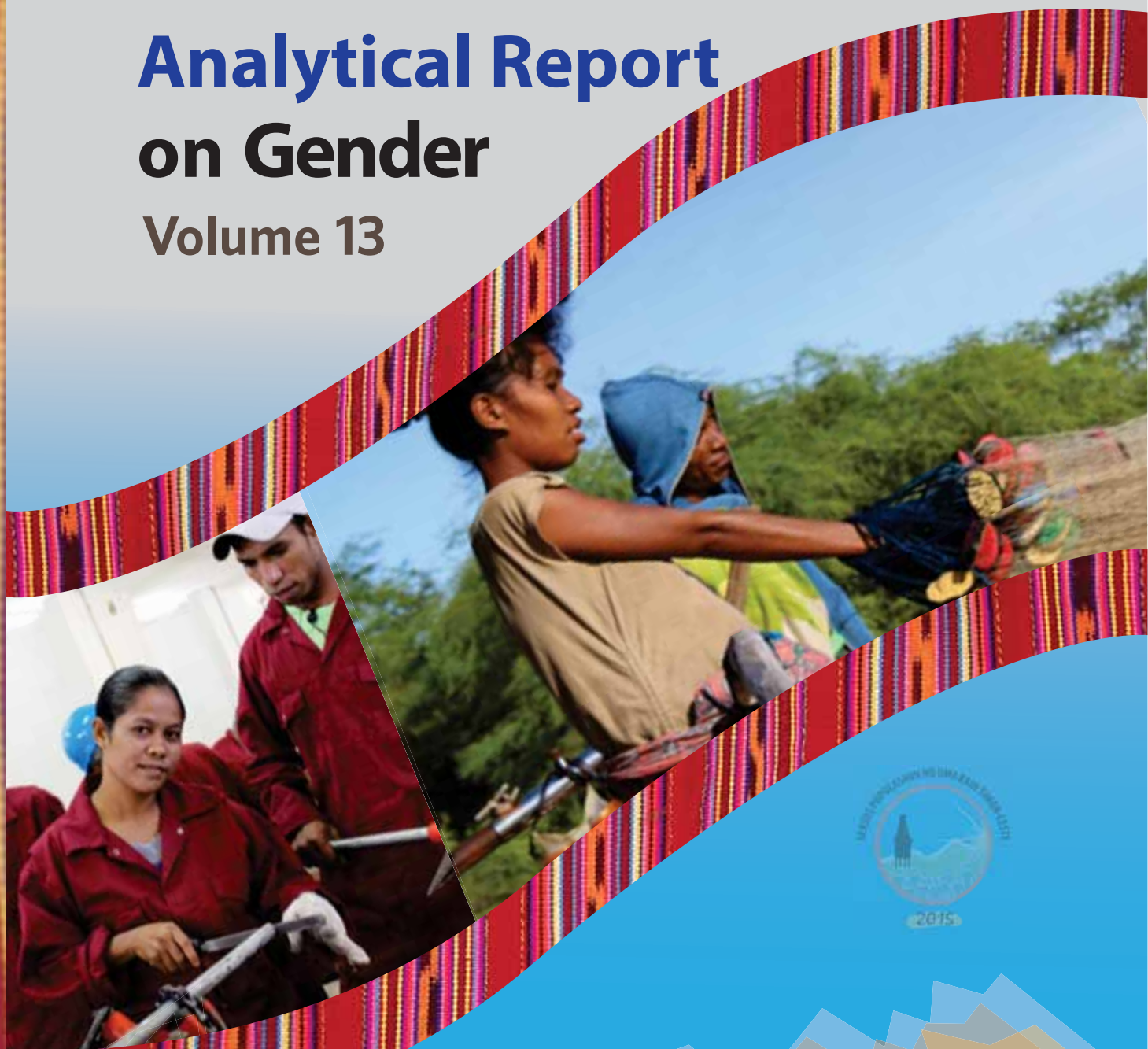


# Timor-Leste Population and Housing Census 2015

## Analytical Report on Gender

Volume 13





# **Timor-Leste Population and Housing Census 2015**

## **Thematic Report Volume 13**

### **Analytical Report on Gender Dimensions**

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**United Nations Population Fund (UNFPA)**  
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## Foreword

The 2015 Timor-Leste Population and Housing Census with the theme “**Census from people to people: Be part of it**” was conducted in July 2015 on a *de facto* basis by the General Directorate of Statistics, Minister of Finance. The 2015 Census is the third after those conducted in 2004 and 2010 (post independent Timor-Leste) and fifth after the 1980 and 1990 Censuses, both taken in Indonesian times. This Census was undertaken within the provision of the Statistics Decree Law No. 17/2003 and the 2015 Population and Housing Census Government Resolution no. 11/2014 of 9 April 2014.

The main objective of the 2015 Census was to collect, analyze and effectively disseminate demographic and socio-economic information required for policy and programme formulation, decision making in planning and administrative processes, and research. The Census preliminary results were published in Volume 1 on 21 October 2015 and were launched by His Excellency the Prime Minister of RDTL Dr. Rui Maria de Araújo. The 2015 Census priority tables were published in three volumes: 2, 3 and 4, and launched by the Vice Minister of Finance Eng. Helder Lopes on 17 November 2016. The ‘Sensus fo Fila fali’ (returning back the results of the Census) was launched by His Excellency Minister of State Dr. Deoniso Babo Soares on behalf of the Prime Minister of RDTL on 2 March 2017. After that an ambitious “Sensus Fo Fila Fali” project was undertaken by the General Directorate of Statistics, Ministry of Finance that culminated in a Census report for each of the 442 sucos in the country.

This fourth phase comprises drafting of analytical reports covering Census thematic topics including fertility, marriage, mortality, migration, population projections, education, labour force, housing, agriculture, gender, youth and an atlas. The preparation of these reports was a collaborative effort between the Government of Timor-Leste, the United Nations Population Fund (UNFPA), the United Nations Children’s Fund (UNICEF), the International Labour Organisation (ILO) and the Food and Agriculture Organisation (FAO). Drafting of the thematic reports involved local and international experts. The reports were authored under the supervision and guidance of the Census Technical Specialist from UNFPA. The authors were recruited on a competitive basis, ensuring that they had adequate knowledge of the topics they were to analyse.

All staff at the General Directorate of Statistics, Ministry of Finance and especially the Director General and the Director of System and Reports and his team are commended for their commitment and tireless efforts to successfully undertake all phases of the Census including the thematic analysis exercise.

The Government of Timor-Leste wishes to extend its sincere gratitude to the United Nations Population Fund (UNFPA), the United Nations Children’s Fund (UNICEF), the International Labour Organisation (ILO) and the Food and Agriculture Organisation (FAO) for providing technical, financial and administrative support throughout the Census process, and in particular acknowledges the contribution of the authors of each thematic report.

Last but not least, all Timorese people deserve special praise for their patience and willingness to provide the requisite information which forms the basis of these reports and hence benchmark information for development. We in the Ministry of Finance and Government as a whole hope that the data contained in these thematic reports will be fully utilized in the national development planning process by all stakeholders for the welfare of the Timorese people.

  
**Sara Lobo Brites**  
Vice - Minister and Acting Minister of Finance



## Executive Summary

Gender equality is an enabler for achieving sustainable development in Timor-Leste. Recognized in the National Strategic Development Plan and overseen by the national women's machinery – the Secretary of State for Equality and Inclusion (SEI) – achieving gender equality is the responsibility of all government agencies and development partners. The population and housing census is one of several national data sets that contributes to the evidence base used to guide and monitor progress toward gender equality and social inclusion.

The terms “gender” and “sex” are often used interchangeably, yet they are not the same. Gender relates to the social norms that shape the roles women and men, girls and boys, play in society. It refers to the similarities and differences that exist beyond those based on biological sex. Gender can be a factor influencing access, participation and opportunities in all areas of life, including education, work and employment, household income and assets, health, migration and the use of technology.

The national policies of Timor-Leste reflect the goal to achieve gender equality in the country. The National Strategic Development Plan 2011–2030 places emphasis on maximizing the potential of Timor-Leste's human and social capital. Equality between men and women in all areas is recognized as key to national development.

The national plan has a section dedicated to gender equality. The plan lists examples of where traditional gender bias affects life in Timor-Leste. These include:

- **Education and literacy:** more men participate in higher education (80 women for every 100 men), and while some progress has been made towards more equitable education opportunities, adult literacy (aged 15+) is 60% for women compared to 69% for men.
- **Decision-making:** while female representation on Suco Councils is relatively high (a quota system exists to promote women's participation), only 5% of Suco Council Chiefs are women.
- **Maternal health:** fertility rates are still among the highest in the world and, while health statistics are improving, too many Timorese women still die in childbirth. Timor-Leste's Maternal Mortality Rate remains one of the highest in the world.
- **Violence against women:** More than half (59%) of women in Timor-Leste over the age of 15 have experienced physical and/or sexual partner violence in their lifetime and 47% have experienced it in the last 12 months.

The Timor-Leste General Directorate of Statistics (GDS) has been improving the quality of the data it collects to more accurately reflect gender concerns as well as increasing the availability of sex-disaggregated data in all of its publications. In addition to producing this report, the planning and preparation for the 2015 census involved gender mainstreaming in the review of the questionnaire and in developing the training for interviewers and supervisors.

This publication outlines the differences between women and men, boys and girls, as revealed by the population and housing census results, so that gender issues may be better understood. It is another example of how Timor-Leste is meeting its commitments to achieving gender equality by ensuring policies and programmes are guided by accessible data and evidence. Based on the type of data collected in the census, and with the national priorities in mind, this report is structured around five themes: (1) Marriage, families and households; (2) Health and wellbeing; (3) Education; (4) Work and employment; and (5) Migration.

## Marriage, families and households

- Timor-Leste has a population of 1.18 million people – 51 per cent are male and 49 per cent are female.
- The proportion of people living in urban versus rural areas (30% urban and 70% rural) has not changed much since the last census in 2010.
- The municipality of Dili, including the nation's capital, by far the largest urban centre in Timor-Leste, has 107 males for every 100 females. The gap in the number of women to men has narrowed since 2010 when there were 112 men in Dili for every 100 women.
- A larger proportion of men than women are single/never married (43% of men compared to 35% of women). There are noticeable differences between men and women in the proportion that are widowed (7% of women versus 2% of men).
- Child marriage – before the age of 18 – is a violation of human rights. The legal age of marriage is 17 years for both males and females. A small proportion of girls (2.2%) and fewer boys (1.1%) under the age of 17 years have already been married.
- Men with a disability are more likely to be married than women with a disability. Nearly three quarters (74%) of older disabled men are married while one in ten (10%) are widowed. For women, around half (56%) are currently married and 29 per cent are widowed.
- Sixteen per cent of Timorese households are female-headed, up from 14 per cent in 2010. Female-headed households are more prevalent in Lautem municipality where a quarter (25%) of households are headed by women.
- The average household size increased only slightly between the 2010 and 2015 population censuses from an average of 5.6 people to 5.8 per household.

## Health and wellbeing

- There are 81 dependents (children and older persons) for every 100 people of working age (15–64). In 2004, there were 89 dependent people for every 100 of working age.
- Fertility has been declining quickly in Timor-Leste. The 2015 census found an average of 4.5 children per woman. The 2016 DHS estimates a lower fertility rate at 4.2 children per woman.
- Women with the highest levels of education have less children on average and fertility also decreases with levels of wealth.
- The adolescent birth rate is 54 births per 1,000 women aged 15–19, above the global average of 44.
- Adolescent fertility is much higher in rural areas (6.7% of girls aged 15–19 have given birth) than urban (3.3%). SAR Oecusse and Manatuto have the highest rates of adolescent fertility at 9.4 per cent and 8.0 per cent respectively.
- Maternal mortality has fallen in recent years but remains a significant problem. The census estimates the maternal mortality ratio at 426 maternal deaths per 100,000 births for the period 2010–2015.
- Maternal deaths are highest among women aged 45–49 years (2,464 deaths per 100,000 live births in 2010–2015), followed by women aged 15–19 years (789 deaths).
- More than half (58%) of births in Timor-Leste occur in the home and 42 per cent in a health facility.
- The proportion of women who give birth in a health facility varies widely across the country. In Dili, 78 per cent of births occur in a health facility compared to Ermera where only 15 per cent do.
- Infant mortality is estimated at 56 deaths per 1,000 live births, similar to the rate for the world's least-developed countries (56.1). Within Asia, Timor-Leste's IMR is only exceeded by Afghanistan (68.6) and Pakistan (69.8).

- The under-5 mortality rate is 72 deaths per 1,000 live births. Rates are slightly higher for boys with an under-5 mortality rate of 72.4 for boys compared to 70.8 for girls.
- There has been a significant increase in the availability of safe water in Timorese homes over recent years. Now more than three quarters (76%) of households have improved sources of drinking water, compared to 66% in 2010. Safe water is reaching 77% of the male and female populations.
- There are 3,300 people working in health care related occupations. Men hold the majority share of the top four health-related professions. Just over half of the nation's nurses are men (53%) and two thirds of doctors are men (68%). For midwives, the proportions are reversed, with just over two thirds (69%) being women.
- In 2015, there were just over 38,000 people in Timor-Leste with a disability (53% male and 47% female). This represents 3.4% of the male population and 3.1% of the female population.

## Education

- There are more males than females attending every level of education, except for those in non-formal education (a tiny proportion of all students) of which there are more females than males.
- The gender gap in attendance is largest at the polytechnic/diploma level, which has 131 males for every 100 females attending. The gap is also high at university level with 120 male students for every 100 females.
- Few children in Timor-Leste attend pre-primary school with attendance rates highest among five year olds and girls having a slight advantage over boys.
- It is a concern that almost half (48.6%) of 5 and 6 year old boys and nearly a third (29.2%) of girls in the same age group are not attending school.
- In 2015, 85.8 per cent of children aged 13–15<sup>1</sup> were still attending school, many of them still in primary school, and only 14.3 per cent of boys and 13.3 per cent of girls were out of school.
- Of children aged 16–18, around ten per cent have never attended school and 13.4 per cent have already left school. The remaining 77 per cent are attending secondary school (43.3%), pre-secondary school (40.7%) or are still back in primary school (13.9%).
- The net attendance ratio for tertiary education is practically the same for men as for women; 16.2 and 16.4 per cent respectively.
- The Gender Parity Index varies between different levels of education. It is close to parity for secondary (0.98), pre-secondary (1.03) and primary education (0.95), strongly in favour of girls for pre-primary education (1.70) and strongly in favour of men for tertiary education (0.80).
- Tetun is the most widely used language with close to two thirds (65.0%) of males and 59.9 per cent of females currently literate. Bahasa Indonesia is the next most used language, followed by Portuguese and then English.
- Almost two thirds (64.4%) of the adult population (ages 15 and over) is literate, with rates being higher among men (68.7%) compared to women (60.2%).
- Youth literacy is a better reflection of the current level of education. Rates are similar for young men and women (84.7% and 84.1% respectively) and much higher than for adult literacy overall, indicating that access to basic education has been improving over recent decades and the gender gap is also much lower than for all adults.
- More than a quarter (26.0%) of the population aged six years and over have never attended school. The proportion is higher among females (29.4%) than males (22.7%).

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<sup>1</sup> This age range is used to reflect the population that would have been aged 12-14 in the year preceding to the census as the question on education attendance was asked retrospectively.

- Two in every five men (41.9%) aged 15 years and over have at least completed primary school, and 29.5 per cent have completed pre-secondary school. For women, 39.1 per cent have at least completed primary school and 28.2 pre-secondary or higher.
- Few of the total population have completed some tertiary studies: 4.0 per cent of men and 3.6 per cent of women aged 15 and above.
- Some people face greater challenges than others to getting an education. The census reveals that people with a disability, young female farmers and adolescent mothers have poorer education outcomes than others.

### Work and employment

- The majority of men (aged 15 and above) are in the labour force, with close to two thirds (63%) being employed and three per cent unemployed. The situation for women is quite different. Less than half are in the labour force with 45 per cent being employed and two per cent unemployed.
- Labour force participation rates have increased for men and women since the 2010 census and the gender gap has narrowed.
- Women's participation in employment is highest in Ainaro (60% are employed) and in SAR Oecusse (59%).
- Labour force participation for women is lowest in Dili, where close to two thirds (65%) of women aged 15 and above are outside of the labour force. In Dili, as in many other parts of the country, a large proportion of women aged 15 and above are still full-time students.
- Having children does not seem to be the main factor influencing women's participation in the labour force. The proportion of women aged 30–54 years who are employed is around 60 per cent, regardless of whether they have no children or have recently had a child.
- The unemployment rate based on the census (overall rate of 4.8% – 5.6% for men and 4.4% for women) is much lower than what was estimated through the 2013 Labour Force Survey (11.0%). The unemployment rate is the percentage of the labour force that is unemployed, which is a different measure to the percentage of the population who are unemployed mentioned above.
- There is quite a difference in the types of employment between women and men. A much greater proportion of men are employees, be that in the government or the private sector. Women are far more likely to be contributing family workers (without pay), or own-account workers (self-employed).
- The majority of employment for both men and women is in the agriculture sector, providing employment for 62 per cent of employed men and 56 per cent of employed women.
- Women's share of wage employment (employees) in the non-agricultural sector was 31 per cent, down from 32 per cent in 2010.
- The most common occupation by far for both men and women, are gardeners, horticultural and nursery growers. This was the occupation for 28 per cent of women and 31 per cent of men who are employed.
- Women occupy less than one quarter (23%) of management and decision-making positions. Their share has declined significantly from the 2010 census, which showed women as occupying 35 per cent of management roles. The 2013 Labour Force Survey (LFS) found that women occupied one third (33%) of such positions so it is possible the 2015 population census is an underestimate.

### Migration

- Lifetime migrants within Timor-Leste represent around 16 per cent of the male population and 18 per cent of the female population.



- Most male and female lifetime migrants are aged between 15 and 34 years, the ages at which people are more likely to move for education, work or family reasons, such as marriage.
- Recent migrants (last five years) represent around six per cent of the male and female populations.
- Recent migrants (last five years) are more likely to be women and, like lifetime migrants, also aged between 15 and 34.
- Overseas born migrants represent less than one per cent of the male or female populations.
- Overseas born migrants are more likely to be women and aged between 25 and 49.
- Men and women migrate for different reasons. From age 20–24 onwards, employment becomes the main motivator for men, whereas for women, marriage and following family are the main reasons they migrate.

The population and housing census provides important evidence for anyone working on gender and development issues in Timor-Leste. As a measure of key socio-demographic concerns, such as marriage, fertility, education, migration and mortality, the census gives policy and decision-makers data on the status of men and women, girls and boys, at a particular point in time. This can be used to compare the situation of males and females between geographic regions, age groups and other characteristics.

This report draws on the work done to produce other thematic reports in this series, such as the ones on the labour force, education, and fertility. It seeks to highlight the key gender gaps and similarities in each thematic area providing a useful summary of the gender statistics that can be produced and used from the population census. For more detailed analysis of each topic, please refer to the respective reports.

Policy and decision-makers, representatives from government, civil society organizations and donors and development partners should ensure they are familiar with the key findings in this report and that the information is used to guide the development, implementation and monitoring of gender-related policies and programs. This report makes several recommendations to enhance the questionnaire to be used for the next population and housing census to further improve the availability of gender-related data and information.

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## Acronyms

DHS	Demographic and Health Survey
EFA	Education for All
EMIS	Education Management Information System
GAR	Gross Attendance Ratio
GDS	General Directorate of Statistics
GER	Gross Enrollment Rate
GIS	Geographical Information System
GPI	Gender Parity Index
IAEG-SDGs	Inter-Agency and Expert Group on SDG Indicators
ILO	International Labour Organization
ISCO	International Standard Classification of Occupations
Lao PDR	Laos People's Democratic Republic
NAR	Net Attendance Ratio
NEET	Not in Education, Employment, or Training
OECD	Organization for Economic Co-operation and Development
MOEC	Ministry of Education and Culture
NER	Net Enrollment Rate
NSD	National Statistics Directorate
NESP	National Education Strategic Plan
OOSCI	Out-of-School Children Initiative
RR	Relative Risk
SDG	Sustainable Development Goals
TFR	Total Fertility Rate
UIS	UNESCO Institute for Statistics
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNESCO	United Nations Educational, Scientific and Cultural Organization
WHO	World Health Organization



## Gender-related SDG Indicators from the 2015 Population and Housing Census and the 2016 Demographic and Health Survey

Gender-related indicator(s)	Total		Urban		Rural		Data source(s)
	Male	Female	Male	Female	Male	Female	
3.1.1 <b>Maternal mortality</b> ratio (deaths per 100,000 live births)	na	195					DHS Main Report
3.1.2 Proportion of <b>births</b> attended by skilled health personnel	na	56.7	na	86.4	na	44.8	Population and Housing Census (PHC) Fertility Report
3.2.1 Under-5 <b>mortality</b> rate	72.4	70.8	60.4	57.6	84.9	81	PHC Mortality Report
3.2.2 Neonatal <b>mortality</b> rate (deaths in the first 28 days per 1,000 live births)	24	14					DHS Main Report
3.7.1 Proportion of <b>women</b> of reproductive age (aged 15–49 years) who have their need for <b>family planning</b> satisfied with modern methods	na	46.6	na	43.1	na	48.1	DHS Main Report
3.7.2 <b>Adolescent birth</b> rate (aged 15–19 years) per 1,000 <b>women</b> in that age group	na	52	na	30	na	62	DHS Main Report
3.a.1 Age-standardized prevalence of current tobacco use among persons aged 15–49 years	52.7	4.1	53.2	4.4	52.4	4.1	DHS Main Report
4.2.2 Participation rate in <b>organized learning</b> (one year before the official primary entry age), by <b>sex</b>	44.7	47.1					PHC Education Report
4.3.1 Participation rate of youth (aged 15–24) in <b>formal and non-formal education and training</b> in the last 12 months, by <b>sex</b>	63.3	58.6					PHC
4.3.1 Participation rate of adults (aged 25–34) in <b>formal and non-formal education and training</b> in the last 12 months, by <b>sex</b>	16.6	11.8					PHC

4.5.1 Parity indices (female/male) (based on Gross Attendance Ratio):							
Pre-primary education	1.7						
Primary education	0.95						
Pre-secondary education	1.03						
Secondary education	0.98						
Tertiary education	0.8						
5.2.1 Proportion of ever-partnered <b>women and girls</b> aged 15 years and older subjected to (a) <b>physical</b> , (b) <b>sexual</b> or (c) <b>emotional violence</b> by a <b>current or former intimate partner</b> in the previous 12 months (age 15–49)	(a) 28.5	(a) 19.2	(a) 32.7				
	(b) 3.5	(b) 3.3	(b) 3.5				
	(c) 8.9	(c) na	(c) na				
5.3.1 Proportion of <b>women</b> aged 20–24 years who were <b>married or in a union before</b> :	na						
age 15		2.6					
age 18		14.9					
5.5.2 Proportion of <b>women in managerial positions</b>	na	22.9					

PHC  
Education  
Report

DHS Main  
Report

DHS Main  
Report

PHC Labour  
Force Report

5.6.1 Proportion of <b>women</b> aged 15–49 years who make their own informed decisions regarding <b>sexual relations, contraceptive use and reproductive health care</b>	na	35.9 <sup>2</sup>					DHS Main Report
5.b.1 Proportion of individuals who own a <b>mobile telephone</b> (age 15–49)	77.3	65.6	86.9	78.5	72.4	59.2	DHS Main Report
6.1.1 Proportion of population using <b>safely managed drinking water services</b>	77.3	77.2	94.3	94.1	70	70.3	PHC
6.2.1 Proportion of population using <b>safely managed sanitation services</b> , including a hand-washing facility with soap and water	53.8		76		45.4		DHS Main Report
7.1.1 Proportion of population with <b>access to electricity</b>	76.5		98.4		68.3		DHS Main Report
7.1.2 Proportion of population with <b>primary reliance on clean fuels and technology 9.0 21.8 4.1</b>	9		21.8		4.1		DHS Main Report
8.6.1 Proportion of <b>youth</b> (aged 15–24 years) <b>not in education, employment or training</b>	16.8	23.7					PHC Education Report
8.7.1 Proportion and number of <b>children aged 10–17 years engaged in child labour</b> , by sex and age	6	5.1	2.1	1.6	7.4	6.4	PHC Labour Force Report
9.2.2 <b>Manufacturing employment</b> as a proportion of total employment	1.5	2.2					PHC
11.1.1 Proportion of urban population living in slums, informal settlements or inadequate housing Indicator currently not able to be produced	Indicator still to be produced						
16.9.1 Proportion of children under 5 years of age whose <b>births have been registered</b> with a civil authority, by age	59.8	61	65.8		58.3		DHS Main Report
17.8.1 Proportion of individuals using the Internet (in the last 12 months) <sup>3</sup>	31.1	22.4	59.3	45.5	16.8	10.9	DHS Main Report

Note: where one figure is presented under the male and female columns the data relate to both sexes.

