



Government of the Democratic Republic of Timor-Leste
Ministry of Public Works, Transport and Communications

Directorate General for Public Works
National Directorate for Roads, Bridges and Flood Control



Roads for Development Program (R4D)

Labourers' Survey

The benefits to Local Labourers
working on R4D roads



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EXECUTIVE SUMMARY

The Labourers' Survey aims to gain insight into the benefits R4D labourers have derived from their employment with contractors carrying out R4D works. Benefits have been measured in terms of wages earned, the utilization of those wages and the impact on household decision-making processes. Changes in labourers' skills and changes in their ability to learn new skills from their employment with R4D have also been examined. Lastly, the Survey has provided some information about the impact of employment on female construction labourers in terms of their position within the household and their level of confidence and capacity to be involved in physical works.

A total of **356 people** were interviewed - **194 men** (54%) and **162 women** (46%). The majority of the interviewed persons were involved in agriculture. A few women were engaged in **household activities** only (**11%**), or in **business activities** (**4%**). The majority of the labourers fall into the age category **26 to 60 years** (**85%**), with a much smaller percentage of people in the age group from **18 to 25 years** (**14%**). In each age category group, women and men are more or less equally represented.

The large majority of the respondents' households (**67.1%**) had an income of **less than USD 50** per month. In **one-third of the households** there was not a single member who earned **any form of regular income**. These households relied mostly on subsistence farming and casual daily job opportunities. The results from the Survey show that employment opportunities offered by **R4D attract in particular the poorest people** who have a household income of less than USD 100 per month (89%).

With regard to the type of payment, results show the majority of **unskilled labourers** and **work group leaders** were paid on a **daily basis**, whereas the **skilled labourers** were paid mainly on the basis of **completed work** (piece-work system). The large majority (88%) of the **daily paid labourers earned less than USD 5 per day** (4,5 USD). These are typically unskilled labourers. The **daily wages of the piece-work paid labourers were typically higher** - 72% earned more than USD 5 per day. These categories of labourers were typically semi-skilled and skilled labourers and group leaders. **Almost all of the skilled work was done by men (99%)**, women were hardly ever engaged in skilled work. Most of the women were paid on a daily basis (88%), which relates to the fact that almost all of them were unskilled labourers.

The **majority of labourers** (including unskilled, skilled and work-group leaders) worked for **less than 4 weeks (74%)** on R4D road works. There is a significant difference however between women and men. **61% of the female labourers worked in total less than 2 weeks** whereas **61% of the male labourers worked between 2 to 4 weeks**. Overall, a **labourer worked** on average **27 days** on an R4D contract. **Female labourers worked on average 21 days** whereas **male labourers were employed on average for 32 days**.

Unskilled labourers worked generally for a shorter period than skilled labourers. 80% of the unskilled workers were employed for less than 4 weeks, with 58% employed for less than 2 weeks. Almost **one-third of the skilled workers worked for more than 7 weeks**.

Labour rotational periods have been shorter than recommended by R4D. This is likely due to the irregular availability of labourers and/or pressure from local leaders on contractors to rotate more frequently in order to give more people work opportunities.

With regard to the total R4D income earned by labourers, **60% earned between USD 50 and 200**. About **20% earned less than USD 50** and another **20% earned more than USD 200**. On average, **the total income earned by a male labourer was USD 186, compared to USD 99 earned by a female labourer**.

On average **a labourer earned about USD 150 for 27 days of work** during the period that the contract was implemented. Usually it took contractors about 12 months to complete the works. Translating this earned income to an incremental monthly income over this period of 12 months, shows that a labourer earned an extra USD 12 per month through the R4D work. Although this amount may not appear to be a significant contribution to the annual income, the injection of a relatively large amount in a short period – in particular in cases where the labourers are mostly involved in subsistence agriculture – can have a considerable impact on their livelihoods.

While numbers of labourers show strong representation from the lowest income households, disparity exists in their portion of R4D wages earned. Data from the survey shows that **only 14% of the lowest income households (less than USD 50 per month) earned more than USD 200 while working for R4D contractors**. Households with higher incomes appear to benefit more in terms of wages earned from working with R4D contractors. **27% of the households with a monthly income from USD 51-100 earned more than USD 200**. For households with a **monthly income of USD 101-200** this percentage is **41%** and for households with a **monthly income of more than USD 200**, 45% earned more than USD 200 through work with R4D contractors. This difference is expected to be related to higher percentages of skilled labourers in these higher income groups where education levels are often higher. Another reason might be the fact that the higher income households have more influence in the local community, thereby having more influence in the decisions about labour recruitment and rotation.

All respondents **spent money** earned from R4D on **daily consumption**. About half of the respondents also spent money on **buying clothes** and for the **education of the children** (mainly for buying school materials). **13% of the income earnings was spent on ceremonies and cultural activities**.

Similar spending patterns for men and women were found for **buying clothes, the purchase of small livestock and agricultural inputs, and for savings**. Typically male expenditure categories were gambling, the purchase of large livestock, horses and motorbikes, contributions for ceremonies, and improvements of the house. **Both women and men cited investments in businesses** as one of the sectors where they spent money from their R4D earnings.

Data showed that the main reasons for non-participation of female spouses in the road works was their **engagement in household activities** and **taking care of the children** (31%), and **agricultural activities** (26%). Some male respondents also mentioned that their spouse did not participate because only one member of the household was allowed to work.

Responses showed that **no changes regarding the administration and management of finances by households had occurred after household members had worked as R4D labourers.** In 57% of the cases, women **tend to administer** the money of the household. 58% of the women reported that **decisions regarding household expenditures are normally made together by husband and wife.** **68% of the male respondents mentioned that this was the case.**

Although household dynamics in terms of administering the household and making decisions remained the same, some difference has been observed when looking at the impact on women within the household and power relationships within the household. After having being involved in road construction work, about **45% of interviewed women mentioned an increase in confidence when expressing opinions within the household.** A similar percentage of women **(46%)** mentioned also to have increased their capacity to carry out physically demanding work. For some women the employment opportunity with R4D had been their first and from it they have learned new skills, like spreading, digging and back filling.

More than half of the respondents who were paid per day mentioned to have learned new skills through the work for R4D. The most common skills learned by the labourers were earth excavation, spreading and back-filling, particularly by women (respectively 20%, 26% and 24% of female respondents). Those are also the most common areas where unskilled labourers are involved.

Results of the survey have led to recommendations that can increase benefits to the labourers and at the same time have a positive impact on quality and work efficiency. Longer periods of work for unskilled labourers can increase the quality of on-the job training for contractors and the capacity of labourers in practicing newly learned skills. A stronger focus on capacity development of local labourers - introducing for example Training of Trainers modules in the contractors' training - would not only build a better skilled local labour market but also benefit the quality of local contractors' work. A more diversified work force is encouraged, particularly of women and people with disability. And finally, the current poor performance in record keeping of labourers work days and payments calls for enhanced measures to improve contractors' compliance (such as financial penalties on contracts) and increase transparency.

1. INTRODUCTION

1.1 Background

R4D was designed to be the leading rural roads program in Timor-Leste. R4D commenced in March 2012 and is implemented by the Ministry of Public Works, Transport and Communications (MPWTC) through the National Directorate of Roads, Bridges and Flood Control (DRBFC). It receives technical assistance from the International Labour Organization (ILO) and financial support from the Australian Government through the Department of Foreign Affairs and Trade (DFAT). The current first phase of R4D is designed for a period of 4 years.

The 'development goal' of R4D is that women and men in rural Timor-Leste are deriving social and economic benefits from improved road access. R4D combines direct investments in rural roads with technical support and capacity building of the MPWTC in budgeting, planning and management of rural roads investments. Furthermore one of R4D's immediate objectives is to build capacities of local civil works contractors.

Where appropriate, R4D applies a Labour-Based Approach¹ to rehabilitate and maintain rural roads infrastructure. Using local labour can provide benefits in terms of: job creation (particularly for unskilled people in rural areas), opportunities for income generation and micro-enterprise development, enhancement of basic construction skills, general improvements in the capacity of the local labour market, and ultimately long-term multiplier effects derived from employment, income and infrastructure development².

Through capital investments in rehabilitation and maintenance works, R4D initially aimed to generate 4.7 million work days³ for local communities living in the catchment areas of the program. Under this scenario, a total of 52,000 labourers and their families would benefit from short-term employment opportunities by capital investments in rural road works by the end of the program.

¹ Labour-based approaches refer to the optimum and flexible use of local labour and locally available materials, skills and capacities, supported by the use of appropriate equipment where technically and economically feasible (ILO 2004; 2010).

² OECD, 'Labour-Based Approaches to Infrastructure Building and Maintenance', Policy Instrument Note 6.

³ Based on daily wage rate for unskilled labour of 3 US \$ per day, same rate used by TIM-works. However, the current average daily wage rate paid by R4D contractors is 4.5 US \$, leading to a reduction of total labour days generated.

However, the labour engagement has been less than foreseen in the program design. This was because:

1. The program design was largely based on design standards that were followed by the TIM-Works Project⁴. After the start-up of R4D, an in-depth review of the applied TIM-Works standards and a life-cycle analysis of different pavement options showed that substantially more investments (per running kilometer of rural road) in the provision of drainage structures and durable pavement options would be required than originally foreseen. As these additional required investments largely related to the costs of construction materials, the relative proportion of the cost of labour decreased significantly⁵;
2. The Government of Timor-Leste's contribution for capital investments has been considerably less to date than what was expected as per the Agreement between the Australian Government and the Government of Timor-Leste. Where the agreement stipulated a contribution of USD 18.6 million for capital investment, the actual contribution from the Government of Timor-Leste has been USD 8 million⁶;
3. In some cases local people were unwilling or unavailable (labour-shortage) to executive large earthwork moving operations manually. In those cases heavy machinery has been used;

As of 31st December 2014 approximately 382,000 worker days had been generated by R4D, of which 107,000 (28%) were by women.

1.2 Objective of the Survey

As part of R4D's planned annual impact studies, a Labourers' Survey was conducted to measure the impact of the Program on labourers who have worked on R4D rehabilitation and maintenance packages. This report contains the main findings of the Labourers' Survey [Batch 1]⁷.

The Labourers' Survey aims to gain insight into the benefits R4D labourers have derived from the wages earned while employed by an R4D contractor. Benefits have been measured both in terms of use of the wages earned and the impact of the employment opportunity on the household conditions. Labourers' capacity development and a change in their ability to learn new skills has also been considered.

⁴ TIM-Works was a multi-donor labour-based rural roads project that was implemented by the ILO and finalized in December 2011.

⁵ Whereas the original design assumed that 40% of the total initial investment costs would be labour costs, R4D data show that the actual labour costs for investments in rural roads vary between 15 – 25% of the total initial investment costs.

⁶ This includes a budget of USD 1.6 million in 2013, a budget of USD 2.6 million in 2014 and an expected budget of USD 4 million for 2015.

⁷ Additional survey tools used by the Program to capture impacts on the socio-economic development of local communities are Community Snapshots, Local Business Activity Survey (LBA) and Transport Survey. The main findings of those surveys have been summarized in an Impact Study Report (Baseline) which was presented to MPWTC staff, development partners and other relevant stakeholders in the rural road sector in 2013.

