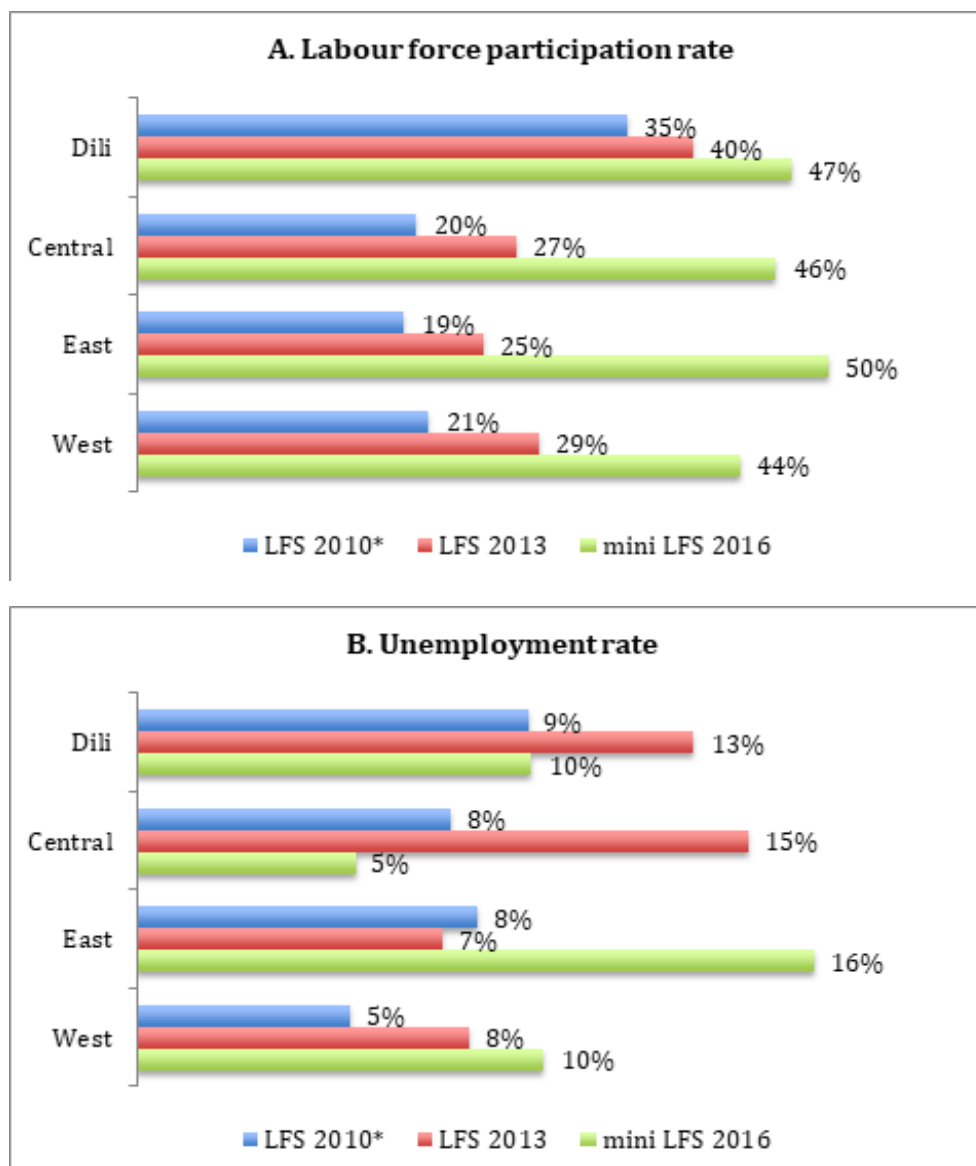
West = Municipalities of Bobonaro, Covalima, Liquica and Oecusse

The results show that the East has had the largest relative expansion of the labour force participation in the last three years. The labour force participation rate of the East region has increased from 25 percent in 2013 to 50 percent in 2016, representing an increase of about 25 percentage points. The East has also been the region with the highest increase in the unemployment rate, moving from 7 percent in 2013 to 16 percent in 2016.

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112 The last two regions together with the first two formed the three regions of the sample design of LFS 2016.

## 15. Labour force participation and unemployment by region Timor-Leste LFS 2010-2013-2016



The region with the second highest increase of the labour force participation rate was the Central region, followed by the West. The labour force participation rate of the Central region increased from 27 percent in 2013 to 46 percent in 2016, while that of the West region increased from 29 percent in 2013 to 44 percent in 2016. By contrast, the unemployment rate of the Central region dropped from 15 percent in 2013 to 5 percent in 2016, and that of the West region slightly increased from 8 percent in 2013 to 10 percent in 2016.

The labour force participation rate of the Dili region has increased modestly from 40 percent in 2013 to 47 percent in 2016, almost as much as from 2010 to 2013. The drop in the unemployment rate of the Dili region has also been relatively modest from 13 percent in 2013 to 10 percent in 2016.

The estimates of the main labour force indicators are reproduced in Table 16 for urban and rural areas, the four regions, and for the sake completeness at the municipality level as well. However, due to the relatively small number of sample observations in most municipalities, the margins of error of these estimates are relatively large, and the results should be treated with caution.

## 16. Main labour force indicators by urban/rural area, region and municipality: Timor-Leste LFS 2010-2013-2016

	Labour force participation rate			Employment-to-population ratio			Unemployment rate		
	LFS 2010*	LFS 2013	Mini LFS 2016	LFS 2010*	LFS 2013	Mini LFS 2016	LFS 2010*	LFS 2013	Mini LFS 2016
Total	24.0	30.6	46.9	22.1	27.3	42.0	7.8	11.0	10.4
<b>Urban-rural areas</b>									
Urban	35.0	39.4	32.1	31.8	34.7	27.0	9.0	12.0	16.1
Rural	19.6	26.6	62.0	18.3	23.9	57.4	7.0	10.3	7.4
<b>Regions</b>									
Dili	35.5	40.3	47.4	32.1	34.9	42.9	9.4	13.4	9.5
Central	20.2	27.4	46.3	18.7	23.4	43.9	7.6	14.8	5.3
East	19.4	25.1	50.1	17.8	23.2	41.9	8.2	7.4	16.3
West	21.2	29.1	43.7	20.1	26.8	39.4	5.2	8.0	9.8
<b>Municipalities</b>									
Ainaro	34.4	11.6	41.3	33.9	7.5	39.9	1.6	35.4	3.4
Aileu	27.8	75.2	50.6	21.1	75.0	49.7	24.0	0.2	1.7
Baucau	16.4	19.8	54.7	14.5	18.2	40.3	11.6	7.8	26.4
Bobonaro	14.4	25.4	39.3	13.9	23.1	36.1	3.3	9.0	8.2
Covalima	25.0	26.3	46.8	22.9	20.0	42.6	8.3	24.0	8.9
Dili	35.5	40.3	47.4	32.1	34.9	42.9	9.4	13.4	9.5
Ermera	6.2	13.0	46.7	5.5	9.4	45.6	11.4	27.6	2.4
Liquica	22.9	45.2	33.7	21.3	44.7	26.1	7.0	1.0	22.3
Lautem	26.3	46.2	53.7	24.0	44.5	46.9	8.7	3.8	12.6
Manufahi	26.9	29.0	46.8	26.5	20.8	38.7	1.5	28.3	17.4
Manatuto	25.4	24.5	41.9	24.0	21.9	35.7	5.6	10.5	14.7
Oecusse	24.7	22.3	59.3	24.2	22.1	57.2	1.9	1.2	3.5
Viqueque	14.1	15.7	45.4	13.6	13.6	45.0	3.2	13.3	0.9



# Annex A. Methodology

THE “mini LFS 2016” refers to the adult part of the Child Labour Survey 2016 conducted by the Directorate General of Statistics of Timor-Leste with the technical assistance of the International Labour Office (ILO). The CLS 2016 was designed to collect data on the employment activities of children 5 to 7 years old, but in the process data were also obtained for other household members. The mini LFS 2016 analyses the data for all household members 15 years old and over. It is called “mini” because the scope of the data is limited to the basic items of a labour force survey, including, employment, unemployment, status in employment, occupation, industry, hours of work and income from employment. It excludes data on time-related underemployment, informal sector and informal employment, and other details on some of the basic items of information.

The survey methodology is briefly described below. Section 1 describes the sample design and Section 2 the relevant part of the questionnaire. Separate annexes describe the data quality (Annex B) and data harmonization with previous labour force surveys (Annex C).

## 1. Sample design

The national Child Labour Survey 2016 was carried out on the basis of a sample of 1744 households covering the urban and rural areas of all 13 municipalities of the country (Table A1).



## A1. Distribution of sample households by municipality and urban/rural area

Number of sample households			
	LFS 2010*	LFS 2013	Mini LFS 2016
Aileu	15	75	90
Ainaro	30	75	105
Baucau	15	150	165
Bobonaro	15	150	165
Covalima	15	120	135
Dili	165	75	240
Ermera	45	150	195
Lautem	15	105	120
Liquica	15	75	90
Manatuto	15	90	105
Manufahi	15	75	90
Oecusse	15	105	120
Viqueque	15	120	135
Total	390	1365	1755

### Sample selection

The sample was selected in two stages:

- (a) In the first stage of sampling, a sample of 117 enumeration areas was selected from the list of 2350 enumeration areas of the census of population and housing of 2015. The sampling frame was initially stratified by municipality and urban/rural area. Within each stratum, the allocated number of sample enumeration areas was selected with probability proportional to size, measured in terms of number of households;
- (b) In the second stage of sampling, a fixed number of 15 households were selected in each sample enumeration area. The second stage sample was drawn with equal probability from the census list of households in the respective enumeration areas. No fresh listing of households was carried out to update the sampling frame.

The resulting total sample size was therefore 1755 households (15x117). The basic elements of the sample design are summarized in the following table:

## A2. Sample size and sample selection

Sampling frame		
Census of population 2015		Enumeration areas stratified by municipality and urban/rural area
Sample selection		
- First stage	117	Sample enumeration areas selected with probability proportional to size of population within each stratum
- Second stage	15	Sample households selected with equal probability in each sample enumeration area
Sample size		
Total number of sample households	1755	Sample households

Source: National Child Labour Survey 2016, Directorate General of Statistics (DGS), Timor-Leste.