<sup>2</sup> Data relate to currently married women who are not pregnant.

<sup>3</sup> Data relate to women and men aged 15-49.

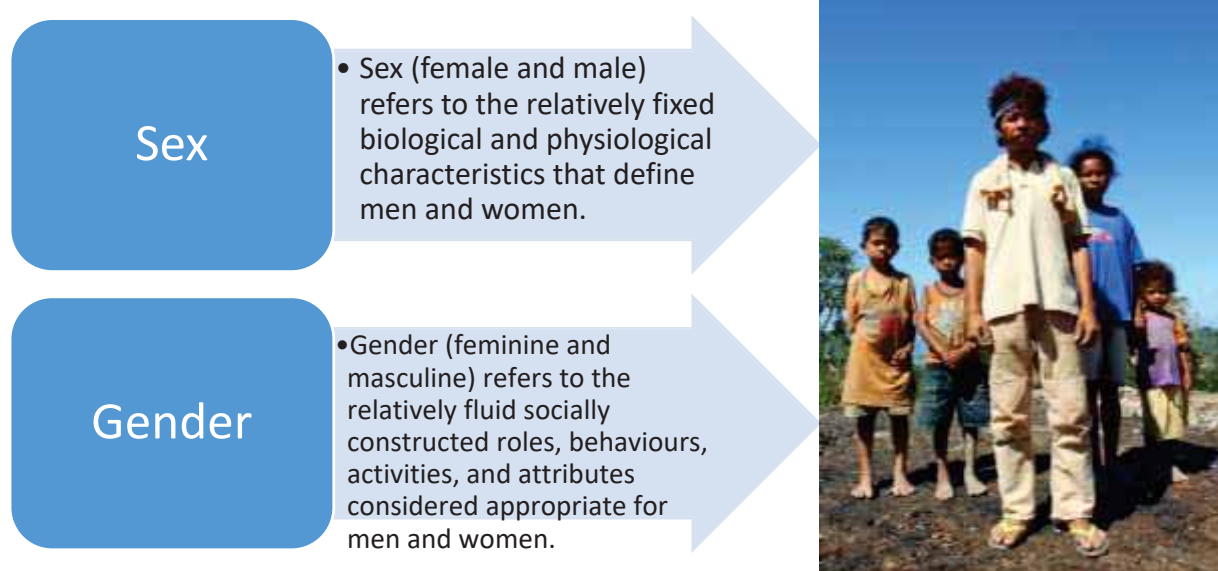
## Chapter 1: Introduction

Gender equality is an enabler for achieving sustainable development in Timor-Leste. Recognized in the National Strategic Development Plan and overseen by the national women’s machinery – the Secretary of State for Equality and Inclusion (SEI) – achieving gender equality is the responsibility of all government agencies and development partners. The population and housing census is one of several national data sets that contributes to the evidence base used to guide and monitor progress toward gender equality and social inclusion.

### 1.1 Gender versus sex

The terms “gender” and “sex” are often used interchangeably, yet they are not the same. Gender relates to the social norms that shape the roles women and men, girls and boys, play in society. It refers to the similarities and differences that exist beyond those based on biological sex. Gender can be a factor influencing access, participation and opportunities in all areas of life, including education, work and employment, household income and assets, health, migration and the use of technology.

Gender issues are not about women only; they are about both men and women. In some societies, women are often at a disadvantage when it comes to education and employment opportunities, with males getting preference for schooling and the highest paid jobs. When it comes to health, men can be at a disadvantage, with more health issues and a shorter life expectancy than women. Policy makers need data to be aware of these issues and monitor how gender and society change over time.



### 1.2 Developing gender statistics in Timor-Leste

Poor availability of sex-disaggregated data is a common criticism of national statistical systems. Often sex-disaggregated data are collected but are not analyzed or published in a form that meets the needs of data users.

The Timor-Leste General Directorate of Statistics (GDS) has been improving the quality of the data it collects to more accurately reflect gender concerns as well as increasing the availability of sex-disaggregated data in all of its publications. The 2015 Population and Housing Census is a good example of efforts to develop gender statistics. As described in the box below, the planning and preparation for the 2015 census involved gender mainstreaming in the review of the questionnaire and in developing the training for interviewers and supervisors. This was an important and valuable step in the process and GDS intends to mainstream gender in all of its surveys and censuses, particularly in light of the demands for disaggregated data to monitor and report on the SDGs.

### **Gender mainstreaming in the 2015 Population and Housing Census**

Low female labour force participation rates from earlier censuses motivated the Secretary of State for Equality and Inclusion (SEI) to request that gender be mainstreamed in the 2015 population census methods and fieldwork. The aim of gender mainstreaming is to remove any gender bias from data collection methods and to increase reporting of productive work activities by Timorese women and hence the accuracy of census results.

With support from UN Women, an international gender statistics specialist was engaged to provide technical support and guidance. As there was limited scope for changes to the questionnaire at that stage, assistance focused on reviewing interviewer and supervisor guidelines and developing gender training for the General Directorate of Statistics. This one-day training was delivered to master trainers for integration in their flow-on training of supervisors and interviewers. It included sensitization to the concept of gender – what it means and how it can impact on responses to census questions – and what interviewers should do to improve the accuracy of the information they gather.

The main messages for census fieldworkers were:

- gender bias can affect the accuracy of information gathered and therefore those involved in gathering data should understand what gender is and how it can influence responses;
- the employment status of women and men is not based on what they spend most of their time doing, but whether they do any work for pay or profit at all. Therefore, using prompting when asking about women’s involvement in work for pay or profit is important to ensure their contribution to the labour force is not missed;
- the importance of being sensitive when asking questions related to fertility and ensuring the respondent is the right person to accurately report information. Questions about pregnancy and childbirth may need to be directed to all women in the household aged 15 and above rather than relying on the household head to provide the information.

It is difficult to measure the direct impact that gender mainstreaming had on the census results, but women’s labour force participation rates were notably higher in 2015 compared to 2010. Other aspects of gender mainstreaming of the 2015 census include gender analysis of the results and this thematic report highlighting the gender-relevant information that the population and housing census provides. This census is also an important source of data for other reports, such as the Brief on Gender and the Sustainable Development Goals (SDGs) that was being prepared in late 2017 with the support of UN Women Timor-Leste.

### **1.3 Gender analysis**

This publication outlines the differences between women and men, boys and girls, as revealed by the population and housing census results, so that gender issues may be better understood. It is another example of how Timor-Leste is meeting its commitments to achieving gender equality by ensuring policies and programmes are guided by accessible data and evidence.

The first step in analyzing the population and housing census results from a gender perspective was to identify the key policies and issues for gender equality in Timor-Leste. The Constitution states that men and women must be treated equally in all aspects of life and the Secretary of State for the Promotion of Equality has been established to design and coordinate gender equality policy.

As outlined in Chapter 2, national gender equality issues and priorities are detailed in the Timor-Leste National Strategic Development Plan 2011-2030. They include: mainstreaming gender across government; livelihood support; education programs, particularly at the secondary and tertiary level; improving reproductive health; and a national zero-tolerance policy for violence in schools and homes.

Based on the type of data collected in the census, and with the national priorities in mind, the analysis was conducted along five themes:

1. Marriage, families and households
2. Health and wellbeing
3. Education
4. Work and employment
5. Migration

Information is presented under each theme with an emphasis on describing key findings with clear text and graphs. Where possible, reference is made to known government priorities and targets. Comparable data from the 2016 Demographic and Health Survey (DHS) is included in this report to support the findings and encourage readers to access and understand the multiple sources of evidence on gender concerns that are available in Timor-Leste. Every attempt has been made to ensure the information is not misleading, and is factually correct. Any conclusions are based on the data.

## Chapter 2: Gender-equality in Timor-Leste

Timor-Leste has long given priority to identifying, analysing and addressing gender-related issues as part of its social and economic development.

National commitments to gender equality are explicit in the **Constitution**, and the **Strategic Development Plan 2011–2030**, which provide the overarching framework for Timor-Leste's development. More recently, the **Maubisse Declaration on Rural Women's Development** and three **National Action Plans** on Gender-Based Violence (GBV), Gender and the Private Sector, and on Women, Peace and Security outline national priorities. These contain a range of goals, targets and, in some cases, indicators, for working towards gender equality. The **Beijing Platform for Action** and the Convention on the Elimination of All Forms of Discrimination against Women (**CEDAW**) also provide an overarching framework for Timor-Leste to monitor and address gender issues in all the key sectors.

*“Women and men shall have the same rights and duties in all areas of family, political, economic, social and cultural life.”*

*Constitution of Timor-Leste (2002), section 17*

### 2.1 Gender and sustainable development

On September 15<sup>th</sup>, 2015, countries adopted a new set of global goals to end poverty, protect the planet and ensure prosperity for all.<sup>4</sup> Agenda 2030 and the associated framework for achieving the 17 **Sustainable Development Goals** (SDGs) includes 169 targets and more than 230 mainly statistical indicators. In addition to Goal 5 on gender equality, almost all the SDGs have a gender component, either requiring data to be disaggregated by sex or focusing on gender concerns, such as unpaid care work and maternal health. The SDGs are an ambitious set of goals and monitoring them effectively calls for well disaggregated data showing differences within and between vulnerable groups. This will significantly increase the demand for statistics on gender and social inclusion.

To guide Timor-Leste in meeting these demands, a brief on gender and sustainable development has been drafted by the Secretary of State for Equality and Inclusion, in collaboration with the General Directorate of Statistics and the SDG Working Group under the Office of the Prime Minister, and with the support of UN Women and UNFPA. To be published in 2018, the brief will provide a consolidated overview of key gender issues to consider in implementing and monitoring the SDGs in Timor-Leste. It will also assess availability of gender-specific data and give recommendations for prioritizing targets and indicators as part of broader gender equality commitments. The gender-related SDG indicators that can be produced from the population and housing census and the recently published Demographic and Health Survey (DHS) are provided in the table at the front of this publication.

### 2.2 National priorities for gender equality

The national policies of Timor-Leste reflect the goal to achieve gender equality in the country. The National Strategic Development Plan 2011–2030 places emphasis on maximizing the potential of Timor-Leste's human and social capital. Equality between men and women in all areas is recognized as key to national development.

The national plan has a section dedicated to gender equality. The plan lists examples of where traditional gender bias affects life in Timor-Leste. These include:

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<sup>4</sup> United Nations: Sustainable Development Goals. <http://www.un.org/sustainabledevelopment/sustainable-development-goals/>

- **Education and literacy:** more men participate in higher education (80 women for every 100 men), and while some progress has been made towards more equitable education opportunities, adult literacy (aged 15+) is 60% for women compared to 69% for men.
- **Decision-making:** while female representation on Suco Councils is relatively high (a quota system exists to promote women's participation), only 5% of Suco Council Chiefs are women.
- **Maternal health:** fertility rates are still among the highest in the world and, while health statistics are improving, too many Timorese women still die in childbirth. Timor-Leste's Maternal Mortality Rate remains one of the highest in the world.
- **Violence against women:** More than half (59%) of women in Timor-Leste over the age of 15 have experienced physical and/or sexual partner violence in their lifetime and 47% have experienced it in the last 12 months.

Since independence, many efforts have been made to address these gender inequalities through policy reform, legislation, institutional mechanisms and public awareness campaigns. Milestones include adopting the National Reproductive Health Strategy (2004), National Family Planning Policy (2005), Law Against Domestic Violence (2010), Creation of an Inter-ministerial Commission to oversee implementation of the National Action Plan on Gender Based Violence (2012), changes to the Electoral Law for the National Parliament to increase the number of women candidates from one out of four to one out of three (2006 and 2011). Coordination and gender mainstreaming has been strengthened by upgrading the Gender Focal Point resolution (2008) to a Gender Working Group Mechanism (2011) in ministries and local administrations, and a Social Inclusion Policy within the National Education Strategic Plan 2011–2030. More recently, the development and implementation of cross-sectoral national action plans is facilitating progress in key areas such as eradicating gender-based violence and women, peace and security.

The national vision is that by "...2030, Timor-Leste will be a gender-fair society where human dignity and women's rights are valued, protected and promoted by our laws and culture".

The following strategies have been developed to achieve this vision:

- **Gender responsive policies and laws** at national and local levels
- Gender **awareness raising** initiatives for schools and vocational education and training institutes, as well as for the general public
- Basic level **services to protect women** from risk
- Mechanisms to provide **financial support to female-headed households**
- Policies and frameworks to **empower women** socially and economically through various livelihood support measures
- **Education programs** to promote the retention of girls at higher levels, particularly at the secondary and tertiary levels
- Policies, training and leadership programs to **support women in taking on decision making roles** in the public and private sectors
- **Reproductive health programs** will be scaled-up throughout the country
- A national **zero-tolerance policy for violence** in schools.

### 2.3 Institutional mechanisms for gender equality

Timor-Leste has strong institutional arrangements in place to provide accountability and ensure progress towards achieving gender equality. On 21 November 2017, the Secretary of State for Gender Equality and Social Inclusion (SEIGIS) was established, recently renamed the Secretary of State for Equality and Inclusion (SEI), to replace the former Office of the Secretary of State for the Promotion of Equality (SEPI)<sup>5</sup>. According to the Organic Law of the VII Constitutional Government, the role of

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<sup>5</sup> Timor-Leste Decree-Law No. 35/2017



SEI as the central body is to support and promote gender equality. The priorities set out in that law include:

- Promote the training, inclusion and participation of women in society
- Create mechanisms for the effective participation of women in the economic, political and social development of Timor-Leste
- Support implementation of the policy to combat domestic violence
- Develop partnerships to support organizations involved in promoting gender equality.

In addition to this central coordinating body, the government has established Gender Working Groups (GWGs) in each Ministry and Secretary of State, as well as at the municipality level through Resolution 27/2011. These GWGs operate through an Inter-Ministerial Working Group to encourage collaboration and effective gender mainstreaming across government agencies.

#### **2.4 Monitoring commitments to gender equality using census and other data sources**

The population and housing census is an important source of gender statistics, but being a major national collection of data on all residents, it can only ever provide information on a limited number of topics. As the census gathers data on everyone in the country, it needs to remain broad in scope and cannot gather data to inform all gender equality priorities. For example, the census is not an appropriate vehicle for gathering data on complex or sensitive subjects, such as nutrition, domestic violence, or sexual health. These are best left to specially designed surveys that can ask more specific questions of a sample of people to get a national result.

In addition to the population and housing census, there are a number of surveys conducted in Timor-Leste that are important for monitoring commitments to gender equality:

**Demographic and Health Survey** The DHS is a major source of gender statistics and has been conducted in Timor-Leste three times (2003, 2009–10 and 2016). Led by the national statistical office and the Ministry of Health, the survey is based on an international standard developed in the United States.

The DHS provides information on fertility, family planning, maternal health, infant and child mortality, and nutrition. It also includes questions on women’s empowerment, people with a disability, and on domestic violence.

**Labour Force Survey** Conducted in 2010, 2013 and planned for 2018, the LFS is a household survey that measures employment, unemployment and the characteristics of people within and outside the labour force. Gender analysis of the 2013 LFS shows the type of gender-related information this data source can provide.<sup>6</sup>

**Living Standards Survey** This survey has been conducted in 2001, 2007 and 2014 and is the main source of data for producing poverty statistics and other key indicators about the socio-economic wellbeing of men, women and children across the country. Gender analysis of this data source, which will allow estimates of poverty at the individual level to be produced, is expected to occur during 2018 with the support of the World Bank.

**Agriculture Census** Timor-Leste is planning to conduct its first agriculture census in 2019. This involves collecting information from all agricultural holdings in the country – every business and family that is involved in some form of agriculture and/or fishing. It mainly focuses on structural information, such as the size of the holding

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<sup>6</sup> Government of Timor-Leste, the International Labour Organization (ILO) and UN Women. 2017. *Gender analysis of the 2013 Timor-Leste Labour Force Survey*.

or land, the types and yields of crops that are grown and/or the types and number of livestock. Some gender-related information about ownership, involvement in and control over the agricultural holding is also collected.

### **Measuring gender identity and sexual orientation in official statistics**

The concepts of biological sex and gender often overlap with those of gender identity and sexual orientation. Gender identity is an individual's sense of being male, female or some combination of both and sexual orientation relates to someone's sexual attraction, behavior and identity, for example, being gay, bisexual or asexual.

The Lesbian, Gay, Bisexual, Transgender, Queer and Intersex (LGBTQI) community is recognized as a vulnerable group in many countries, including Timor-Leste. People who identify as being in this group have particular needs (e.g. for healthcare) and often face discrimination in society and when accessing services. Being able to count the size of this population and identify their socio-demographic characteristics can provide much needed evidence to ensure people in this group are not left behind. However, doing so is real a challenge.

Some countries have included the option of a 'third sex' in their population and housing censuses (e.g. Australia, Nepal) and others are conducting research and testing new approaches to safely and reliably make this group visible in official statistics. Following the findings in the international statistical community, Timor-Leste has not explored changes to national censuses or surveys with questions on gender identity and sexual orientation. GDS will follow international developments in statistical standards in this area as further development occurs.

For more information:

Office for National Statistics. 2011. *Measuring Sexual Identity: An Evaluation Report, September 2010*. [www.ons.gov.uk/ons/rel/ethnicity/measuring-sexual-identity---evaluation-report/2010/index.html](http://www.ons.gov.uk/ons/rel/ethnicity/measuring-sexual-identity---evaluation-report/2010/index.html)

Statistics New Zealand. 2015. *Gender identity – Developing a Statistical Standard*. Paper presented at the United Nations Statistics Division Meeting of the Expert Group on International Statistical Classifications, New York, 19–22 May 2015. <https://unstats.un.org/unsd/class/intercop/expertgroup/2015/AC289-Bk2.PDF>

## Chapter 3: Marriage, families and households

### Key findings

- Timor-Leste has a population of 1.18 million people – 51 per cent are male and 49 per cent are female.
- The proportion of people living in urban versus rural areas (30% urban and 70% rural) has not changed much since the last census in 2010.
- The municipality of Dili, including the nation's capital, by far the largest urban centre in Timor-Leste, has 107 males for every 100 females. The gap in the number of women to men has narrowed since 2010 when there were 112 men in Dili for every 100 women.
- A larger proportion of men than women are single/never married (43% of men compared to 35% of women). There are noticeable differences between men and women in the proportion that are widowed (7% of women versus 2% of men).
- Child marriage – before the age of 18 – is a violation of human rights. The legal age of marriage is 17 years for both males and females. A small proportion of girls (2.2%) and fewer boys (1.1%) under the age of 17 years have already been married.
- Men with a disability are more likely to be married than women with a disability. Nearly three quarters (74%) of older disabled men are married while one in ten (10%) are widowed. For women, around half (56%) are currently married and 29 per cent are widowed.
- Sixteen per cent of Timorese households are female-headed, up from 14 per cent in 2010. Female-headed households are more prevalent in Lautem municipality where a quarter (25%) of households are headed by women.
- The average household size increased only slightly between the 2010 and 2015 population censuses from an average of 5.6 people to 5.8 per household.

Family structures are important in every society and Timor-Leste is no exception. Gender issues are often linked to patterns in marriage, families and household composition, such as the age people marry, and the types of families and households.

This chapter provides a broad picture of the population in Timor-Leste at the time of the 2015 census, with emphasis on gender-relevant issues. Where possible, it shows how the population is changing based on previous census results.

### 3.1 Population and gender

According to the 2015 population census, Timor-Leste has more than 1.18 million people ( Table 1). There are slightly more males than females in Timor-Leste: 51 per cent of the population are male, and 49 per cent are female.

Most people (70%) reside in rural areas. Although the population has grown in the recent years, the proportion of people living in urban versus rural areas (30% urban and 70% rural) has not changed much since the last census in 2010.

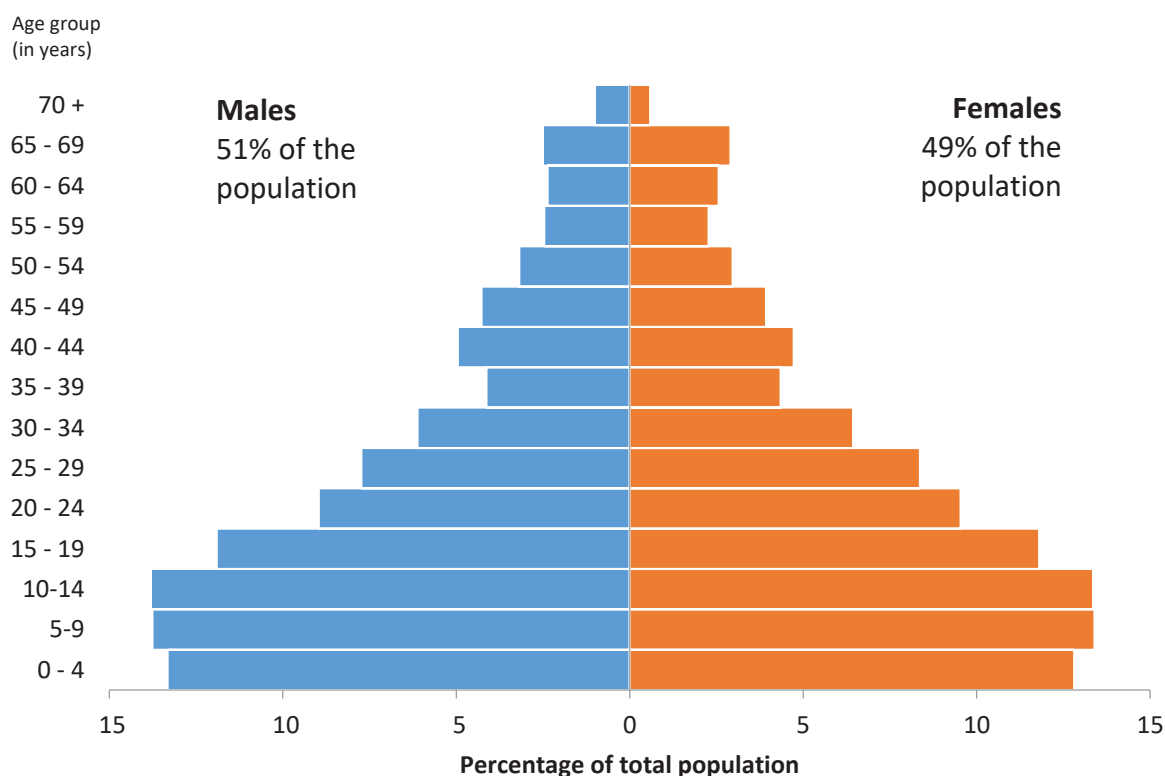
Table 1: Timor-Leste total population by sex and urban/rural location, 2015<sup>7</sup>

	Timor-Leste		Urban		Rural	
	number	%	number	%	number	%
Males	601,112	50.8	179,565	51.4	421,547	50.5
Females	582,531	49.2	169,643	48.6	412,888	49.5
Total	1,183,643	100.0	349,208	29.5	834,435	70.5

Timor-Leste has a relatively young population with more people concentrated in the younger age groups. The *median age* in Timor-Leste is 19.6 years. Half the population is below this age and half above.

