



Secretaria de Estado da Formação Profissional e Emprego  
(SEFOPE)

# Timor - Leste Key Labour Market Indicators

December 2008



## LABOUR MARKET INFORMATION SYSTEMS PROJECT



International  
Labour  
Organization

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**Irish Aid**

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An Roinn Gnóthaí Eachtracha

# Introduction

The following data have been compiled by the Labour Market Information Department of the Secretariat of State for Vocational Training and Employment (SEFOPE). It has been collected from various credited sources within Timor Leste as follows:

Timor-Leste Suku Survey, 2001, National Directorate of Statistics (NDS)

Census, 2004, NDS

World Bank Development Indicators

Youth Employment Study, 2007, International Labour Office (ILO)

Timor-Leste Survey of Living Standards (TLSLS, 2008)

Timor-Leste – Poverty in a Young Nation, 2008, World Bank

Appropriate Wage Rate and Related Issues for Employment Intensive Public Works Programmes in Timor-Leste, 2008, ILO and SEFOPE

Timor-Leste Selected Issues and Statistical Appendix, June 2008, International Monetary Fund (IMF)

Population Growth and its Implications in Timor-Leste, World Bank, 2008

Given the population growth from a high birth rate, internal migration and returning displaced peoples, caution must be exercised in the interpretation of these figures. Of the data, time periods are not always comparable and the metrics may differ slightly in definition.

Timor-Leste has currently only a nascent market economy. Presenting a typical set of labour market indicators thus can produce a distorted picture of the realities of life in Timor-Leste. In an effort to redress this, the final section “Timor Leste in Numbers” pulls together a variety of figures which illustrate the nature of the challenges facing the people, the government, NGOs and UN agencies in creating a functioning market economy that will provide enough jobs, and sufficient income, to the very young population of Timor Leste.

Labour Market Information Department,  
Secretariat of State for Vocational Training and Employment