### Sampling weights

The sample results were extrapolated to population totals using sampling weights. The sampling weights were calculated as the inverse of the probabilities of selection. In a two-stage sampling scheme, the probability of selection of a sample household is obtained as the product of two probabilities corresponding to each stage of the sample selection as shown below:

#### Sample weight = 1/Probability of selection

$$\text{Probability of selection} = \text{Probability of selection of sample enumeration area} \times \text{Probability of selection of household in sample enumeration area}$$

Table A3 gives a numerical example on the calculation of the sampling weights. The numerical example concerns the sample households in the sample enumeration area 010107012 in the rural Succo Lauisi of Sub-municipality Aileu-Vila. All sample households in this enumeration area have a sampling weight of 57 as described in Table A3. All household members are assigned the sampling weights of the household in which they belong.



### A3. Calculation of sampling weights: A numerical example

Item	Calculation	Result
Probability of selection of sample enumeration area (code 010107012) in rural Succo Lauisi in Sub-Municipality Aileu Vila	$75 \times 54 / 64125$	= 0.063158
	75=total sample enumeration areas in rural Aileu; 54=total households in sample ea; 64125= total households in rural Aileu	
Probability of selection of sample household in sample enumeration area (010107012)	$15 / 54$	= 0.277778
	15=sample take per enumeration area; 54=total households in sample enumeration area	
Overall probability of selection of sample household in sample enumeration area (010107012)	$0.063158 \times 0.277778$	= 0.175439
Sampling weight of sample household in sample enumeration area (010107012)	$1 / 0.175439$	= 57

## 2. Questionnaire design

The questionnaire of the Child Labour Survey (2016) includes more than 86 questions organized in 8 sections as follows:

1. Household and housing characteristics
2. Household composition and characteristics of all household members
3. Educational attainment of all household members 5 years old and over
4. Current economic activity of all household members 5 years old and over (reference week)
5. Usual employment status of all household members 5 years old and over (last 12 months)
6. Employment relationship of all household members 5 years old and over (last 5 years)
7. Health and safety at workplace of all household members 5 years old and over
8. Household tasks of all household members 5 years old and over

Section 1 is addressed to the most knowledgeable person of the household and asks questions on the ownership and characteristics of the dwelling, past change of residence, land and livestock ownership as well as the household's average monthly income and expenditure. Section 2 identifies all household members and records their main social and demographic characteristics (sex, age, date of birth, relationship to

head of household, marital status and any visible disability acquired after birth). All other sections are addressed to children and adults 5 years old and over where the children are directly interviewed.

The present report analyses the results on Section 4 for the working age population 15 years old and over. The analysis of the results for children 5 to 17 years old is subject to a separate report. It should also be mentioned that a third report analyses the results of Section 6 dealing forced labour of adults and children.

Section 4 contains 17 questions on the current economic activity. The reference period is the past week or more precisely the calendar week prior to the date of interview. The questions are listed below in abbreviated form, formulated in terms of key words:

\*\*\*\*\* For persons 5+ yrs \*\*\*\*\*

- ce1. Any work even for one hour last week
- ce2. Any of the following activities even for one hour
- ce3. Absence from work
- ce4. Occupation
- ce5. Industry
- ce6. Place of work
- ce7. Status in employment
- ce8. Average months cash income from main work
- ce9. Other benefits usually receive
- ce10. Any other work last week
- ce11. Hours actually worked each day of last week at main and other jobs?

\*\*\*\*\* Only for children 5-17 yrs \*\*\*\*\*

- ce12. Reason for working
- ce13. Use of earnings
- ce14. When usually carry out these activities
- ce15. Age started to work for first time

\*\*\*\*\*

- ce16. Looking for work last week
- ce17. Available for work last week



The first three and the last two questions of Section 4 provide the base for determining the labour force status of each working age responding person. The labour force status of a person is one of the three labour force categories: “employed”, “unemployed” and “outside the labour force”. Annex C describes the procedure used for labour force classification according to concepts and definitions adopted by the 13<sup>th</sup> and 19<sup>th</sup> International Conference of Labour Statisticians.

Not all questions were designed for being asked from all respondents. The flow of questions is governed by skip patterns specified as part of the questionnaire design. Thus, for example, question ce2 on “any of the following activities?” is addressed only if the respondent has replied “No” to the preceding question ce1 on “any work even for one hour last week?” Similarly, question ce3 on “absence from work?” is addressed only the replies to both question ce1 and question ce2 were “No”.

One implication of the skip patterns is the loss of certain information needed for data harmonization in Annex C. For example, information on job search (ce16) and current availability for employment (ce17) was not available for certain persons classified as “employed” under the 13<sup>th</sup> ICLS but reclassified as “not employed” under the 19<sup>th</sup> ICLS.

## Annex B. Data quality

Survey data are subject to different types of errors that may have considerable impact on the quality of the survey results. In this annex, the data quality of the mini LFS 2016 is examined with respect to three types of errors, namely, non-response, non-coverage and sampling errors.

### Non-response errors

Non-response occurs due 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 due to incorrect address of the sample household, or inaccessibility of certain dwellings or due to refusal of the sample household to be interviewed, or because no one was at home when the interviewer contacted the household, or if information on a particular person in the sample household could not be obtained for any reason. 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 to be considered as unit non-response.

From the total sample size of 1755 households, some 1719 eligible households were successfully interviewed and 36 were not interviewed for various reasons. Assuming that the 36 non-interviews concerned eligible households, the non-response rate of the survey was about 2.1 percent as calculated below:

#### A4. Non-response rate (Unit non-response)

Total sample size	1755	Sample households
- Response	1719	Number of households
- Non-response	36	Number of households
Non-response rate	2.1	% of total sample size

Source: National Child Labour Survey 2016, Directorate General of Statistics (DGS), Timor-Leste.

The following table provides information on item response for the main labour force variables. Income from employment had the highest non-response rate (3.5 percent) followed by status in employment and hours of work (each at 2.0 percent). All non-response rates were calculated using the sampling weights. Contributing family workers were excluded from the calculation of the non-response rate for income from employment.

#### A5. Non-response rates (Item non-response)

Variable	Non-response rate	Question number
Status in employment at main job	2.0%	ce7
Occupation at main job	1.9%	ce4
Industry at main job	0.7%	ce5
Hours actually worked at all jobs	2.0%	ce11h
Income from employment	3.5%	ce8

Source: National Child Labour Survey 2016, Directorate General of Statistics (DGS), Timor-Leste.

### Coverage errors

Coverage errors occur from the use of imperfect frames (under-coverage, over-coverage, or duplication of units) or because of confusion in boundary of units and in rules of association between units of different types. As an assessment of coverage errors in the mini LFS 2016, Table A6 below compares the survey estimates of the working age population 15 years old and over and the corresponding population projections for mid-year 2016.

#### A6. Comparison of survey estimates and population projections of working age population 15+ yrs old by sex

	Survey estimate CLS 2016 <sup>1</sup>	Population projection mid-year 2016 <sup>2</sup>	Difference	%
Total	724,456	736,260	-11,804	-1.6%
- Male	367,173	369,635	-2,462	-0.7%
- Female	357,283	366,625	-9,342	-2.5%

Sources: 1 National Child Labour Survey 2016, Directorate General of Statistics (DGS), Timor-Leste. 2 Timor-Leste Medium Scenario Population Projections. Population and Housing Census 2015, Directorate General of Statistics (DGS) and UN Fund for Population Activities (UNFPA), Timor-Leste.

The results show that the population estimates based on the survey sampling weights underestimate the working age population by about 1.6 percent. The underestimation is lower for men (0.7 percent) than for women (2.5 percent). Part of this underestimation is due to non-response errors and partly also due to non-coverage errors arising from



population movements and new household formations that occurred since the time of census 2015.

The usual practice for controlling for coverage errors is to update the sampling frame before the selection of the sample households in the sample enumeration areas. It appears that this process, called “listing”, was not applied in the Child Labour Survey 2016. Also, in most national surveys, sampling weights are adjusted for non-response and calibrated to population projections in order to offset for non-response and coverage errors in surveys. There are no indications that these adjustments were made in the National Child Labour Survey 2016. As a consequence, the estimates derived from the sampling weights of the mini LFS 2016 are subject to different degrees of underestimation for most population and labour force aggregates.

## Sampling errors

Like in all sample surveys, the Child Labour Survey 2016 and consequently the mini LFS 2016 are subject to sampling errors. Sampling errors arise due 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 the difference between the estimate and the value that would have been obtained on the basis of a complete count of the population under otherwise identical conditions.

Table A7 shows the approximate sampling errors for different levels of estimates. The sampling errors for the mini LFS 2016 have been calculated from the corresponding results obtained for the LFS 2013. The calculation assumes that the design effects of LFS 2013 and the Child Labour Survey 2016 are essentially the same and the only difference between the two surveys lies in the sample size, 7080 households for the LFS 2013 and 1755 households for the mini LFS 2016. This means that the sampling errors of the mini LFS 2016 are about double the sampling errors of the LFS 2016. The doubling factor is derived from  $\sqrt{7080/1755} = 2.00853 \approx 2$ .

**A7. Approximate sampling errors: LFS 2013 and mini LFS 2016**

Size of estimate	Relative standard errors	
	LFS 2013 <sup>1</sup>	Mini LFS 2016 <sup>2</sup>
500,000	3.0%	6.0%
200,000	3.6%	7.2%
100,000	4.3%	8.6%
50,000	5.6%	11.2%
20,000	8.3%	16.7%
10,000	11.4%	22.9%
5,000	16.0%	32.1%
2,000	25.0%	50.2%
1,000	35.3%	70.9%

Sources: 1 Timor-Leste *Labour Force Survey* 2013, SEPFOPe, Ministry of Finance, Directorate-General of Statistics, Timor-Leste, Table D. 2 Derived from: Relative standard errors (mini LFS 2016) = 2.00853 Relative standard errors (LFS 2013), where  $2.00853 = \sqrt{(7080/1755)}$  in which 7080 is the sample size of LFS 2013 in number of households and 1755 is the corresponding sample size of mini LFS 2016.

The use of the approximate sampling errors is illustrated with a numerical example. Consider the survey estimates of total employment, 304,000 employed persons according to mini LFS 2016. The estimate lies in between the values 200,000 and 500,000 in Table A5, with corresponding standard errors 14,400 (=200,000x0.036) and 30,000 (=500,000x0.030). By linear interpolation the standard errors of the estimate of employment, 304,000, may be obtained to be 19,808 [=14,400+(30,000-14,400)/(500,000-200,000)\*(304,000-200,000)].