The Survey also aimed to assess the working conditions provided by the local contractors implementing the R4D works, such as work hours, wages and provision of social safeguards (safety equipment, insurance etc.). Lastly, the Survey has provided some information to capture the impact on female construction labourers, including their position within the household and changes in level of confidence and capacity to be involved in physical works.

The Labourers' Survey gives information on the key performance indicator F (at goal level) in the R4D Results Framework: **Economic benefits for local construction labourers due to R4D wage cash transfers to these labourers.**

2.METHODOLOGY

2.1 Data Collection

Five MPWTC-R4D Community Development Officers (CDOs) were deployed for the field data collection. The survey tool applied was a structured questionnaire used in individual interviews with selected R4D labourers. The questionnaire is attached as Annex 1.

The questionnaire included general questions about the respondent (such as sex, age, marital status etc.) and questions about working conditions (such as working hours, provision of social safeguards etc.), R4D wages earned and the impact of the earned R4D wage on the household. It also included questions related to intra-household power relationships and women's conditions in the household, on learned skills and developed capacities. Sex-disaggregated data were collected, using the same questionnaire template for men and women. However, a few additional questions were asked to female participants regarding potential changes to their confidence in expressing opinions, and on household relationships.

The questionnaire was tested with a sample of labourers who were working on one of the R4D rehabilitation road projects. The M&E Officer and Social Safeguards Officer revised the questionnaire based on the feedback received from the CDOs. The final version of the questionnaire was translated into Tetun. The CDOs received a half-day classroom training and one day practical training before the start of the data collection.

The Labourers' Survey is planned to be conducted two times during the Program's lifespan: one time after the completion of the 2013/2014 R4D rehabilitation works (First survey in April/ May 2014) and one time after the completion of the 2015/2016 rehabilitation works (Second survey in January/February 2016)⁸.

The CDOs were responsible for conducting the surveys, for performing quality control checks while conducting the interviews, and for submitting the completed forms to the ILO R4D M&E Officer. Data inconsistencies and data gaps have been corrected by returning to the survey site and asking additional information. The ILO M&E Officer, supported by the Social Safeguards Officer, has been responsible for the overall supervision, coordination and quality control of data collected. Regular field visits have been organized to supervise the work of the CDOs.

⁸ Since hardly any rehabilitation work was undertaken in 2014/2015 no labourers survey is planned after this period (Batch 2).

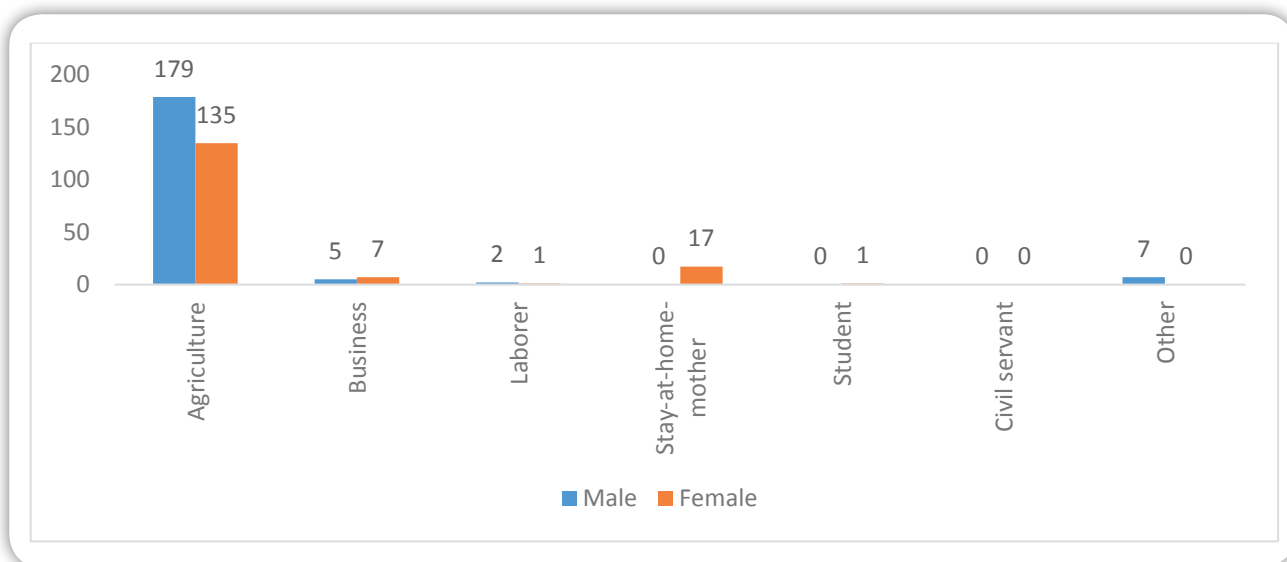
2.2 Selection of the Sample to Interview

The selection of the respondents to be interviewed was carried out as follows:

- Individual interviews were organized in the same Sucos where the Community Snapshots and Local Business surveys were conducted⁹.
- To select the list of people to interview in each Suco, muster rolls (the form used to record labourers' days) were collected from local contractors to determine the total numbers and names of people working on R4D roads in each Suco. However, in the majority of the cases the information collected from those lists was incomplete. Therefore these lists were cross-checked with Aldeia Chiefs to define the total number of labourers and their names.
- Names of male and female labourers were recorded in separate lists.
- From every Suco the design sample size was set at 10% of all labourers, with a minimum of 8 and a maximum of 12 people per Suco.
- Once the sample size of the labourers was determined, the ratio of the number of men and women participating in the survey was set at 50%.
- Random sampling was applied in selecting the labourers for the survey¹⁰. In case the sampled person was not available for the interview, the person listed directly above on the list was interviewed.

In total **356 people** were interviewed - **194 men** (54 %) and **162 women** (46 %). Figure 1 shows disaggregated data on the profession of the interviewed people by sex¹¹.

Figure 1: Profession of interviewed people by sex



⁹ See R4D Baseline Report, November 2013, for selection of roads and Sucos.

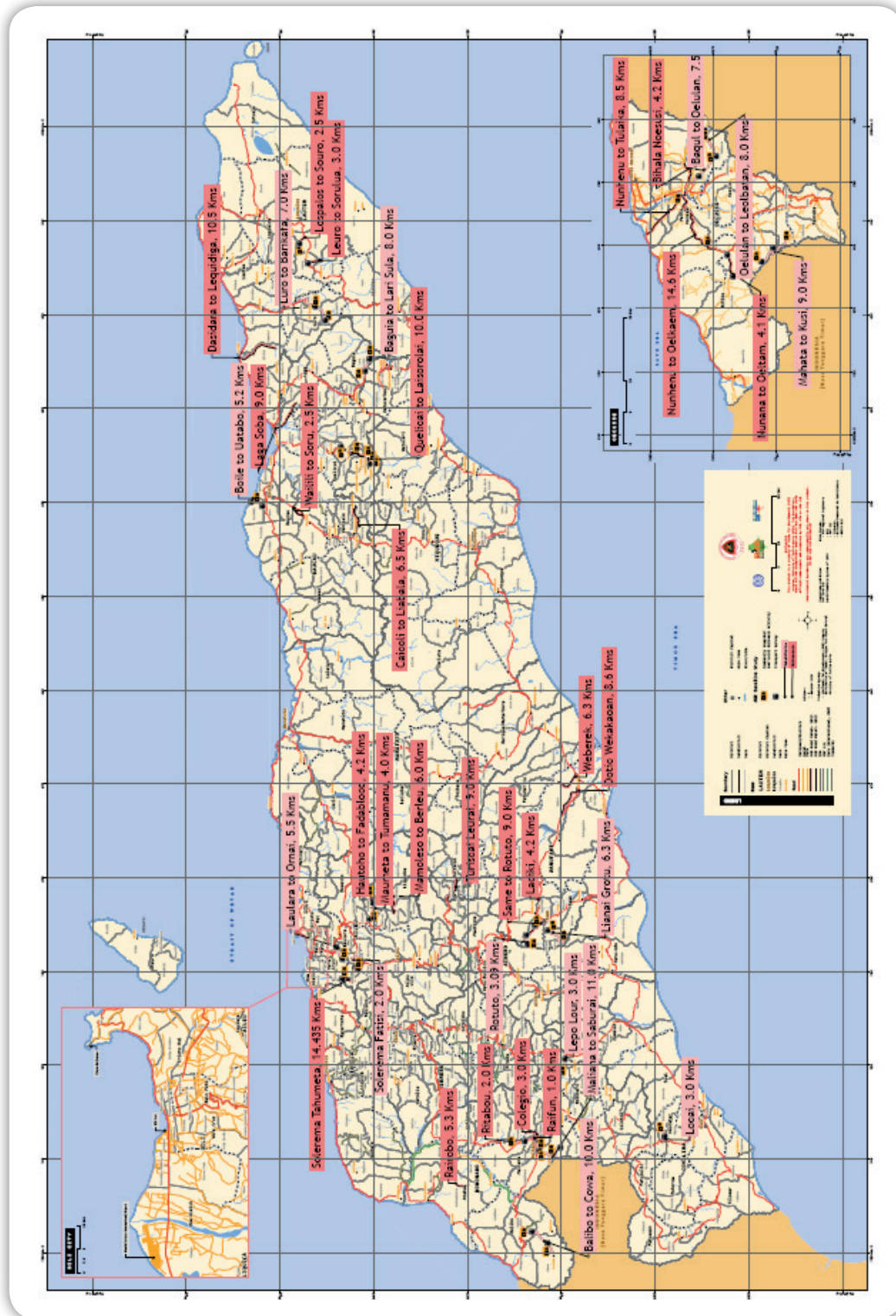
¹⁰ For example, if 6 women from a list with the names of 53 women were needed, every $53/6 \approx 9$ th woman on the list was selected. The same procedure to be followed for the male list. If the total number of men on the list was 76 and 6 the number of men required, $76/6 \approx$ every 12th men on the list was selected.

¹¹ Excluding the work on R4D roads.

The majority of the interviewed persons were involved in **agriculture (89%)**. A few women were engaged in **household activities, only (11%)**, or in **business activities (4%)**, primarily in kiosks. Only 1% of the interviewed were currently working as labourers for other programs.

The Survey has been conducted in the same 38 Sucos that were covered by the Baseline impact survey. All Sucos on R4D rehabilitated roads in 2013-2014, and all Sucos along one maintenance road per Municipality were covered.

Figure 2: Survey Locations of Labourers' Survey



2.3 Data Processing

The data obtained from the Labourers' Survey were entered into a database system (CSP¹²), in order to be able to process and analyze the data. The R4D IT Specialist was responsible for data entry.

The IT Specialist was also responsible for checking for inconsistencies in data entry and for reporting them to the ILO R4D M&E Officer. The collected data were stored in MS Excel files for further analysis. Data storage was organized per type of question.