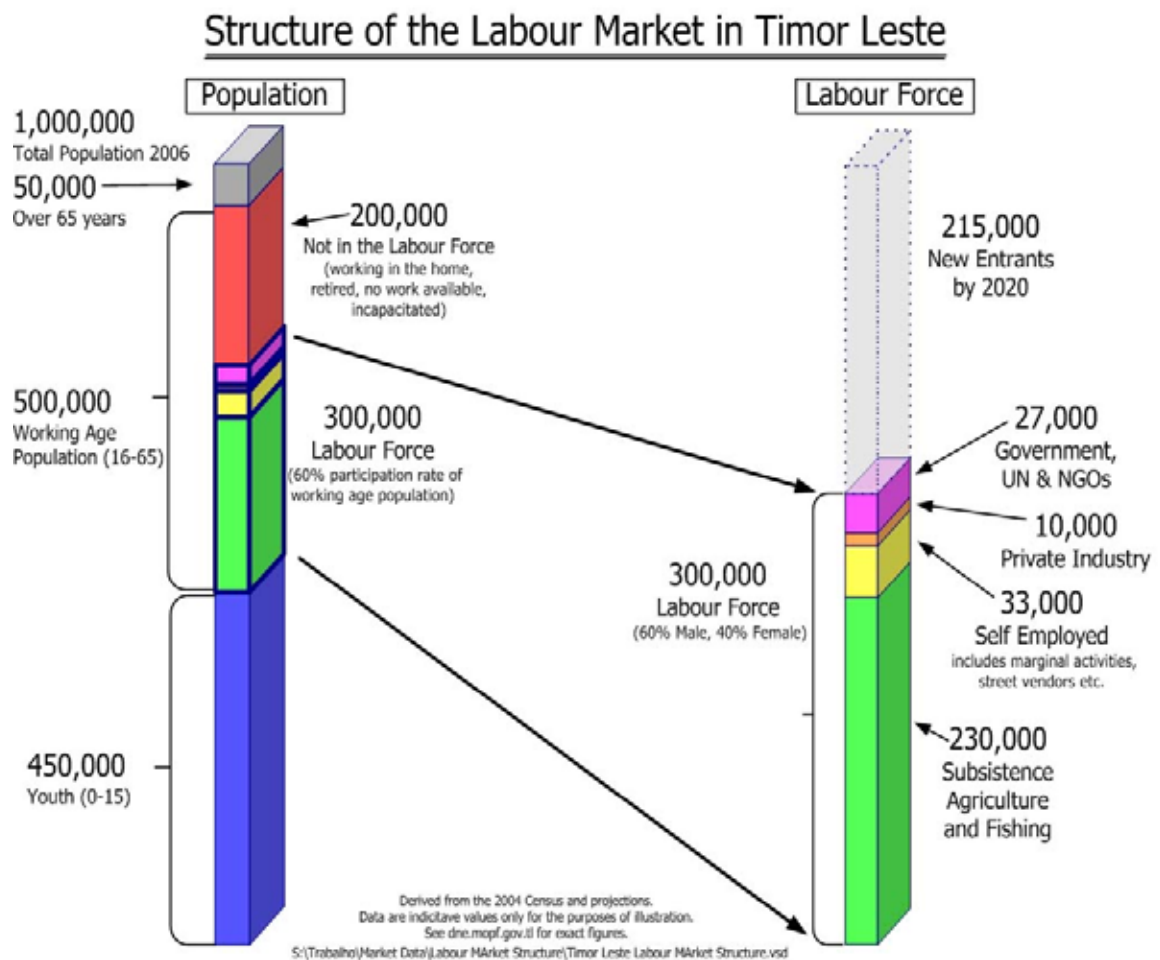
December 2008

# Structure of the Labour Market

The graphic below shows the overall structure of the Labour Market in Timor Leste, presented in indicative figures derived from the Census 2004.

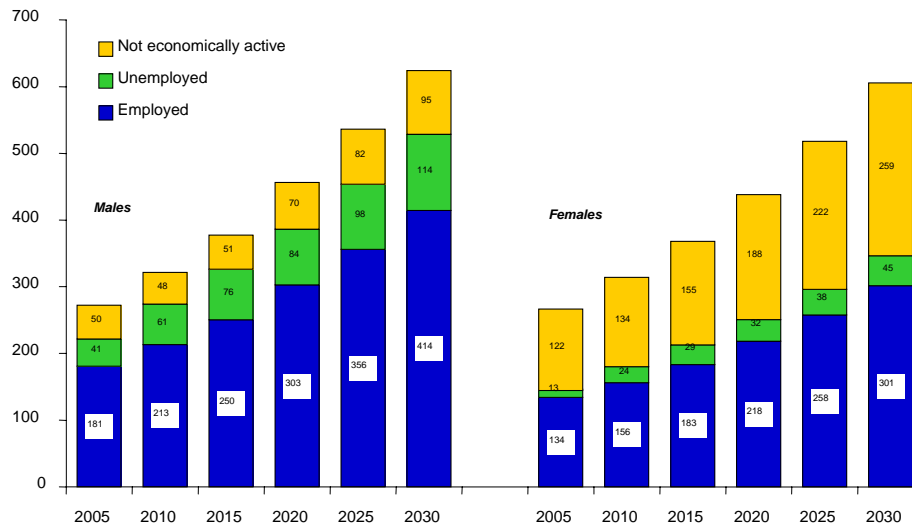
Mainly because of the very young population, we see only 300,000 in the labour force supporting a population of about 1,000,000. Compounding this, perhaps as little as 40,000 people receive a regular wage income.

With approx. 215,000 new entrants to the labour market expected by 2020, there is tremendous pressure to create new jobs within Timor Leste economy.



The document recently published by the World Bank, "Population Growth and its Implications in Timor-Leste", projects an even faster growth of the Timor-Leste labour force (Employed plus unemployed people). According to the document, the labour force will reach 637,000 people in 2020 (250,000 female), 750,000 people in 2025 (296,000 female), and 874,000 people in 2030 (346,000 female).

**Projected population 15 years and older by employment status, Timor-Leste, 2005-2030 (thousands)**



Source: *Population Growth and its Implications in Timor-Leste, World Bank – Nov 2008*

## 2 2004 Census

**T**imor Leste has an extremely high total fertility rate (2004: 7.0) even though it would have appeared to have already peaked (2002: 7.6). As a result the percentage of the population under 15 years old is 43.2%. Even though only 5.7% of the population is over 65 due to low life expectancy, this still gives a high dependency ratio of 96 (every 100 people of working age must support 96 people of non working age).