One use of the standard errors is the calculation of confidence intervals of survey estimate. For example, the confidence interval of the estimate of total employment at 95 percent level may be calculated as roughly 265,000 – 343,000. These values are obtained from the expression  $304,000 \pm 1.96 \times 19,800$  where 19,800 is the standard error of the estimate of employment (304,000) and 1.96 is to the two-tail value of the standard normal distribution corresponding to 95 percent probability. Similar calculations may be carry out to obtain the approximate standard errors and confidence intervals of other estimates of the mini LFS 2016.

The results show that estimates of employment below 50,000 have relative standard errors below 10 percent reflecting low precision. The estimates of employment at the municipality level are therefore not sufficiently precise, except for Dili where the estimate of employment is more than 50,000.

## Annex C. Data harmonization

This annex describes the procedure adopted to harmonize the data obtained from the mini LFS 2016 with those of the LFS 2010 and LFS 2013. The harmonization procedure involves the calculation of derived variables measuring the labour force status of the working age population 15 years old and over according to both the international standards adopted by the 13<sup>th</sup> ICLS 1982<sup>12</sup> and the new international standards adopted by the 19<sup>th</sup> ICLS 2013.<sup>13</sup>

### Labour force status (13<sup>th</sup> ICLS)

According to the 13<sup>th</sup> ICLS international standards, the employed comprise all persons above the age specified for measuring the economically active population who, during a specified short reference period of either one week or one day, were in the following categories:

#### **Paid employment**

- (a) *at work*: persons who, during the reference period, performed some work for wage or salary, in cash or in kind;
- (b) *with a job but not at work*: persons who, having already worked in their present job, were temporarily not at work during the reference period and had a formal attachment to their job;

#### **Self-employment**

- (a) *at work*: persons who, during the reference period, performed some work for profit or family gain
- (b) *with an enterprise but not a work*: persons with an enterprise (which may be a business enterprise, a farm or a service undertaking) who were temporarily not at work during the reference period for any specific reason.

13 ILO, *Resolution concerning statistics of the economically active population, employment, unemployment and underemployment*, 13<sup>th</sup> International Conference of Labour Statisticians (ICLS), Geneva, 1982.

14 ILO, *Resolution concerning statistics of work, employment and labour underutilization*, 19<sup>th</sup> International Conference of Labour Statisticians (ICLS), Geneva, 2013.



## Unemployment

The corresponding definition of unemployment comprises all persons of working age who during the reference period were simultaneously:

- (a) “without work”, i.e. not employed where employment is as defined above;
- (b) “currently available to work,” i.e. were available for employment during the reference period; and
- (c) “seeking work”, i.e. had taken specific steps in a specified recent period to look for employment.

For operational reasons, the notion of “some work” in the international definition of employment is interpreted as work for at least one hour. Also, the international definition of unemployment provides certain exceptions concerning future starters and situations where the labour market is largely unorganized or of limited scope.

The combinations of answer categories of questions used for classifying a person as “employed”, “unemployed” or “outside the labour force” according to the 13<sup>th</sup> ICLS definitions are specified in the following Table A8.

### A8. Classification of working age population by labour force status 13<sup>th</sup> ICLS (1982)

Labour force status		STATA do file
Employed	E	E1   E2   E3
	E1	ce1==1
	E2	ce1!=1 & Any ce2==1
	E3	ce1!=1 & All ce2!=1 & ce3==1
Unemployed	U	Not E & ce16==1 & ce17==1
Outside the labour force	N	Not E & Not U

### Labour force status (19<sup>th</sup> ICLS)

Although the questionnaire was not designed to measure employment and unemployment according to the new international standards adopted by the 19<sup>th</sup> ICLS, an attempt has been made to approximate these concepts and definitions as closely as possible.

## Employment

According to the 19<sup>th</sup> ICLS, “employment” is a particular form of work. Employment is work performed for others in exchange for pay or profit, and differs from other forms of work such as own-use production work, unpaid trainee work, and volunteer work. Persons 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. Persons in employment comprise: (a) employed persons “at work,” i.e., who worked in a job for at least one hour; and (b) employed persons “not at work” due to temporary absence from a job, or to working-time arrangements (such as shift work, flexi-time and compensatory leave for overtime).

This definition of employment differs from the 13<sup>th</sup> definition described earlier. The main difference concerns the statistical treatment of subsistence foodstuff producers. According to the 13<sup>th</sup> ICLS, “persons engaged in the production of goods and services for own and household consumption should be considered as in self-employment if such production comprises an important contribution to the total consumption of the households.” But, according to the 19<sup>th</sup> ICLS, only those are included in employment if the production was “intended mainly for sale or barter, even if part of the output is consumed by the household or family”.

## Unemployment

Persons 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, if satisfy the availability condition.

Although this definition of unemployment is essentially the same as the definition of the 13<sup>th</sup> ICLS, the resulting statistics differ considerably from each other. This is due to the impact of the change in the definition of employment. Persons who are not classified as employed under the new definition are now subject to classification as unemployed if they satisfy the other two criteria of unemployment.

The exact procedure used to approximate these definitions using the mini LFS 2016 questionnaire is shown in Table A9. Question ce8 on monthly cash income from

employment in main job was used to distinguish between work for pay or profit and work for own-use production. Among persons engaged in agriculture production a threshold ( $v$ ) was set to distinguish between those who mostly produced for the market and those who mostly produced for own consumption if even they sold part of the produce to the market.

### A9. Classification of working age population by labour force status Approximating concepts and definitions of 19th ICLS (2013)

Labour force status		STATA do file
Employed	E	E1   E2   E3   E4
	E1	(ce1==1 & ce5>100 & ce8!=. & ce8!=0)   (ce1==1 & ce5<100 & ce8!=. & ce8!=0 & ce8>v)
	E2	(ce2a==1   ce2b==1   ce2c==1) & ((ce5>100 & ce8!=. & ce8!=0)   (ce5<100 & ce8!=. & ce8!=0 & ce8>v))
	E3	ce2d==1 & runiform() $<$ u
	E4	Not E1 & Not E2 & Not E3 & ce3==1
Unemployed	U	Not E & (ce16==1   ce17==1)
Outside the labour force	N	Not E & Not U

Notes: ce5<100 = Agriculture; ce5>100 = Non-agriculture

v = minimum income from employment in agriculture to be considered employed

u = proportion of persons reporting working in agriculture and income below t

The threshold ( $t$ ) was set at half the average cash income from employment of agriculture workers. The argument was as follows. Let  $y$  denote the total income generated by a worker in agriculture. The total income is composed of two parts:  $y = v + o$ ; where  $t$  is the cash income obtained from sales in the market and  $o$  the market value of the agricultural products produced for own-consumption. Then an agriculture worker is mostly producing for the market if  $v > y/2$ , where in the absence of other information  $y$  is calculated as the average reported cash income of all agriculture workers. This test has been applied to all persons (E1) who reported yes in the first question (ce1==1) and were engaged in agriculture activities (ce5<100). It has also been applied to other persons (E2) who reported yes to any one of the questions ce2a==1 or ce2b==1 or ce2c==1. A fraction of other persons (E3) who reported yes to ce2d==1 is included as employed using the same threshold as for agriculture workers. Finally, included as employed are those (E4) who reported yes to ce3==1 (i.e. those reporting having a job from which they were temporarily absent).

Because of the skip pattern of the questionnaire, the unemployment status of own-use producers not classified as employed under the present approximation scheme is not known. Some of them may have been seeking and available for employment if the questionnaire addressed the questions to them. In the absence of information on job search and availability for employment of this category of persons, it has been decided to include a fraction as unemployed corresponding to those who were seeking but not available for employment or available for employment but not seeking employment.

Clearly, the approach to measure the 19<sup>th</sup> ICLS concepts and definitions using the CLS 2016 questionnaire is an approximation and subject to criticism. However, to the extent that the numerical results seem to be comparable to the corresponding results of the LFS 2013, it is hoped that the measurement approach is sound and acceptable. The full specifications of the measurement including calculations of the number of own-use producers and among them the subsistence foodstuff-producers are given in the STATA do file (miniLFS2016plus).

## Annex D. Statistical tables

List of Tables		LFS 2013	Mini LFS 2026
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3	Population by sex and municipality	x	x
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5	Working age population by sex and urban and rural area	x	x
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7	Labour force and labour force participation rate by sex and age group	x	x
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List of Tables		LFS 2013	Mini LFS 2026
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Note: x = Available; - = Not available.

**Table 1. Summary indicators of the labour market by sex**

	Male	Female	Total
Working age population ('000s)	367	357	724
Labour force ('000s)	194	145	339
Labour force participation rate (%)	53.0	40.6	46.9
Employment ('000s)	180	124	304
Employment to population ratio (%)	49.0	34.8	42.0
Unemployment ('000s)	15	21	35
Unemployment rate (%)	7.5	14.3	10.4
Youth unemployment ('000s)	9.5	11.3	20.8
Youth unemployment rate (%)	27.7	39.0	32.9
Youth NEET share of youth population (%)	24.8	33.6	29.2
Agriculture	30.7	34.5	32.2
Industry	20.9	12.5	17.5
Services	48.3	52.8	50.2
Not specified	0.1	0.2	0.1
Share of vulnerable employment in total employment (%)	47.2	73.6	58.0
Earnings (local currency units)	235.9	184.0	224.6

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

Notes: Youth = 15 to 24 years old. NEET = Not in employment, nor in education or training.

Vulnerable employment = Own-account workers + Unpaid family workers.

Earnings = Average monthly income from employment of employees in main job.