The population pyramid below illustrates the relative size and age distribution of women and men, girls and boys in Timor-Leste (Figure 2). The wide bars at the base of the pyramid show how skewed the population is towards children and young people as a result of having large families. A young population places a burden on people of working age to provide for children and young people, as well as on the State to provide the necessary education and health services that children require and employment opportunities for youth as they transition to adulthood.

Figure 2: Population Pyramid - total population by sex and five year age groups, Timor-Leste, 2015



<sup>7</sup> Total population in Table 1 is from private households only, i.e. this excludes people living in institutions.

Table 2: Sex Ratio in Timor-Leste by area and municipalities, 2015

	Sex ratio*
<b>Timor-Leste</b>	<b>103.1</b>
Urban	105.8
Rural	102.1
Aileu	106.5
Ainaro	103.9
Baucau	100.9
Bobonaro	99.9
Covalima	102.0
<b>Dili</b>	<b>107.4</b>
Ermera	102.1
Lautem	96.6
Liquica	102.7
Manatuto	103.8
Manufahi	107.0
SAR Oecusse#	101.4
Viqueque	100.6

\* Sex ratio = males / females x 100  
# Special Administrative Region of Oecusse

The sex ratio – a comparison of the number of males to females in a given area – illustrates the proportion of the different sexes across Timor-Leste (Table 2). The overall ratio for Timor-Leste is 103.1 males for every 100 females.<sup>8</sup> According to the United Nations Population Division<sup>9</sup>, Timor-Leste’s sex ratio is lower than the average for all Asian countries (104.8).

Monitoring how sex ratios vary across the country provides a useful indicator to alert policymakers to potential social issues, such as a higher concentration of men in urban centres. The municipality of Dili, including the nation’s capital, by far the largest urban centre in Timor-Leste, has 107 males for every 100 females. The gap in the number of women to men has narrowed since 2010 when there were 112 men in Dili for every 100 women. The higher sex ratio reflects a greater movement of men to the capital in search of employment. This issue is explored in more detail in the chapter on migration.

### 3.2 Marriage and widowhood

Marriage is important to Timorese society. More than half of women and men aged 15 years and over are currently married (Figure 3). A larger proportion of men than women are single/never married (43% of men compared to 35% of women).

There are noticeable differences between men and women in the proportion that are widowed (7% of women versus 2% of men). This is not surprising given that women tend to live longer than men.

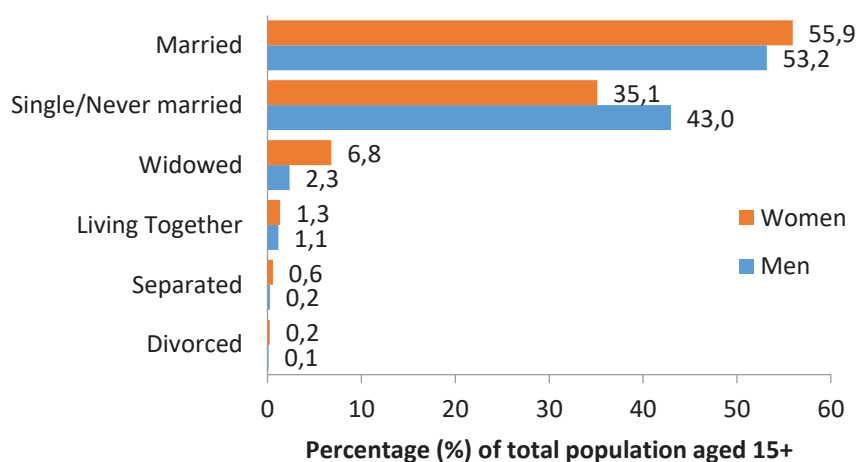
Living together without being married is not common in Timor-Leste, with around 1% of women and men aged 15 years and over indicating they are in this kind of relationship. This was the first census to provide that option and so comparisons over time are not possible at this point.

A small proportion were divorced or separated at the time of the census. Few people indicated they were divorced (0.2% of women and 0.1% of men) or separated (0.6% of women and 0.2% of men). Note this reflects people’s marital status at the time of the census and people who had previously divorced or separated may have remarried or re-partnered.

<sup>8</sup> A sex ratio near to 100 indicates an equal number of males and females; higher than 100: there are more males; lower than 100: more females.

<sup>9</sup> United Nations DESA / Population Division. World Population Prospects 2017. <https://esa.un.org/unpd/wpp/DataQuery/>

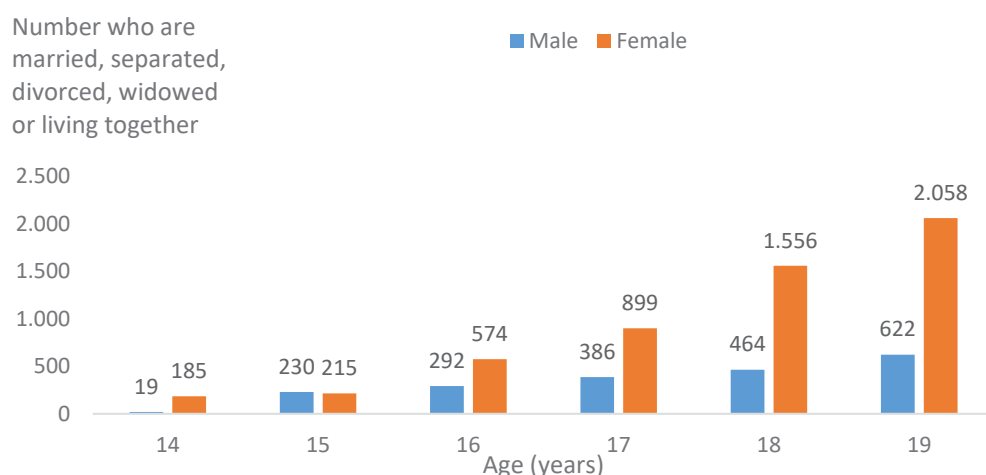
Figure 3: Marital status of people aged 15 and above, by sex, as a percentage of the total population, Timor-Leste, 2015



The 2016 DHS provides data on the prevalence of polygyny – men who have multiple wives. It found that four per cent of women reported their husband or partner has co-wives and one per cent of men reported having multiple wives. In 2009–10, two per cent of women reported being in this situation and one per cent of men. Polygyny is more common in certain municipalities, with the highest rate found in Bobonaro (11% of women reported their husband or partner had co-wives). The rates were around five per cent in Dili, SAR Oecusse, and Baucau.

Women in Timor-Leste marry at a younger age compared with men. The legal age of marriage is currently 17 years for both males and females<sup>10</sup>. A small number of girls (974) and fewer boys (541) under the age of 17 years have already been married or were living together with an intimate partner at the time of the 2015 census. As Figure 4 shows, there are a much higher number of girls marrying during adolescence than boys.

Figure 4: Population aged 14–19 (inclusive) who have been married, by sex, Timor-Leste, 2015



The DHS found that the median age at first marriage is 21.7 years old for women and 26.8 years for men. There was a slight increase in women’s median age at first marriage from 20.9 years old in 2009–10 to 21.7 in 2016.

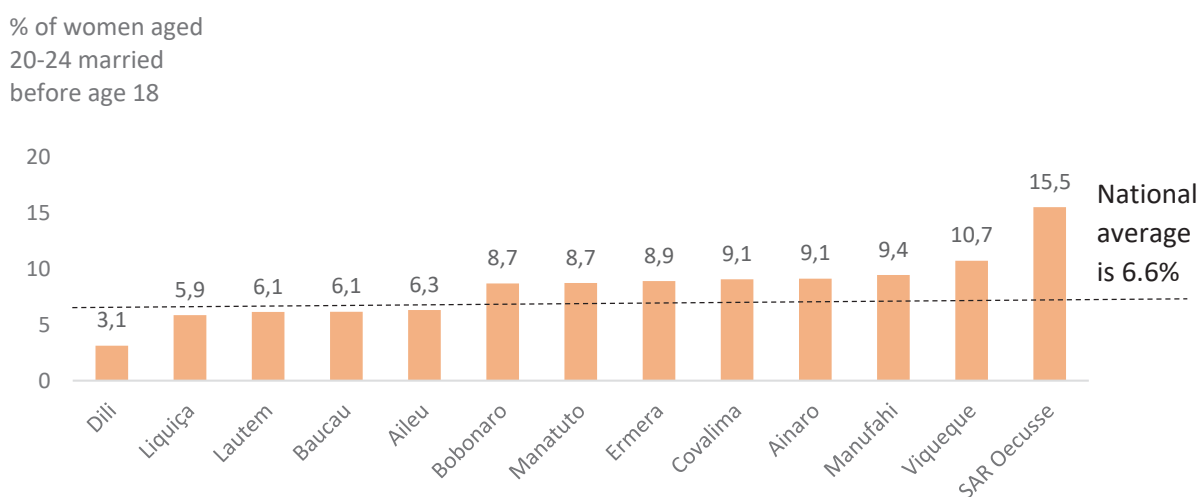
<sup>10</sup> Civil Code 2011, Article 1493.

Child marriage – before the age of 18 – is a violation of human rights. It often leads to a lack of education and opportunities for the girl as well as increasing the likelihood of teenage pregnancy, creating significant health risks for mother and child. The 2016 DHS found that 35 per cent of women aged 20–49 had married in their teens compared to nine per cent of men.

A standard indicator for child marriage that can be produced from the 2015 population and housing census is the proportion of women aged 20–24 who were married or in a union before age 18. In 2015, almost 7 per cent of women aged 20–24 had married before age 18. This proportion varies considerably between municipalities (Figure 5). In SAR Oecusse, the proportion is considerable at almost 16 per cent, compared to Dili, where three per cent of women aged 20–24 had been married before age 18.

### 3.3 Child Marriage varies between Municipalities

Figure 5: Proportion of women aged 20–24 years who were married or in a union before age 18, Timor-Leste, 2015

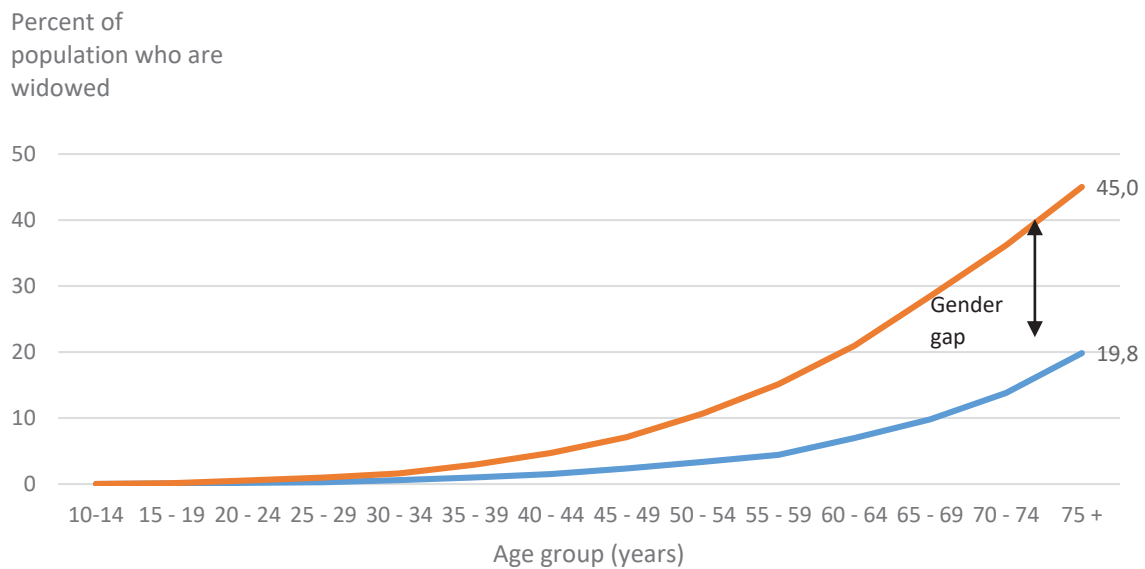


### 3.4 Widowhood

A much higher proportion of older women are widowed than men. Although Timor-Leste still has a young population, the proportions of older people, particularly women, will increase as longevity improves.

For every 100 widowers in Timor-Leste, 74 are women and 26 are men. As Figure 6 shows, the gap between widowed men and widowed women widens as age increases. For those aged over 70 years, women are more than twice as likely to be widowed as men. The proportion of older widowed women is of particular significance to policy makers, as this group tends to be more vulnerable to poverty than other members of society. As aging occurs, health problems are more likely to be a barrier to earning income for both men and women, leading to higher dependency on the support of others.

Figure 6: Population widowed by age and sex, Timor-Leste, 2015

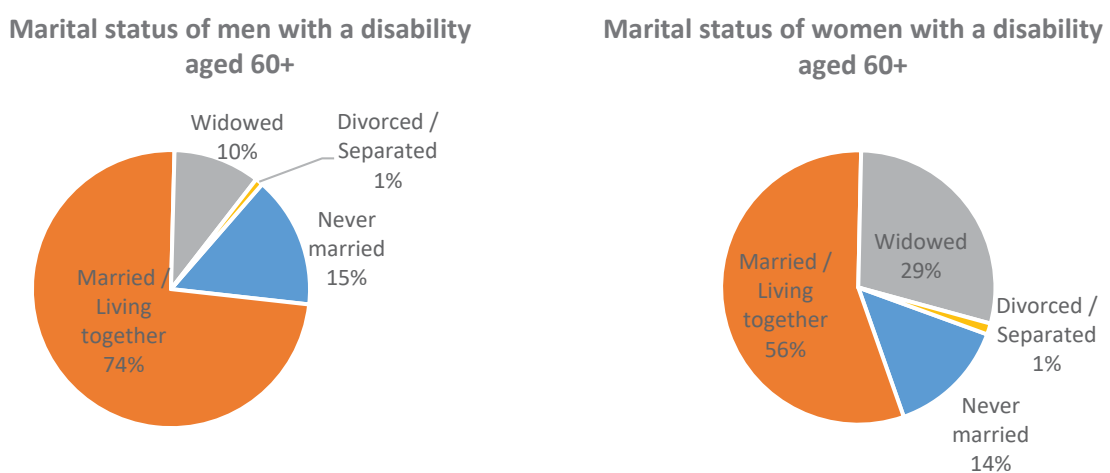


### 3.5 Marriage and disability

A large proportion of older disabled persons (aged 60 and above) are single and have never married: 15 per cent for men and 14 per cent for women. Gender differences arise when looking at those who are currently married and widowed. Nearly three quarters (74%) of older disabled men are married while one in ten (10%) are widowed. For women, around half (56%) are currently married and 29 per cent are widowed.

These findings are consistent with the fact that men are generally older than women at the time of marriage, and women live longer than men.

Figure 7: Marital status of the disabled population aged 60 and above, by sex, in per cent (%) Timor-Leste, 2015





*Table 3: Marital status of population aged 60 and above, by existence of disability and sex in per cent (%), Timor-Leste 2015*

	People with disability aged 60+			Total population aged 60+		
	Male	Female	Total	Male	Female	Total
Single / never married	15.4	14.1	14.7	4.9	6.8	5.9
Married	73.2	54.9	64.4	82.3	60.4	70.9
Living Together	0.4	0.8	0.6	0.5	0.7	0.6
Widowed	10.1	28.9	19.1	11.7	31.1	21.8
Divorced	0.3	0.4	0.3	0.2	0.3	0.3
Separated	0.6	0.9	0.8	0.4	0.7	0.6
Total	100.0	100.0	100.0	100.0	100.0	100.0

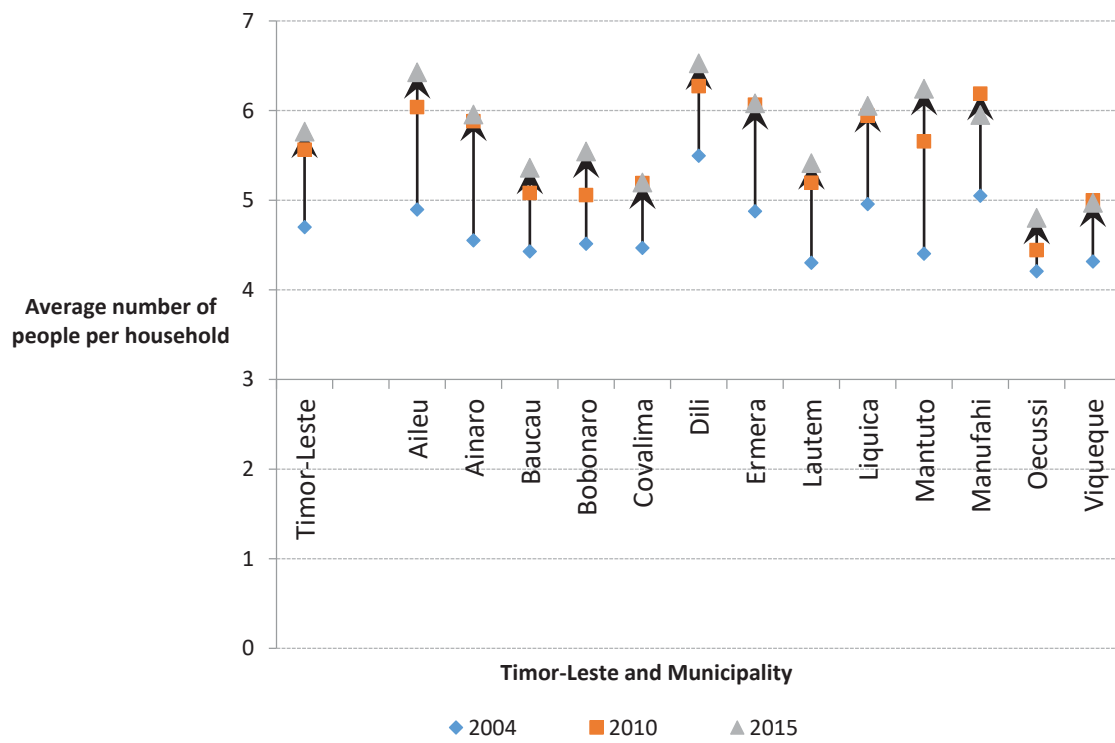
### **3.6 Household size and structure**

In Timor-Leste there were 204,597 private households at the time of the 2015 census – 73 per cent are in the rural areas and 27 per cent in urban areas. Of these, 16 per cent are female-headed households, up from 14 per cent in 2010. Female-headed households are more prevalent in Lautem municipality where a quarter (25%) of households are headed by women, and in Baucau and Viqueque (18%).

For the majority of households headed by women, there is no male spouse present. Around 45 per cent of women considered household head are married or living together with a partner. The remainder are either single/never married (11%, compared to 4% of male-headed households), widowed (41%) or divorced or separated (3%). By contrast, more than 90 per cent of men who head households are married.

The average household size increased only slightly between the 2010 and 2015 population censuses from an average of 5.6 people to 5.8 per household. The only municipality with an average household size of less than 5 persons in 2015 was SAR Oecusse with 4.8 people per household. At the other end of the scale, Dili has the highest with 6.5 per household, and Aileu had 6.4. Household size decreased in Manufahi, from 6.2 in 2010 to 6.0. It remained the same in Ermera (6.1) and Viqueque (5.0).

Figure 8: Average household size by municipality, Timor-Leste, 2004, 2010 and 2015



## Chapter 4: Health and wellbeing

### Key findings

- In the 2015 Census, there are 81 dependents (children and older persons) for every 100 people of working age (15–64). In 2004, there were 89 dependent people for every 100 of working age.
- Fertility has been declining quickly in Timor-Leste. The 2015 census found an average of 4.5 children per woman. The 2016 DHS estimates a lower fertility rate at 4.2 children per woman.
- Women with the highest levels of education have less children on average and fertility also decreases with levels of wealth.
- The adolescent birth rate is 54 births per 1,000 women aged 15–19, above the global average of 44.
- Adolescent fertility is much higher in rural areas (6.7% of girls aged 15–19 have given birth) than urban (3.3%). SAR Oecusse and Manatuto have the highest rates of adolescent fertility at 9.4 per cent and 8.0 per cent respectively.
- Maternal mortality has fallen in recent years but remains a significant problem. The census estimates the maternal mortality ratio at 426 maternal deaths per 100,000 births for the period 2010–2015.
- Maternal deaths are highest among women aged 45–49 years (2,464 deaths per 100,000 live births in 2010–2015), followed by women aged 15–19 years (789 deaths).
- More than half (58%) of births in Timor-Leste occur in the home and 42 per cent in a health facility.
- The proportion of women who give birth in a health facility varies widely across the country. In Dili, 78 per cent of births occur in a health facility compared to Ermera where only 15 per cent do.
- Infant mortality is estimated at 56 deaths per 1,000 live births, similar to the rate for the world's least-developed countries (56.1). Within Asia, Timor-Leste's IMR is only exceeded by rates for Afghanistan (68.6) and Pakistan (69.8).
- The under-5 mortality rate is 72 deaths per 1,000 live births. Rates are slightly higher for boys with an under-5 mortality rate of 72.4 for boys compared to 70.8 for girls.
- There has been a significant increase in the availability of safe water in Timorese homes over recent years. Now more than three quarters (76%) of households have improved sources of drinking water, compared to 66% in 2010. Safe water is reaching 77% of the male and female populations.
- There are 3,300 people working in health care related occupations. Men hold the majority share of the top four health-related professions. Just over half of the nation's nurses are men (53%) and two thirds of doctors are men (68%). For midwives, the proportions are reversed, with just over two thirds (69%) being women.
- In 2015, there were just over 38,000 people in Timor-Leste with a disability (53% male and 47% female). This represents 3.4% of the male population and 3.1% of the female population.

### What can the census reveal about health and wellbeing?

Health-related information from the 2015 population census is limited and focuses on maternal health (fertility), aging, disabilities, living conditions, such as access to adequate water and sanitation, and the characteristics of people working in the healthcare sector. Other health and gender related statistics are available from the 2016 Demographic and Health Survey (DHS), which provides robust data on family planning, infant and child mortality, maternal health care, child health, malaria, tuberculosis, HIV/AIDS, non-communicable diseases, adult and maternal mortality.

The health-related data gathered through the census includes:

- number and sex of children born to each woman aged 15 and above, and how many of these children have died
- those with a disability including type and severity
- household access to water and sanitation.