2.4 Quality Control

Extensive training was provided by the international ILO-R4D M&E Officer to the MPWTC CDO's prior to the field data collection to make sure that questions were asked in an understandable, appropriate and neutral way, and that answers were correctly recorded. During data collection, data processing and data analysis, the following methods were used to check the reliability and consistency of the data:

- Lists of labourers were first compiled by the CDOs with the assistance of the Aldeia/Suco Chief and cross-checked and complemented with muster rolls where available. The list of interviewed labourers was submitted by the CDOs at the end of the data collection with the other survey documents for review. If mistakes were found by the R4D M&E Officer, additional interviews were conducted.
- Frequent supervision visits by the ILO R4D M&E Officer and the Social Safeguards Officer for quality control during field data collection.
- Completed questionnaires were delivered as soon as possible to the ILO R4D M&E Officer to review and check for data inconsistencies or gaps in information. In case of inconsistencies and/or data gaps, additional information was gathered from the respondents by the CDOs.
- Overall control of data quality and consistency during the data entry process, data processing and data analysis by the ILO R4D M&E Officer.

2.5 Limitations of the Study

The results from the Labourers' Survey give an indication only of the overall impact on the local community from the employment opportunities generated by R4D because of the limitations of the study.

Some challenges were found in the sample selection. One challenge was to verify the accuracy of the available information about the number of labourers who had participated in the road works. This was because the information contained in the muster rolls was often inconsistent or incomplete. In such cases local authorities were asked to help in filling in the information gaps. Through this method the accuracy of the lists of labourers could be largely verified but

¹² Census and Survey Processing System (CSP^{ro}): Public domain statistical package developed by U.S. Census Bureau.

In a few cases it also happened that the labourers selected through the sampling method could not be located at the agreed upon time for the interview. This was mainly because of the labourers' engagement in agricultural activities. In those cases, other R4D labourers were randomly selected from the available lists for the interviews.

In a few cases other members of the household were present when female respondents were interviewed. This might have affected the answers on gender-related issues.

3. SURVEY FINDINGS

3.1 Profile of the Interviewed Labourers

A total of **356 people** of 38 Sucos were interviewed – **194 men** and **162 women**. The average number of respondents interviewed per Suco was 9.

Figure 3 shows the age group of the respondents. The majority of the labourers fall into the age group **26 to 60 years (85%)**, with a much smaller percentage of people in the age group **18 to 25 years (14%)**. In each age group, women and men are more or less equally represented.

Figure 3: Distribution of age groups of labourers by sex

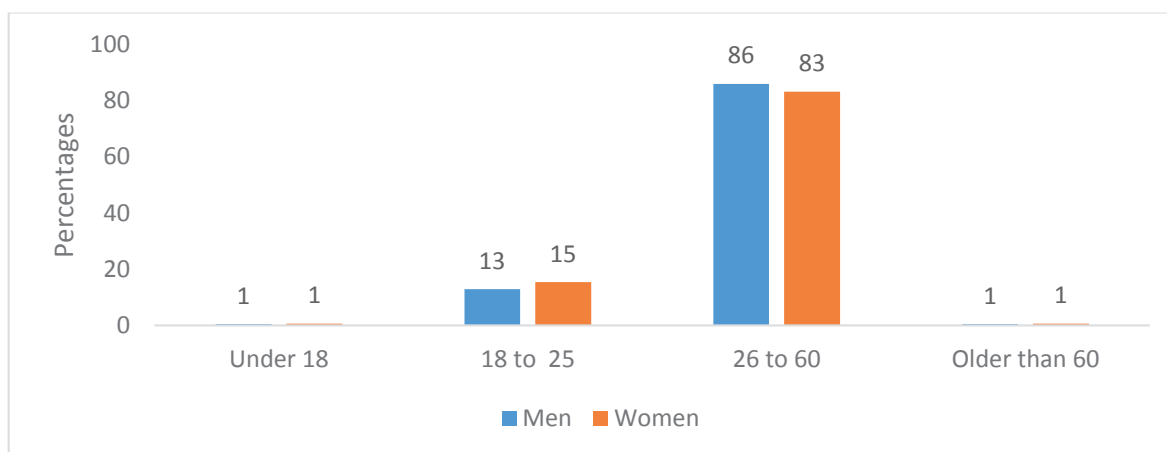


Figure 4 shows the marital status by sex of the respondents. Almost **80 % of the R4D female and male labourers** are **married**.

Figure 4: Marital status of labourers by sex

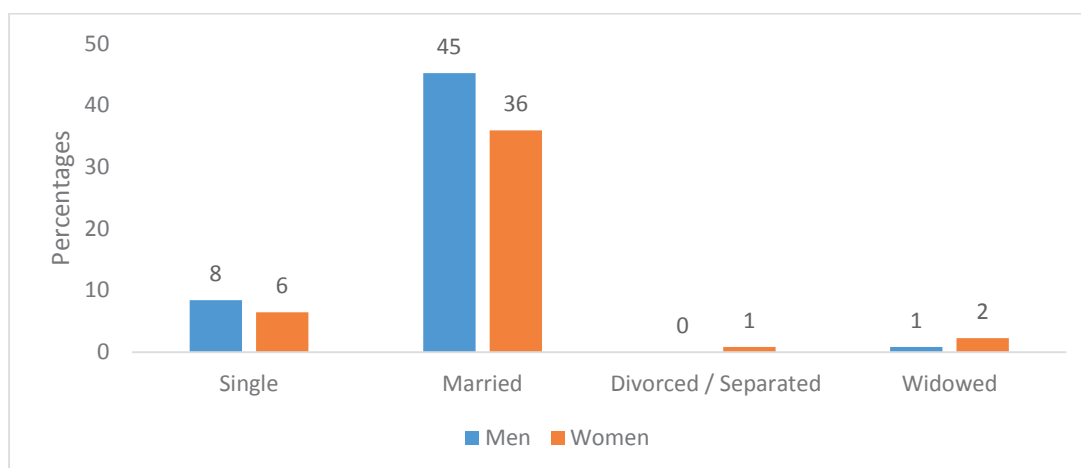
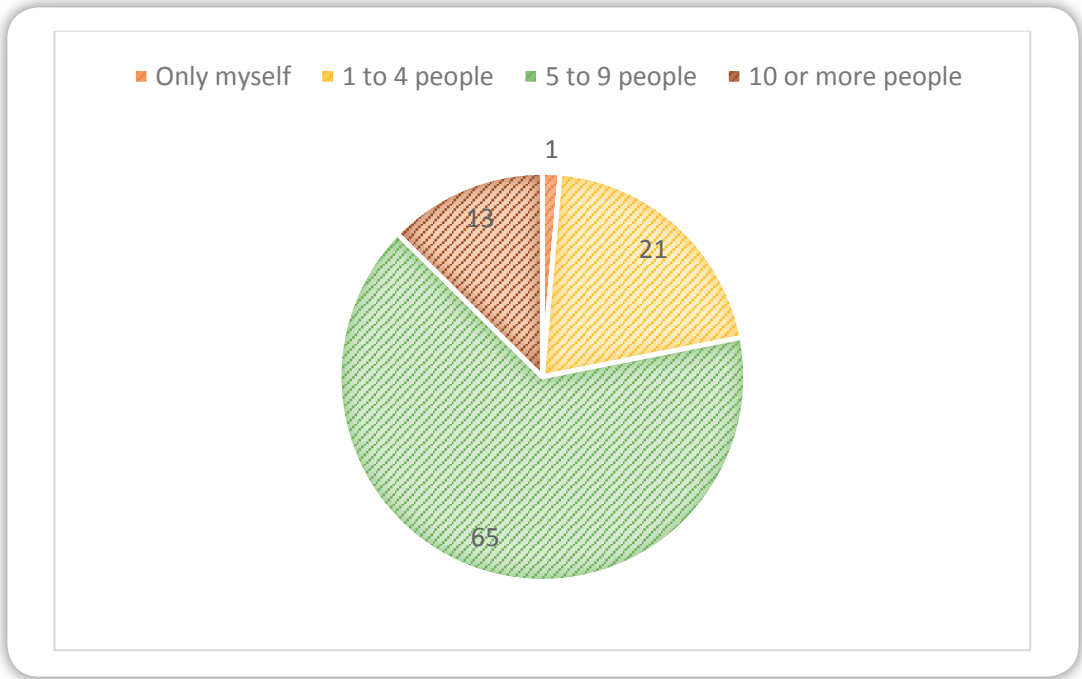


Figure 5 presents the distribution of the household sizes of the interviewed labourers. **65%** of the labourers are part of a household of **5 to 9 household members**.

Figure 5: Household size distribution



As part of the survey, one question was asked to female labourers about their number of children. 83% of the women had children and the average number of children was 4. 40% of the women had more than 4 children. For the majority of mothers (63%) the youngest child was less than 5 years old.

Household activities and the large number of children to take care of was reported by the female labourers to be a major constraint to the participation of women in the labour force, even with the incentives and measures provided by R4D to promote equal employment opportunities, such as flexible working hours.

Figure 6 summarizes the average monthly income in US \$ within the households of the respondents. The figure shows that the large majority of the respondents' households (**67.1%**) had an income of **less than USD 50** per month, mostly deriving from selling agricultural products in the market.