There will be roughly 12,000 young people entering the labour force annually until 2010, and this figure will continue to grow.

Additionally Timor Leste is rapidly urbanising. From a low level of 7% urban population in 1999, it has almost quadrupled in five years to 26% in 2004. There is also significant migration to the capital, Dili, with the population of Dili district increasing by 40% between 2001 and 2004.

District	No. of Households	Population		Totals 2004 Census	2001 Suco Survey	% Increase
		Male	Female			
Aileu	8,177	19,049	17,840	36,889	31,826	15.9
Ainaro	12,128	26,964	26,665	53,629	45,092	18.9
Baucau	23,815	52,483	52,088	104,571	101,517	3.0
Bobonaro	18,575	40,955	41,430	82,385	69,932	17.8
Covalima	10,546	28,018	27,923	55,941	49,234	13.6
Dili	30,400	88,373	79,404	167,777	120,474	39.3
Ermera	21,028	51,960	51,209	103,169	88,415	16.7
Lautem	13,382	28,174	29,279	57,453	53,466	7.5
Liquica	11,099	27,786	27,272	55,058	45,575	20.8
Manufahi	8,704	22,564	21,671	44,235	38,616	14.6
Manatuto	8,797	19,363	19,217	38,580	35,445	8.8
Oecussi	13,016	29,119	29,402	58,521	45,042	29.9
Viqueque	15,276	32,949	33,485	66,434	62,704	5.9
<b>Total</b>	<b>194,943</b>	<b>467,757</b>	<b>456,885</b>	<b>924,642</b>	<b>787,338</b>	<b>17.4</b>

*Source: 2004 Census*

## Labour Force and Employment

As such a high proportion of the potential labour force, about 68.5%, are engaged in subsistence activities in rural areas against 49.2% in urban areas.

Younger people are more likely to be unemployed, and those with jobs get paid less than older workers. If we assume that a large factor in the urbanisation of Timor Leste is due to young people migrating to urban areas, they are coming to the wrong place: unemployment for youth is higher than for any other group at 35%.

The real problem in Timor Leste is not so much unemployment as low income. About 60% of the population survive on less than US\$2 a day, and GDP per capita (at PPP) has dropped to about 70% of its 1999 level. Also a large sector of the population works but is not paid, especially women.

Comparing the results of Census (2004) and TLSLS (2007) the Labour Force participation rate has been increased reaching almost 100% in some districts like Ermera and Liquiça!?! On the other hand, the rate had declined about 20 points in Ainaro and Manufahi, while in Dili remained unchanged.

### Labour Force Participation Rates by Gender and Region (%)

	TLSLS – 2001			Census 2004			TLSLS - 2007		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
National	<b>60.0</b>	80.8	39.6	<b>60.4</b>	57.5	42.5	<b>63.1</b>	77.4	48.5
<b>Area</b>									
Dili/Baucau	<b>48.2</b>	65.4	29.3	<b>51.1</b>	56.1	43.9	*	*	*
Other Urban	<b>59.3</b>	77.3	41.2	*	*	*	<b>49.2</b>	63.8	33.8
Rural	<b>62.4</b>	84.6	41.2	<b>46.0</b>	56.5	43.5	<b>68.5</b>	82.7	54.1

Sources: World Bank, Timor Leste Poverty Assessment, May 2003 (based on 2001 TLSS) Timor Leste HDR, 2006, Census 2004, Timor-Leste Survey of Living Standards (TLSLS), 2007

## Labour Force Participation Rates by District (%)

	Working Age Population	In Labour Force (%) 2004	In Labour Force (%) 2007
Aileu	18,702	70.9	79.3
Ainaro	25,482	76.4	58.0
Baucau	48,863	68.7	57.4
Bobonaro	42,388	59.5	67.4
Covalima	26,500	63.3	57.4
Dili	103,082	41.2	41.2
Ermera	49,776	55.4	98.7
Lautem	26,284	57.9	57.4
Liquiça	27,376	63.8	96.0
Manatuto	18,453	66.6	54.2
Manufahi	22,499	72.7	56.7
Oecusse	30,770	75.1	67.6
Viqueque	31,552	63.2	55.2