Importantly, the census also provides key statistics on the overall population, which can be used by policymakers to improve access to health services. Census results can show:

- where demand is changing, such as through population growth or aging
- where there are higher levels of child births and deaths, which may point to the need for improved family planning, maternal and child health services
- the relationships between fertility, mortality and characteristics such as literacy, education level and employment

Detailed information about health issues and outcomes, such as types of illness and disease, are not usually collected through a population and housing census. This information comes from records kept by hospitals and health services and special health surveys, such as the DHS.

#### 4.1 Health needs of the population

Timor-Leste has high population growth and this places pressure on the supply of basic services, such as health care. The country has many young children and at the same time the number of older persons is growing with the number of persons aged 60 years and over expected to double by 2030 (Timor-Leste National Strategic Plan).

As the need for health care is typically highest during early and in later years, this has particular implications for provision of health care. Indicators such as the *dependency ratio* can guide policymakers in estimating changing demands for health services.

The dependency ratio is a comparison of the number of people at working age (age 15–64) versus those who are at ages where they are likely to depend on others for their care and wellbeing (ages 0–14 and 65 and above). In 2004, there were 89 dependent people for every 100 persons of working age and this decreased slightly to 87 in 2010. In 2015, the ratio has dropped further to 81 children and older persons per 100 working age people.

Timor-Leste's dependency ratio is high compared with neighbouring countries and the regional average (Table 4). A high dependency ratio may be a barrier to achieving gender equality goals for societies such as Timor-Leste, in which women are the major caregivers to the young and older persons.

The ratio of dependents to potential workers is highest in Ainaro (105 dependents to 100 working age persons), Viqueque and Lautem (both 100). Dependency is significantly lower in Dili at 57 children and older persons for every 100 persons of working age.

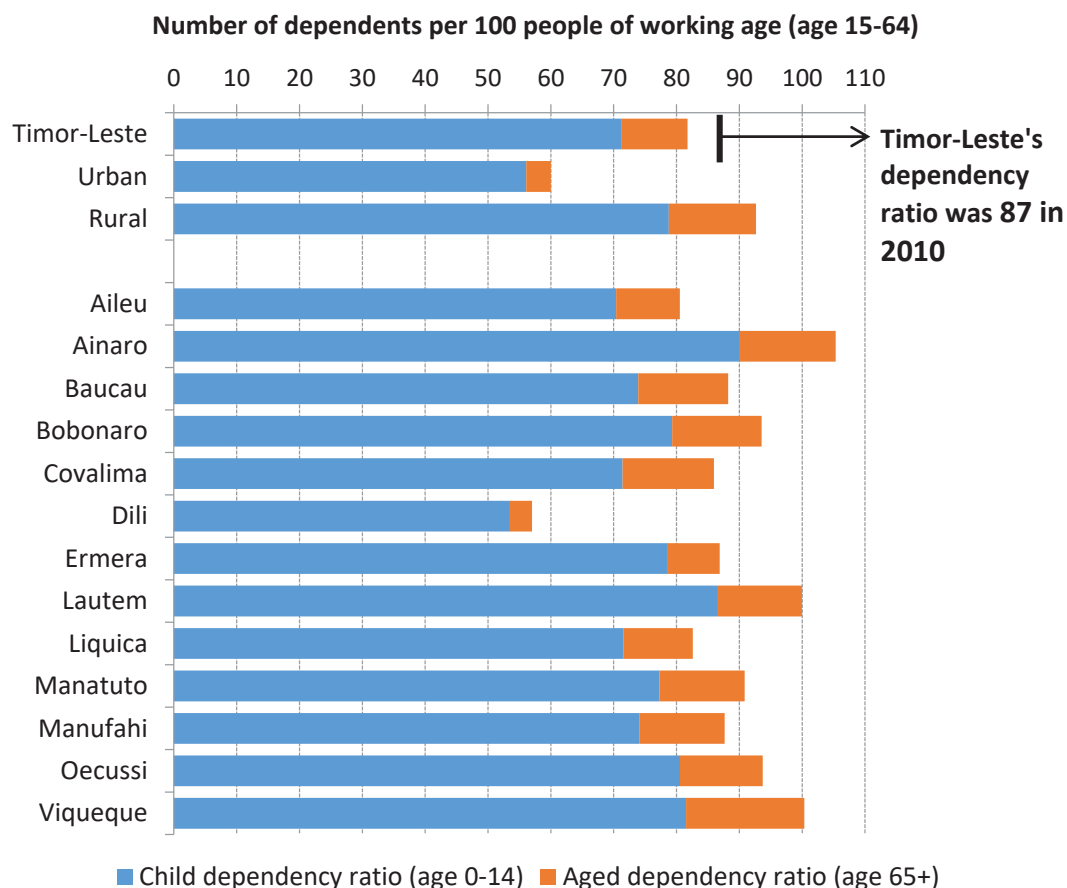
*Table 4: Total Dependency Ratio, 2015*

Australia	51
Indonesia	49
Papua New Guinea	67
South East Asia	49
Timor-Leste	81

Sources: data for Timor-Leste is based on the 2015 Population and Housing Census; estimates for other countries/regions is from UN Population Division, 2017 World Population Prospects.

*Dependent population remains high*

Figure 9: Dependency ratio by urban/rural and municipality, Timor-Leste, 2015

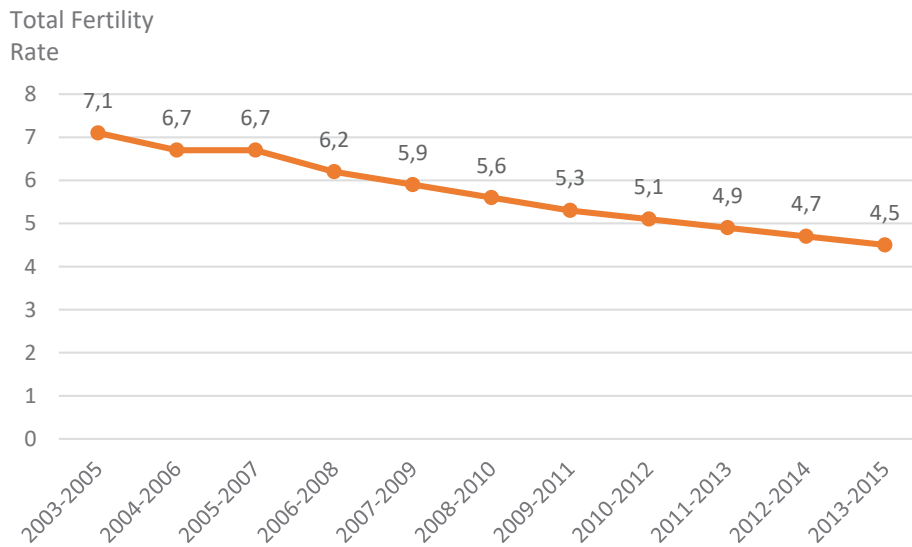


#### 4.2 Maternal health

The average number of children a woman has in her lifetime (fertility) plays a major role in social, economic and environmental development. The majority of women (almost 90%) become mothers and they will have particular healthcare needs before, during and after pregnancy and during childbirth. Infant and small children (e.g. under the age of five years), are particularly vulnerable to disease and health issues as they do not get adequate nutrition and care.

Fertility has been declining quickly in Timor-Leste. The 2015 census shows a further fall to an average of 4.5 children per woman. The 2016 DHS estimates a lower fertility rate at 4.2 children per woman.

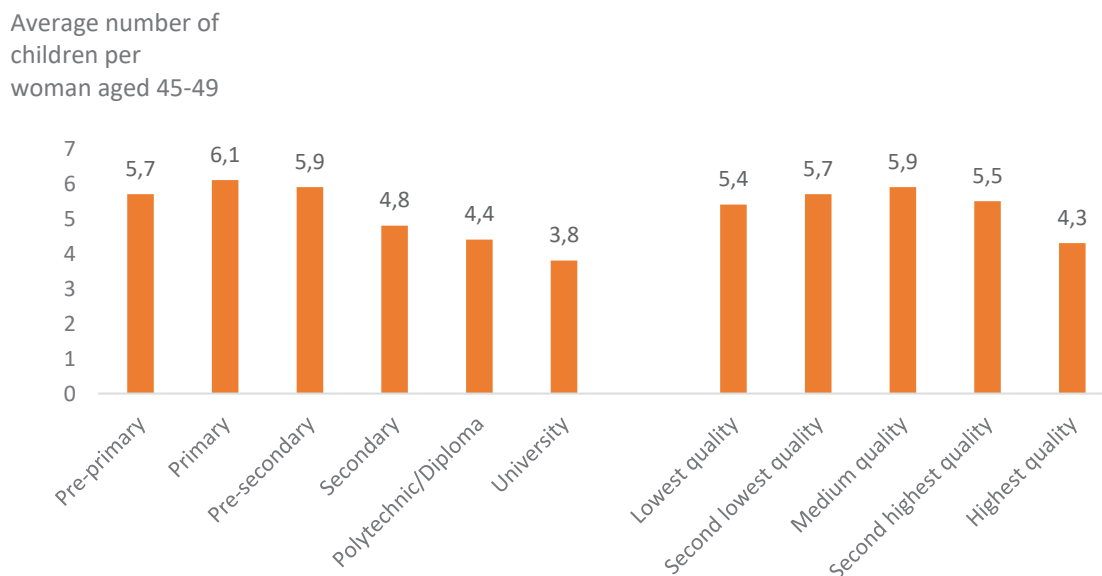
Figure 10: Trends in the total fertility rate (own children method), Timor-Leste, 2003–2015



Fertility rates decline as education level and wealth of the household increase. The average number of children to women aged 45–49 years is used as a measure of completed fertility – the most children women are likely to have in their lifetime.

In 2015, the national average was 5.7 children per woman aged 45–49; 5.0 in urban areas and 5.9 in rural. As shown in Figure 11, women with the highest levels of education have less children on average. Women aged 45–49 who have attained a university education have 3.8 children, well below the national average of 4.5 children. Housing quality provides a measure of wealth and this shows fertility declining as wealth increases, with women aged 45–49 in the highest quality housing having 4.3 children on average compared to 5.9 children to women in medium quality housing.

Figure 11: Completed fertility by education and housing quality, Timor-Leste, 2015



## Adolescent fertility

Childbearing at a young age increases the risk of complications during pregnancy and childbirth and is associated with higher rates of maternal and child mortality. Starting a family early is also likely to increase the number of children a woman has in her lifetime and limit her options for education and employment.

In 2015, the adolescent birth rate (SDG Indicator 3.7.2) in Timor-Leste is 54 births per 1,000 women aged 15–19, above the global average of 44.<sup>11</sup> In 2015, 13 per cent of girls have already had a child by age 19, compared to 14 per cent in 2010. Adolescent fertility varies across the country as shown in Table 5 below. The rates are much higher in rural areas (6.7% have given birth) than urban (3.3%). SAR Oecusse and Manatuto have the highest rates of adolescent fertility at 9.4 per cent and 8.0 per cent respectively. There have been major declines in teenage motherhood in Viqueque, where rates fell from 9.2 per cent in 2010 to 6.6 per cent in 2015 and also in Lautem it fell from 7.1 per cent in 2010 to 4.5 per cent in 2015. Rates increased slightly during this period in SAR Oecusse and Ermera.

The findings from the 2016 DHS were similar, revealing that five per cent of young women aged 15 to 19 had already given birth. The DHS found that adolescent fertility is highest among young women with no education in the poorest households.

Table 5: Adolescent fertility by age and geographical location, Timor-Leste 2015

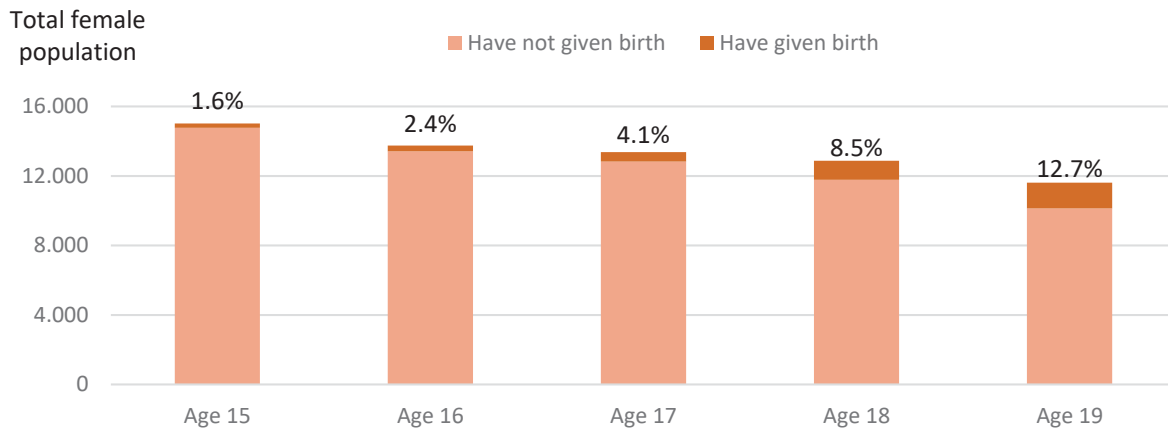
Background Characteristic	Number of women aged 15-19 who have had a live birth		Percentage of women aged 15-19 who have had a live birth		Number of women aged 15-19	
	2010	2015	2010	2015	2010	2015
<b>Age</b>						
15	241	242	1.9	1.6	12,487	14,976
16	378	328	3.3	2.4	11,402	13,686
17	512	547	4.5	4.1	11,335	13,305
18	1,050	1,095	8.8	8.5	11,947	12,832
19	1,388	1,480	14.3	12.8	9,736	11,577
<b>Place of Residence</b>						
Urban	844	767	4.0	3.3	21,025	22,898
Rural	2,725	2,925	7.6	6.7	35,882	43,478
Timor-Leste	3,569	3,692	6.3	5.6	56,907	66,376
<b>Municipality</b>						
Aileu	138	140	5.2	4.7	2,641	2,983
Ainaro	227	197	8.2	5.6	2,780	3,548
Baucau	398	360	6.8	5.2	5,849	6,861
Bobonaro	309	307	6.6	6.7	4,669	4,586
Covalima	264	236	8.4	6.4	3,138	3,666
Dili	577	654	4.1	4.0	14,207	16,541
Ermera	349	427	5.4	5.5	6,470	7,758
Lautem	212	166	7.1	4.5	2,978	3,682
Liquica	218	250	6	6.3	3,614	3,988
Manatuto	161	184	8.3	8.0	1,938	2,296
Manufahi	164	191	6.2	6.2	2,661	3,060
Oecusse	263	313	9.3	9.4	2,814	3,339
Viqueque	289	267	9.2	6.6	3,148	4,068

Source: Draft Analytical Report on Fertility

<sup>11</sup> WHO, UNICEF, UNFPA, the World Bank Group and United Nations. 2015. *Trends in maternal mortality: 1990 to 2015: estimates by WHO, UNICEF, UNFPA, World Bank Group and the United Nations Population Division*. WHO: Geneva

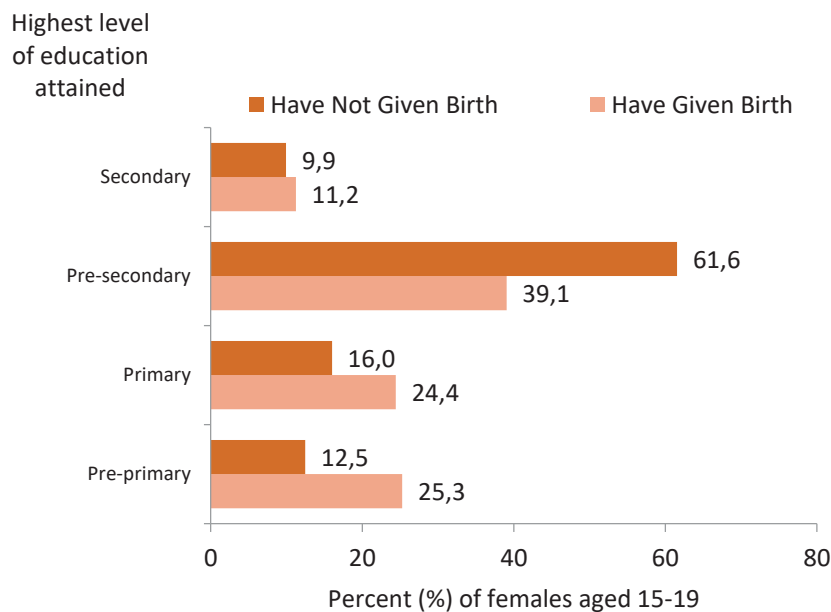
The graph below shows the total female population for each age included in the measure of adolescent fertility. The darker shading indicates the number of young women who have already had a child and the proportion (%) of the total population is given, ranging from 1.6 per cent of girls aged 15 to 12.7 per cent of those aged 19 years.

Figure 12: Adolescent fertility by single year of age, 2015 Census



Supporting the findings of the 2016 DHS, young women who have given birth before age 20 have a lower level of education than those who have not. In particular, young mothers are less likely to have reached pre-secondary than pre-primary or primary than women who have not started childbearing early.

Figure 12: Highest education level reached, women aged 15–19, Timor-Leste, 2015



### Maternal mortality

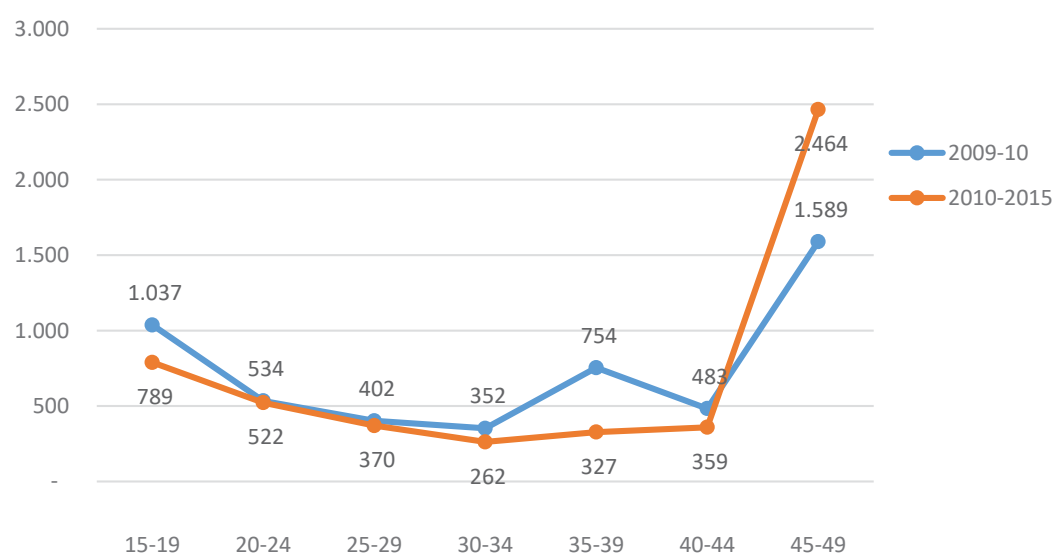
SDG Target 3.1 aims to reduce global maternal mortality rates to less than 70 women per 100,000 births. In Timor-Leste, maternal mortality has fallen in recent years but remains a significant problem. The census estimates the maternal mortality ratio at 426 maternal deaths per 100,000 births for the



period 2010–2015. This is well above the estimates that international agencies have given for Timor-Leste of 215 women dying during pregnancy or childbirth or within six weeks of giving birth per 100,000 births, the same ratio as the global average of 216.<sup>12</sup> The 2016 DHS estimates the maternal mortality ratio at 195 deaths per 100,000 live births.

According to the population census results, maternal deaths are highest among women aged 45–49 years (2,464 deaths per 100,000 live births in 2010–2015), followed by women aged 15–19 years (789 deaths per 100,000 live births in 2010–2015). Rates based on the 2010 census shown for the period 2009–10, and the 2015 census for 2010–2015, reveal similar trends in the age-specific rates of maternal deaths.

Figure 13: Age-specific ratios of maternal deaths, Timor-Leste, 2009–10 and 2010–2015



Maternal mortality can be reduced by ensuring women have access to appropriate care during pregnancy and birth. According to the 2016 DHS, the majority (84%) of women did have a health check during pregnancy at least once, and 77% had the recommended four or more visits. Skilled care during childbirth is much lower (57%), as the majority of births still occur outside a health facility.

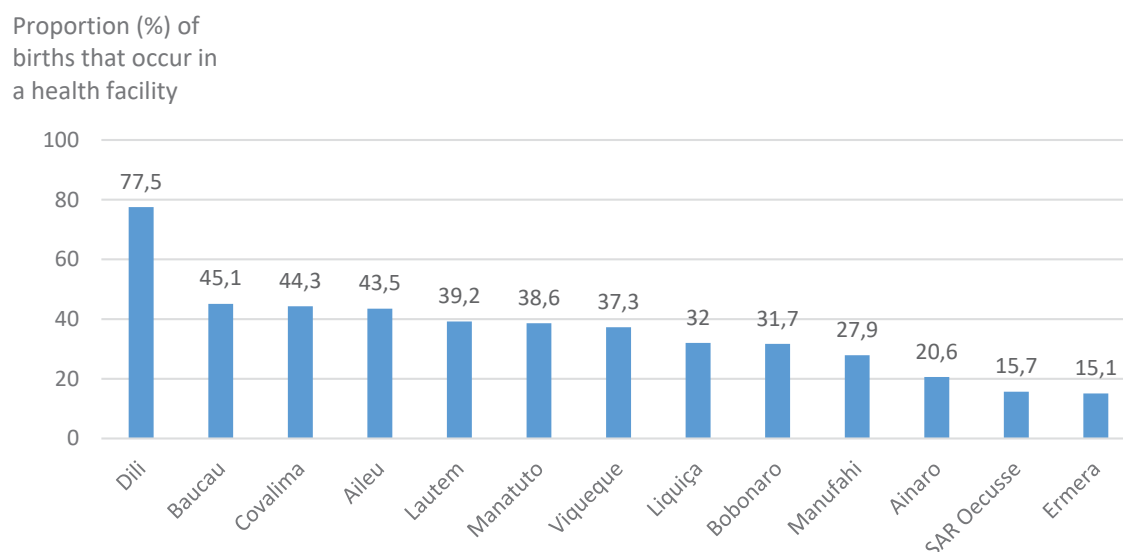
#### Access to health care during childbirth

The 2015 population census included, for the first time, questions on access to safe delivery facilities for women giving birth. Results show that more than half (58%) of births in Timor-Leste occur in the home and 42 per cent in a health facility. The DHS has a similar question on whether births are attended by skilled health personnel (regardless of where they take place). In 2016, 57 per cent of births were attended by skilled health personnel.

The proportion of women who give birth in a health facility varies widely across the country. In Dili, 78 per cent of births occur in a health facility compared to Ermera where only 15 per cent do.

<sup>12</sup> WHO, UNICEF, UNFPA, the World Bank Group and United Nations. 2015. *Trends in maternal mortality: 1990 to 2015: estimates by WHO, UNICEF, UNFPA, World Bank Group and the United Nations Population Division*. WHO: Geneva.

Figure 14: Proportion of births that take place in a health facility, by municipality, Timor-Leste, 2015



### 4.3 Child health

The population census can be used to produce estimates of child mortality – the probability that a child will die before age five (under-five mortality) or before age 12 months (infant mortality). Despite a declining infant mortality rate (IMR), Timor-Leste continues to have a high rate of infant mortality.