Figure 6: Monthly income distribution between labourers' households

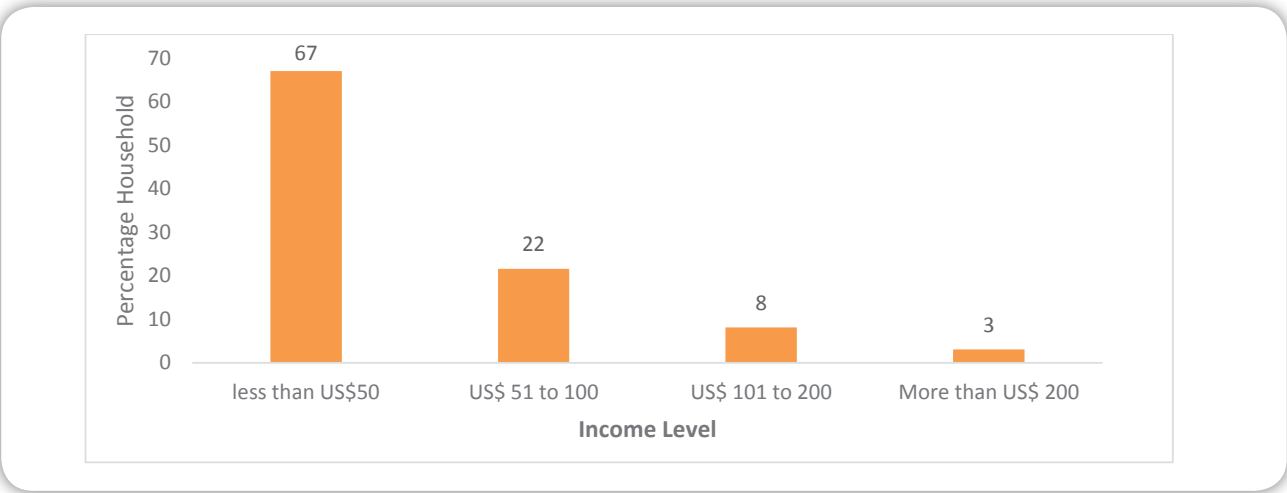
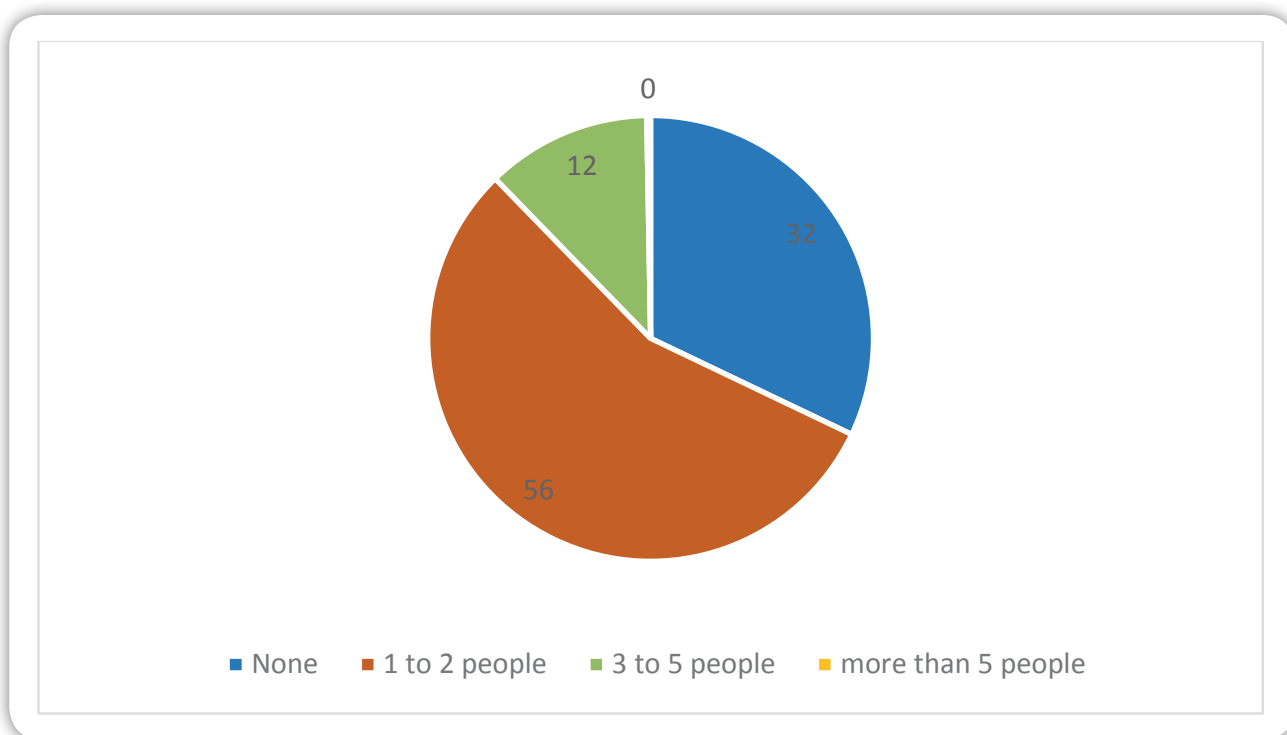


Figure 7 shows information about the number of people within a household who earn a regular income. In one-third of the households there is not a single member who earns **any form of regular income**. These households rely mostly on subsistence farming and casual daily job opportunities. These data are fairly consistent with findings of other in-country surveys¹³ showing that only 21% of households receive regular cash income.

In slightly over half of the households 1 or 2 persons in the household had **regular paying jobs**. Figure 8 shows that R4D employment opportunities attracted in particular the poorer households with less than USD 100 of monthly household income (89%).

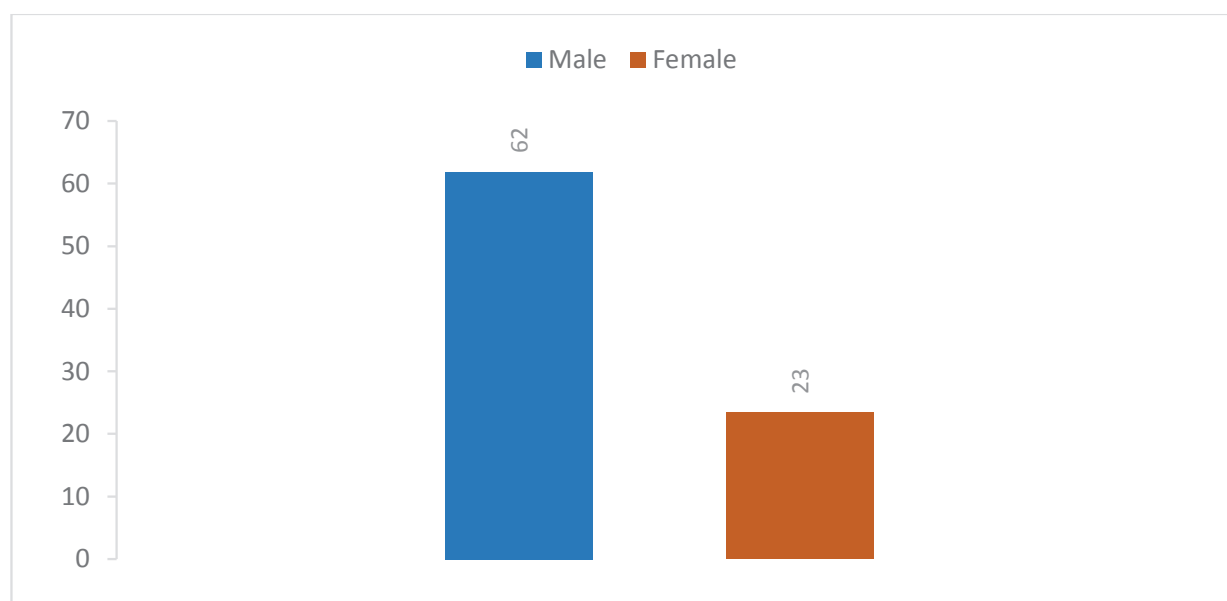
Figure 7: Number of regular cash income earners per household



Paid job opportunities are scarce in rural areas and a significant number of people have never received a wage. Figure 8 shows that 62% of the male labourers and 23% of the female labourers had never received a cash income in the past. **On average, 44% of all the labourers had never received a paid wage** before working with R4D. The large difference between men and women might be due to the fact that men are more involved in farming activities and therefore have less time and opportunity to work as a paid casual worker.

¹³ See for example *Timor-Leste Labour-Force Survey, 2013*.

Figure 8: Percentage of male and female labourers who had never had a paid job before working with R4D



3.2 Labour Engagement under R4D Contracts

Before the start of the 2013-2014 construction works, group meetings were organized in 24 Sucos in March and April 2013¹⁴. During those meetings, R4D staff briefed the community on the guiding labour selection criteria¹⁵ and labour rotation guidelines¹⁶.

During the meetings, communities expressed their support on the idea of rotating labourers to provide income opportunities to many people. The guiding criteria for the labourers' selection and rotation were communicated to the contractor upon contract award. The contractor was then responsible for communicating these criteria during mobilization meetings to the community members and local authorities. Based on the guiding criteria, the community leaders assumed the responsibility of providing the contractor with the required numbers or labourers.

From a recent labour availability survey conducted by R4D, findings showed that the shortage of labourers was primarily due to the low capacity of the contractors to organize labour on-site¹⁷.

In R4D the labourers are paid by the contractors either on a daily basis or on the basis of completed work (piece-work payment system). Figure 9 shows the payment system per labour category.

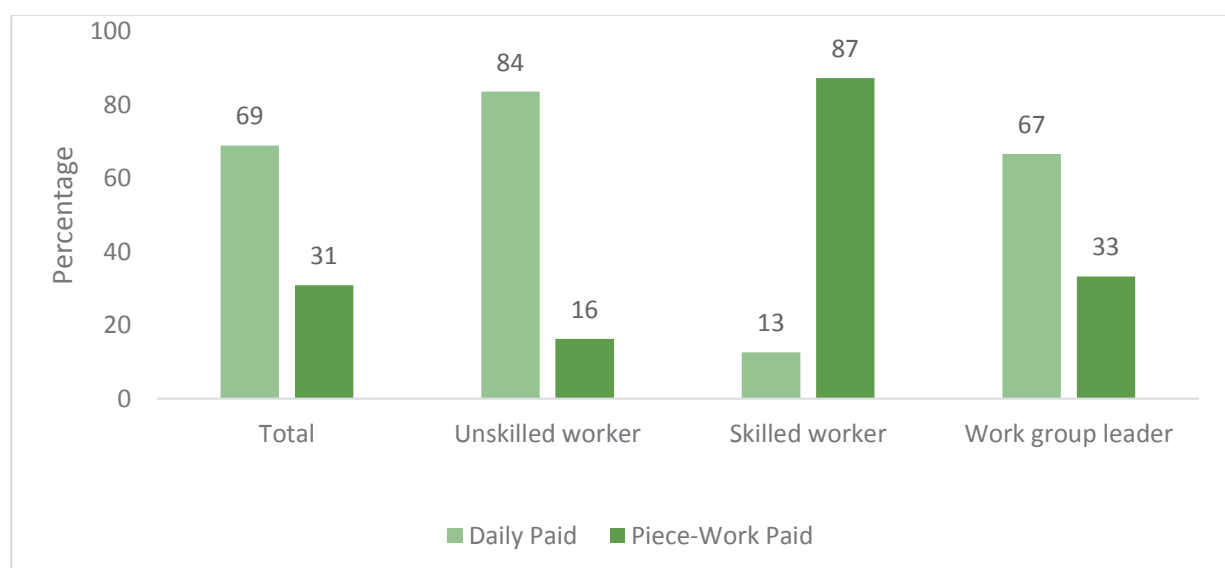
¹⁴ A total number of 454 people participated; 270 men and 184 women.

¹⁵ As per the guiding criteria for the labourers' selection, R4D aims at a 50% participation rate of women (with a minimum of 30%). All labourers need to be over 18 years of age and people from all Aldeias in a Suco can apply. One person per household was allowed to work at any given time.

¹⁶ As per R4D guidelines, rotation of labourers is not recommended more frequently than every 6 weeks.

¹⁷ Labour Mobilization and the Availability of Local Labour during the 2013/2014 Construction Season, March 2015.

Figure 9: Payment system per labour category



As Figure 9 shows, the majority of the **unskilled labourers** and the work group leaders was paid on a **daily basis**, whereas the **skilled labourers** were paid mainly on the basis of **completed work** (piece-work system).

Figure 10 shows the **distribution in wages** for different wage ranges between daily paid and piece-work paid labourers. As can be seen the large majority (88%) of the daily paid labourers earned less than USD 5 per day. These were typically unskilled labourers. The daily wages of the piece-work paid labourers were typically higher. 72% of these labourers earned more than USD 5 per day. These categories of labourers were typically semi-skilled and skilled labourers and group leaders.