**Table 2. Population by sex and age group**

Age group	Male	Female	Total
<b>Population ('000s)</b>			
0-4	68.2	63.7	131.9
5-9	85.7	72.3	158.0
10-14	83.0	87.7	170.7
15-19	70.8	71.7	142.6
20-24	52.0	50.5	102.5
25-29	39.7	41.7	81.4
30-34	36.4	37.8	74.2
35-39	23.9	24.2	48.1
40-44	29.6	30.7	60.3
45-49	31.4	25.5	56.9
50-54	20.9	19.1	40.0
55-59	17.4	13.4	30.8
60-64	11.5	12.4	23.9

Age group	Male	Female	Total
65-69	15.2	17.0	32.2
70-74	10.7	7.1	17.8
75-79	5.0	3.8	8.8
80-84	1.3	1.3	2.7
85-89	0.6	0.3	1.0
90-94	0.3	0.6	1.0
95-99	0.1	0.2	0.3
Total	604.0	581.0	1,185.0
<b>Population distribution (%)</b>			
0-4	11.3	11.0	11.1
5-9	14.2	12.4	13.3
10-14	13.7	15.1	14.4
15-19	11.7	12.3	12.0
20-24	8.6	8.7	8.7
25-29	6.6	7.2	6.9
30-34	6.0	6.5	6.3
35-39	4.0	4.2	4.1
40-44	4.9	5.3	5.1
45-49	5.2	4.4	4.8
50-54	3.5	3.3	3.4
55-59	2.9	2.3	2.6
60-64	1.9	2.1	2.0
65-69	2.5	2.9	2.7
70-74	1.8	1.2	1.5
75-79	0.8	0.7	0.7
80-84	0.2	0.2	0.2
85-89	0.1	0.1	0.1
90-94	0.1	0.1	0.1
95-99	0.0	0.0	0.0
Total	100.0	100.0	100.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 3. Population by sex and municipality**

Municipality	Male	Female	Total
<b>Population ('000s)</b>			
Ainaro	33.6	29.3	62.9
Aileu	26.6	22.6	49.2
Baucau	61.1	62.3	123.4
Bobonaro	46.6	51.5	98.2
Covalima	34.0	31.5	65.5
Dili	143.5	134.2	277.8
Ermera	65.7	59.5	125.2
Liquica	36.2	35.3	71.5
Lautem	33.8	31.5	65.4
Manufahi	26.4	27.6	53.9
Manatuto	23.7	23.0	46.7
Oecusse	36.8	32.4	69.2
Viqueque	35.9	40.4	76.3
Total	604.0	581.0	1185.0
<b>Population distribution (%)</b>			
Ainaro	5.6	5.0	5.3
Aileu	4.4	3.9	4.2
Baucau	10.1	10.7	10.4
Bobonaro	7.7	8.9	8.3
Covalima	5.6	5.4	5.5
Dili	23.8	23.1	23.4
Ermera	10.9	10.2	10.6
Liquica	6.0	6.1	6.0
Lautem	5.6	5.4	5.5
Manufahi	4.4	4.7	4.6
Manatuto	3.9	4.0	3.9
Oecusse	6.1	5.6	5.8
Viqueque	5.9	6.9	6.4
Total	100.0	100.0	100.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 4. Population by sex and urban and rural area**

Urban	Male	Female	Total
<b>Population ('000s)</b>			
Male	196.1	408.0	604.0
Female	186.0	395.0	581.0
Total	382.0	803.0	1185.0
<b>Population distribution (%)</b>			
Male	32.5	67.5	100.0
Female	32.0	68.0	100.0
Total	32.2	67.8	100.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 5. Working age population by sex and urban and rural area**

Urban	Male	Female	Total
<b>Working age population ('000s)</b>			
Male	122.4	244.8	367.2
Female	117.4	239.9	357.3
Total	367.2	357.3	724.5
<b>Working age population distribution (%)</b>			
Male	33.3	68.5	50.7
Female	32.0	67.1	49.3
Total	100.0	100.0	100.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

Note: Working age population = Population 15 years old and over.

**Table 6. Working age population by sex and municipality**

Municipality	Male	Female	Total
<b>Working age population ('000s)</b>			
Ainaro	17.5	17.2	34.7
Aileu	16.7	13.6	30.3
Baucau	34.8	38.2	73.0
Bobonaro	29.8	31.3	61.1
Covalima	20.6	19.7	40.3
Dili	89.9	83.1	173.0
Ermera	42.2	36.3	78.6



Municipality	Male	Female	Total
Liquica	24.8	24.0	48.9
Lautem	19.5	17.9	37.4
Manufahi	15.5	17.2	32.7
Manatuto	14.9	16.1	31.0
Oecusse	20.2	19.8	40.0
Viqueque	20.7	22.8	43.5
Total	367.2	357.3	724.5
<b>Working age population distribution (%)</b>			
Ainaro	4.8	4.8	4.8
Aileu	4.6	3.8	4.2
Baucau	9.5	10.7	10.1
Bobonaro	8.1	8.8	8.4
Covalima	5.6	5.5	5.6
Dili	24.5	23.3	23.9
Ermera	11.5	10.2	10.8
Liquica	6.8	6.7	6.7
Lautem	5.3	5.0	5.2
Manufahi	4.2	4.8	4.5
Manatuto	4.0	4.5	4.3
Oecusse	5.5	5.5	5.5
Viqueque	5.6	6.4	6.0
Total	100.0	100.0	100.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

Note: Working age population = Population 15 years old and over.

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

Age group	Male	Female	Total
<b>Labour force ('000s)</b>			
15-19	12.8	12.5	25.4
20-24	21.3	16.5	37.8
25-29	22.1	20.2	42.3
30-34	25.8	18.3	44.1
35-39	17.2	13.7	30.9
40-44	21.9	17.4	39.3
45-49	22.6	13.7	36.3
50-54	15.8	9.9	25.8
55-59	12.4	7.0	19.4

Age group	Male	Female	Total
60-64	7.1	6.0	13.2
65+	15.4	9.7	25.0
Total	194.5	145.0	339.5
<b>Labour force participation rate (%)</b>			
15-19	18.1	17.5	17.8
20-24	41.0	32.7	36.9
25-29	55.6	48.5	51.9
30-34	70.9	48.5	59.5
35-39	72.1	56.6	64.3
40-44	73.8	56.8	65.2
45-49	72.0	53.8	63.8
50-54	75.6	52.1	64.4
55-59	71.4	52.0	63.0
60-64	61.9	48.8	55.1
65+	46.1	31.8	39.3
Total	53.0	40.6	46.9

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 8. Labour force and labour force participation rate by sex and municipality**

Age group	Male	Female	Total
<b>Labour force ('000s)</b>			
Ainaro	7.9	6.5	14.3
Aileu	8.9	6.4	15.3
Baucau	20.7	19.2	39.9
Bobonaro	13.8	10.3	24.1
Covalima	10.4	8.5	18.9
Dili	51.8	30.3	82.0
Ermera	20.7	16.0	36.7
Liquica	10.0	6.5	16.5
Lautem	11.1	8.9	20.1
Manufahi	8.3	7.1	15.3
Manatuto	6.4	6.5	13.0
Oecusse	13.3	10.4	23.7
Viqueque	11.3	8.5	19.7
Total	194.5	145.0	339.5



Age group	Male	Female	Total
<b>Labour force participation rate (%)</b>			
Ainaro	44.9	37.5	41.3
Aileu	53.5	47.0	50.6
Baucau	59.4	50.3	54.7
Bobonaro	46.1	32.9	39.3
Covalima	50.4	43.0	46.8
Dili	57.5	36.4	47.4
Ermera	49.1	44.0	46.7
Liquica	40.3	26.9	33.7
Lautem	57.2	49.8	53.7
Manufahi	53.4	41.0	46.8
Manatuto	43.3	40.6	41.9
Oecusse	65.6	52.8	59.3
Viqueque	54.5	37.2	45.4
Total	53.0	40.6	46.9

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

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

	Primary	Junior	Senior	Tech	Teacher	Uni+	Non std	Non spf	Total
<b>Labour force ('000s)</b>									
15-24	5.3	12.1	29.0	0.1	3.5	2.8	0.1	10.2	63.2
25-34	11.1	9.4	30.2	0.9	5.0	12.9	0.0	16.9	86.4
35-44	16.7	6.8	16.6	0.3	1.7	6.0	0.1	22.1	70.2
45-54	8.6	6.1	11.3	1.4	2.1	5.7	0.5	26.4	62.0
55-64	5.5	1.4	2.1	0.1	0.8	0.6	0.5	21.5	32.6
65+	2.7	0.3	0.4	0.0	0.1	0.0	0.2	21.4	25.0
Total	49.9	36.1	89.7	2.8	13.2	28.0	1.4	118.4	339.5
<b>Share of the labour force (%)</b>									
15-24	8.4	19.2	45.9	0.2	5.5	4.5	0.2	16.1	100.0
25-34	12.8	10.9	35.0	1.0	5.8	14.9	0.0	19.6	100.0
35-44	23.7	9.7	23.6	0.5	2.4	8.5	0.1	31.5	100.0
45-54	13.9	9.8	18.2	2.2	3.3	9.2	0.8	42.5	100.0
55-64	16.9	4.1	6.6	0.4	2.6	1.8	1.7	65.9	100.0
65+	10.9	1.2	1.6	0.0	0.3	0.0	0.7	85.4	100.0
Total	14.7	10.6	26.4	0.8	3.9	8.2	0.4	34.9	100.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.



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

	Primary		Junior		Senior		Tech		Teacher		Uni+		Non std		Non spf	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Labour force ('000s)</b>																
15-24	3.0	2.3	5.9	6.2	15.4	13.6	0.1	0.0	1.9	1.6	1.8	1.0	0.0	0.1	5.9	4.3
25-34	5.9	5.2	4.6	4.8	18.4	11.8	0.4	0.5	2.0	3.0	7.7	5.2	0.0	0.0	8.9	8.1
35-44	10.0	6.7	3.8	2.9	9.1	7.5	0.2	0.1	1.4	0.3	4.3	1.7	0.1	0.0	10.2	11.9
45-54	6.0	2.7	4.3	1.8	8.1	3.3	1.0	0.3	1.6	0.5	4.2	1.5	0.5	0.0	12.7	13.6
55-64	4.8	0.7	1.0	0.3	1.6	0.5	0.1	0.0	0.4	0.4	0.6	0.0	0.4	0.1	10.5	11.0
65+	2.3	0.4	0.0	0.3	0.2	0.2	0.0	0.0	0.0	0.1	0.0	0.0	0.2	0.0	12.7	8.7
Total	32.0	17.9	19.7	16.3	52.9	36.8	1.9	0.9	7.4	5.8	18.6	9.4	1.2	0.2	60.9	57.6
<b>Labour force participation rate (%)</b>																
15-24	45.5	31.6	17.0	16.2	28.9	26.3	30.7	0.0	18.9	16.5	48.1	26.1	0.0	100.0	43.4	37.3
25-34	59.4	46.0	67.0	41.4	68.9	49.1	82.9	81.3	39.2	72.7	67.9	65.9	0.0	0.0	56.6	40.5
35-44	81.1	55.2	70.0	53.4	78.5	61.1	72.7	76.2	90.7	40.1	88.9	64.9	100.0	0.0	58.6	55.4
45-54	69.9	48.7	69.0	45.7	88.0	69.2	90.3	100.0	94.1	100.0	94.9	71.6	100.0	0.0	61.8	49.7
55-64	69.2	27.1	100.0	77.2	81.5	72.4	47.8	0.0	100.0	100.0	83.9	0.0	83.4	100.0	61.7	50.8
65+	64.4	34.8	0.0	66.9	59.7	100.0	0.0	0.0	0.0	100.0	0.0	0.0	100.0	0.0	44.1	30.7
Total	66.7	45.1	35.9	27.2	51.2	39.4	73.8	62.5	38.6	37.9	74.2	57.1	93.1	58.1	53.9	44.2