The (IMR) for 2010–2015 is 56 deaths per 1,000 live births, similar to the rate estimated by the United Nations for the least-developed countries (56.1). Within Asia, Timor-Leste’s IMR is only exceeded by Afghanistan (68.6) and Pakistan (69.8).<sup>13</sup> The under-5 mortality rate is 72 deaths per 1,000 live births. Rates are slightly higher for boys with an IMR of 58.6 deaths per 1,000 live births compared to 53.1 for girls and an under-5 mortality rate of 72.4 for boys compared to 70.8 for girls.

Table 6: Child mortality rates, Timor-Leste 2015

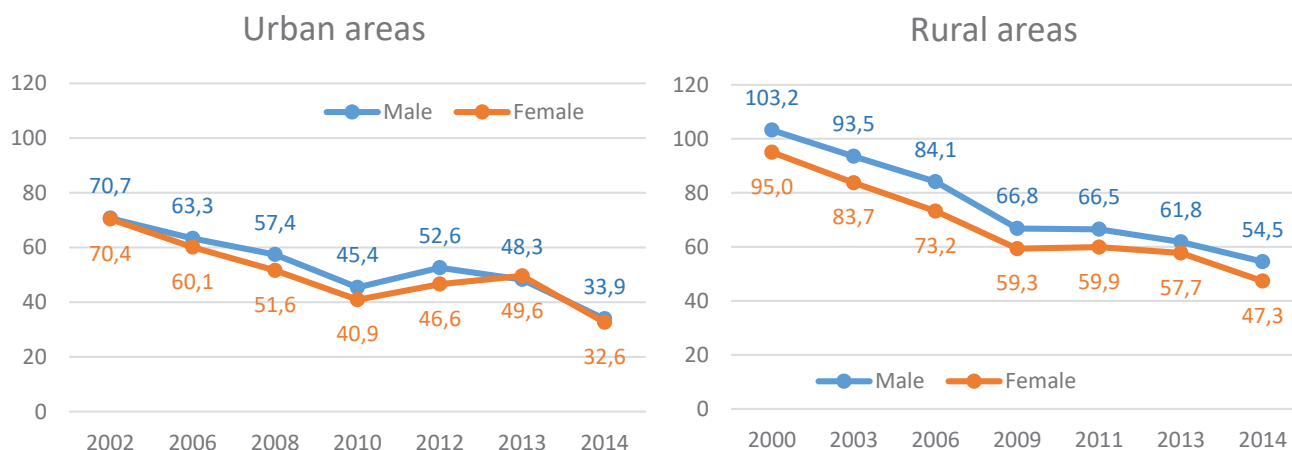
	Males	Females	Both sexes
<b>Infant mortality rate</b> (probability of dying before age one year expressed as deaths per 1,000 live births)	58.6	53.1	56
<b>Under-5 mortality rate</b> (probability of dying before age 5 years expressed as deaths per 1,000 live births)	72.4	70.8	72

The 2016 DHS estimates infant mortality at a much lower rate of 30 deaths per 1,000 live births (34 for boys and 25 for girls) and under-5 mortality at 41 deaths per 1,000 live births (46 for boys and 36 for girls). The survey found that rates are highest for women who have short birth intervals (i.e. less than two years between births) and among women aged in their forties.

<sup>13</sup> United Nations DESA / Population Division. World Population Prospects 2017.  
<https://esa.un.org/unpd/wpp/DataQuery/>

The population census results indicate that infant mortality has been declining over recent years. In 2002, the IMR for urban areas was as high as 70.7 deaths per 1,000 live births for boys, and 70.4 for girls. Since then it has halved to 33.9 for boys and 32.6 for girls. Similarly in rural areas the IMR has declined by half. The male IMR was 103.2 deaths per 1,000 live births in 2000 and fell to 54.5 by 2014. For girls, the rate was 95.0 in 2000 and 47.3 by 2014.

Figure 15: Infant mortality rates by sex and urban/rural location, Timor-Leste, 2000–2015



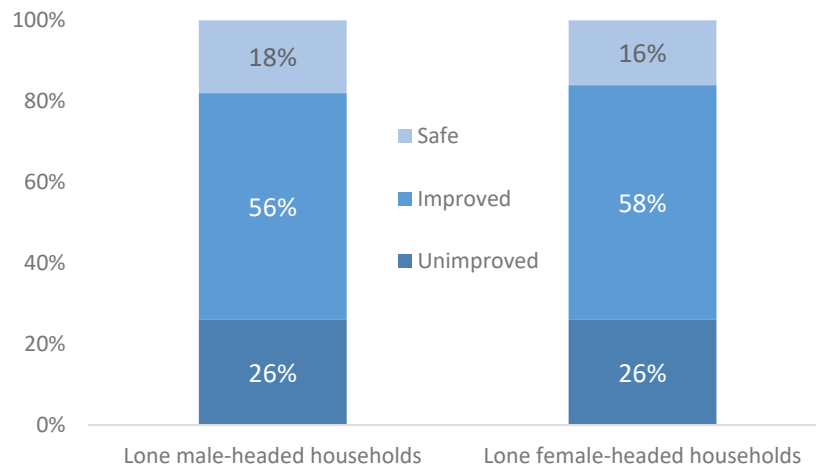
#### 4.4 Water and sanitation

Clean drinking water, appropriate sanitation and good general hygiene are essential ingredients to maintaining good health.

Census data shows there has been a significant increase in the availability of safe water in Timorese homes over recent years. Now more than three quarters (76%) of households have improved sources of drinking water, compared to 66% in 2010. Safe water is reaching 77% of the male and female populations. The remainder – around 23 per cent of males and females – rely on ‘unimproved sources’ for drinking water, the majority of them being in rural areas. Unimproved sources are those most at risk of pollution and disease – unprotected wells, rivers, lakes and springs – and those considered to be too costly to be sustainable, such as bottled water.

A comparison of lone male/female-headed households (no spouse residing in the household at time of census), suggests gender is not a major factor in access to safe drinking water. One quarter (26%) of lone male-headed households and lone-female headed households use unimproved water sources, down from 34 per cent and 32 per cent respectively in 2010. Lone male-headed households are slightly more likely to use safe sources (18%) compared to 16 per cent of lone-female headed households. Initiatives to improve water supplies should be mindful to target both men and women to ensure there is no gender gap.

Figure 16: Source of drinking water for lone male/female households (no spouse present), Timor-Leste, 2015

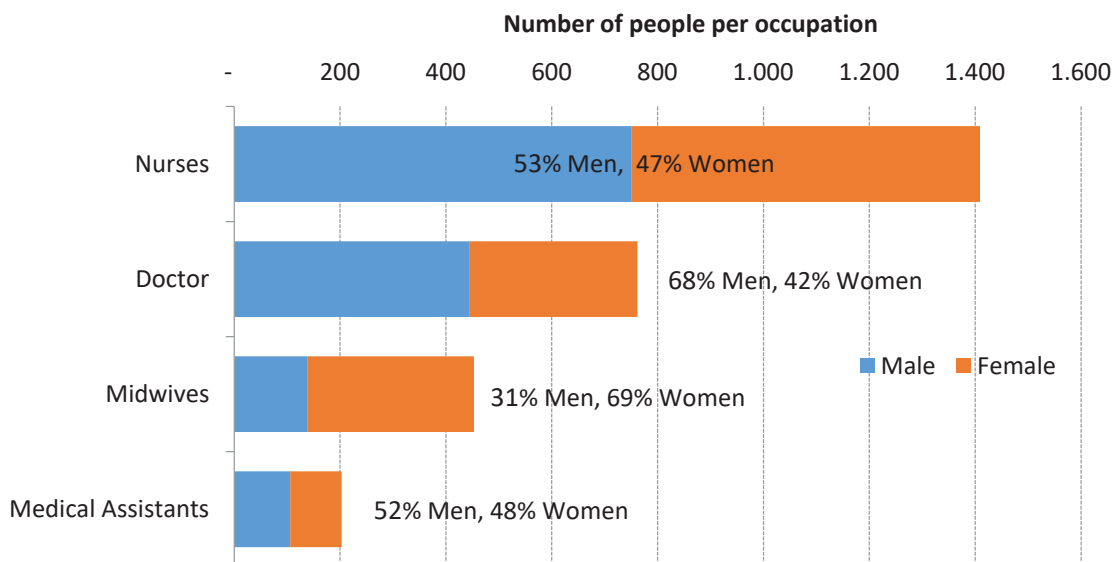


#### 4.5 Health care workers

The 2015 census estimates that around 3,300 workers are employed in health care professions such as doctors, nurses, midwives, pharmacists and personal care workers, up from 2,000 in 2010. Of these, 1,683 (51%) are men and 1,601 (49%) are women.

Men hold the majority share of the top four health-related professions. Just over half of the nation's nurses are men (53%) and two thirds of doctors are men (68%). For midwives, the proportions are reversed, with just over two thirds (69%) being women.

Figure 17: Share of top four health professions by sex, 2015 Census

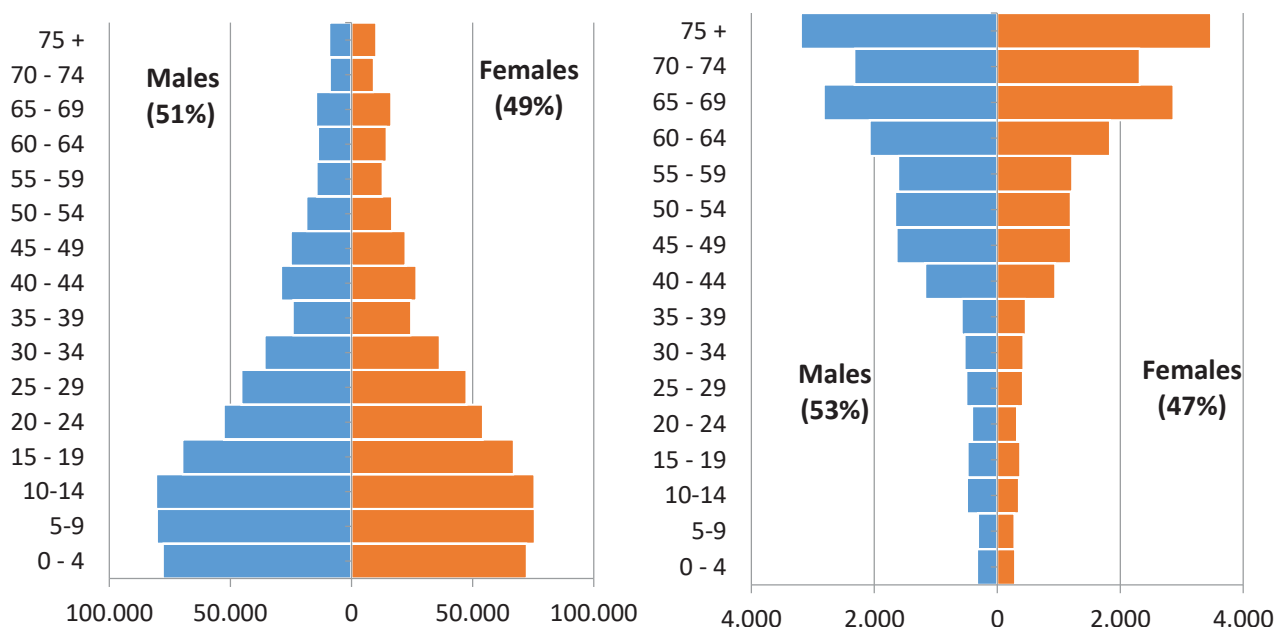


## 4.6 Disability

Disability can have a significant impact on the health and wellbeing of Timorese people. In 2015, there are just over 38,000 people in Timor-Leste with a disability (53% male and 47% female). This represents 3.4% of the male population and 3.1% of the female population. By comparison, the World Health Organization (WHO) estimates that approximately 15% of the world's population lives with some form of disability and 2–4% have significant difficulties in functioning.<sup>14</sup>

The proportion of people with a disability increases significantly with age. When comparing both the disabled and total populations, the age profile is similar for both sexes. Although the scale of the population pyramids are very different (the total population is up to 100,000 people in each age group compared to those with a disability being up to 4,000 per age group), it is easy to see the role age plays in the types of functioning measured in the population census.

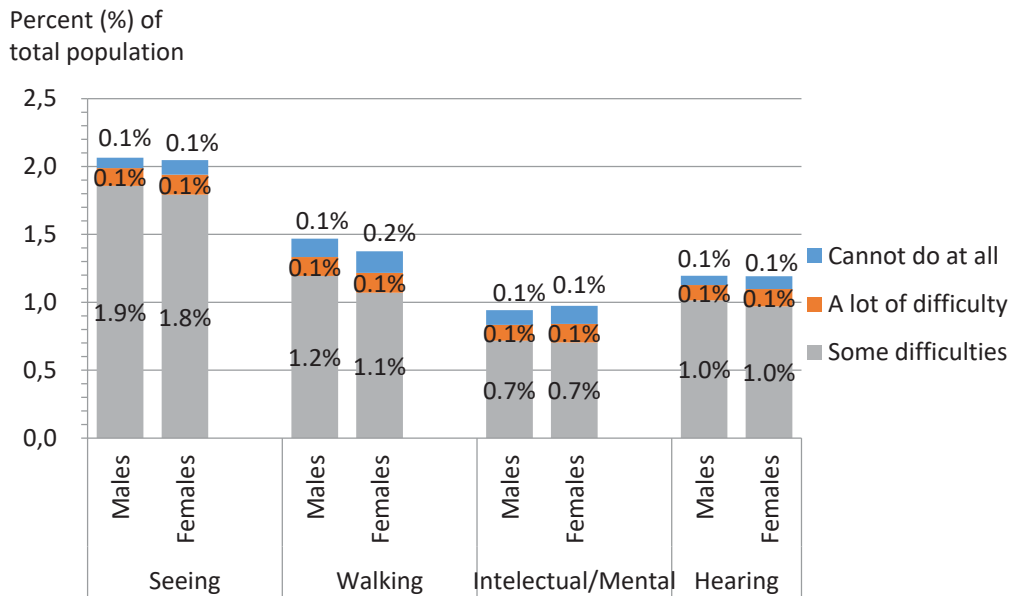
Figure 14: Population pyramids for the total population (left) and those with a disability (right), by age and sex, Timor-Leste, 2015



The most prevalent form of difficulty for both men and women is with their sight, affecting 2.1 per cent of males and 2.0 per cent of females. This is followed by difficulties walking, hearing and then intellectual/mental disability. People may have one of more forms of disability.

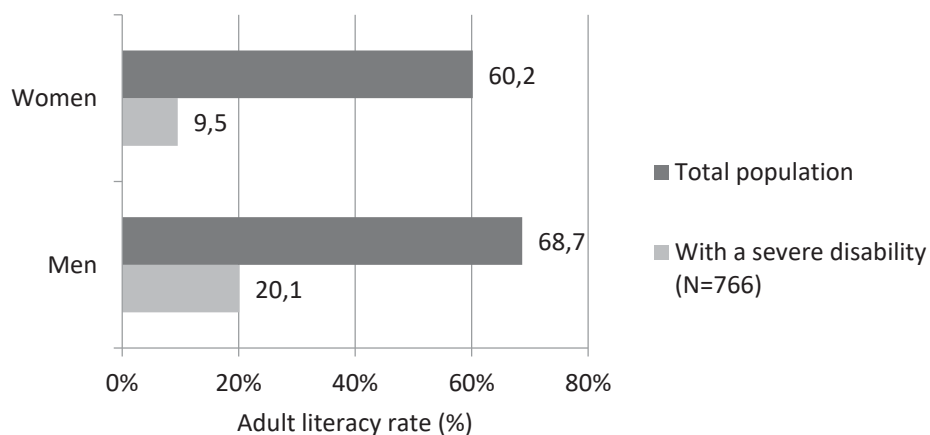
<sup>14</sup> [http://www.who.int/disabilities/world\\_report/2011/report/en/](http://www.who.int/disabilities/world_report/2011/report/en/)

Figure 15: Proportion of population with a disability, by type of disability and sex, Timor-Leste, 2015



The double disadvantage of being a disabled woman is evident in the area of literacy. As shown in Figure , women (aged 15 and above) with a severe disability have an adult literacy rate of 9.5 per cent, well below that of women overall (60.2%). The literacy gap between disabled men and the total male adult population is also significant, with 20.1 per cent being literate compared with 68.7 per cent of the total population.

Figure 20: Adult literacy rate (age 15+) for people with a disability compared to the total population, Timor-Leste, 2015



Note: severe disability refers to having a lot of difficulties or cannot do at all for one of more of the four areas of functioning measured in the census.

## Chapter 5: Education

### Key findings

- There are more males than females attending every level of education, except for those in non-formal education (a tiny proportion of all students) of which there are more females than males.
- The gender gap in attendance is largest at the polytechnic/diploma level, which has 131 males for every 100 females attending. The gap is also high at university level with 120 male students for every 100 females.
- Few children in Timor-Leste attend pre-primary school with attendance rates highest among five year olds and girls having a slight advantage over boys.
- It is a concern that almost half (48.6%) of 5 and 6 year old boys and nearly a third (29.2%) of girls in the same age group are not attending school.
- In 2015, 85.8 per cent of children aged 13–15<sup>15</sup> were still attending school, many of them still in primary school, and only 14.3 per cent of boys and 13.3 per cent of girls were out of school.
- Of children aged 16–18, around ten per cent have never attended school and 13.4 per cent have already left school. The remaining 77 per cent are attending secondary school (43.3%), pre-secondary school (40.7%) or are still back in primary school (13.9%).
- The net attendance ratio for tertiary education is practically the same for men as for women; 16.2 and 16.4 per cent respectively.
- The Gender Parity Index varies between different levels of education. It is close to parity for secondary (0.98), pre-secondary (1.03) and primary education (0.95), strongly in favour of girls for pre-primary education (1.70) and strongly in favour of men for tertiary education (0.80).
- Tetun is the most widely used language with close to two thirds (65.0%) of males and 59.9 per cent of females currently literate. Bahasa Indonesia is the next most used language, followed by Portuguese and then English.
- Almost two thirds (64.4%) of the adult population (ages 15 and over) is literate, with rates being higher among men (68.7%) compared to women (60.2%).
- Youth literacy is a better reflection of the current level of education. Rates are similar for young men and women (84.7% and 84.1% respectively) and much higher than for adult literacy overall, indicating that access to basic education has been improving over recent decades and the gender gap is also much lower than for all adults.
- More than a quarter (26.0%) of the population aged six years and over have never attended school. The proportion is higher among females (29.4%) than males (22.7%).
- Two in every five men (41.9%) aged 15 years and over have at least completed primary school, and 29.5 per cent have completed pre-secondary school. For women, 39.1 per cent have at least completed primary school and 28.2 pre-secondary or higher.
- Few of the total population have completed some tertiary studies: 4.0 per cent of men and 3.6 per cent of women aged 15 and above.
- Some people face greater challenges than others to getting an education. The census reveals that people with a disability, young female farmers and adolescent mothers have poorer education outcomes than others.

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<sup>15</sup> This age range is used to reflect the population that would have been aged 12-14 in the year preceding to the census as the question on education attendance was asked retrospectively.

The Timor-Leste National Inclusive Education Policy (2011) has the objective that all residents of Timor-Leste “*should receive equally, an education of good quality appropriate to their individual abilities and should gain the necessary knowledge, capacity and skills – and suitable vocation – to support themselves and their families and to participate in all areas of national development.*”

This policy applies equally to boys and girls, women and men.

This chapter explores differences between the sexes in terms of current students, the educational attainment of the overall population, and literacy levels.

Timor-Leste’s education system contains the following levels:

- **Pre-primary** school: ages 3-5
- **Primary** school: ages 6-11
- **Pre-secondary** school: ages 12-14
- **Secondary** school: ages 15-17
- **Tertiary** (Polytechnic /Diploma and University): ages 18-23
- **Non-formal** education

### 5.1 School attendance

There were 419,300 students attending school or another form of education at the time of the census; 52 per cent male and 48 per cent female (Table 7). Half are attending primary school (51% of both male and female students are at this level). There are more males than females attending every level of education, except for those in pre-secondary (152 additional males compared to females) and non-formal education (a tiny proportion of all students). The gender gap in attendance is largest at the polytechnic/diploma level, which has 131 males for every 100 females attending. The gap is also high at university level with 120 male students for every 100 females.

Table 7: Total number of students by level of education and sex, Timor-Leste 2015

	Male		Female		Total		Sex ratio
	Numbers	Percentage	Numbers	Percentage	Numbers	Percentage	
Pre-Primary	10,826	5.0%	10,440	5.2%	21,266	5.1%	103.7
Primary	112,233	51.4%	101,353	50.4%	213,586	50.9%	110.7
Pre-Secondary	38,915	17.8%	39,067	19.4%	77,982	18.6%	99.6
Secondary	31,652	14.5%	29,487	14.7%	61,139	14.6%	107.3
Polytechnic / Diploma	998	0.5%	762	0.4%	1,760	0.4%	131.0
University	20,037	9.2%	16,598	8.3%	36,635	8.7%	120.7
Non formal	1,011	0.5%	1,236	0.6%	2,247	0.5%	81.8
Undetermined	2,540	1.2%	2,150	1.1%	4,690	1.1%	118.1
Total	218,212	100.0%	201,093	100.0%	419,305	100.0%	108.5

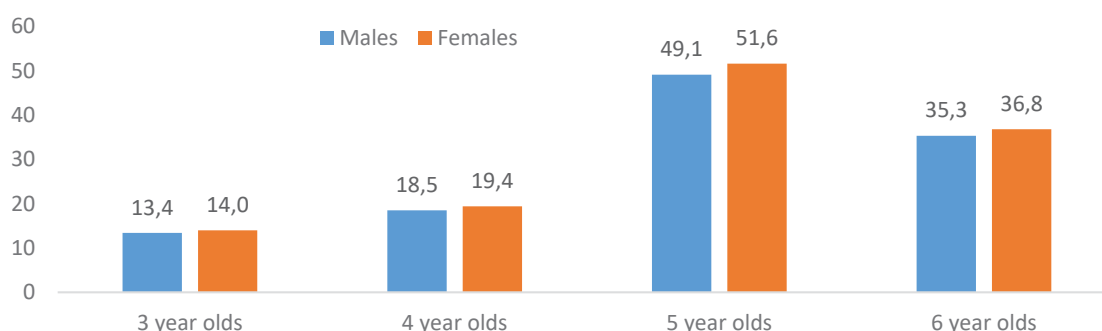
Source: Education Monograph, Thematic Report Volume 11, Timor-Leste Population and Housing Census 2015.

#### Pre-primary education

The attendance of children aged 3–6 years in pre-primary or primary school provides a measure of how many boys and girls are getting the early childhood education that will help them prepare for primary and secondary school. Few children in Timor-Leste attend pre-primary school with attendance rates highest among five year olds and girls having a slight advantage over boys (Figure ). It is a concern that almost half (48.6%) of 5 and 6 year old boys and nearly a third (29.2%) of girls in the same age group are not attending school. Analysis in the education report that is part of this series reveals that boys are most at risk of missing out on a pre-primary education and the lower the education level of the household head, the more likely it is children will not be attending.



Figure 21: Percentage of children attending pre-primary school, by age and sex, Timor-Leste, 2015



Source: Education Monograph, Thematic Report Volume 11, Timor-Leste Population and Housing Census 2015.

### Primary school

Attendance in primary school is at a similar level for boys as it is for girls. Around 80 per cent of children of primary school age are attending primary school (net attendance ratio) with attendance being slightly higher in urban than in rural areas. As there are older children aged 12–14 still in primary school, the gross attendance ratio is higher than 100 per cent at 126 for boys and 120 for girls.