Figure 10: Distribution in daily wage between daily paid and piece-work paid labourers

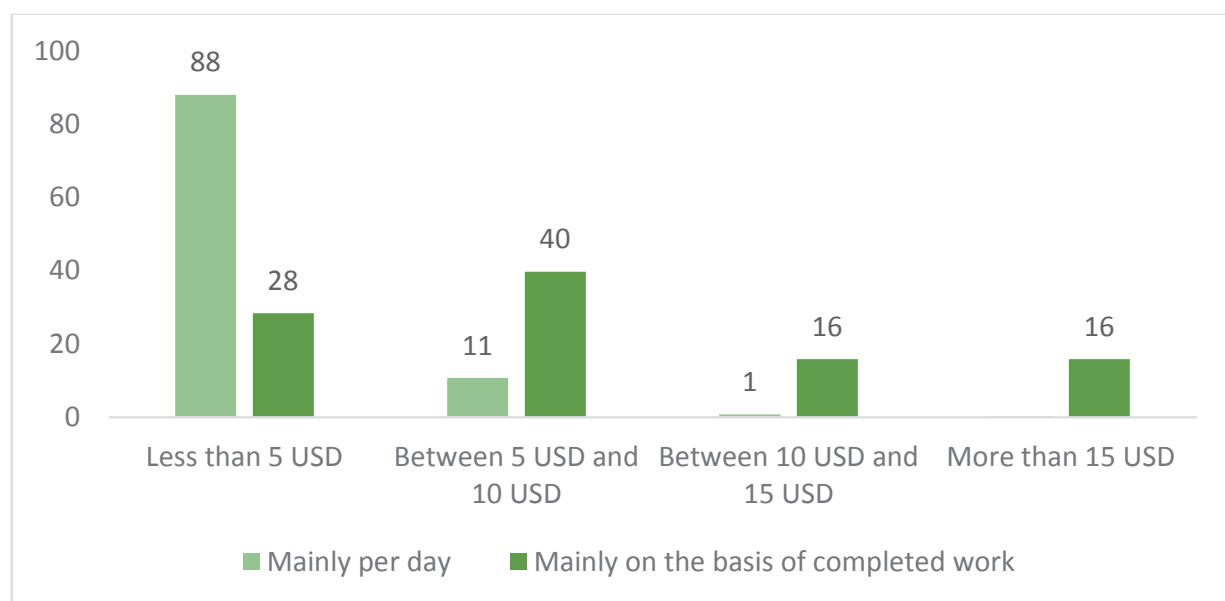


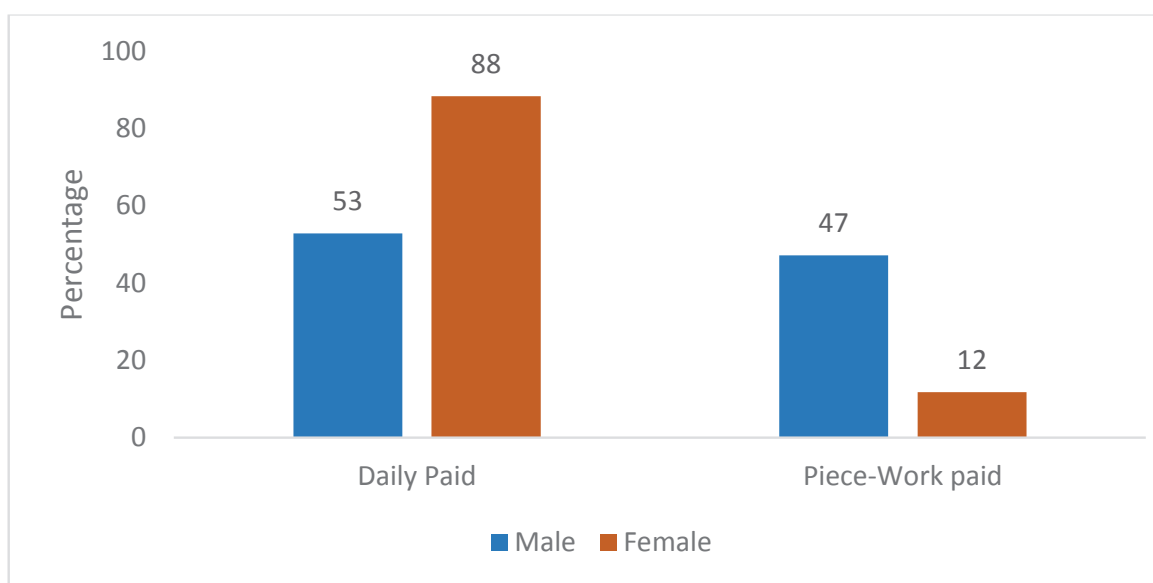
Figure 11 shows that for unskilled work the share of women in the labour force was higher (58%) than for men (42%). For skilled work, almost all the work was done by men (99%). Figure 11 also shows that **female labourers were hardly engaged in skilled labour.**

Figure 11: Payment system by sex



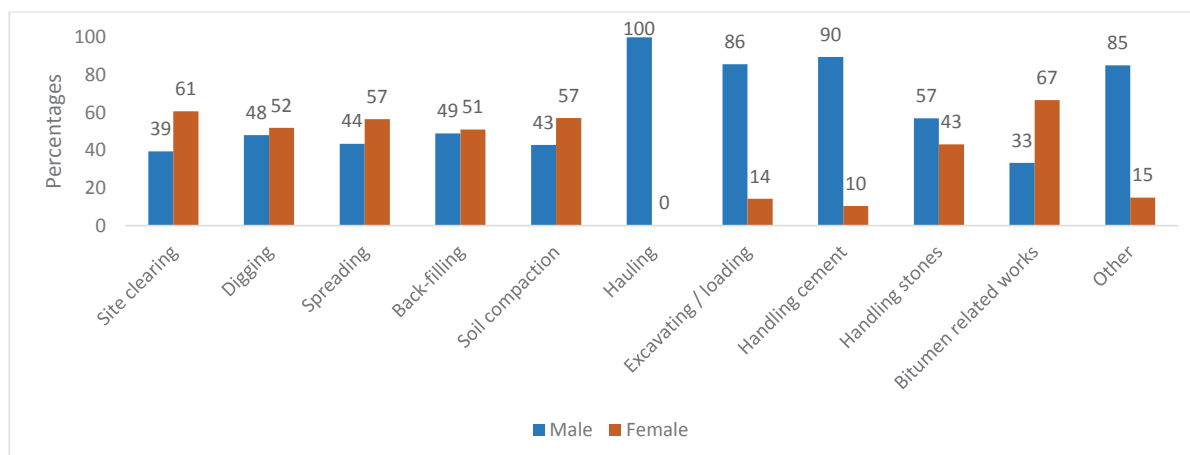
Figure 12 compares the payment system between male and female labourers. It can be seen that women were mostly paid on a daily basis (88%), compared to 53% of male respondents. This is related to the fact that women mainly do unskilled work only (see Figure 11) - and for this type of work usually a daily payment system is used.

Figure 12: Labour category by sex



For unskilled work, men are usually engaged with work that is perceived as physically more demanding, such as handling cement, excavating/loading, handling stones and hauling. Where as women usually undertake unskilled work that is considered physical less demanding, such as site clearing, spreading and soil compaction. An exception is bitumen-related work where 67% of the labourers were women. Figures 13 shows the **division of types of unskilled work between female and male labourers**.

Figure 13: Distribution of types of unskilled works between female and male labourers



A common assumption is that contractors working in rural areas of Timor-Leste find it difficult to recruit sufficient local labour because of limited availability. However, even when sufficient labourers can be recruited, a considerable problem that contractors are facing is the unreliability of labourers' attendance. The data collected during the labourers' survey, show that 26% of the labourers have missed at least one day of work¹⁸. Sex-disaggregated data show that this percentage is similar for men and for women (respectively 28% and 21%).

Figure 14 shows that the involvement in household activities and taking care of children, cultural and religious ceremonies and the time required to work in agricultural fields were the main reasons for absence from R4D work. The main three reasons why women's availability to work was impaired were household activities, agricultural work and other (non-specified) reasons. For male labourers the three main reasons were ceremonies, agricultural work and household work.

¹⁸ This percentage might be higher since some of the labourers might not have wanted to report this information.

Figure 14: Reasons for not attending work by sex

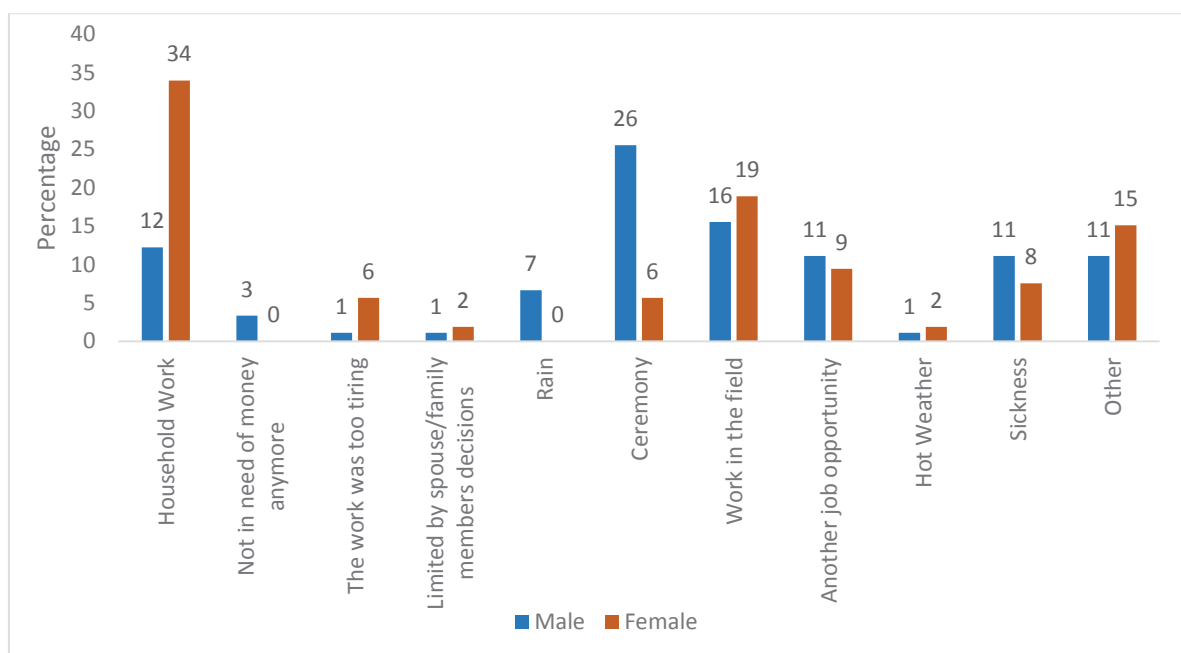
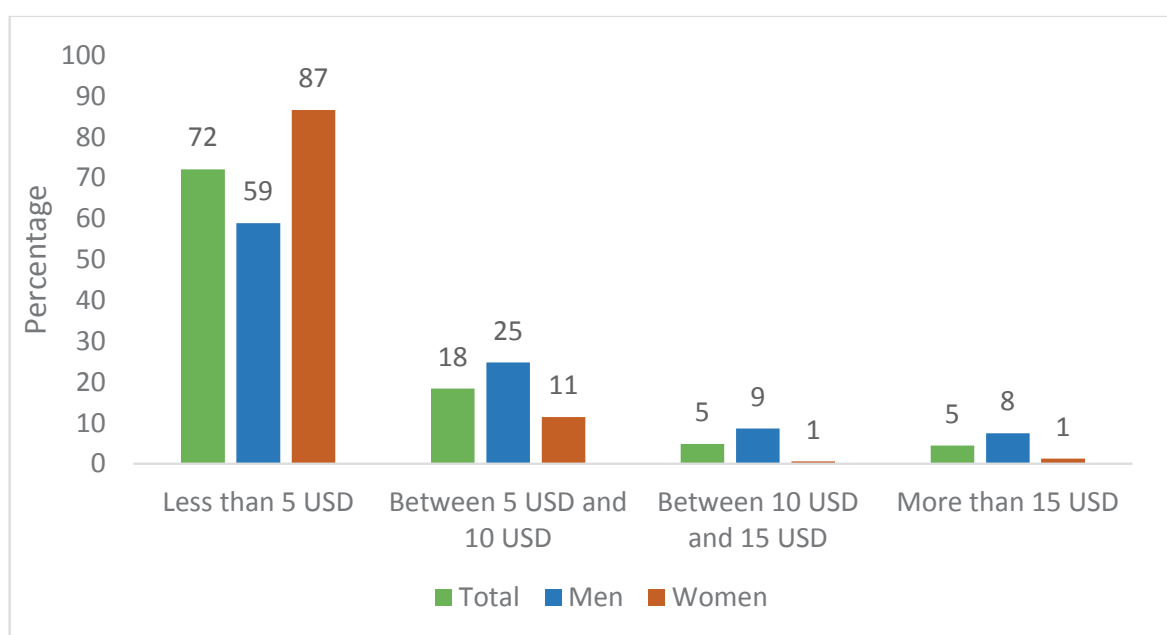