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 11. Labour force and labour force participation rate by educational attainment and municipality**

	Primary	Junior	Senior	Tech	Teacher	Uni+	Non std	Non spf	Total
<b>Labour force ('000s)</b>									
Ainaro	1.4	2.0	3.1	0.1	0.4	1.2	0.4	5.9	14.3
Aileu	2.0	1.8	5.7	0.1	0.6	0.4	0.0	4.7	15.3
Baucau	5.1	6.1	11.8	0.1	1.9	2.7	0.0	12.2	39.9
Bobonaro	4.0	3.2	5.0	0.1	0.4	1.2	0.0	10.2	24.1
Covalima	2.8	2.7	4.9	0.3	0.3	0.9	0.0	7.0	18.9
Dili	10.2	5.5	28.9	0.9	6.7	14.5	0.7	14.7	82.0
Ermera	4.6	3.6	4.8	0.2	0.4	0.9	0.0	22.2	36.7
Liquica	2.0	1.6	5.8	0.0	0.2	0.8	0.0	6.0	16.5
Lautem	4.4	3.1	5.1	0.2	0.5	1.1	0.2	5.5	20.1
Manufahi	2.8	1.8	4.1	0.1	0.6	1.1	0.1	4.8	15.3
Manatuto	2.3	1.5	3.0	0.1	0.3	0.9	0.0	4.9	13.0
Oecusse	4.3	1.1	3.2	0.5	0.2	0.6	0.0	13.9	23.7
Viqueque	4.1	2.2	4.3	0.0	1.0	1.7	0.0	6.4	19.7
Total	49.9	36.1	89.7	2.8	13.2	28.0	1.4	118.4	339.5
<b>Share of the labour force (%)</b>									
Ainaro	9.9	13.7	21.5	0.5	2.7	8.1	2.4	41.1	100.0
Aileu	13.0	11.9	37.4	0.6	3.7	2.7	0.0	30.9	100.0
Baucau	12.7	15.3	29.6	0.3	4.7	6.8	0.0	30.6	100.0
Bobonaro	16.8	13.2	20.7	0.4	1.6	5.0	0.0	42.4	100.0
Covalima	15.0	14.1	25.9	1.8	1.4	4.9	0.0	36.9	100.0
Dili	12.4	6.7	35.2	1.1	8.1	17.7	0.9	18.0	100.0
Ermera	12.4	9.8	13.0	0.6	1.0	2.5	0.0	60.5	100.0
Liquica	11.9	10.0	35.3	0.0	1.1	5.0	0.0	36.7	100.0
Lautem	21.7	15.5	25.6	1.0	2.3	5.5	1.2	27.2	100.0
Manufahi	18.0	11.5	26.5	0.8	3.7	7.1	0.8	31.6	100.0
Manatuto	17.9	11.7	23.1	0.6	2.1	6.6	0.0	38.1	100.0
Oecusse	18.2	4.4	13.6	2.3	0.6	2.4	0.0	58.4	100.0
Viqueque	20.9	11.1	22.0	0.0	5.0	8.8	0.0	32.2	100.0
Total	14.7	10.6	26.4	0.8	3.9	8.2	0.4	34.9	100.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 12. Employment and employment-to-population ratio by sex and age group**

	Male	Female	Total
<b>Employment ('000s)</b>			
15-24	24.7	17.7	42.4
25-34	43.7	33.1	76.8
35-44	38.3	29.4	67.7
45-54	38.4	22.6	61.0
55-64	19.6	12.5	32.0
65+	15.1	9.0	24.1
Total	179.8	124.2	304.0
<b>Employment-to-population ratio (%)</b>			
15-24	20.1	14.5	17.3
25-34	57.4	41.7	49.4
35-44	71.6	53.5	62.5
45-54	73.4	50.7	63.0
55-64	67.6	48.4	58.6
65+	45.2	29.5	37.7
Total	49.0	34.8	42.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 13. Employment and employment-to-population ratio by sex and municipality**

	Male	Female	Total
<b>Employment ('000s)</b>			
Ainaro	7.6	6.3	13.8
Aileu	8.9	6.1	15.1
Baucau	17.5	11.9	29.4
Bobonaro	12.9	9.2	22.1
Covalima	9.5	7.7	17.2
Dili	47.6	26.6	74.2
Ermera	20.2	15.6	35.8
Liquica	8.2	4.5	12.8
Lautem	9.9	7.6	17.5
Manufahi	7.2	5.5	12.7
Manatuto	6.0	5.1	11.1
Oecusse	13.0	9.9	22.9
Viqueque	11.3	8.3	19.6
Total	179.8	124.2	304.0



	Male	Female	Total
<b>Employment-to-population ratio (%)</b>			
Ainaro	43.3	36.4	39.9
Aileu	53.5	45.0	49.7
Baucau	50.3	31.1	40.3
Bobonaro	43.2	29.3	36.1
Covalima	46.1	39.0	42.6
Dili	52.9	32.0	42.9
Ermera	47.9	42.9	45.6
Liquica	33.2	18.9	26.1
Lautem	50.8	42.6	46.9
Manufahi	46.3	31.8	38.7
Manatuto	40.3	31.5	35.7
Oecusse	64.4	49.9	57.2
Viqueque	54.5	36.4	45.0
Total	49.0	34.8	42.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 14. Status in employment by age group**

	Employee	Employer	Own-account worker	Contributing family worker	Other	Unspecified	Total
<b>Status in employment ('000s)</b>							
15-24	11.0	0.1	14.6	14.0	0.3	2.3	42.4
25-34	36.1	1.4	27.1	10.2	0.4	1.7	76.8
35-44	28.4	1.1	29.2	7.7	0.6	0.8	67.7
45-54	24.0	1.4	28.4	6.2	0.2	0.7	61.0
55-64	10.6	0.1	16.5	3.9	0.6	0.4	32.0
65+	5.0	0.1	14.4	3.8	0.5	0.2	24.1
Total	115.0	4.1	130.4	45.8	2.6	6.1	304.0
<b>Share of status category in total employment (%)</b>							
15-24	26.0	0.2	34.5	33.1	0.8	5.4	100.0
25-34	47.0	1.8	35.3	13.3	0.5	2.2	100.0
35-44	41.9	1.6	43.2	11.3	0.9	1.1	100.0
45-54	39.3	2.3	46.6	10.2	0.4	1.2	100.0
55-64	33.0	0.3	51.6	12.0	1.9	1.2	100.0
65+	20.6	0.5	60.0	16.0	1.9	1.0	100.0
Total	37.8	1.4	42.9	15.1	0.9	2.0	100.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 15. Status in employment by sex and age group**

	Employee	Employer	Own-account worker	Contributing family worker	Other	Unspecified	Total
<b>Male employment ('000s)</b>							
15-24	7.6	0.0	8.3	7.3	0.2	1.3	24.7
25-34	26.6	0.8	12.4	3.0	0.1	0.7	43.7
35-44	21.8	0.5	13.6	1.8	0.4	0.2	38.3
45-54	19.6	1.2	15.6	1.7	0.1	0.3	38.4
55-64	8.9	0.0	8.7	1.5	0.2	0.3	19.6
65+	3.8	0.1	8.5	2.4	0.1	0.1	15.1
Total	88.3	2.6	67.1	17.7	1.2	2.9	179.8
<b>Share of status category in total male employment (%)</b>							
15-24	30.7	0.0	33.7	29.4	0.9	5.3	100.0
25-34	60.9	1.8	28.4	6.9	0.3	1.6	100.0
35-44	56.9	1.3	35.4	4.8	1.0	0.6	100.0
45-54	51.0	3.1	40.6	4.3	0.2	0.7	100.0
55-64	45.3	0.0	44.5	7.7	1.1	1.5	100.0
65+	25.5	0.8	56.2	16.1	0.6	0.8	100.0
Total	49.1	1.5	37.3	9.8	0.6	1.6	100.0
<b>Female employment ('000s)</b>							
15-24	3.5	0.1	6.3	6.8	0.1	1.0	17.7
25-34	9.4	0.6	14.7	7.2	0.2	1.0	33.1
35-44	6.6	0.6	15.7	5.8	0.2	0.5	29.4
45-54	4.4	0.2	12.8	4.6	0.1	0.5	22.6
55-64	1.7	0.1	7.8	2.3	0.4	0.1	12.5
65+	1.1	0.0	6.0	1.4	0.4	0.1	9.0
Total	26.7	1.5	63.3	28.1	1.4	3.2	124.2
<b>Share of status category in total female employment (%)</b>							
15-24	19.6	0.5	35.6	38.4	0.6	5.5	100.0
25-34	28.6	1.7	44.5	21.7	0.7	2.9	100.0
35-44	22.4	1.9	53.3	19.9	0.8	1.8	100.0
45-54	19.4	1.0	56.8	20.2	0.6	2.1	100.0
55-64	13.6	0.8	62.8	18.8	3.1	0.9	100.0
65+	12.4	0.0	66.4	15.8	4.0	1.4	100.0
Total	21.5	1.2	50.9	22.6	1.2	2.5	100.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 16. Status in employment by municipality**