Table 8: Primary school attendance ratios, by sex and urban/rural location, Timor-Leste, 2015

	Net Attendance Ratio (NAR)		Gross Attendance Ratio (GAR)	
	Male	Female	Male	Female
Total	80.6	81.0	126.0	120.2
Urban	84.4	84.3	113.6	109.2
Rural	79.4	79.9	130.3	124.1

Source: Education Monograph, Thematic Report Volume 11, Timor-Leste Population and Housing Census 2015.

The primary school net attendance ratios are low in Timor-Leste compared to other countries in Southeast Asia. Net enrolment rates are close to 100 per cent in Malaysia (98.1%), and Viet Nam (98.0%) and higher in a number of other countries, including Indonesia where it is 89.7 per cent.<sup>16</sup>

<sup>16</sup> World Bank (citing: United Nations Educational, Scientific, and Cultural Organization (UNESCO) Institute for Statistics.). Information was obtained from website: [http://world-statistics.org/index-res.php?code=SE.PRM.NENR?name=School%20enrollment,%20primary%20\(%20net\)#top-result](http://world-statistics.org/index-res.php?code=SE.PRM.NENR?name=School%20enrollment,%20primary%20(%20net)#top-result) as cited in Education Monograph, Thematic Report Volume 11, Timor-Leste Population and Housing Census 2015.

## What is the difference between net and gross attendance ratios?

Every level of education has an official age range associated with it – for example, the official age for attending primary school is from age 6 to 11 years old. However, it is possible to attend primary school if younger than 6 years or older than 11. In fact, in 2015, almost a quarter of Timor-Leste’s primary school students were aged above 11 years old. Comparing net and gross attendance ratios can help to identify the amount of over or under-age students.

The **net** attendance ratio (NAR) measures the proportion of people within the official age range that are currently attending the level of education appropriate to their age - for example, the proportion of 6–11 year olds that are currently attending primary school.

The **gross** attendance ratio (GAR), however, compares the total number of students, regardless of their age, to the total number of people within the official age range. Therefore, this number can be higher than 100 per cent, as the two populations are not the same. As many students in Timor-Leste are outside the official age range (mostly older), the gross attendance ratios are higher than net attendance ratios.

### Pre-secondary education

Pre-secondary education, comprising grades 7 to 9, is compulsory in Timor-Leste. A total of 44 per cent of children aged 12–14 were attending pre-secondary school in the year preceding the census, with attendance rates being much higher for girls (48.4%) than boys (40.1%) (Table 9). Children in urban areas are more likely to be attending pre-secondary school than those in rural areas and there is slightly less of a gender gap.

*Table 9: Pre-secondary school attendance ratios, by sex and urban/rural location, Timor-Leste, 2015*

	Net Attendance Ratio (NAR)		Gross Attendance Ratio (GAR)	
	Male	Female	Male	Female
Total	40.1	48.4	82.0	84.6
Urban	59.9	67.6	103.1	102.9
Rural	33.1	41.1	74.5	77.7

Source: Education Monograph, Thematic Report Volume 11, Timor-Leste Population and Housing Census 2015.

Although attendance ratios may seem relatively low, it does not mean children of pre-secondary age are not in school. In 2015, 85.8 per cent of children aged 13–15<sup>17</sup> were still attending school, many of them still in primary school, and only 14.3 per cent of boys and 13.3 per cent of girls were out of school.

### Secondary education

The net attendance ratio of secondary school is 32.8 per cent, with a higher percentage for females (35.9 per cent) than for males (29.9 per cent). A report by the Ministry of Education states that the higher attendance of female students is most likely caused by the higher repetition rate of boys in the

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<sup>17</sup> This age range is used to reflect the population that would have been aged 12-14 in the year preceding to the census as the question on education attendance was asked retrospectively.

lower education levels. Also, male students have the tendency to enter secondary education at a slightly lower rate than female students.<sup>18</sup>

*Table 10: Secondary school attendance ratios, by sex and urban/rural location, Timor-Leste, 2015*

	Net Attendance Ratio (NAR)		Gross Attendance Ratio (GAR)	
	Male	Female	Male	Female
Total	29.9	35.9	77.1	75.5
Urban	50.4	57.9	124.3	117.0
Rural	20.1	24.2	54.6	53.5

Source: Education Monograph, Thematic Report Volume 11, Timor-Leste Population and Housing Census 2015.

Despite low attendance ratios, most young people are still in school, albeit at lower levels than expected for their age. Of children aged 16–18, around ten per cent have never attended school and 13.4 per cent have already left school. The remaining 77 per cent are attending secondary school (43.3%), pre-secondary school (40.7%) or are still back in primary school (13.9%). Girls are more likely than boys to be attending the level of education that is appropriate for their age with 47.5 per cent of 16–18 year old girls in secondary school compared to 39.3 per cent of boys. There are fewer girls in this age range still in primary school (11.6%) compared to boys (16.0%).

### Tertiary education

Timor-Leste's tertiary education system consists of two separate streams: polytechnic / diploma and university. The census collected information on both types: 1,760 persons were recorded as following a polytechnic / diploma education and 36,635 were engaged in university studies. The remainder of this section looks at both forms combined.

The net attendance ratio for tertiary education is practically the same for men as for women; 16.2 and 16.4 per cent respectively (Table 14). As tertiary institutes are mainly concentrated in the capital, the ratios are much higher for the population residing in urban than rural areas. As the gross attendance ratio indicates, there are many more males attending tertiary institutions than females. The gender gap in attendance is explored further for all levels of education in the section on gender parity indices below.

*Table 11: Tertiary attendance ratios, by sex and urban/rural location, Timor-Leste, 2015*

	Net Attendance Ratio (NAR)		Gross Attendance Ratio (GAR)	
	Male	Female	Male	Female
Total	16.2	16.4	34.0	27.2
Urban	28.2	30.7	55.8	49.5
Rural	7.5	6.7	18.2	12.0

Source: Education Monograph, Thematic Report Volume 11, Timor-Leste Population and Housing Census 2015.

### *Gender parity indices*

The gender parity index (GPI) is a SDG indicator of progress towards gender equality and universal primary education. It is used to indicate whether male and female children and young people are equally likely to attend school, or whether there is a gender gap in participation. A GPI of 1.0 is the aim, indicating an even proportion of males and females are participating in that level of education.

<sup>18</sup> Ministry of Education (2015). Education for All 2015 National Review Report: Timor-Leste. Prepared in view of the World Education Forum (Incheon, Republic of Korea, 19-22 May 2015).

## How is the GPI calculated and what does the number mean?

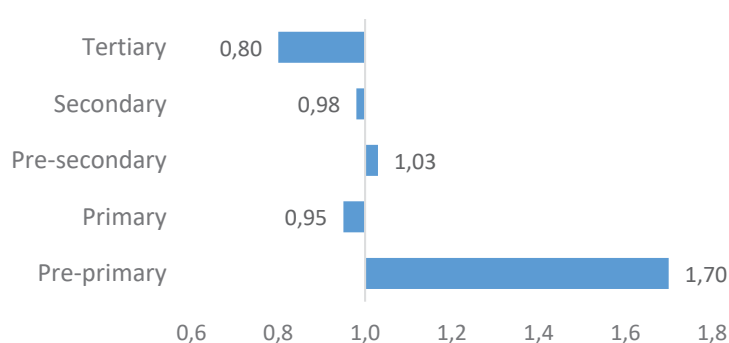
The GPI is based on a comparison of male and female Gross Attendance Ratios (GAR) for each level of education. The formula used to calculate the GPI is:

$$\text{Female Gross Attendance Ratio} / \text{Male Gross Attendance Ratio}$$

A GPI of 1.0 indicates parity (same attendance rates between boys and girls); higher than 1.0 means that relatively more girls are attending than boys; lower than 1.0 means that more boys are attending than girls.

The GPI varies between the different levels of education ( Figure ). It is close to parity for secondary (0.98), pre-secondary (1.03) and primary education (0.95), strongly in favour of girls for pre-primary education (1.70) and strongly in favour of men for tertiary education (0.80).

Figure 22: Gender parity indices, by level of education, Timor-Leste, 2015



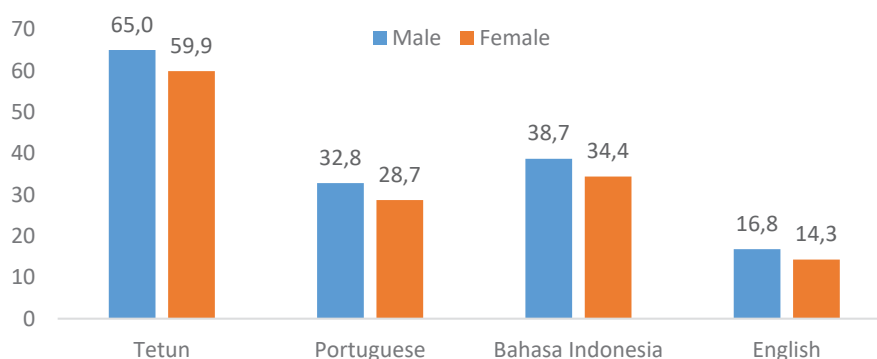
Source: Timor-Leste Population and Housing Census 2015.

## 5.2 Literacy and language

The 2015 census measured literacy for the four working languages used in the country: Tetun, Portuguese, Bahasa Indonesia and English.<sup>19</sup> It did so by asking if each respondent aged five years and over could speak, read and/or write in each of these languages. Tetun is the most widely used language with close to two thirds (65.0%) of males and 59.9 per cent of females currently literate (Figure 16). Bahasa Indonesia is the next most used language, followed by Portuguese and then English.

<sup>19</sup> According to the Principles and Recommendations for Population and Housing Censuses published by the United Nations in 2017, a literate person is defined as someone who can both read and write, with understanding, a short simple statement on his/her everyday life. Literacy may be in any written language.

Figure 16: Literacy rate of population aged five years and over, by language and sex, Timor-Leste, 2015



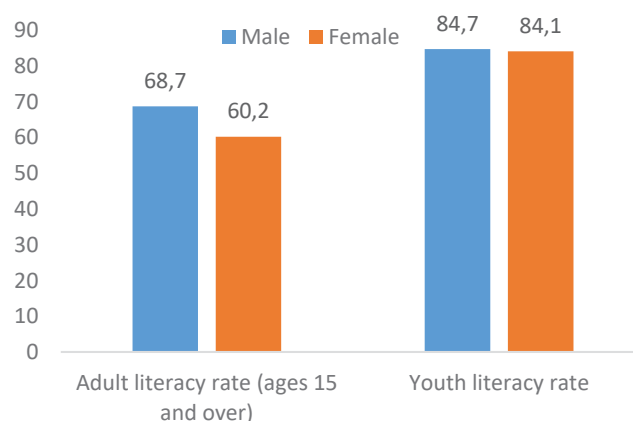
Source: Timor-Leste Population and Housing Census 2015.

### Adult and youth literacy

Almost two thirds (64.4%) of the adult population (ages 15 and over) is literate, with rates being higher among men (68.7%) compared to women (60.2%). Literacy is far higher in urban areas (89.7% of men and 85.8% of women) than in rural areas (58.8% of men and 48.8% of women) and the gender gap is much narrower. Timor-Leste compares poorly to other Southeast Asian countries where most have literacy rates above 90 per cent.

Youth literacy is a better reflection of the current level of education. Rates are similar for young men and women (84.7% and 84.1% respectively) and much higher than for adult literacy overall, indicating that access to basic education has been improving over recent decades and the gender gap is also much lower than for all adults.

Figure 24: Adult and youth literacy rates, by sex, Timor-Leste, 2015



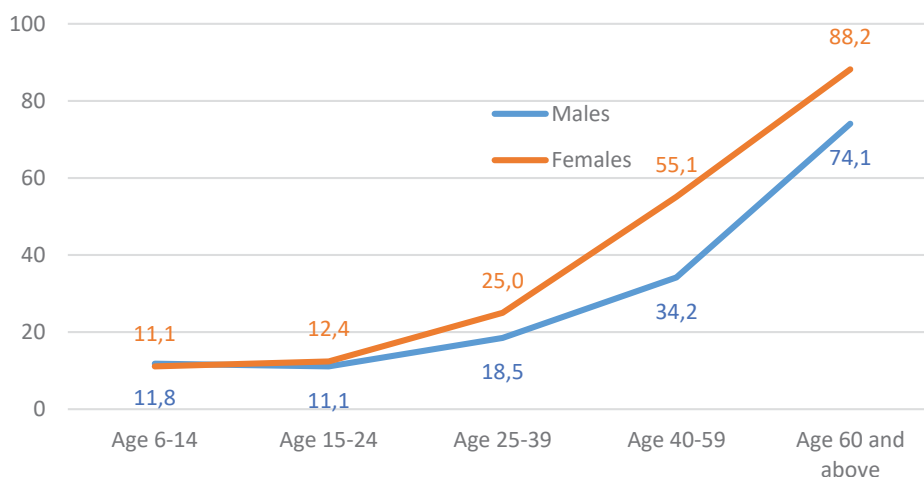
Source: Timor-Leste Population and Housing Census 2015.

### **5.3 Education level of the population**

More than a quarter (26.0%) of the population aged six years and over have never attended school. The proportion is higher among females (29.4%) than males (22.7%). Attendance at school by age group shows how access to education has improved significantly for both boys and girls in recent times (Figure 25). Among older people aged 60 years and above, the proportion that have never

attended school is high: more than 88 per cent of women and 74 per cent of men. Among children and young people, it is more around one in ten who have never attended school with rates being similar for girls and boys.

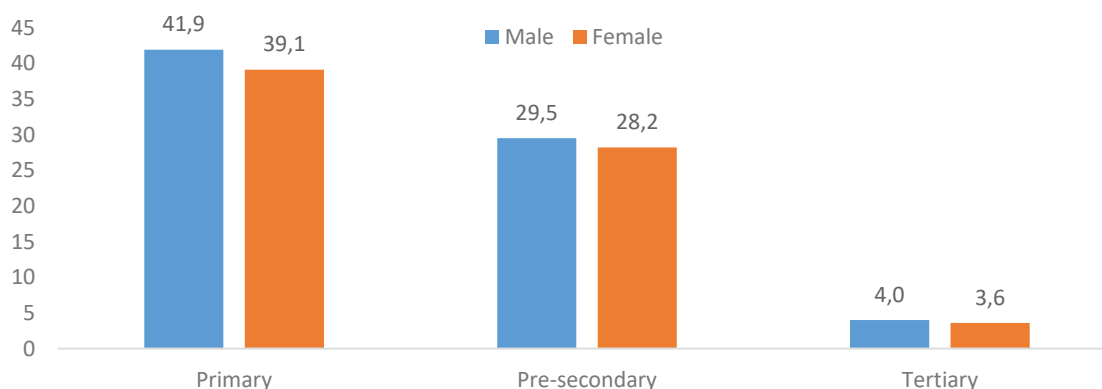
Figure 25: Proportion (%) of population that has never attended school, by age and sex, Timor-Leste, 2015



Source: Timor-Leste Population and Housing Census 2015.

The education attainment of the population reflects the highest level of education that people have completed. Two in every five men (41.9%) aged 15 years and over have at least completed primary school, and 29.5 per cent have completed pre-secondary school or higher. For women, 39.1 per cent have at least completed primary school and 28.2 pre-secondary or higher. Few of the total population have completed some tertiary studies: 4.0 per cent of men and 3.6 per cent of women aged 15 and above.

Figure 26: Proportion of the population aged 15 years and over that has completed at least that level of education, by sex and level of education, Timor-Leste, 2015



Source: Timor-Leste Population and Housing Census 2015.

## **Education for vulnerable groups**

(excerpt from the Education Monograph, Thematic Report Volume 11, Timor-Leste Population and Housing Census 2015)

As stated in the National Education Strategic Plan, Timor-Leste is fully committed to achieving the Education for All goals and aims to '*Expand and improve comprehensive early childhood care and education, especially for the most vulnerable and disadvantaged children*'. However, some groups, such as people with a disability, young female farmers and adolescent mothers, are vulnerable to being excluded from receiving a quality education.

### **Persons with disabilities**

Except for the group with serious intellectual impairments, there is no reason why persons with disabilities should not have the ability to learn how to read and write. Being able to read and write is probably even more important for disabled than for non-disabled people. Literacy helps disabled people to avoid social isolation, increases their chances on the labour market, leads to improved health outcomes and empowers them.

Literacy rates for persons with disabilities are much lower than for persons with no disabilities. While 64.0 percent of persons without disabilities are literate, only 15.3 percent of persons with disabilities 5 years of age and older can read and write in any of the four working languages in the country. Disabled females have much lower literacy rates than male persons with disabilities, 10.5 percent against 20.5 percent. Differences are largest at younger ages. For instance, young disabled females have a literacy of 21.9 percent at age 20 to 24 compared to 81.8 percent for non-disabled females of the same age group. This is a difference of almost 60 percentage points.

Children and young persons with a disability face a serious disadvantage in school attendance compared to their non-disabled counterparts: 33.0 percent of disabled females 5 – 24 years old were attending school, against 71.2 percent of non-disabled females. About 13.6 percent of non-disabled females in this age group had never gone to school compared to 54.7 percent of disabled females. A similar pattern can be observed among young males. The number of persons in the age group 5 – 24 for whom a disability was reported is only 573 in the whole country. Therefore, an analysis in further detail of the educational position of persons with disabilities cannot be performed. The few aspects presented here, however, do show the strongly disadvantaged position of persons with disabilities in education.

### **Young female farmers**

Young female farmers occupy a vulnerable position, as they often belong to poorer sections of society and tend to have less access to social services. They also have a clear disadvantage in terms of educational outcome. They are less likely to be in school: only 6.4 percent of young female farmers were still in school compared to 70.1 percent of females in the same age range who were non-farmers. The percentage who never went to school is also much higher among young female farmers: according to the census, 29.8 percent never had any formal education, against 7.8 percent for young non-farming females.

Among 15 – 24-year-olds, 36.7 percent of young female farmers are illiterate against 10.5 percent of females who are non-farmers. About half (49.5 percent) of 15-year-old female farmers cannot read or write in any language, compared to 10.7 percent of women who were non-farmers. By age 24, illiteracy drops to 31.1 percent for female farmers, suggesting that women are continuing to

learn to read either through their own efforts, or possibly through adult education or informal schooling.

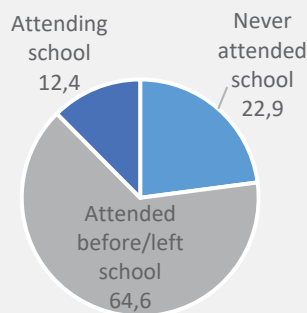
### Adolescent mothers

Pregnancy and giving birth at a very young age drastically changes a girl’s life. It has been shown that young mothers are more vulnerable to poverty, isolation and seclusion. Giving birth at a very young age can also have a negative impact on the health of the young mother and her child. Education and adolescent pregnancy/fertility are inter-related in different ways. Education plays a key role in influencing behavior and life decisions of adolescents and has a direct impact on their health and well-being. On the other hand, early pregnancy often has an effect on the girl’s chances of successfully finishing school. Many pregnant adolescent girls either drop out of school or are no longer allowed to continue their education.

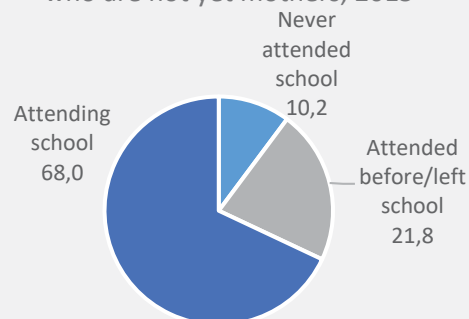
Illiteracy is much higher among adolescent girls who have already given birth. Overall, for the total age group 15 – 19, the percentage of illiteracy stood at 29.3 percent for females who had given birth compared to 13.1 percent for those who had never given birth.

The percentage of adolescent girls who never went to school is much higher for those who already gave birth compared to those who did not. For the total group of 15 to 19-year olds, the percent who never went to school is more than two times higher for adolescent mothers (22.8 percent), than for those who never gave birth (9.5 percent). This is a clear indication that lack of education increases a young girl’s chances of having a child at very young ages.

Education status of 19 year old mothers, 2015



Education status of 19 year old women who are not yet mothers, 2015



At age 15, 61.5 percent of young mothers are in school compared to 84.4 percent of non-mothers. For each subsequent age, there is a sharp decline in attendance for adolescent mothers. At age 19 only 12.4 percent are still in school. This decline is not as sharp for non-mothers at the same age where 68.0 percent of non-mothers indicated they were still in school. Those who indicated that they attended school before or had left school gives a complementary picture of those attending school. At age 19, 64.6 percent of young mothers reported that they had stopped school compared to 21.8 percent of non-mothers, being an indicator that early childbirth intervenes on an extended time in school.



## Chapter 6: Work and employment

### Key findings

- The majority of men (aged 15 and above) are in the labour force, with close to two thirds (63%) being employed and three per cent unemployed. The situation for women is quite different. Less than half are in the labour force with 45 per cent being employed and two per cent unemployed.
- Labour force participation rates have increased for men and women since the 2010 census and the gender gap has narrowed.
- Women's participation in employment is highest in Ainaro (60% are employed) and in SAR Oecusse (59%).
- Labour force participation for women is lowest in Dili, where close to two thirds (65%) of women aged 15 and above are outside of the labour force. In Dili, as in many other parts of the country, a large proportion of women aged 15 and above are still full-time students.
- Having children does not seem to be the main factor influencing women's participation in the labour force. The proportion of women aged 30–54 years who are employed is around 60 per cent, regardless of whether they have no children or have recently had a child.
- The unemployment rate based on the census (overall rate of 4.8% – 5.6% for men and 4.4% for women) is much lower than what was estimated through the 2013 Labour Force Survey (11.0%). The unemployment rate is the percentage of the labour force that is unemployed, which is a different measure to the percentage of the population who are unemployed mentioned above.
- There is quite a difference in the types of employment between women and men. A much greater proportion of men are employees, be that in the government or the private sector. Women are far more likely to be contributing family workers (without pay), or own-account workers (self-employed).
- The majority of employment for both men and women is in the agriculture sector, providing employment for 62 per cent of employed men and 56 per cent of employed women.
- Women's share of wage employment (employees) in the non-agricultural sector was 31 per cent, down from 32 per cent in 2010.
- The most common occupation by far for both men and women, are gardeners, horticultural and nursery growers. This was the occupation for 28 per cent of women and 31 per cent of men who are employed.
- Women occupy less than one quarter (23%) of management and decision-making positions. Their share has declined significantly from the 2010 census, which showed women as occupying 35 per cent of management roles. The 2013 Labour Force Survey (LFS) found that women occupied one third (33%) of such positions so it is possible the 2015 population census is an underestimate.
- Women are frequently disadvantaged when it comes to opportunities for work and employment. Often required to play the traditional role of mother and homemaker, many women do not complete higher education and training or get a well-paid job. The traditional role of the man has been that of the main income earner. Roles of both men and women are changing around the world as societies evolve. In this respect, Timor-Leste is no different.

### Labour Force Survey versus Population Census: which source should I use?

Another important source of gender statistics on work and employment is the Labour Force Survey (LFS), a household survey which has been conducted in Timor-Leste in 2010 and 2013. A gender analysis of the 2013 LFS, published by the government, ILO and UN Women in 2017, illustrates the type of information on women and men's work that is available from this survey.<sup>20</sup>

As it is dedicated to finding out about people's involvement in employment work, the LFS tends to provide a more reliable source of data on paid work than the population and housing census. The 2013 LFS used the new international standards for measuring work, excluding own-use production from employment work. The census included own-use production in the definition of employment and hence the labour force participation rates are higher. The strength of the population census compared to the LFS is that it reaches all residents in the country, making it possible to examine differences and trends for small areas and groups.