Sources: Timor-Leste Census 2004, TL HDR 2006, TLSLS, 2007

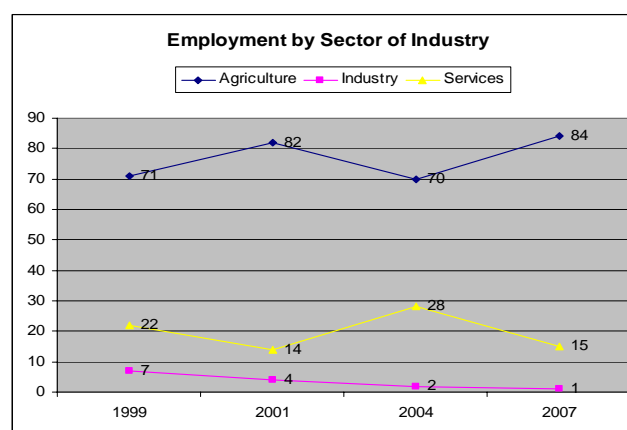
## National Unemployment Rates and Characteristics of the Unemployed (%)

	2001	2007
<b>Total</b>	<b>8.5</b>	<b>6.7</b>
Men	8.3 *	8.0
Women	5.4 *	13.7
<b>Age groups</b>		
15/24	19.6	23.7
25/34	7.9	9.7
35/44	4.6	4.9
45/54	4.1	3.1
55/64	4.5	4.0

Sources: 2001 data - World Bank, Timor Leste Poverty Assessment, May 2003 (based on 2001 TLSS) and TLSS, 2007

## Employment Structure by Industrial Sector (%)

The chart demonstrates that the majority of employment sector in Timor-Leste, about 80%, is active in subsistence farming. The industry employment rate has dropped from 7% in 1999 to 1% in 2007. In the same direction, the sector of services also has declined about half in the past three years.



Source: TL HDR, 2006. TLSS, 2007



## Unemployment by District

There is a wide variation in reported unemployment rates across the districts. The Secretary of State for Vocational Training and Employment has employment centres in Dili, Baucau, Bobonaro and Oecussi districts where job seekers can register looking for work, training, self-employment, and career guidance. Considering the still relatively limited geographical coverage of the Employment Centres, the large numbers of job seekers registered suggest that the real unemployment rates may be significantly higher.

	Working Age Population	In Labour Force (%) 2007	Paid Labour Force (%)	Working in Subsistence (%)	Unemployment rate 2007 (%)	Job Seekers Registered by District of Origin (Dec 2008)
Aileu	18,702	79.3	9.4	61	2.7	<b>2727</b>
Ainaro	25,482	58.0	10.3	65.5	5.7	<b>421</b>
Baucau	48,863	57.4	13.2	54.1	13.8	<b>5902</b>
Bobonaro	42,388	67.4	13.6	45	8.6	<b>1693</b>
Covalima	26,500	57.4	16.3	46.4	8.7	<b>233</b>
Dili	103,082	41.2	23	16.2	15.1	<b>21,298</b>
Ermera	49,776	98.7	6.1	48.6	0.1	<b>152</b>
Lautem	26,284	57.4	7.4	49.3	11.9	<b>3746</b>
Liquiça	27,376	96.0	13.1	50.3	0.3	<b>3481</b>
Manatuto	18,453	54.2	6.9	58.2	3.1	<b>4865</b>
Manufahi	22,499	56.7	12.4	59.9	8.5	<b>111</b>
Oecusse	30,770	67.6	16	58.8	1.0	<b>3082</b>
Viqueque	31,552	55.2	6	56.6	4.4	<b>3355</b>

Sources: Timor-Leste Census 2004, TL HDR 2006, SIMU Database, SEFOPE 2008, TLSLSL, 2007

Note: The 2004 unemployment rate is based on the 2004 census. Data on the number of registered unemployed persons is from the SIMU database of the SEFOPE. Not all data for Bobonaro and Oecussi districts was available at time of publication.