Figure 15 shows sex-disaggregated data on the **average daily wage in US \$**. The large **majority of the labourers (72%)** were earning between USD 4.5 and USD 5.0 per day (almost **90% were women**)¹⁹. Almost **20%** of the respondents earned **between 5 and 10 US \$** daily and a small percentage (**about 10%**) was earning **more than 10 US \$ per day**. 42% of the male labourers and 13% of the female labourers earned more than 5 US \$ per day. This difference relates to the fact that female labourers were mainly involved in relatively low-paid unskilled labour activities.

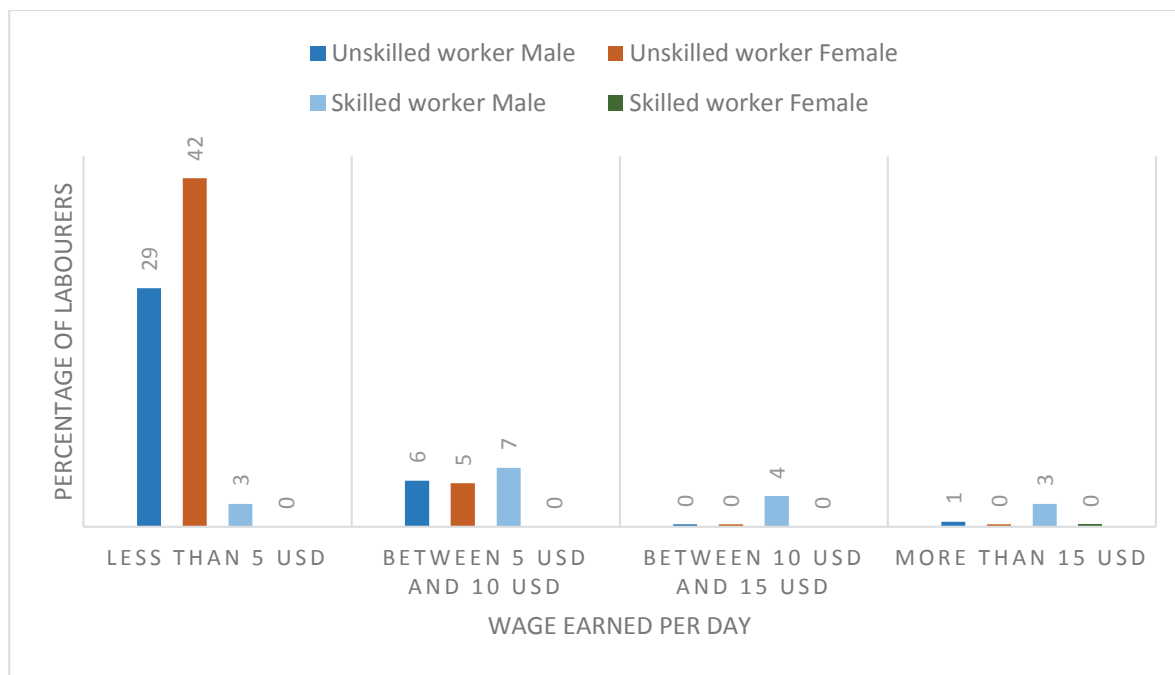
Figure 15: Sex-disaggregated daily wage



¹⁹ The minimum wage for casual unskilled labour is USD 4.5 per day.

Figure 16 compares the daily wages earned by female and male workers for different categories of labourers. It shows that **42%** of the **interviewed female labourers are unskilled workers** who earned **less than 5 US \$ per day**. In comparison only **29%** of the **interviewed male labourers** were **unskilled labourers**. Among skilled labourers, only male skilled labourers earned more than 10 US \$ per day. The **overall average daily wage** for **unskilled labourers** was **4,70 US \$ per day** and **10,30 US \$ for skilled labourers**.

Figure 16: Sex-disaggregated daily wages earned by unskilled and skilled labourers



The survey also collected information on labour conditions in terms of the **provision of social safeguards measures**. Data show that labourers were provided in 40% of the cases with adequate drinking water. In 80% of the cases the contractor also distributed among labourers adequate safety equipment²⁰ and in 90% of the cases good quality tools were provided.

3.3 Impact of R4D wage transfers on households

3.3.1 Total income generated

Contractors applied a rotation system to labourers working on R4D road works. The system had the objective of providing employment opportunities to large numbers of people in the local communities. If there was a shortage of labour in the Suco, available labourers were employed throughout the entire contract period. When a rotation system was applied, the R4D guidelines suggested a rotational period of 6 weeks. However, **the majority of labourers** worked for **less than 4 weeks (74%)** over the duration of the road works. Figure 17 shows that a large majority of women were employed for less than 2 weeks and only 20% of them were employed for more than 5 weeks.

²⁰ Adequate safety equipment is defined in the R4D Social Safeguards Framework.

The **reason** why rotational periods have been shorter than suggested might be due to the **irregular availability of labourers and/or pressure from local leaders**. This has occurred where local leaders have influenced contractors to spread the labour days thinly across the highest number of community members possible. Although this gave an employment opportunity to a larger number of people, this approach has proved so far to be rather unpractical for the contractors in the way they can organize labour. Short rotations have had repercussions on the quality and progress of the works. It has also meant poor quality on-the-job training to the workers – both on the technical side of road works and on the safety and health side; thereby affecting work efficiency and impeding the ability to enforce safe work practices.

Figure 17: Total period of work by sex

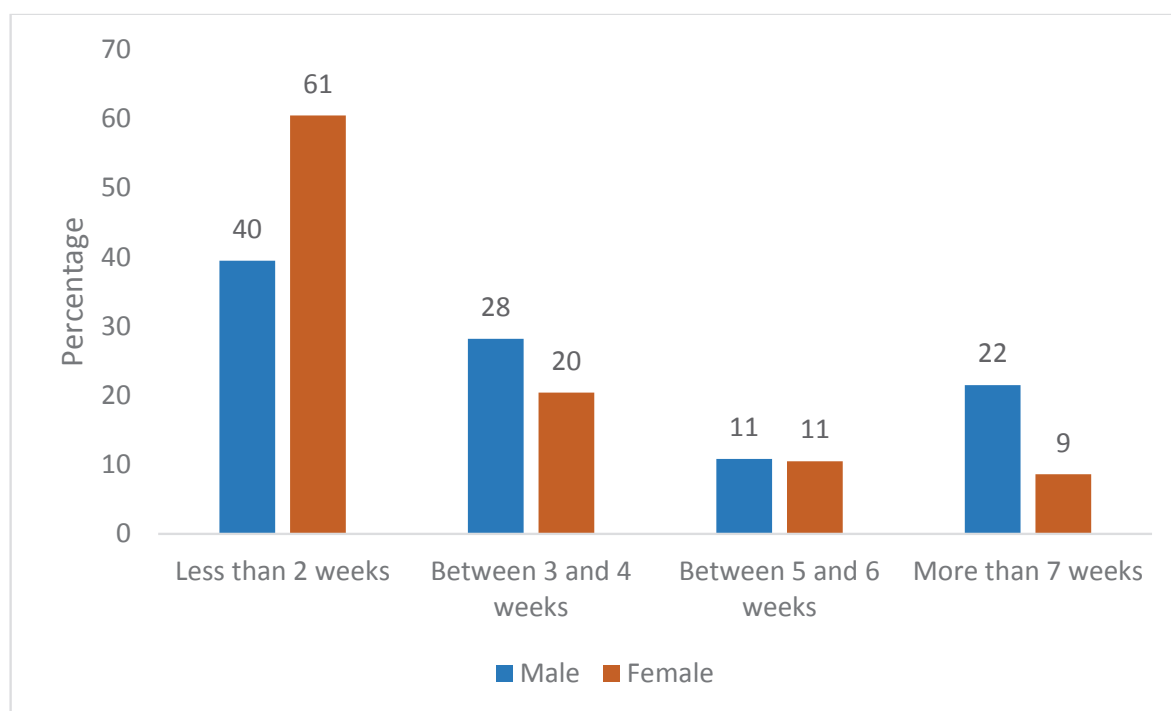


Figure 17 shows the **duration of employment by sex**. 61% of the female labourers worked in total less than 2 weeks. The total length of employment of male labourers is significantly longer; 61% of them worked more than 2 weeks.

Figure 18 shows the total length of employment per category of labourer. As could have been expected, the duration of employment among the work group leaders is the highest, with 89% employed for more than 7 weeks.

80% of the unskilled workers were employed for less than 4 weeks (with 58% employed for less than 2 weeks). This can be explained by the above mentioned pressure by Suco and Aldeia Chefs on the contractors for short rotations and high unskilled worker turnover to spread the employment opportunity widely. The total duration of employment for skilled workers is much longer; 81% worked more than 2 weeks and almost a third of the skilled workers worked for more than 7 weeks.

The survey data show that, overall, a **labourer worked** on average **27 days** on an R4D road works contract. There is a rather significant difference when looking at sex-disaggregated data: **21 are the average working days** for **female labourers**, compared to **32 days** for **male labourers**.