## 6.1 Labour force participation

When it comes to work and employment, the population of Timor-Leste, indeed any country, can be divided into three mutually exclusive categories:

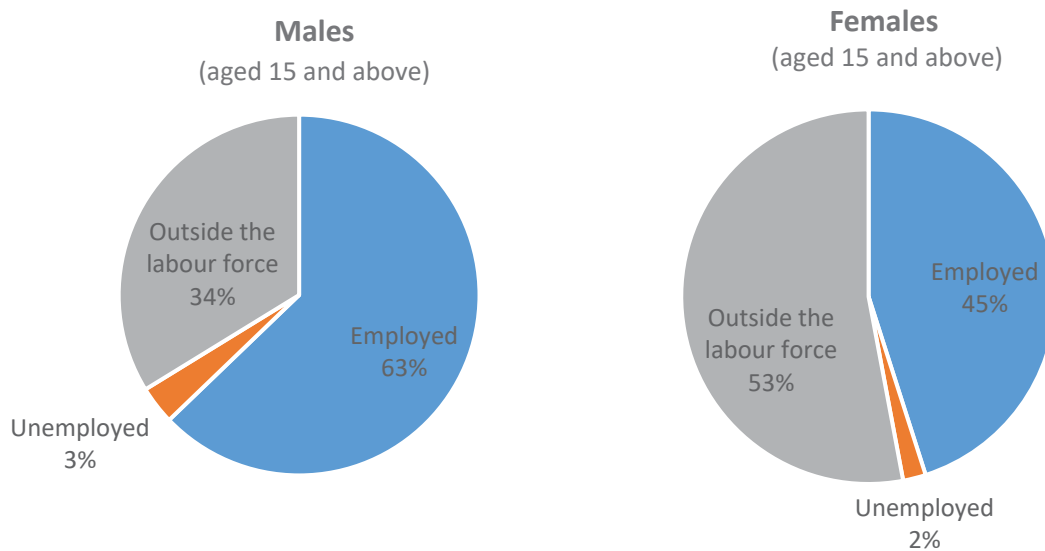
- **'employed'**: persons aged 15 years and above who have undertaken work for pay, profit or family gain for at least one hour during the week (7 days) immediately prior to the census. This included people engaged in own-use production, although international standards consider this form of work to be different from paid employment.
- **'unemployed'**: persons aged 15 years and above who are not employed, are currently available for work and have been actively seeking work
- **'outside the labour force'**: people who are not participating in the labour force – that is they are neither employed or unemployed. There are a variety of reasons why someone may be outside the labour force: e.g. being a student, too young to work, retired, homemaker, an illness or disability prevents them from being able to work, or they choose not to work. To be considered outside of the labour force the person must not be engaged in any form of employment work (for one hour or more a week) or be actively seeking employment work.

The majority of men (aged 15 and above) are in the labour force, with close to two thirds (63%) being employed and three per cent unemployed. One third (34%) of men are outside the labour force. The situation for women is quite different. Less than half are in the labour force with 45 per cent being employed and two per cent unemployed. There are 53 per cent of women not participating in the labour force.

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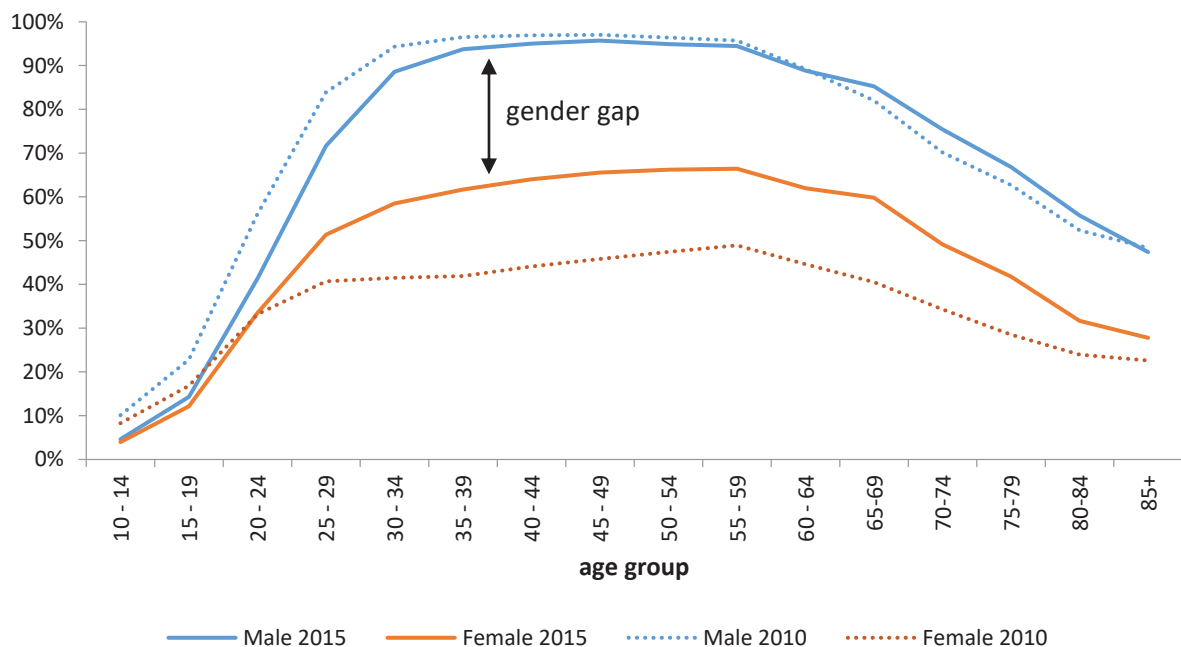
<sup>20</sup> Government of Timor-Leste, International Labour Organization (ILO) and UN Women. 2017. Gender analysis of the 2013 Timor-Leste Labour Force Survey: A statistical summary of women and men at work in Timor-Leste.

Figure 27: Economic activity status of population aged 15 and above, Timor-Leste, 2015



The labour force participation rate is the percentage of the population who are either employed or unemployed at the time of the census. Participation rates have increased for men and women since the 2010 census and the gender gap has narrowed. Figure 1728 shows the rate of labour force participation by age for men (blue) versus women (orange) and how this varies by age group. The solid lines shows the rates in 2015 compared to how they were in 2010 (dotted lines).

Figure 178: Labour force participation rate, by sex and age group, 2010 and 2015 Censuses



Labour force participation varies around the country ( Table 12). Women’s participation in employment is highest in Ainaro (60% are employed) and in SAR Oecusse (59%). Employment is also high for men in SAR Oecusse (75%) and this may be due to more people being engaged in

subsistence production. It may also be an effect of the way interviewers were trained and conducted the data collection.

*Table 12: Economic activity status, by sex and municipality, Timor-Leste, 2015*

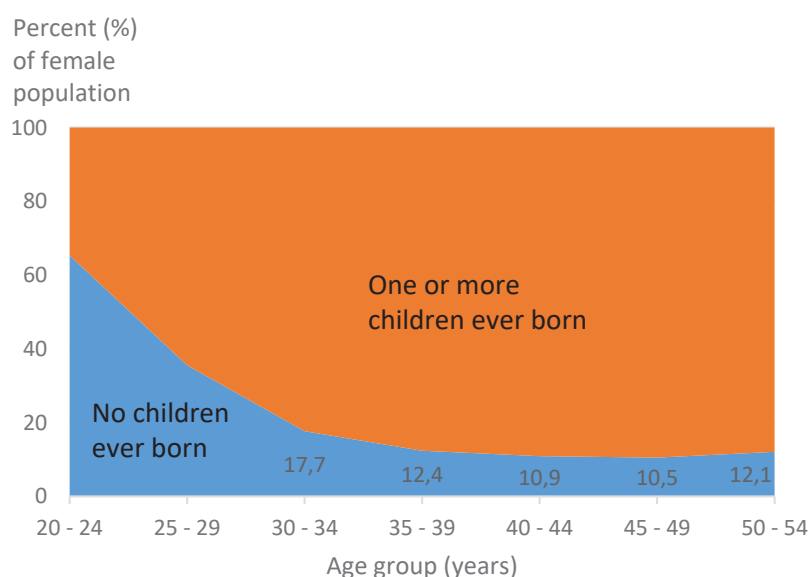
	Males aged 15+			Females aged 15+		
	Employed	Unemployed*	Outside the labour force	Employed	Unemployed*	Outside the labour force
<b>Timor-Leste</b>	<b>62.8</b>	<b>3.4</b>	<b>33.8</b>	<b>44.3</b>	<b>1.9</b>	<b>53.7</b>
Aileu	67.5	1.7	30.8	52.3	0.8	46.9
Ainaro	66.5	2.6	30.9	59.6	1.2	39.2
Baucau	63.4	3.1	33.5	41.7	1.5	56.7
Bobonaro	73.9	2.0	24.1	48.0	1.2	50.8
Covalima	68.1	3.1	28.8	51.2	1.5	47.3
Dili	49.8	5.7	44.5	31.0	3.7	65.3
Ermera	67.2	2.4	30.5	52.2	1.4	46.4
Lautem	60.0	3.5	36.5	39.9	2.1	57.9
Liquiça	63.7	4.3	32.0	46.1	2.1	51.8
Manatuto	66.1	3.4	30.5	42.8	1.6	55.6
Manufahi	69.1	1.6	29.3	49.6	0.9	49.5
SAR Oecusse	74.8	1.6	23.6	59.2	0.8	39.9
Viqueque	68.7	1.9	29.4	45.6	1.0	53.4

\* In this table, unemployment refers to the percentage of the population who are unemployed. This differs from the 'Unemployment rate' (i.e. the percentage of the labour force who are unemployed).

Labour force participation for women is lowest in Dili, where close to two thirds (65%) of women aged 15 and above are outside of the labour force. In Dili, as in many other parts of the country, a large proportion of women aged 15 and above are still full-time students. As the data by age confirms (Figure 178), women's participation increases significantly above the national average between ages 30 and 70 years old. However, the considerable gender gap between the participation of women versus men is fairly consistent.

Large family sizes and the corresponding burden of unpaid care work in the home could be the main factor in keeping women from being in the labour force. In 2015, close to one third (30%) of women aged between 20 and 54 years were childless. Many of these were young women aged 20–24 who were still full-time students, but even among the older age group of 50–54, by which stage women have typically passed reproductive age, 12 per cent had never had a child.

Figure 189: Proportion of women aged 20 to 54 years who have never had a child compared to the proportion who have, Timor-Leste, 2015



Examining the main economic activity of women aged 30–54 – the population more likely to have young children to care for – reveals interesting results (Table 13). Having children does not seem to be the main factor influencing women’s participation in the labour force. The proportion of women in employment is around 60 per cent regardless of whether they have no children or have recently had a child. The percentage of women seeking work (unemployed) is greater among childless women (3.6%), as is the percentage who are full-time students (9.8%).

The consistency in the proportion employed between women with very young children compared to those with no children suggests the labour market is not as receptive to women as it is to men and that the expectation of women to play the role of homemaker continues.

Table 13: Main economic activity for women aged 30–54, by recent births compared to having no children, Timor-Leste, 2015

	All women aged 30–54	Women aged 30–54 who recently had a child (in the last three years)	Women aged 30–54 who have never had a child
Number of women	126,249	50,944	16,683
Employed	61.1	59.3	60.1
Unemployed	1.4	1.2	3.6
Full-time Student	2.4	1.5	9.8
Homemaker	33.7	37.0	22.3
Other (retired, ill, etc.)	1.4	1.0	4.2
Total	100.0	100.0	100.0

### **The importance of measuring the work of homemakers**

(Excerpt from the Government of Timor-Leste, UN Women and UNFPA joint publication: Gender and Sustainable Development in Timor-Leste (2018))

“Household and unpaid care work are essential to the economy but are also a major barrier to women’s direct participation in the work force. To reflect this, Target 5.4 calls on countries to recognise and value unpaid care work by producing statistics on the proportion of time that women and men spend on this (SDG Indicator 5.4.1). This is typically done by conducting a time use survey, which involves a sample of people completing a detailed diary on the activities they do throughout the day.

Such a survey is difficult to conduct in Timor-Leste as for many, particularly those in rural communities, their time is not easily measured by hours or minutes in a day. In 2013, Besik conducted a time use study that involved people allocating painted stones as a measure of the time usual spent on typical daily activities. The study found that, in 2016, rural women spend two to three hours per day cooking and around three hours a day cleaning, washing dishes and doing laundry, done concurrently or in addition to time spent looking after children.<sup>21</sup>

Families are large in Timor-Leste with the average woman having between 4 and 5 children. As shown by the Besik study, this creates a significant workload in the home, much of which is borne by women on top of farming work. This makes engaging in work outside the home to generate an income a particular challenge. In 2013, only **21% of women were in paid employment** for one or more hours per week, compared to **40% of men**. The main reason women give for not participating in the labour force is **family responsibilities**.<sup>22</sup>

Possible methods for measuring time use in Timor-Leste and tracking disparities and trends could be explored with regional and global partners, such as the ILO, the Statistics Division of the Economic and Social Commission for Asia and the Pacific (ESCAP) and the United Nations Statistics Division (UNSD).”

## **6.2 Unemployment**

The unemployment rate based on census (overall rate of 4.8%) is much lower than what was estimated through the 2013 Labour Force Survey (11.0%). The questions used to ascertain employment status are more comprehensive in the LFS, which typically make the estimates of unemployment more reliable. Also, the concept of employment was measured differently between the two data sources, making them difficult to compare.

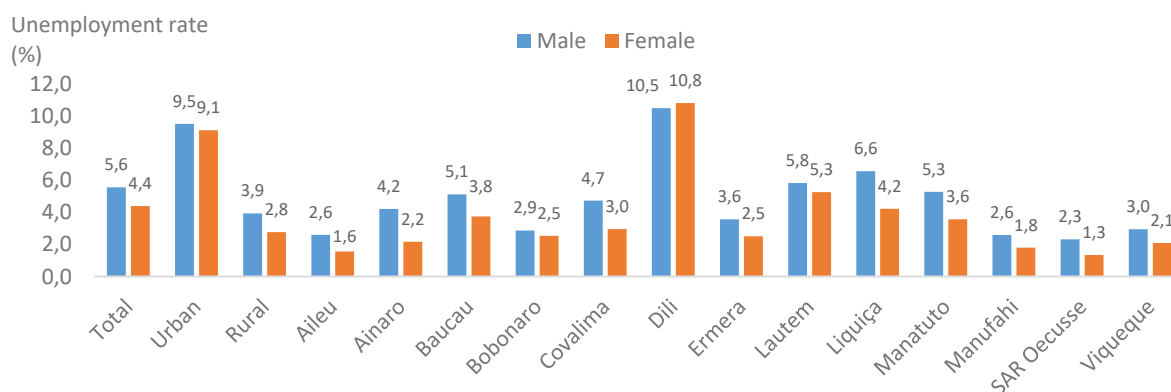
According to analysis in the labour force report that forms part of this series, the female unemployment rate is lower than the male rate in all municipalities except Dili where unemployment is slightly higher for women (10.5%) than men (10.8%). As the graph below shows, unemployment varies around the country and the gender gap is biggest in Liquica (2.3 percentage points) and Ainaro (2.0 percentage points).

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<sup>21</sup> Besik. 2016. *Women’s Time Use Mapping: Changes after the Improvement of the Water System in rural Timor-Leste*. Besik: Dili.

<sup>22</sup> Government of Timor-Leste, International Labour Organization and UN Women. 2017. *Gender analysis of the 2013 Timor-Leste Labour Force Survey: A statistical summary of women and men at work in Timor-Leste*. UN Women: Dili.

Figure 30: Unemployment rate (%), by sex and municipality, Timor-Leste, 2015

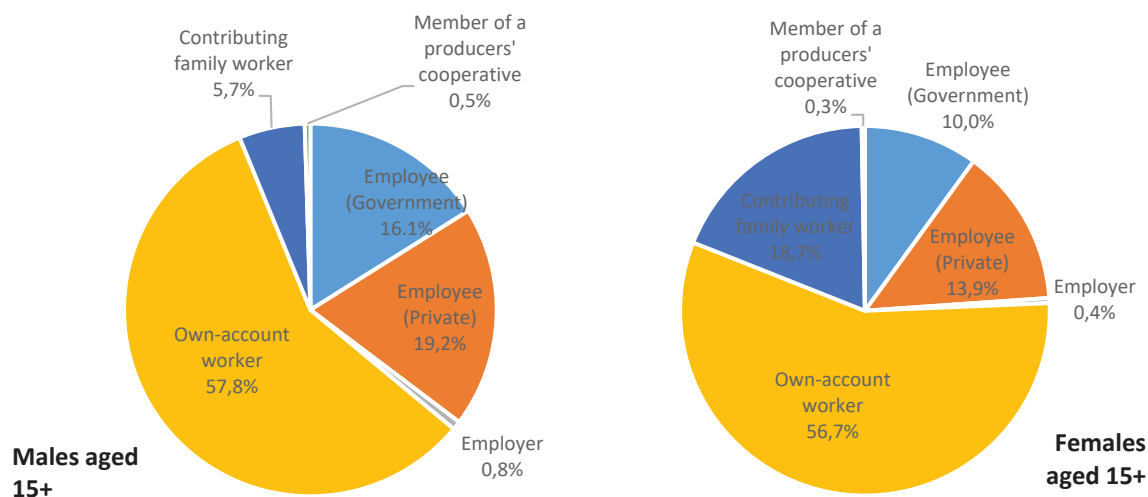


### 6.3 Status in employment

Depending on the type of contractual arrangements with their employer, those employed are classified as either an **employee**, **employer**, **own account worker**, **contributing family worker** or a **member of a producers' cooperative**.

There is quite a difference in the types of employment between women and men. A much greater proportion of men are employees, be that in the government or the private sector. Women are far more likely to be contributing family workers (without pay), or own-account workers (self-employed). These are considered to be the most vulnerable forms of employment as there is no security of an employment contract or conditions, such as paid leave.

Figure 31: Status in employment as percentage (%) of all employed, by sex, Timor-Leste, 2015



In 2010, almost three quarters (73%) of employed women and two thirds (66%) of men were in vulnerable employment (i.e. working as an own-account worker or contributing family worker). In 2015 the situation is largely the same, with a slight increase in the vulnerable employment rate for women (75%) and a slight decrease for men (64%). It remains important to create opportunities for women to work as employees in government or the private sector in order to provide equal access to more secure forms of employment and address this gender gap.

## 6.4 Sector and Industry

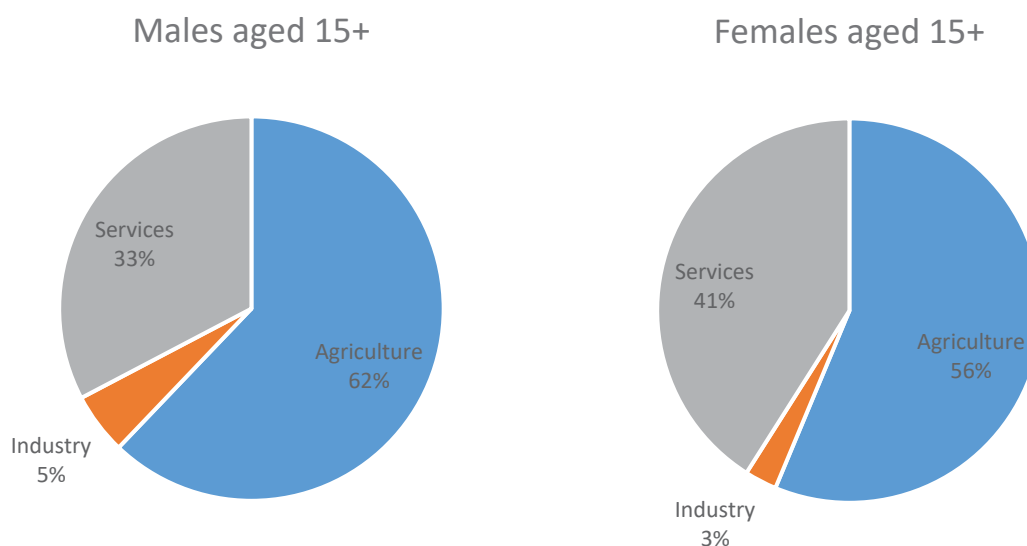
Another key development indicator available from the census is the share of women in wage employment in the non-agricultural sector. Definitions of these concepts are provided in the appendices, but essentially, this indicator is intended to show the proportion of paid jobs outside of the agricultural sector that are occupied by women.

According to the International Standard Industrial Classification of all Economic Activities (ISIC)<sup>23</sup>, any country's economy can be divided into three sectors:

1. **Agriculture** (including forestry and fishing)
2. **Industry** (including mining, manufacturing, utilities and construction); and
3. **Services** (including wholesale and retail sales, transportation, financial activities, technology and communications, public administration and extraterritorial organizations and bodies).

The majority of employment for both men and women is in the agriculture sector, providing employment for 62 per cent of men and 56 per cent of women (Figure 19).

Figure 192: Distribution of employment across the three major sectors, by sex, Timor-Leste, 2015



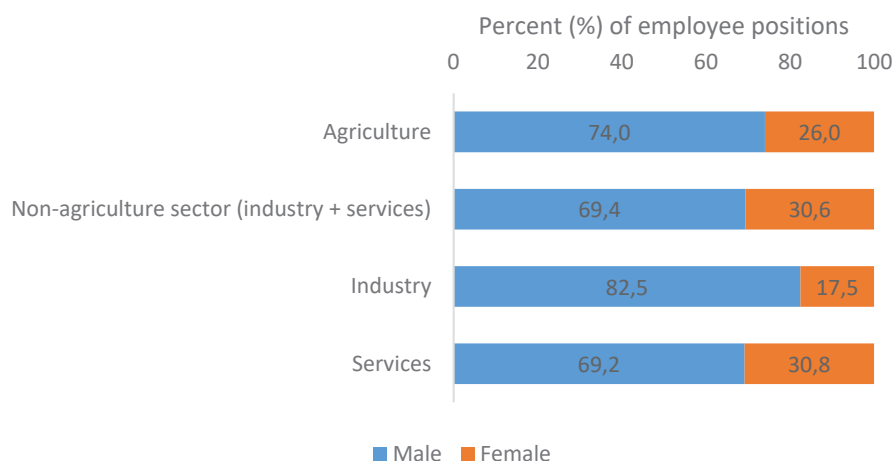
23 International Standard Industrial Classification of All Economic Activities, United Nations Statistics Division (<http://unstats.un.org/unsd/cr/registry/regcst.asp?Cl=27&Lg=1&Top=1>).