## Unemployment rate by District

	Working Age Population	2004 (%)	2007 (%)
Aileu	18,702	5	2.7
Ainaro	25,482	5.8	5.7
Baucau	48,863	10	13.8
Bobonaro	42,388	5.7	8.6
Covalima	26,500	3.5	8.7
Dili	103,082	7.9	15.1
Ermera	49,776	11.4	0.1
Lautem	26,284	14	11.9
Liquiça	27,376	2.4	0.3
Manatuto	18,453	18	3.1
Manufahi	22,499	3	8.5
Oecusse	30,770	1.4	1.0
Viqueque	31,552	8.5	4.4
National	-	8.5	6.7

Sources: Timor-Leste Census 2004, TLSLS, 2007.

The table above indicates the unemployment rate disaggregated by District. Based on the results of the Census 2004 and TLSLS 2007, at the national level the unemployment rate has declined from 8.5 to 6.7. Unemployment rate has increased in Dili and Covalima from 7.9 to 15.1 and from 3.5 to 8.5 respectively. On the other hand, unemployment rate decreased in Ermera from 11.4 to 0.1 and in Manatuto from 18 to 3.1.

## Education Status

The table below shows the current net enrolment rates at different educational levels with the level of education of registered job seekers in the SIMU database of the Secretary of the State for Vocational Training and Employment. While the data is not strictly comparable, it gives an indication of an expectation of wage employment by engaging in education – which currently is not being fulfilled. For example, while about 20% of young people attend secondary school, around 55% of registered job seekers have completed secondary school.

By contrast, while large numbers of people attend primary school, they form only about 13% of those registered at the job centres looking for wage employment.

Net Enrolment rates (%)	1999	2001	2007	Registered as Unemployed at Dec 2008
Primary	74.2	65.1	65.6	13.7
Pre-Secondary	36.3	19.0	34.9	7.2
Secondary	20.4	13.6	23.3	55.6
Tertiary	3.8	*	*	5.6

Source: TL-HDR, 2006, TLSLS 2001-2007, SEFOPE, 2008

The improvements in educational indicators are result of public policy which provides for free primary and secondary schooling. Likewise, while there was no significant change in net primary enrolment rates, the pre-secondary and secondary net enrolment rates rose over this period from 19 to 35 percent and from 14 to 23 percent respectively.

## Wage and Employment

	2001 %	2007 %		
	National	National	Rural	Urban
Private company, enterprise or cooperative	28.4	9.9	9.0	10.4
Rural public works program	9.8	13.8	14.0	13.7
Government, public sector, army	40.2	37.3	46.8	31.9
State-owned enterprise	10.0	4.3	6.8	2.9
Private individual	11.7	16.0	13.5	17.4
NGO	n.a.	16.2	8.3	20.6
Other	n.a	2.5	1.6	3.1

Source: TLSLS, 2007

The table above shows the profile of wage employees by rural and urban areas. The results represent the percentage among those who reported being wage employees in their main job. The private sector companies were radically diminished from 28.4% to 9.9% during the last years, demonstrating the importance of the design and implementation of urgent private sector development active measures.

The labour intensives programs conducted after 2006 crisis produced remarkable impact being the fourth highest wage sector with 13.8% of the total and the programs were balanced in both rural and urban areas. Private individual and NGOs correspond to about 32% of wage source and Government in rural areas represent about 47% of wage income profile. A considerable number of responds reported being in wage employees by NGOs in rural areas.

The table below shows the main source of household income considering those in wage and no-wage employment. The results of the survey show that less than 10%

of the interviewed have a salary and that farming activities are the main source of income for about 40%.

<b>Main source of income for household</b>		
Source of income	Number	Per cent
Salaries / wages	40	9.9
Remittances	3	0.7
Pensions or grants	5	1.2
Sale farm products and services	162	39.9
Other non-farm income	56	13.8
No income	140	34.5
<b>Total</b>	<b>406</b>	<b>100.0</b>

*Source: Appropriate Wage Rate and Related Issues for Employment Intensive Public Works Programmes in Timor-Leste, 2008 (ILO&SEFOPE)*

## Poverty and Unemployment

Considering the Timor-Leste Living Standards studies, it is estimated that about half of the Timorese population lives below the upper poverty line in 2007.