	Employee	Employer	Own-account worker	Contributing family worker	Other	Unspecified	Total
<b>Status in employment ('000s)</b>							
Aileu	5.1	0.0	6.4	3.6	0.0	0.0	15.1
Ainaro	3.3	0.3	8.1	2.0	0.0	0.2	13.8
Baucau	18.4	0.2	8.3	1.8	0.2	0.5	29.4
Bobonaro	4.2	0.1	12.0	5.0	0.1	0.7	22.1
Covalima	3.4	0.2	8.8	4.3	0.1	0.3	17.2
Dili	47.9	0.5	18.8	5.7	0.1	1.2	74.2
Ermera	3.7	0.7	21.9	8.7	0.0	0.8	35.8
Lautem	5.6	0.3	7.7	2.6	0.1	1.2	17.5
Liquica	3.0	0.0	7.8	1.9	0.0	0.1	12.8
Manatuto	2.4	0.5	4.6	2.7	0.1	0.8	11.1
Manufahi	4.9	0.6	3.5	3.4	0.3	0.1	12.7
Oecusse	6.8	0.5	13.8	1.4	0.3	0.1	22.9
Viqueque	6.5	0.2	8.9	2.6	1.4	0.0	19.6
Total	115.0	4.1	130.4	45.8	2.6	6.1	304.0
<b>Share of status category in total employment (%)</b>							
Aileu	33.7	0.0	42.3	24.0	0.0	0.0	100.0
Ainaro	23.6	2.0	58.4	14.7	0.0	1.3	100.0
Baucau	62.5	0.8	28.2	6.2	0.7	1.6	100.0
Bobonaro	19.2	0.4	54.3	22.6	0.4	3.1	100.0
Covalima	20.0	1.3	51.2	25.1	0.4	2.0	100.0
Dili	64.6	0.7	25.3	7.7	0.2	1.7	100.0
Ermera	10.3	1.9	61.2	24.4	0.0	2.2	100.0
Lautem	31.7	1.8	43.8	15.0	0.6	7.0	100.0
Liquica	23.3	0.0	60.8	15.1	0.0	0.9	100.0
Manatuto	21.4	4.9	41.7	24.2	0.7	7.1	100.0
Manufahi	38.3	4.6	27.4	26.5	2.1	1.0	100.0
Oecusse	29.6	2.0	60.3	6.3	1.4	0.5	100.0
Viqueque	33.2	1.1	45.4	13.3	6.9	0.0	100.0
Total	37.8	1.4	42.9	15.1	0.9	2.0	100.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 17. Vulnerable employment by sex**

<b>Vulnerable employment ('000s)</b>	
Male	84.8
Female	91.4
Total	176.2
<b>Share of vulnerable employment in total employment (%)</b>	
Male	47.2
Female	73.6
Total	58.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 18.**  
**Employment by branch of economic activity and sex**

	Male	Female	Total
<b>Employment by branch ('000s)</b>			
Agriculture	53.5	42.6	96.1
Mining	10.4	8.2	18.6
Manufacturing	4.3	5.9	10.2
Electricity, gas, water	0.4	0.3	0.7
Construction	22.6	1.2	23.8
Trade	29.7	37.8	67.5
Accommodation	0.0	0.3	0.3
Transport	8.3	0.1	8.4
Professional activities	2.0	1.2	3.2
Public administration	26.0	6.9	32.9
Education	13.5	6.4	19.9
Health	1.5	1.3	2.8
Other services	6.0	11.5	17.5
Unspecified	1.7	0.5	2.3
Total	179.8	124.2	304.0
<b>Branch shares (%)</b>			
Agriculture	29.8	34.3	31.6
Mining	5.8	6.6	6.1
Manufacturing	2.4	4.8	3.4
Electricity, gas, water	0.2	0.2	0.2
Construction	12.6	1.0	7.8
Trade	16.5	30.4	22.2
Accommodation	0.0	0.2	0.1



	Male	Female	Total
Transport	4.6	0.1	2.8
Professional activities	1.1	1.0	1.1
Public administration	14.4	5.6	10.8
Education	7.5	5.2	6.5
Health	0.8	1.1	0.9
Other services	3.3	9.2	5.8
Unspecified	1.0	0.4	0.7
Total	100.0	100.0	100.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 19. Employment by occupation and sex**

	Male	Female	Total
<b>Employment by occupation ('000s)</b>			
Managers	6.1	2.0	8.1
Professionals	14.4	6.7	21.1
Technicians	1.8	1.3	3.0
Clerks	13.0	5.0	18.0
Salespersons	26.6	41.6	68.1
Skilled_agr	71.5	51.7	123.2
Craft	6.3	6.0	12.3
Operators	7.5	0.0	7.5
Elementary	29.9	7.0	36.9
Unspecified	2.7	3.0	5.7
Total	179.8	124.2	304.0
<b>Occupation employment shares (%)</b>			
Managers	3.4	1.6	2.7
Professionals	8.0	5.4	6.9
Technicians	1.0	1.0	1.0
Clerks	7.2	4.0	5.9
Salespersons	14.8	33.4	22.4
Skilled_agr	39.8	41.6	40.5
Craft	3.5	4.8	4.1
Operators	4.2	0.0	2.5
Elementary	16.6	5.7	12.1
Unspecified	1.5	2.4	1.9
Total	100.0	100.0	100.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.



**Table 20. Employment by occupation and municipality**

	Ainaro	Aileu	Baucau	Bobonaro	Covalima	Dili	Ermera	Liquica	Lautem	Manufahi	Manatuto	Oecusse	Viqueque	Total
<b>Employment by occupation ('000s)</b>														
Managers	0.6	0.5	0.4	0.5	0.3	2.4	0.1	0.7	0.8	0.2	0.3	0.4	0.9	8.1
Professionals	0.6	1.7	2.7	1.2	1.2	5.4	0.6	0.4	1.2	2.2	1.2	0.5	2.1	21.1
Technicians	0.1	0.0	0.5	0.3	0.0	0.9	0.0	0.0	0.6	0.2	0.0	0.0	0.3	3.0
Clerks	0.5	0.9	0.7	0.2	0.4	13.8	0.3	0.0	0.3	0.1	0.0	0.5	0.3	18.0
Salespersons	2.8	1.9	7.8	4.2	4.3	19.4	4.2	1.4	3.0	2.5	1.8	10.2	4.7	68.1
Skilled_agr	7.9	9.0	12.1	11.8	7.7	10.7	26.7	8.2	5.4	6.3	6.2	3.3	8.1	123.2
Craft	0.5	0.1	1.5	0.2	0.9	3.2	1.9	0.9	2.4	0.0	0.3	0.3	0.3	12.3
Operators	0.4	0.1	1.3	0.9	0.4	2.8	0.4	0.2	0.2	0.1	0.0	0.5	0.2	7.5
Elementary	0.4	0.9	2.1	2.0	1.7	14.5	1.0	0.9	2.4	0.8	0.6	7.1	2.6	36.9
Unspecified	0.2	0.0	0.5	0.7	0.3	1.2	0.6	0.1	1.2	0.1	0.6	0.1	0.0	5.7
Total	13.8	15.1	29.4	22.1	17.2	74.2	35.8	12.8	17.5	12.7	11.1	22.9	19.6	304.0
<b>Occupation employment shares (%)</b>														
Managers	4.2	3.1	1.3	2.4	1.5	3.2	0.4	5.5	4.5	1.9	3.1	1.8	4.5	2.7
Professionals	4.2	11.6	9.1	5.5	6.8	7.3	1.7	3.2	6.6	17.7	11.0	2.3	10.9	6.9
Technicians	0.7	0.0	1.6	1.5	0.0	1.2	0.0	0.0	3.6	1.7	0.3	0.0	1.7	1.0
Clerks	3.4	5.9	2.4	1.0	2.4	18.6	0.8	0.0	1.5	1.0	0.3	2.0	1.5	5.9
Salespersons	20.1	12.6	26.4	19.0	24.9	26.1	11.7	11.1	17.1	20.0	16.4	44.5	24.2	22.4
Skilled_agr	57.1	59.6	41.1	53.5	44.7	14.4	74.6	64.0	31.0	49.4	56.0	14.3	41.3	40.5
Craft	3.5	0.4	5.0	0.9	5.2	4.3	5.2	6.8	13.6	0.0	2.3	1.5	1.8	4.1
Operators	2.8	0.9	4.4	4.2	2.5	3.8	1.2	1.4	1.4	0.7	0.0	2.1	0.9	2.5
Elementary	2.7	6.1	7.2	8.9	10.0	19.5	2.8	7.1	13.8	6.7	5.0	30.9	13.2	12.1
Unspecified	1.3	0.0	1.6	3.1	2.0	1.7	1.7	0.9	7.0	1.0	5.6	0.5	0.0	1.9
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: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 21.**  
**Employment by branch of economic activity and status in employment**

	Employee	Employer	Own-account worker	Contributing family worker	Other	Unspecified	Total
<b>Employment by branch ('000s)</b>							
Agriculture	11.0	0.3	50.9	31.3	1.8	0.7	96.1
Mining	3.8	0.1	11.4	2.9	0.3	0.1	18.6
Manufacturing	3.7	0.2	4.9	1.1	0.0	0.4	10.2
Electricity, gas, water	0.5	0.0	0.0	0.1	0.0	0.1	0.7
Construction	19.7	1.1	2.9	0.1	0.0	0.0	23.8
Trade	10.1	1.9	49.2	3.2	0.4	2.6	67.5
Accommodation	0.3	0.0	0.0	0.0	0.0	0.0	0.3
Transport	6.7	0.0	1.4	0.2	0.0	0.1	8.4
Professional activities	2.2	0.0	1.1	0.0	0.0	0.0	3.2
Public administration	30.1	0.2	2.3	0.1	0.0	0.1	32.9
Education	17.9	0.1	1.2	0.5	0.1	0.1	19.9
Health	2.2	0.1	0.5	0.0	0.0	0.0	2.8
Other services	6.5	0.0	3.5	5.9	0.0	1.6	17.5
Unspecified	0.4	0.0	1.1	0.5	0.0	0.3	2.3
<b>Total</b>	<b>115.0</b>	<b>4.1</b>	<b>130.4</b>	<b>45.8</b>	<b>2.6</b>	<b>6.1</b>	<b>304.0</b>

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 22. Employment shares by branch of economic activity and status in employment**

	Employee	Employer	Own-account worker	Contributing family worker	Other	Unspecified	Total
<b>Shares in total employment ('000s)</b>							
Agriculture	11.5	0.4	52.9	32.6	1.9	0.8	100.0
Mining	20.3	0.7	61.3	15.5	1.7	0.4	100.0
Manufacturing	36.0	2.1	47.6	10.6	0.0	3.6	100.0
Electricity, gas, water	69.7	0.0	0.0	13.7	0.0	16.6	100.0
Construction	82.7	4.7	12.1	0.5	0.0	0.0	100.0
Trade	15.0	2.9	72.9	4.8	0.6	3.9	100.0
Accommodation	100.0	0.0	0.0	0.0	0.0	0.0	100.0
Transport	80.1	0.0	17.0	1.9	0.0	1.0	100.0
Professional activities	66.9	0.0	33.1	0.0	0.0	0.0	100.0
Public administration	91.7	0.5	7.1	0.3	0.0	0.4	100.0