## Wage employment by industry

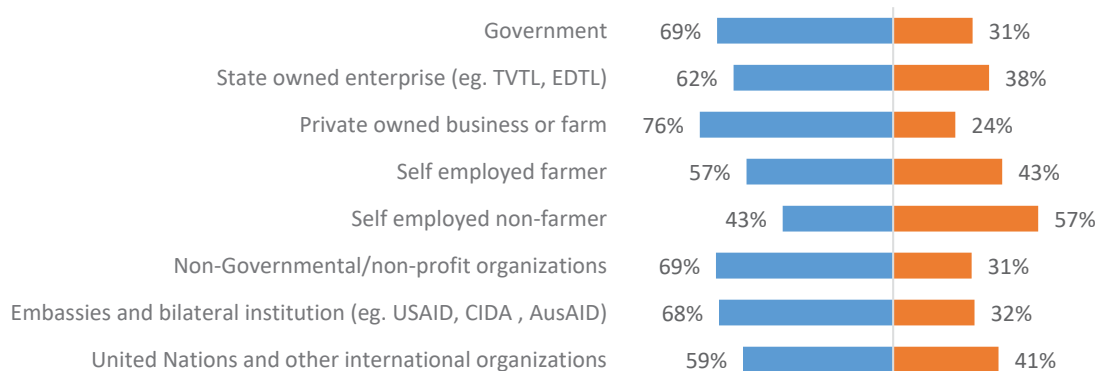
According to the 2015 census, women's share of wage employment (employees) in the non-agricultural sector was 31 per cent, down from 32 per cent in 2010. As Figure 3 shows, the majority of employee positions are occupied by men in all sectors, particularly industry, for which more than 80 per cent of the jobs were held by men.

*Figure 20: Share of wage employment (employees), by sector, Timor-Leste, 2015*



Employment in Timor-Leste is classified in eight different sectors. Men have the majority share of each except self-employed non-farmers, of which 57 per cent are women. The largest gender gaps are in privately owned businesses or farms (76% men and 24% women), in government jobs (69% men), in government jobs (69% men), NGOs and non-profits (69% men) and embassies and bilateral institutions (68% men).

*Figure 34: Male and female share (%) of each sector of employment, Timor-Leste, 2015*



## **6.5 Occupations**

Occupational segregation is typical in many societies, where certain jobs are dominated by either men or women. Breaking down attitudes about the types of work women and men can and should do requires well-designed and implemented strategies.

Looking into the most common occupations that the people of Timor-Leste are employed in reveals some similarities and differences between women and men. In 2015, the most common occupation by far for both men and women, are gardeners, horticultural and nursery growers. This was the occupation for 28 per cent of women and 31 per cent of men who are employed. The next three top

occupations for men are similar agriculture production related jobs and it is difficult to gauge from the census data the distinction between these types of jobs. Understanding people's occupations relies on the census enumerator recording the information from the respondents accurately and then the data processing team allocating appropriate occupation codes. The fact that there are a number of similar occupations suggests the need for clearer guidelines for fieldworkers and data processors so that occupations codes are allocated appropriately and the data are then more reliable.

More than a quarter (28%) of employed women are housekeepers. In 2010, only 3,200 women were identified as housekeepers, compared to more than 23,000 in 2015.

Moving down the list, other differences between men and women start to become apparent. Men were more concentrated in occupations such as car, taxi and van drivers, higher government officials and elements of defence and other security. Women were more often working as home based social workers and street vendors and mobile sellers. Being a primary school teachers or office clerk was also a relatively common occupation for both men and women.

*Table 14: Ten most common occupations for employed men/women aged 15+, Timor-Leste, 2015*

Men			Women		
Occupation	Number employed	% employed	Occupation	Number employed	% employed
1 Gardeners, Horticultural and Nursery Growers	69,264	31.0	1 Gardeners, Horticultural and Nursery Growers	44,473	28.2
2 Field Crop and Vegetable Growers	33,107	14.8	2 Housekeepers and related service	23,357	14.8
3 Tree and Shrub Crop Growers	19,042	8.5	3 Field Crop and Vegetable Growers	22,085	14.0
4 Mixed Crop Growers	13,096	5.9	4 Tree and Shrub Crop Growers	12,774	8.1
5 Retail Sales Workers /Street Vendors	6,829	3.1	5 Mixed Crop Growers	8,085	5.1
6 Other office clerks	5,665	2.5	6 Retail Sales Workers / Street Vendors	6,960	4.4
7 Car, Taxi and Light Trucks or Van Drivers	5,449	2.4	7 Home-based Social Workers	4,438	2.8
8 Primary School Teachers	4,083	1.8	8 Primary School Teachers	2,814	1.8
9 Higher Government Officials	2,866	1.3	9 Other office clerks	2,678	1.7
10 Elements of Defence and other security	2,735	1.2	10 Street Vendors and Mobile Sellers (including foods)	1,729	1.1
<b>Total</b>	<b>162,136</b>	<b>72.5</b>	<b>Total</b>	<b>129,393</b>	<b>82.1</b>

## 6.6 Women in managerial positions

Women's share of management positions is one of the SDG indicators under Goal 5 (Gender Equality). Data and analysis in the labour force report shows that women occupy less than one quarter (23%) of management and decision-making positions ( Table **15**). Women occupy a minor share of high-level positions in Timor-Leste such as Suco Chiefs (10%), legislators (25%), chief executives (23%) and high level government officials (27%).

Women's share of management roles has declined significantly from the 2010 census, which showed women as occupying 35 per cent of management roles. The 2013 LFS found that women occupied one third (33%) of such positions so it is possible the 2015 population census is an underestimate.

*Table 15: Men and women in managerial positions, Timor-Leste, 2015*

Code	Occupation	Total	Men	Women
11	Chief executives, senior officials and legislators	10,828	8,387	2,441
12	Administrative and commercial managers	1,905	1,436	469
-	Total	12,733	9,823	2,910
		100.0%	77.1%	22.9%

## Chapter 7: Migration

### Key findings

- Lifetime migrants within Timor-Leste represent around 16 per cent of the male population and 18 per cent of the female population.
- Most male and female lifetime migrants are aged between 15 and 34 years, the ages at which people are more likely to move for education, work or family reasons, such as marriage.
- Recent migrants (last five years) represent around six per cent of the male and female populations.
- Recent migrants (last five years) are more likely to be women and, like lifetime migrants, also aged between 15 and 34.
- Overseas born migrants represent less than one per cent of the male or female populations.
- Overseas born migrants are more likely to be women and aged between 25 and 49.
- Men and women migrate for different reasons. From age 25–29 onwards, employment becomes the main motivator for men, whereas for women, marriage and following family are the main reasons they migrate.

There are two types of migration that can be identified through the population census: lifetime migrants and recent migrants. Lifetime migrants are people who now reside in a different place to where they were born. They are classified based on question P17 (the administrative unit, in this case Suco, Administrative Post and Municipality, or other country where a person was born) in comparison to the administrative unit (Suco, Administrative Post and Municipality) where they were enumerated in the 2015 Census.

Recent migrants are those who moved into the administrative unit of enumeration during the last five years. They are classified based on question P18 (the administrative unit, in this case Suco, Administrative Post and Municipality, or other country of last residence) in comparison to the administrative unit (Suco, Administrative Post and Municipality) where they were enumerated in the 2015 Census. A person could be a lifetime and a recent migrant, however, for the purposes of comparison, migrants have been classified as either a lifetime or a recent migrant.

A large proportion of Timorese women, men and children have migrated between Sucos at some stage during their lifetime. 102,000 females and almost 96,000 males are lifetime migrants. Over 70,000 males and females have moved between Sucos during the last five years. There are also 4,100 males and 4,500 females who were born overseas and now live in Timor-Leste (

Table 16).

Table 16: Number of migrants, by migration type and sex, Timor-Leste, 2015

	Male		Female		Total	
	Number	%	Number	%	Number	%
Total population	598,921	100.0	580,733	100.0	1,179,654	100.0
Lifetime migrants	95,900	16.0	102,287	17.6	198,187	16.8
Recent migrants (last five years)	35,129	5.9	35,265	6.1	70,394	6.0
Overseas born	4,123	0.7	4,573	0.8	8,696	0.7

The age and sex structure of lifetime migrants shows similar patterns of migration for males and females (Figure 215). Most are aged between 15 and 34 years, the ages at which people are more likely to move for education, work or family reasons, such as marriage. Recent migrants are more likely to be women, as for lifetime migrants, and are even more concentrated between 15 and 34 years (and ages 0–4 years) (

Figure 226). Overseas born migrants are more likely to be women and aged between 25 and 49 (Figure 237).

Figure 215: Age and sex of lifetime migrants (excluding overseas born), Timor-Leste, 2015

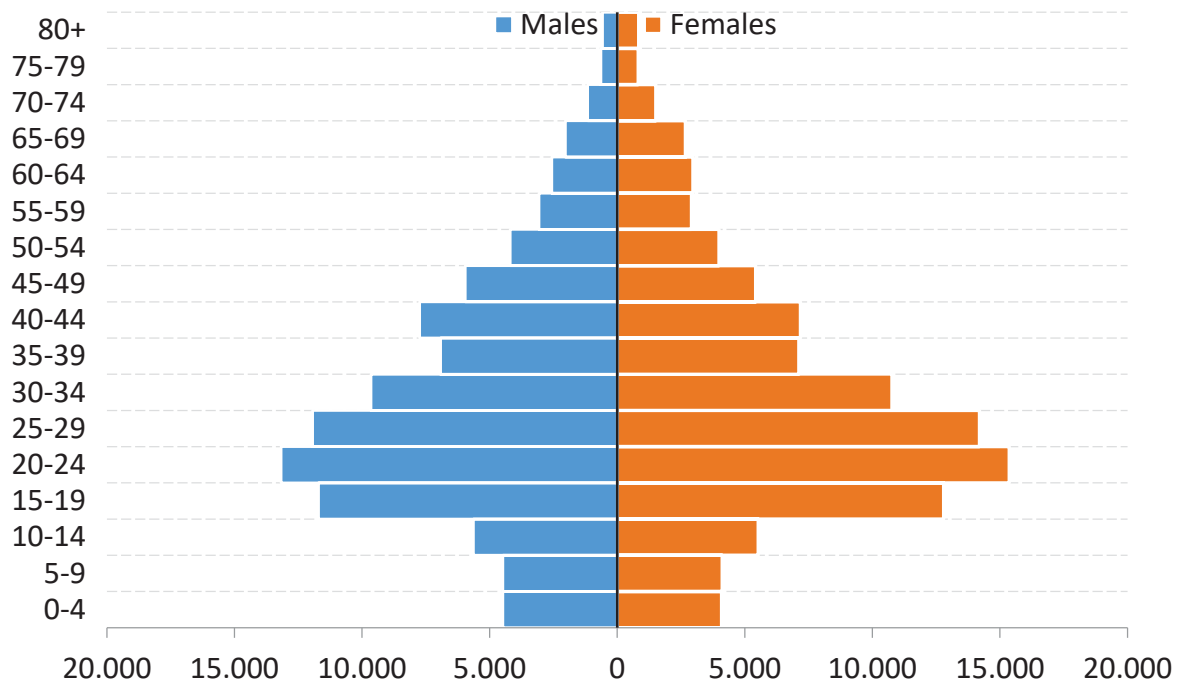


Figure 226: Age and sex of recent migrants (excluding overseas born), Timor-Leste, 2015

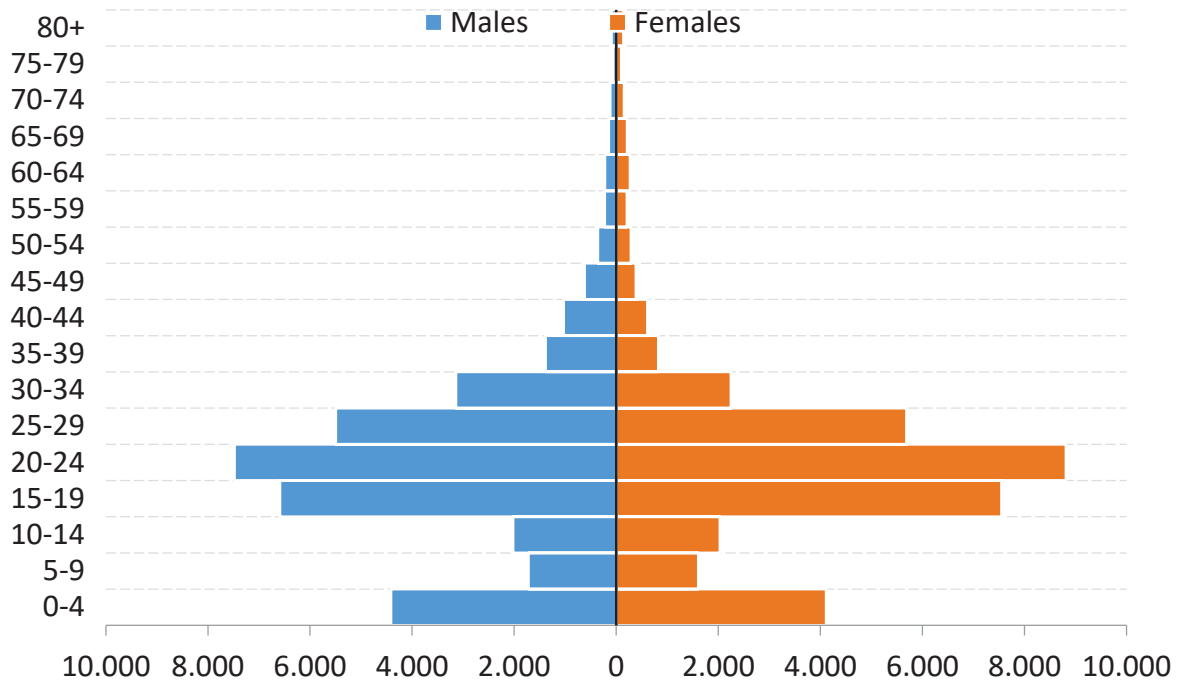
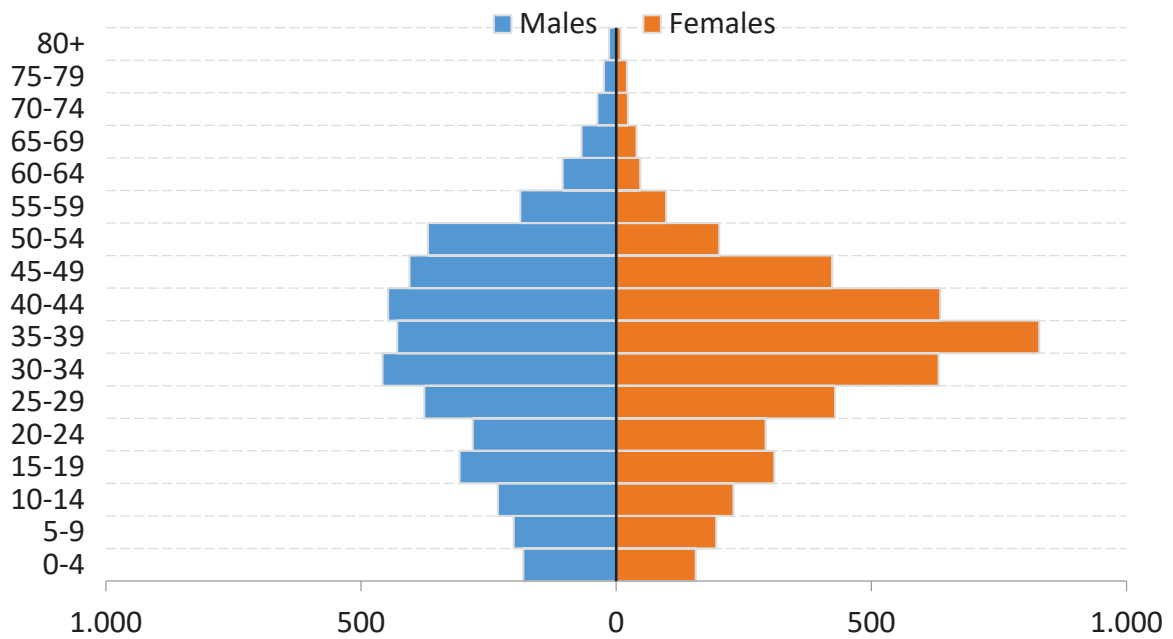


Figure 237: Age and sex of overseas born migrants, Timor-Leste, 2015



Men and women migrate for slightly different reasons (Figure 248 and Figure 259). Among those aged 10–24 years, education is the main driver for migration for both boys and girls. From age 25–29 onwards, employment becomes the main motivator for men, whereas for women, marriage and following family are the main reasons they migrate.



Figure 248: Reasons for migration among males who have migrated in the last five years, by age group, Timor-Leste, 2015

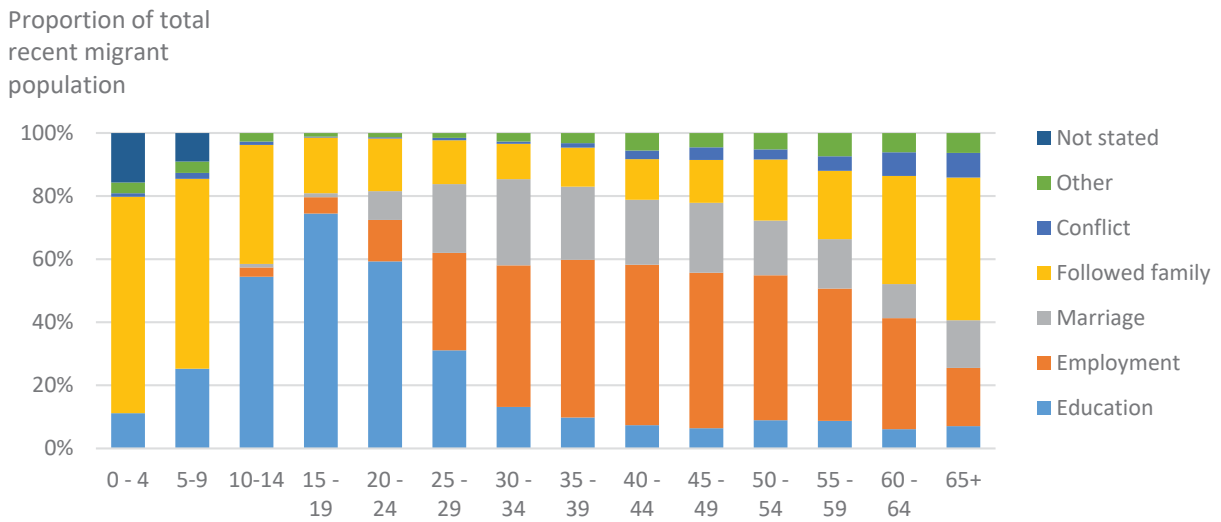
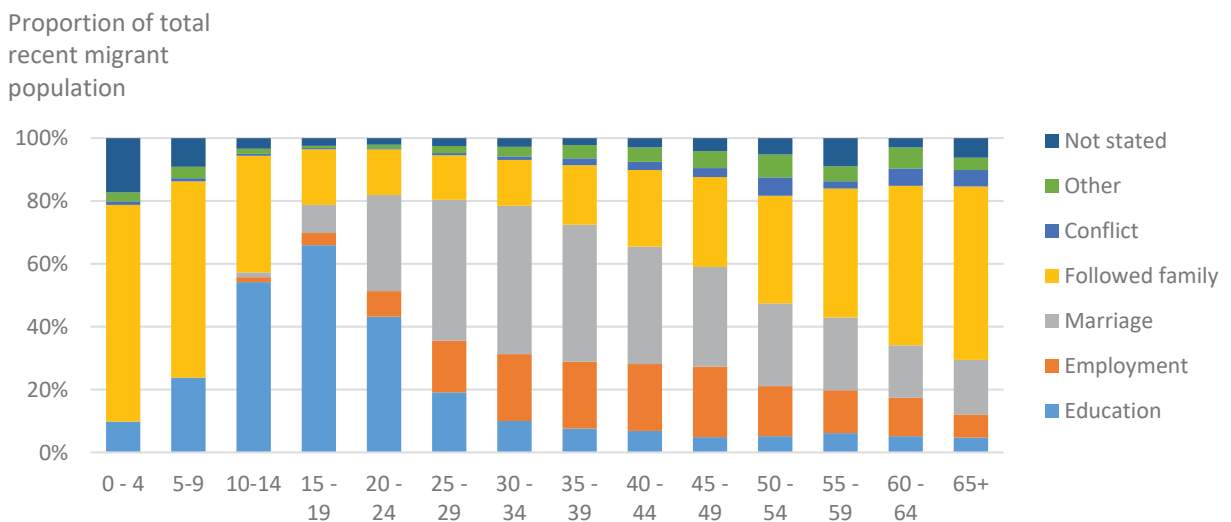


Figure 259: Reasons for migration among females who have migrated in the last five years, by age group, Timor-Leste, 2015



## Chapter 8: Conclusions and recommendations

The population and housing census provides important evidence for anyone working on gender and development issues in Timor-Leste. As a measure of key socio-demographic concerns, such as marriage, fertility, education, migration and mortality, the census gives policy and decision-makers data on the status of men and women, girls and boys, at a particular point in time. This can be used to compare the situation of males and females between geographic regions, age groups and other characteristics.

This report draws on the work done to produce other thematic reports in this series, such as the ones on the labour force, education, fertility, marriage and mortality. It seeks to highlight the key gender gaps and similarities in each thematic area providing a useful summary of the gender statistics that can be produced and used from the population census. For more detailed analysis of each topic, please refer to the respective reports.

### Recommendations

Policy and decision-makers, representatives from government, civil society organizations and donors and development partners should ensure they are familiar with the key findings in this report and that the information is used to guide the development, implementation and monitoring of gender-related policies and programs.

Analysing the 2015 population and housing census in the context of the SDGs and recent development of statistical standards raises the opportunity to redesign some aspects of the census questionnaire in the future. In particular, it is recommended to review:

- **Disability questions** (questions P12–P15) should be revised to conform with the Washington Group recommendations.<sup>24</sup> The 2015 questionnaire asks "How much difficulty does (NAME) have in .....? (Walking, Seeing, Hearing, Intellectual/mental condition" but the recommendations are for specific questions on each form of disability (e.g. Do you have difficulty seeing, even if wearing glasses?)
- **Birth registration question** (P24) should be split into two questions with a skip over the 'type of registration' if the answer was yes to having a birth certificate (i.e. if they have a certificate then no need to ask about whether they are registered with a civil authority). Having double-barrelled questions like P24 is prone to error.
- Revise the **questions and classifications used for education** to better identify current attendance (e.g. in TVET courses) and highest level achieved (e.g. Bachelor, Masters, Doctorate for tertiary). See section 6.3 of the United Nations Principles and Recommendations for Population and Housing Censuses for more information.
- Add a **question on field of education and training** for those aged over 15 that are attending or have completed some form of TVET or tertiary studies. See section 6.4 of the United Nations Principles and Recommendations for Population and Housing Censuses for more information.
- **Questions on labour force** (P32 – P38) should be redesigned so they can more reliably classify people's labour force status (employed, unemployed, outside the labour force) and the type of employment work they are engaged in (regardless of whether it is their main activity or a secondary one).

International recommendations provide the basis for revising the labour force questions in the 2020 questionnaire (United Nations Principles and Recommendations for Population and

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<sup>24</sup> Washington Group on Disability Statistics: Short Set of Disability Questions. <http://www.washingtongroup-disability.com/washington-group-question-sets/short-set-of-disability-questions/>

Housing Censuses, Revision 3; and the ILO Resolution Concerning Statistics of Work, Employment and Labour Underutilization (Geneva, 2013)).

- Consider **adding questions on working time** (hours usually worked) for persons in employment and own-use production work to enable gender analysis of working time. This would have to be carefully designed and tested to work in the Timorese context. Paragraphs 4.302–4.304 of the United Nations census Principles and Recommendations for Population and Housing Censuses provide the basis for this recommendation.

Ensure that all gender- specific/related SDG indicators are measured and monitored to improve gender equity in Timor-Leste’s development.

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# Analytical Monograph on Gender



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