Figure 18: Total duration of work by category of labourer

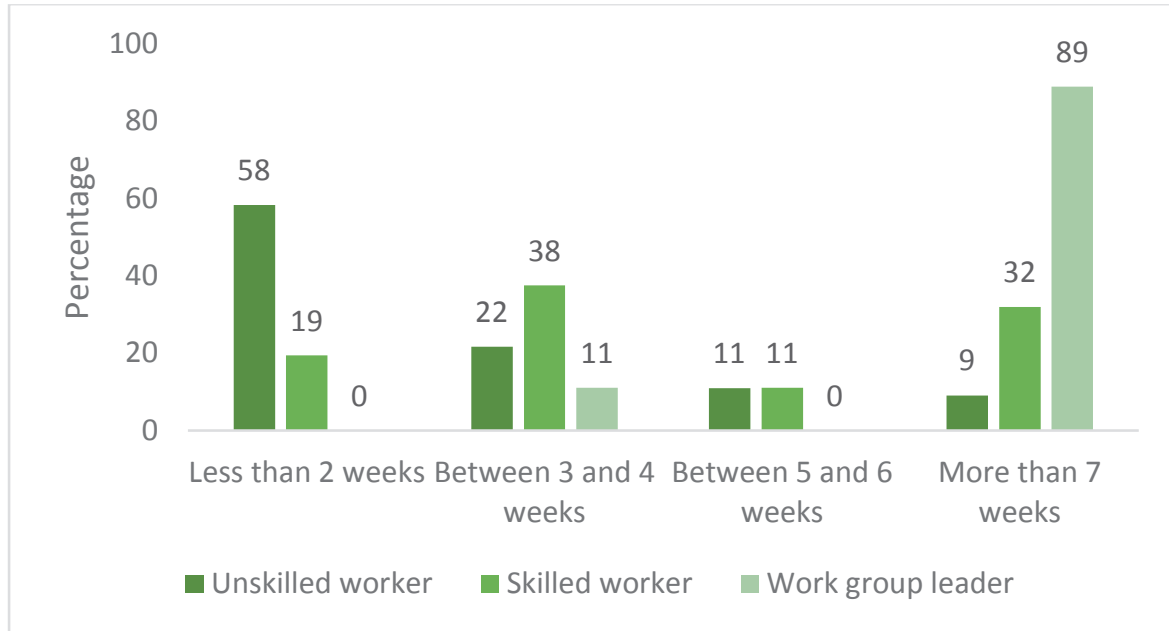
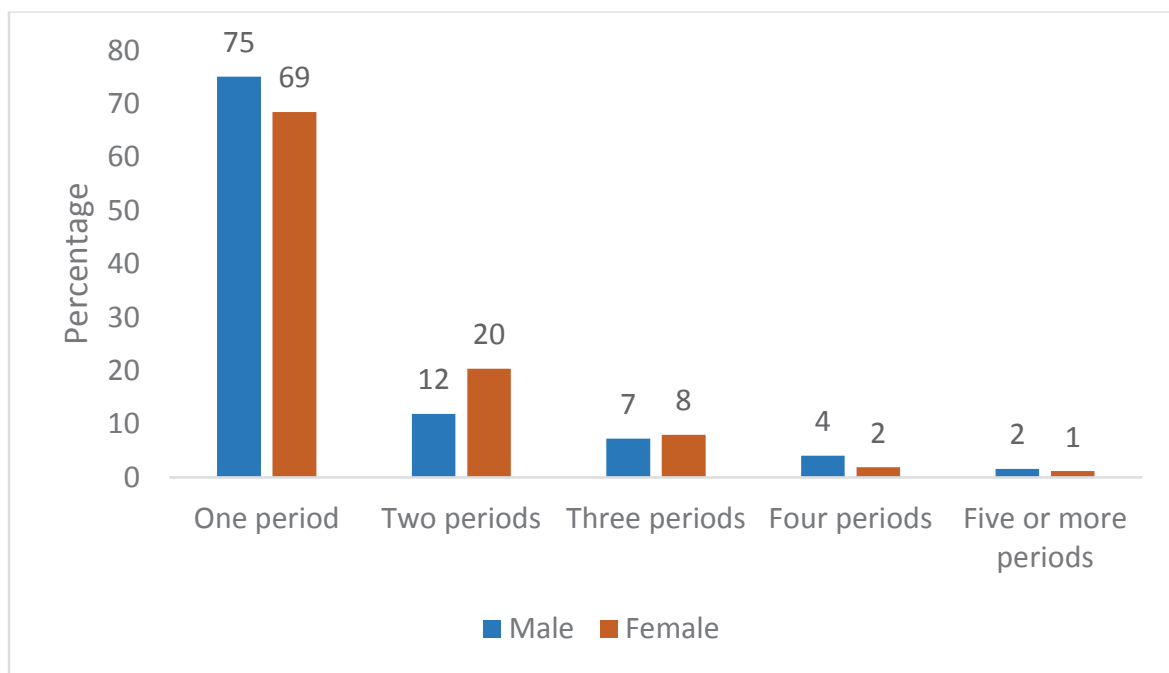


Figure 19 shows the **number of periods of work for female and male labourers**. As can be seen, the large majority of both female and male labourers worked one period only. Overall, 72% of the labourers worked only one period.

Figure 19: Number of periods of work by sex



3.3.2 Impact on Household Income

In rural areas where most of the community members rely on subsistence agriculture, the wages earned through the employment opportunities provided by R4D contributed significantly to the households' income. Cash transfers through wage payments during the 2013 R4D construction season are estimated to be USD 2,200,000²¹.

Figure 20 shows the **total income earned through R4D** by the labourers that were interviewed. As can be seen, 60% of the labourers earned between USD 50 and 200. About 20% of the labourers earned less than USD 50 and about 20% earned more than USD 200.

Figure 20: Total Income Generated

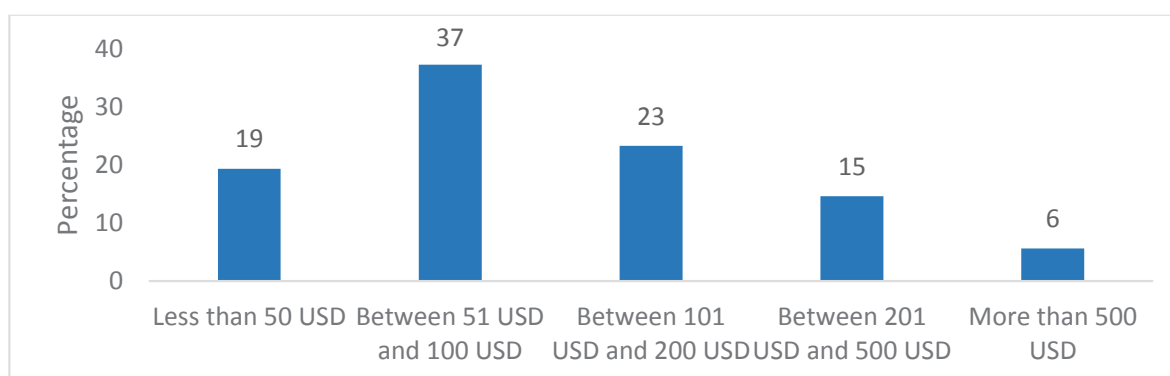
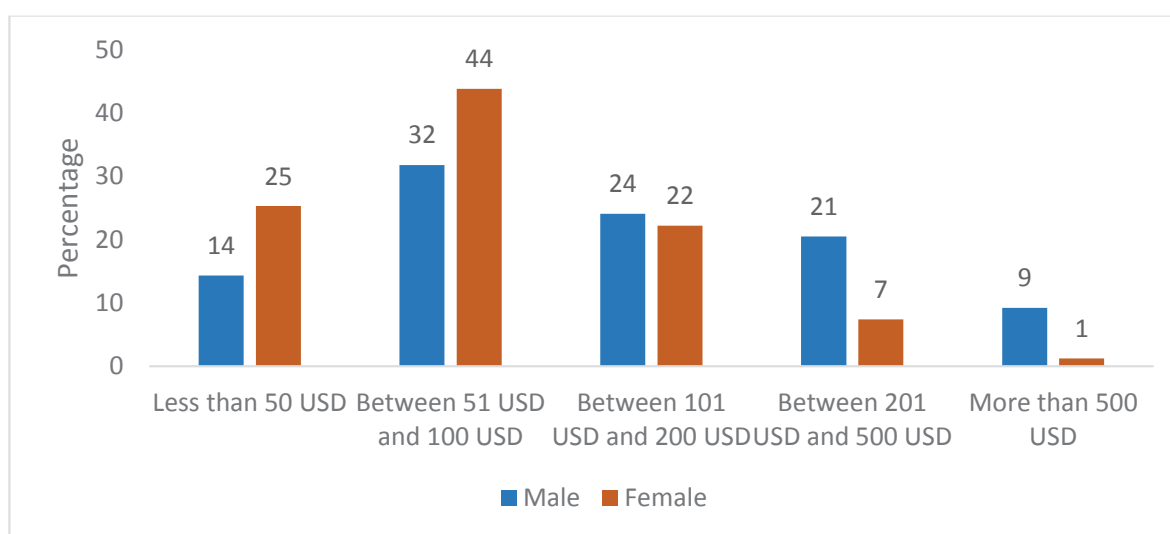


Figure 20 shows **the total income earned by female and male labourers**. It shows that sex and the total income earned by category of labour. Figure 21 shows that the percentage of female workers in the lower wage earning groups (until USD 100) is higher, whereas in the higher wage earning groups (more than USD 100) the percentage of male workers is higher. On average, the total income earned by a male labourer was USD 186 compared to USD 99 earned by a female labourer.

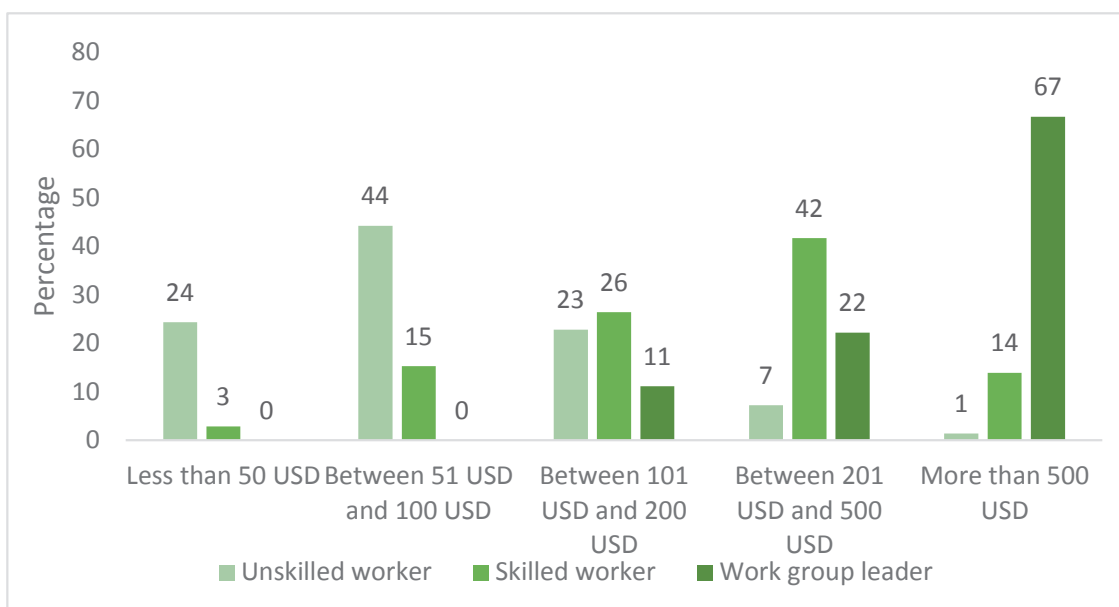
Figure 21: Total wage earned by sex



²¹ Calculated considering 20% unskilled labour with an average daily wage of 4.7 US \$ and 80% skilled labour with an average daily wage of 10.3 US \$.