The survey indicates that rural poverty is higher than urban poverty for both the upper and the lower poverty lines. From the rural and urban perspective, rural areas are more vulnerable to poverty than urban ones. In fact, poverty affects about 52% of population in rural areas against 45% of urban population. From the region prospect, East is less poor about 26% while Center and West are twice poorest than East, 57.8% and 55.1% respectively.

	2001		2007	
	Lower poverty line	Upper poverty line	Lower poverty line	Upper poverty line
National	25.4	36.3	33.2	49.9
Rural	29.7	39.7	37.3	51.5
Urban	11.3	25.2	21.7	45.2
East	16.4	24.7	12.6	26.5
Center	30.4	41.2	41	57.8
West	23.3	37.4	35.6	55.1

*Source: Timor-Leste – Poverty in a Young Nation based on TLSS 2001 and TLSLS 2007.*

In terms of the linkage between unemployment and poverty, the results indicate that the unemployment rate among the non-poor 5.6% is less than among the poor 7.6%. The pattern is similar in rural and urban areas as well.

However, in national terms the poor and non-poor participate equally in terms of work force 58.6% and 58.8% in that order and in urban and rural areas as well.

The same pattern is identified in terms of labour force participation, poor and non-poor have more and less the same rate.

	National			Rural			Urban		
	Total	Poor	Non-Poor	Total	Poor	Non-Poor	Total	Poor	Non-Poor
Employed	<b>58.7</b>	58.6	58.8	<b>64.8</b>	65.5	64	<b>49.2</b>	42.4	43.2
Unemployed	<b>4.2</b>	4.8	3.5	<b>3.4</b>	3.9	2.9	<b>6.2</b>	6.9	5.3
Out of Labour Force	<b>36.7</b>	36.1	37.4	<b>31.4</b>	30.1	32.9	<b>50.6</b>	50.3	51.1
Labour Force Participation	<b>63.1</b>	63.7	62.4	<b>68.5</b>	69.8	67	<b>49.2</b>	49.5	48.7
Unemployment rate	<b>6.7</b>	7.6	5.6	<b>5.0</b>	5.7	4.3	<b>12.8</b>	14.1	10.9

Source: Timor-Leste – Poverty in a Young Nation

## Working Age Population Projections 2005 – 2050 (Medium Scenario)

Years	Age Groups			
	0-14	15-64	65+	Total
<b>2005</b>	476,649	504,634	32,764	1,014,047
<b>2010</b>	546,307	598,136	37,329	1,181,772
<b>2020</b>	661,269	863,378	51,727	1,576,374
<b>2030</b>	796,792	1,174,752	75,268	2,046,812
<b>2040</b>	901,303	1,554,868	107,178	2,563,349
<b>2050</b>	1,015,702	1,971,505	156,165	3,143,372

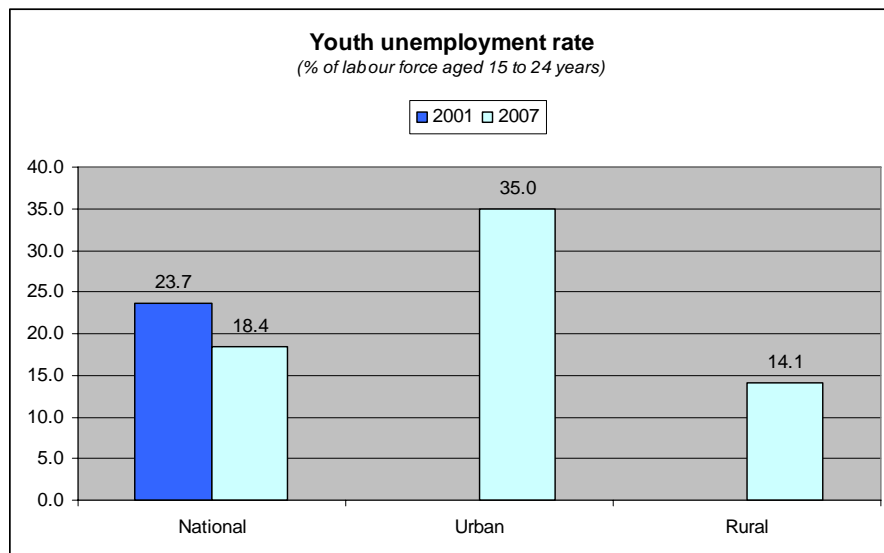
Source: Census 2004

Note: These figures (Age 15-64) show working age population not labour force

## Youth Employment

The chart below shows that access to employment for youth has improved in recent years, even the percentage still high. The unemployment rate of 15-24 years old has declined at national level from 23.7% in 2001 to 18.4% in 2007.