	Employee	Employer	Own-account worker	Contributing family worker	Other	Unspecified	Total
Education	89.8	0.6	6.2	2.4	0.5	0.6	100.0
Health	79.0	4.2	16.7	0.0	0.0	0.0	100.0
Other services	37.4	0.0	20.0	33.8	0.0	8.9	100.0
Unspecified	16.5	0.0	50.2	20.6	0.0	12.7	100.0
Total	37.8	1.4	42.9	15.1	0.9	2.0	100.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 23. Employment by occupation and status in employment**

	Employee	Employer	Own-account worker	Contributing family worker	Other	Unspecified	Total
<b>Employment ([000s])</b>							
Managers	6.3	0.6	1.2	0.0	0.0	0.0	8.1
Professionals	19.1	0.3	1.2	0.5	0.1	0.0	21.1
Technicians	2.6	0.0	0.4	0.0	0.0	0.0	3.0
Clerks	17.0	0.2	0.6	0.1	0.0	0.0	18.0
Salespersons	10.3	1.8	46.4	9.2	0.4	0.0	68.1
Skilled_agr	21.2	0.5	64.5	34.6	2.1	0.4	123.2
Craft	4.5	0.2	6.8	0.9	0.0	0.0	12.3
Operators	6.3	0.0	1.0	0.2	0.0	0.0	7.5
Elementary	27.6	0.6	8.3	0.4	0.0	0.0	36.9
Unspecified	0.0	0.0	0.0	0.0	0.0	5.7	5.7
Total	115.0	4.1	130.4	45.8	2.6	6.1	304.0
<b>Shares in total employment (%)</b>							
Managers	78.4	6.9	14.8	0.0	0.0	0.0	100.0
Professionals	90.5	1.3	5.5	2.3	0.4	0.0	100.0
Technicians	85.1	1.2	13.7	0.0	0.0	0.0	100.0
Clerks	94.8	1.0	3.6	0.6	0.0	0.0	100.0
Salespersons	15.1	2.7	68.1	13.6	0.6	0.0	100.0
Skilled_agr	17.2	0.4	52.3	28.0	1.7	0.3	100.0
Craft	36.4	1.3	55.3	7.0	0.0	0.0	100.0
Operators	84.1	0.0	13.8	2.1	0.0	0.0	100.0
Elementary	74.8	1.6	22.4	1.2	0.0	0.0	100.0
Unspecified	0.0	0.0	0.0	0.0	0.0	100.0	100.0
Total	37.8	1.4	42.9	15.1	0.9	2.0	100.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.



**Table 24. Employment by occupation and broad branch of economic activity**

	Agriculture	Industry	Services	Unspecified	Total
<b>Employment by occupational category ('000s)</b>					
Managers	0.2	1.7	6.2	0.0	8.1
Professionals	0.0	0.3	20.7	0.0	21.1
Technicians	0.0	0.4	2.6	0.0	3.0
Clerks	0.0	0.0	18.0	0.0	18.0
Salespersons	0.0	1.1	67.1	0.0	68.1
Skilled_agr	97.0	18.3	8.0	0.0	123.2
Craft	0.0	9.7	2.6	0.0	12.3
Operators	0.0	0.0	7.5	0.0	7.5
Elementary	0.2	21.2	15.4	0.1	36.9
Unspecified	0.5	0.5	4.4	0.3	5.7
Total	97.9	53.2	152.5	0.4	304.0
<b>Occupation employment shares (%)</b>					
Managers	0.2	3.1	4.1	0.0	2.7
Professionals	0.0	0.7	13.6	0.0	6.9
Technicians	0.0	0.8	1.7	0.0	1.0
Clerks	0.0	0.0	11.8	0.0	5.9
Salespersons	0.0	2.0	44.0	0.0	22.4
Skilled_agr	99.0	34.4	5.2	0.0	40.5
Craft	0.0	18.2	1.7	0.0	4.1
Operators	0.0	0.0	5.0	0.0	2.5
Elementary	0.2	39.9	10.1	30.2	12.1
Unspecified	0.5	0.9	2.9	69.8	1.9
Total	100.0	100.0	100.0	100.0	100.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 25. Employment by occupation, broad economic activity and sex**

	Agriculture		Industry		Services		Unspecified		Total	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Employment by occupational category ('000s)</b>										
Managers	0.0	0.2	1.4	0.3	4.7	1.5	0.0	0.0	6.1	2.0
Professionals	0.0	0.0	0.3	0.0	14.1	6.7	0.0	0.0	14.4	6.7
Technicians	0.0	0.0	0.4	0.0	1.3	1.3	0.0	0.0	1.8	1.3
Clerks	0.0	0.0	0.0	0.0	13.0	5.0	0.0	0.0	13.0	5.0
Salespersons	0.0	0.0	0.4	0.7	26.2	40.9	0.0	0.0	26.6	41.6
Skilled_agr	54.6	42.3	10.1	8.2	6.8	1.2	0.0	0.0	71.5	51.7
Craft	0.0	0.0	4.6	5.0	1.7	1.0	0.0	0.0	6.3	6.0
Operators	0.0	0.0	0.0	0.0	7.5	0.0	0.0	0.0	7.5	0.0
Elementary	0.2	0.0	20.1	1.1	9.5	5.9	0.1	0.0	29.9	7.0
Unspecified	0.3	0.2	0.2	0.3	2.2	2.2	0.0	0.3	2.7	3.0
Total	55.1	42.8	37.6	15.6	86.9	65.5	0.1	0.3	179.8	124.2
<b>Occupation employment shares (%)</b>										
Managers	0.0	11.5	22.7	14.4	77.3	74.0	0.0	0.0	100.0	100.0
Professionals	0.0	0.0	2.4	0.0	97.6	100.0	0.0	0.0	100.0	100.0
Technicians	0.0	0.0	24.4	0.0	75.6	100.0	0.0	0.0	100.0	100.0
Clerks	0.0	0.0	0.0	0.0	100.0	100.0	0.0	0.0	100.0	100.0
Salespersons	0.0	0.0	1.5	1.6	98.5	98.4	0.0	0.0	100.0	100.0
Skilled_agr	76.4	81.9	14.2	15.8	9.5	2.3	0.0	0.0	100.0	100.0
Craft	0.0	0.0	73.7	83.7	26.3	16.3	0.0	0.0	100.0	100.0
Operators	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	100.0	0.0
Elementary	0.8	0.0	67.2	15.6	31.6	84.4	0.4	0.0	100.0	100.0
Unspecified	10.6	8.2	6.9	10.1	82.5	72.1	0.0	9.5	100.0	100.0
Total	30.7	34.5	20.9	12.5	48.3	52.8	0.1	0.2	100.0	100.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.



**Table 29.**  
**Employed population with second job by sex and age group**

	Male	Female	Total
<b>Employed population with second job ('000s)</b>			
15-24	6.2	4.8	11.0
25-34	14.3	10.2	24.5
35-44	14.6	11.5	26.1
45-54	15.1	8.2	23.3
55-64	6.1	4.3	10.4
65+	5.2	3.5	8.7
Total	61.4	42.4	103.9
<b>Share of employed population with second job in total employment (%)</b>			
15-24	25.0	27.1	25.9
25-34	32.8	30.8	31.9
35-44	38.1	39.1	38.5
45-54	39.2	36.3	38.1
55-64	31.0	34.6	32.4
65+	34.4	38.7	36.0
Total	34.2	34.2	34.2

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 30. Employed population with second job by sex and status in employment in main job**

	Male	Female	Total
<b>Employed population with second job ('000s)</b>			
Employee	33.2	11.0	44.2
Own account worker	21.8	22.1	43.9
Employer	0.8	0.9	1.7
Member of producer	0.5	0.8	1.3
Contributing family worker	4.2	7.1	11.3
Unspecified	0.9	0.4	1.3
Total	61.4	42.4	103.9
<b>Share of employed population with second job in total employment (%)</b>			
Employee	37.6	41.2	38.4
Own account worker	32.5	35.0	33.7
Employer	31.8	58.9	41.8
Member of producer	42.6	63.4	53.7
Contributing family worker	23.8	25.3	24.7
Total	34.2	34.2	34.2

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 31. Employment by hours of work per week and sex**

	Male	Female	Total
<b>Employment by hours of work ('000s)</b>			
<25	39.5	45.3	84.8
25-34	21.7	20.6	42.3
35-39	11.5	9.7	21.2
40-48	42.5	17.2	59.7
49-59	40.1	18.6	58.7
60+	24.5	12.7	37.2
Total	179.8	124.2	304.0
<b>Employment share by hours of work (%)</b>			
<25	22.0	36.5	27.9
25-34	12.1	16.6	13.9
35-39	6.4	7.8	7.0
40-48	23.6	13.9	19.7
49-59	22.3	15.0	19.3
60+	13.6	10.2	12.2
Total	100.0	100.0	100.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 32. Employment by hours of work per week and age group**

	15-24	25-34	35-44	45-54	55-64	65 +	Total
<b>Employment by hours of work ('000s)</b>							
<25	20.5	16.7	16.7	12.8	9.4	8.9	84.8
25-34	6.5	10.1	8.6	8.0	5.4	3.6	42.3
35-39	2.3	3.8	4.6	5.5	2.3	2.6	21.2
40-48	5.5	18.0	15.5	12.7	5.6	2.5	59.7
49-59	4.3	17.8	13.9	15.4	4.8	2.6	58.7
60+	3.3	10.4	8.5	6.6	4.6	3.9	37.2
Total	42.4	76.8	67.7	61.0	32.0	24.1	304.0
<b>Employment share by hours of work (%)</b>							
<25	24.1	19.6	19.6	15.1	11.0	10.5	100.0
25-34	15.4	24.0	20.3	18.9	12.9	8.5	100.0
35-39	11.0	17.9	21.7	26.1	11.0	12.3	100.0
40-48	9.1	30.2	25.9	21.2	9.3	4.2	100.0
49-59	7.3	30.2	23.7	26.2	8.1	4.4	100.0
60+	8.9	27.9	22.7	17.7	12.3	10.4	100.0
Total	13.9	25.3	22.3	20.1	10.5	7.9	100.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 33.**  
**Employment by hours of work per week and branch of economic activity**

	Agriculture	Industry	Services	Unspecified	Total
<b>Employment by hours of work ('000s)</b>					
<25	40.2	11.9	32.7	0.0	84.8
25-34	17.6	3.5	21.1	0.1	42.3
35-39	7.4	3.4	10.4	0.0	21.2
40-48	12.4	11.5	35.7	0.1	59.7
49-59	14.4	13.6	30.8	0.0	58.7
60+	6.0	9.3	21.8	0.2	37.2
Total	97.9	53.2	152.5	0.4	304.0
<b>Employment share by hours of work (%)</b>					
<25	47.4	14.0	38.6	0.0	100.0
25-34	41.6	8.4	49.8	0.3	100.0
35-39	34.9	16.0	49.1	0.0	100.0
40-48	20.8	19.2	59.8	0.2	100.0
49-59	24.4	23.2	52.4	0.0	100.0
60+	16.0	24.9	58.7	0.4	100.0
Total	32.2	17.5	50.2	0.1	100.0

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 36. Unemployment and unemployment rate by sex and age group**

	Male	Female	Total
<b>Unemployment ('000s)</b>			
15-24	9.5	11.3	20.8
25-34	4.2	5.4	9.6
35-44	0.8	1.7	2.5
45-54	0.0	1.1	1.1
55-64	0.0	0.5	0.5
65+	0.3	0.7	1.0
Total	14.7	20.8	35.4
<b>Unemployment rate (%)</b>			
15-24	27.7	39.0	32.9
25-34	8.7	14.0	11.1
35-44	1.9	5.6	3.6
45-54	0.0	4.5	1.7
55-64	0.0	4.1	1.7
65+	1.9	7.1	3.9
Total	7.5	14.3	10.4

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.



**Table 37. Unemployment and unemployment rate by sex and municipality**

	Male	Female	Total
<b>Unemployment ('000s)</b>			
Ainaro	0.3	0.2	0.5
Aileu	0.0	0.3	0.3
Baucau	3.2	7.3	10.5
Bobonaro	0.9	1.1	2.0
Covalima	0.9	0.8	1.7
Dili	4.2	3.7	7.8
Ermera	0.5	0.4	0.9
Liquica	1.8	1.9	3.7
Lautem	1.3	1.3	2.5
Manufahi	1.1	1.6	2.7
Manatuto	0.4	1.5	1.9
Oecusse	0.3	0.6	0.8
Viqueque	0.0	0.2	0.2
Total	14.7	20.8	35.4
<b>Unemployment rate (%)</b>			
Ainaro	3.7	3.0	3.4
Aileu	0.0	4.1	1.7
Baucau	15.4	38.2	26.4
Bobonaro	6.3	10.8	8.2
Covalima	8.4	9.4	8.9
Dili	8.0	12.1	9.5
Ermera	2.4	2.4	2.4
Liquica	17.5	29.8	22.3
Lautem	11.2	14.4	12.6
Manufahi	13.2	22.3	17.4
Manatuto	6.9	22.4	14.7
Oecusse	1.9	5.5	3.5
Viqueque	0.0	2.2	0.9
Total	7.5	14.3	10.4

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.



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

		M 15-24	M 25+	M 15+	F 15-24	F 25+	F 15+	T 15-24	T 25+	Total
<b>Unemployment ('000s)</b>										
Primary		0.5	0.8	1.2	0.6	1.0	1.6	1.1	1.8	2.9
Junior		1.4	0.7	2.1	2.1	0.9	3.0	3.5	1.6	5.0
Senior		5.2	1.2	6.3	6.1	3.3	9.4	11.3	4.4	15.7
Tech		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Teachers		1.2	1.1	2.4	1.0	0.8	1.8	2.3	1.9	4.2
Univ		0.6	0.8	1.4	0.4	1.1	1.5	1.0	1.9	2.9
Nonstd		0.0	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0
Unspec		0.6	0.6	1.3	1.0	2.4	3.4	1.6	3.1	4.7
Total		9.5	5.2	14.7	11.3	9.4	20.8	20.8	14.6	35.4
<b>Unemployment rate (%)</b>										
Primary		15.1	2.7	3.9	26.5	6.4	9.0	20.0	4.0	5.7
Junior		23.2	5.0	10.5	33.9	8.6	18.2	28.6	6.5	13.9
Senior		33.4	3.1	12.0	45.2	14.0	25.5	38.9	7.3	17.5
Tech		0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Teachers		64.6	20.5	32.0	64.3	18.6	31.0	64.5	19.7	31.6
Univ		31.7	4.9	7.5	39.5	12.9	15.7	34.5	7.6	10.3
Nonstd		0.0	0.0	10.4	100.0	0.0	0.0	0.0	0.0	0.0
Unspec		11.0	1.1	2.1	22.3	4.6	5.9	15.7	2.8	3.9
Total		27.7	3.3	7.5	39.0	8.1	14.3	32.9	5.3	10.4

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 39. Youth unemployment rate by sex and municipality**

	Male	Female	Total
<b>Share of youth unemployment in total unemployment (%)</b>			
Ainaro	66.9	100.0	80.1
Aileu	0.0	50.0	50.0
Baucau	76.3	52.4	59.6
Bobonaro	92.2	69.5	79.5
Covalima	87.5	71.0	79.6
Dili	35.6	39.2	37.2
Ermera	75.1	82.5	78.3
Liquica	70.0	36.4	52.4
Lautem	83.7	47.4	65.3
Manufahi	88.5	76.2	81.2
Manatuto	0.0	54.7	41.9
Oecusse	66.0	100.0	89.7
Viqueque	0.0	100.0	100.0
Total	64.4	54.6	58.7
<b>Share of youth unemployment in youth population (%)</b>			
Ainaro	45.1	73.7	59.2
Aileu	3.2	4.5	3.8
Baucau	7.0	6.2	6.6
Bobonaro	10.1	5.2	7.2
Covalima	19.6	23.7	21.4
Dili	1.1	0.9	1.0
Ermera	7.1	4.8	6.1
Liquica	0.0	8.7	4.1
Lautem	18.2	14.1	16.5
Manufahi	4.2	10.0	7.6
Manatuto	26.8	26.1	26.4
Oecusse	0.0	3.8	1.8
Viqueque	0.0	0.0	0.0
Total	7.7	9.3	8.5

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 40. Ratio of youth-to-adult unemployment rate by sex and municipality**

	Male	Female	Total
<b>Municipality</b>			
Ainaro	10.7	-	17.5
Aileu	-	3.6	3.4
Baucau	15.4	3.6	5.8
Bobonaro	45.1	9.0	15.0
Covalima	28.8	12.1	17.5
Dili	3.4	3.6	3.5
Ermera	9.9	14.8	11.6
Liquica	9.5	1.8	4.1
Lautem	17.6	3.4	6.8
Manufahi	49.9	10.5	19.7
Manatuto	0.0	4.4	4.0
Oecusse	8.3	-	37.2
Viqueque	-	-	-
Total	8.5	4.8	6.2

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

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

	Male	Female	Total
<b>Youth NEET ('000s)</b>			
Ainaro	0.9	0.8	1.7
Aileu	0.6	0.6	1.2
Baucau	2.8	4.6	7.4
Bobonaro	2.5	5.2	7.7
Covalima	1.0	1.4	2.4
Dili	9.2	12.4	21.6
Ermera	4.0	4.2	8.2
Liquica	4.4	3.3	7.7
Lautem	0.8	0.7	1.5
Manufahi	1.3	2.2	3.5
Manatuto	1.1	2.2	3.3
Oecusse	1.0	1.9	2.9
Viqueque	1.0	1.7	2.7
Total	30.5	41.1	71.6

	Male	Female	Total
<b>Youth NEET share of youth population (%)</b>			
Ainaro	17.2	15.0	16.1
Aileu	10.0	14.2	11.7
Baucau	24.4	36.8	30.8
Bobonaro	32.4	47.4	41.3
Covalima	13.0	22.7	17.3
Dili	26.6	35.9	31.2
Ermera	27.1	33.6	30.1
Liquica	43.7	35.8	39.9
Lautem	11.3	14.8	12.7
Manufahi	33.0	37.3	35.6
Manatuto	31.9	46.7	40.2
Oecusse	17.8	38.8	27.6
Viqueque	17.0	25.6	21.7
Total	24.8	33.6	29.2

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 42. Population outside labour force by sex and current school attendance**

	Male	Female	Total
<b>Population outside labour force</b>			
In school	67.8	61.6	129.4
Not in school	104.9	150.7	255.6
Total	172.7	212.3	385.0
<b>Population outside labour force as share of working age population (%)</b>			
In school	18.5	17.2	17.9
Not in school	28.6	42.2	35.3
Total	47.0	59.4	53.1

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 43. Wages/Earnings by branch of economic activity and sex (USD per month)**

	Male	Female	Total
<b>Branch of economic activity</b>			
Agriculture	198.9	87.4	167.7
Industry	203.8	101.2	192.9
Services	254.9	211.1	243.9
Unspecified	150.0	.	150.0
Total	235.9	184.0	224.6

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 44. Wages/Earnings by educational attainment and sex (USD per month)**

	Male	Female	Total
<b>Educational attainment</b>			
Primary	205.1	89.0	194.8
Junior	291.4	123.8	255.9
Senior	200.8	183.5	196.8
Tech	204.9	289.7	221.4
Teachers	383.2	304.5	358.3
Univ	357.2	269.0	333.3
Nonstd	203.6	.	203.6
Unspec	159.1	83.0	141.9
Total	235.9	184.0	224.6

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

**Table 45. Wages/earnings by educational attainment and occupation (USD per month)**

<b>Occupation</b>	<b>Primary</b>	<b>Junior</b>	<b>Senior</b>	<b>Tech</b>	<b>Teachers</b>	<b>Univ</b>	<b>Nonstd</b>	<b>Unspec</b>	<b>Total</b>
Managers	178.8	160.4	259.2	.	185.8	464.9	165.8	209.4	315.1
Professio	280.8	152.6	230.4	223.9	301.2	352.3	321.0	323.0	290.2
Technicia	205.2	186.7	213.3	.	373.2	447.9	.	120.0	260.3
Clerks	133.9	279.0	165.4	181.5	1046.8	305.7	115.0	130.5	250.9
Salespers	156.0	128.3	164.6	185.0	.	470.0	300.0	180.5	197.1
Skilled_a	119.2	897.6	233.8	.	189.7	236.8	115.0	75.6	178.0
Craft	314.9	331.5	154.1	.	120.0	150.0	.	94.7	203.5
Operators	184.6	205.2	242.9	.	120.0	80.0	.	153.1	202.2
Elementar	219.8	162.1	175.9	400.0	70.3	185.4	340.0	197.2	189.4
Total	194.8	255.9	196.8	221.4	358.3	333.3	203.6	141.9	224.6

Source: Mini Labour Force Survey 2016. Based on adult part of National Child Labour Survey 2016.