Nevertheless, rural-urban disaggregate reveals that there is big difference between the two areas. In 2007, rural youth unemployment rate was about 14%, while in urban areas the rate is about 35%. In urban areas there is more difficulty to earn living than rural areas and there is limited job to supply the demand of job seekers in urban areas.



Source: TLSLS, 2007

During 2008 about 41403 people has been participate in rural public works programmes implemented by SEFOPE. The youth participation was about 32% and 26.8% were women covering all Districts of Timor-Leste

These programs had represented 9.8% of wage incomes in 2001 and had increased to 13.8% in 2007 according to TLSLS, 2007. In this sense, the growing of scale of Labour Intensive Programmes is a key to generate jobs, wage income and reduce the poverty in remote areas.

## 5 Economy

While inflation rose from 4.1 to 8.9 in 2007, it would be even higher if the government had not imported rice for resale to local retailers at subsidized prices. The GNI per capita was increased almost twice from 2006 to 2007 due the government spending.

Year	2000	2001	2002	2003	2004	2005	2006	2007
GNI at current market prices, total (million \$)	*	*	300	318	459	696	974	1725
GDP at current market prices, total (million \$)	316	368	284	298	309	332	327	396
Real GDP growth (% change)	13.7	16.5	2.4	0.1	4.2	6.2	-5.8	7.8
GDP per capita (PPP \$)	885	967	871	775	732	*	*	*
Inflation rate (%)	3	0	4.7	7.2	3.2	1.8	4.1	8.9
<b>GDP by industrial origin at current market prices (in millions of dollars)</b>								
Agriculture, forestry and fishery	81.5	84.7	91.2	97.4	107.1	111.3	116.6	124.7
Mining and quarrying	3.7	4.0	3.3	2.7	2.8	2.9	1.9	2.2
Manufacturing	8.7	11.3	11.4	12.1	12.5	11.8	8.7	10.2
Electricity, gas and water	2.6	1.4	2.7	3.3	3.3	*	*	*
Construction	43.3	45.6	37.9	31.0	31.9	33.4	29.8	44.4
Trade, hotels and restaurants	24.7	26.3	24.5	25.1	25.4	*	*	*
Transport and communications	22.9	26.3	28.3	31.2	31.8	33.8	25.4	31.0
Finance, banking and business services	20.5	25.0	25.6	26.7	29.4	28.3	28.8	33.6
Public administration and defense	106.3	141.4	116.3	104.1	92.7	103.4	115.9	176.4
Personal and community services	1.9	1.9	2.0	2.1	2.1	*	*	*

Source: Timor Leste HDR 2006, UNDP, Democratic Republic of Timor-Leste: Selected Issues and Statistical Appendix, IMF Country Report No. 08/203, June 2008  
World Bank Development Indicators Database, 2005-06 Projections: UNDP/ILO, Strategy for Timor-Leste on Employment and Poverty, March 2003

## Consumer Prices Index

	2001	2002	2003	2004	2005	2006	2007
Index	100	118.9	127.3	131.3	133.7	139.2	151.7

Source: TLSLS, 2007

## Petroleum Revenue And Forward Projections

Considerable oil revenues are expected to accrue to Timor Leste in the coming years. While the oil industry may generate revenue, it is expected to generate very little indigenous employment in Timor Leste.

Year	2004-05	2005-06	2006-07	2007-08	2008-09
Tax	209	266	349	624	689
Royalties	56	70	66	65	60
Interest	0	14	20	36	50
Total	265	350	435	725	799

Source: Government of Timor-Leste, Mid Year Budget Update 2005-06  
 Note: Given the recent rise in global oil prices, the revenues accruing could be significantly higher.



## Timor Leste in Numbers

### Poverty

49%	Population on less than US\$1 per day <sup>i</sup>
42.1%	Food poverty consumption <sup>ii</sup>
48.6%	Underweight children <sup>iii</sup> “associated with reduced productivity [in adults]”
136/1,000	Under 5 child mortality <sup>iv</sup>

### Home Life

7%	Urban population 1999 <sup>v</sup>
26%	Urban population 2004 <sup>vi</sup>
97%	Home ownership <sup>vii</sup>
70%	Homes with a earth floor <sup>viii</sup>
98%	Households that use wood for cooking <sup>ix</sup>
31%	Households with a radio <sup>x</sup>
7%	Households with a bicycle <sup>xi</sup>
55%	Population with access to clean water <sup>xii</sup>
22%	No toilet facility – urban <sup>xiii</sup>
51%	No toilet facility – rural <sup>xiv</sup>

### Women’s Life

70%	Child woman ratio <sup>xv</sup> 7 per 10 women of child bearing age with children under age 4
40%	Female labour force participation rate <sup>xvi</sup>
67%	Women who do not receive any payment for work (cash or in-kind) <sup>xvii</sup>
2%	Proportion of women who have not worked since last giving birth <sup>xviii</sup> (with at least one child under 5)

## Agriculture

75%	Labour force in Agriculture <sup>xix</sup>
20%	GDP derived from Agriculture <sup>xx</sup>
4 to 6	Number of years of schooling required to increase agricultural productivity <sup>xxi</sup> (more if quality is poor)
4.1	Mean years of schooling <sup>xxii</sup> (lower in rural areas)
55%	Adults (ages 15 and over) never enrolled in school <sup>xxiii</sup>
3%	Households using external agricultural inputs <sup>xxiv</sup> (fertilizers, pesticides, manure, improved seeds, etc.)
80%	Access to market – % Farmers who have 2 hour walk to nearest market <sup>xxv</sup>

Proportion of women who washed hands before preparing food <sup>xxvi</sup>	92%
Houses with 10+ minutes walk to water source <sup>xxvii</sup>	35%

## Quality of Data

Researchers have noted that the self-reported levels of activity often produce quite different results from where these characteristics are actually measured (e.g. reported literacy vs. results of literacy tests). For example, the very high level of hand washing reported below (given the difficulty in getting water) may better reflect what people know they *should* do compared to actual practice. This should be born in mind when interpreting survey data.

### Sources of data cited above

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<sup>i</sup> Timor-Leste Survey of Living Standards, 2007

<sup>ii</sup> Ibid

<sup>iii</sup> Ibid

<sup>iv</sup> Timor-Leste HDR, 2006, p.8

<sup>v</sup> MICS, 2002, p.84

<sup>vi</sup> Ibid, p.84

<sup>vii</sup> Ibid, p.13

<sup>viii</sup> DHS, 2003, p.35

<sup>ix</sup> Ibid, p.37

<sup>x</sup> Ibid, p.37

<sup>xi</sup> Ibid, p.37

<sup>xii</sup> MICS, 2002, p.35

<sup>xiii</sup> MICS, 2002, p.37

<sup>xiv</sup> MICS, 2002, p.37

<sup>xv</sup> Timor-Leste HDR, 2006, p.80

<sup>xvi</sup> Ibid, p.87

<sup>xvii</sup> DHS, 2003, p.54

<sup>xviii</sup> Ibid, p.56

<sup>xix</sup> Timor-Leste HDR, 2006, p.3

<sup>xx</sup> Ibid, p.3

<sup>xxi</sup> Ibid, p.28

<sup>xxii</sup> Ibid, p.81

<sup>xxiii</sup> MICS, 2002, p.34

<sup>xxiv</sup> Timor-Leste HDR, 2006, p.28

<sup>xxv</sup> Ibid, p.29

<sup>xxvi</sup> DHS, 2003, p.185

<sup>xxvii</sup> Ibid, p.35

DHS: Demographic Health Survey

MICS: Multiple Indicator Cluster Survey

TL HDR: Timor Leste Human Development Report

SIMU: Sistema Informasaun Merkadu Traballu, Secretary of State of Vocational Training and Employment