Figure 22 compares the **wages earned between the different categories of labourer**. As can be seen, the work group leaders earned the most money. This is as expected as this type of work is considered relatively well paid skilled work and because the duration of employment of the work group leaders was the longest from among the different categories or workers. Similarly it can explain why the skilled labourers earned more wage than the unskilled labourers, as shown in Figure 22.

Figure 22: Total wage earned by category of labourer



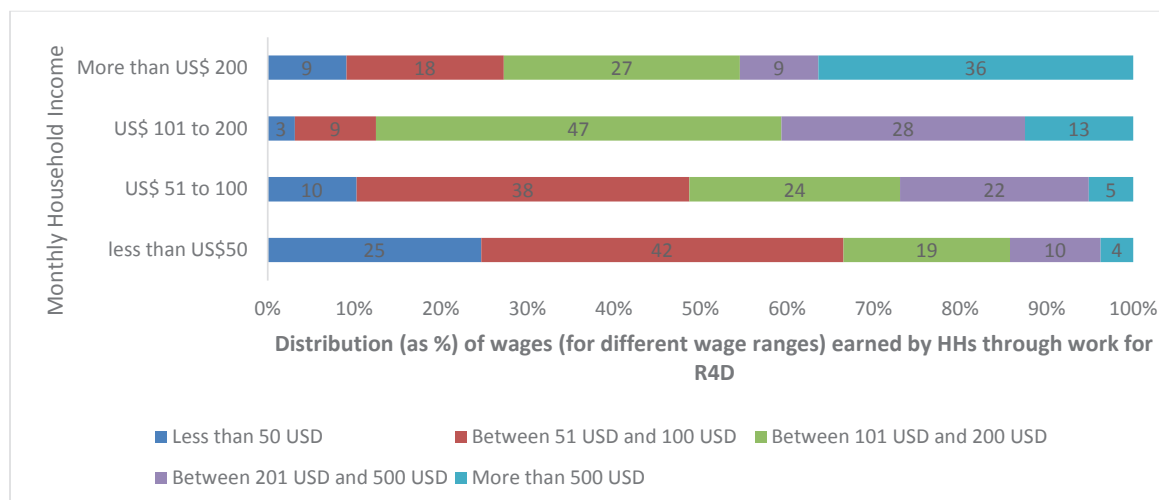
To convert the average wage earned by a labourer through the work under R4D to an average monthly wage, the average wage earned was divided by 12 (months). The rationale for this is the fact that the works under R4D contracts are usually not completed in less than 12 months. This means that a labourer's earnings while working for an R4D contractor need to spread over at least a 12-months period to arrive at the equivalent monthly additional income earned through employment by an R4D contractor.

With an average labourer's earnings of about USD 150 while employed by an R4D contractor, the additional equivalent monthly income thus earned by an average labourer equals USD 12.

Although this amount might not appear to be a significant contribution to the annual income, the injection of a relatively large amount in a short period – in particular in cases where the labourers are mostly involved in subsistence agriculture – can have a considerable impact on their livelihoods, as is explained further below.

Figure 23 shows the **wages earned by households with different monthly incomes** through work for R4D contractors.

Figure 23: Wage earned through work for R4D for HHs with different monthly incomes



In Figure 6 of paragraph 3.1 it was shown that two-thirds of the households have **a monthly income of less than 50 US \$ per month** (and very often even no regular income at all). Figure 23 shows that one-third of those households earned **more than USD 100** due to the work done for R4D (19% earned between USD 101 and 200; 10% earned between USD 201 and 500; 4% earned more than USD 500). It also shows that **only 14% of these lowest income households earned more than USD 200 while working for R4D contractors.**

Households with higher incomes appear to benefit more in terms of wages earned from working with R4D contractors, as can be seen from Figure 23. 27% of the households with a monthly income from USD 51-100 earned more than USD 200. For households with a monthly income of USD 101-200 this percentage is 41% and for households with a monthly income of more than USD 200, 45% earned more than USD 200 through work with R4D contractors.

This difference in benefits obtained from working for R4D contractors between the different income-level household groups could be explained by any of the following reasons:

- Members of the higher income household groups have a better education and there are relatively more skilled labourers among them (who earned more wage than the unskilled labourers)
- Members of the higher income households have more influence in the local community and have thereby also more influence in the decisions about labour recruitment and rotation.

Although the R4D labour recruitment criteria stipulated that not more than one labourer per household was allowed to work on an R4D project at any given time, it was noted that in a few cases this criteria had not been adhered to. The larger the household size, the more likely it was that more than one member of the household participated in works under an R4D contract (usually husband, wife, son, daughter, father, mother, brother, sister, in-laws)²².

²² Subsequently R4D has updated its criteria to no more than two people per household, where one has to be a woman. This decision reflects international good practice, where involving both men and women from the same household mitigates the otherwise increased risk of domestic violence.

Figure 24 shows the **distribution of households related to their size**. As can be seen a majority (65%) of the households have a household size of 5 to 9 people.

Figure 24: Household size of the respondents

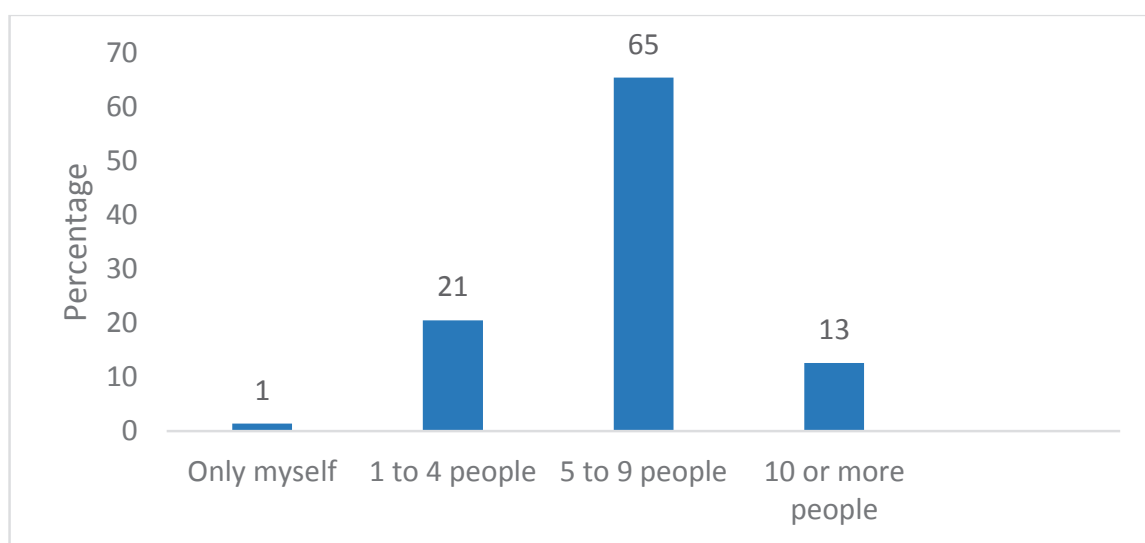


Table 1 provides information about additional household members who participated in R4D works. The table shows that for each household category (size) additional household members participated in R4D work for different periods of time.

Table 1: % of households where additional household members participated in R4D work for different periods of time

HOUSEHOLD SIZE	% of households where additional household members participated in R4D work for different periods of time				Total
	Less than 2 weeks	Between 3 and 4 weeks	Between 5 and 6 weeks	More than 7 weeks	
2 to 4 people	45.5%	27.3%	0%	27.3%	100%
5 to 9 people	43.9%	26.8%	7.3%	22.0%	100%
10 or more people	26.7%	33.3%	3.3%	36.7%	100%
All households	40.3%	28.4%	5.2%	26.1%	100%

Data show that in almost half of the cases, this additional family member was the husband or wife. In 18% of the cases this was a brother or sister and 14% of the respondents mentioned that this was their father.

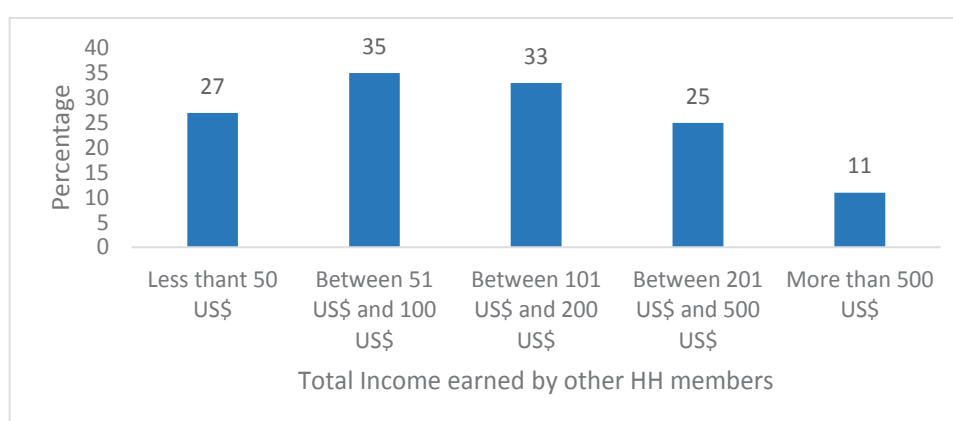
On average, **additional members of the household employed under R4D road works worked 10 weeks** during the contract duration. The additional income earned by these additional household members averaged USD **236 US**. This amount was even more than the average amount of USD 150 earned by the primary household member of a household who participated in the R4D work. Table 2 shows the average income earned by additional household members by the size of the household.

Table 2: Income earned by other members of the family by size of the household (%)

HOUSEHOLD SIZE	Earnings from work at R4D by additional household members of different household size groups					Total
	Less than 50 US\$	Between 51 US\$ and 100 US\$	Between 101 US\$ and 200 US\$	Between 201 US\$ and 500 US\$	More than 500 US\$	
2 to 4 people	13.6%	31.8%	22.7%	22.7%	9.1%	100%
5 to 9 people	27.8%	27.8%	21.5%	15.2%	7.6%	100%
10 or more people	6.7%	20.0%	36.7%	26.7%	10.0%	100%
All households	20.6%	26.7%	25.2%	19.1%	8.4%	100%

Figure 25 shows the total income earned by additional household members who worked on the R4D road works.

Figure 25: Total income earned on R4D work by other households members



With the available data it can be calculated that the **average total income earned per household was USD 224**. This translates to an **average additional monthly income of USD 19 per household**. With the earlier mentioned figure of USD 12 of additional monthly income per labourer, it can thus be calculated that, on average, $19/12 = 1.6$ labourer participated per household.

3.3.3 Spending Pattern of Earned R4D Wages

In collecting information about spending pattern, the respondents could select from a basket of items the three most important items on which they spent the wages earned from working for R4D. The findings are summarized in Figure 26. Almost all respondents spent money on **daily consumption**. This was mostly for buying food items such as rice, oil, sugar etc.

About half of the respondents spent money as well on **buying clothes** and for the education of the children (mainly for buying school materials). 13% of the respondents mentioned that earnings were spent on ceremonies and cultural activities. Smaller numbers of R4D labourers also spent money to support their family / neighborhood, to improve their houses, for savings and for setting up new businesses.

Figure 26: Spending pattern of earned R4D wages

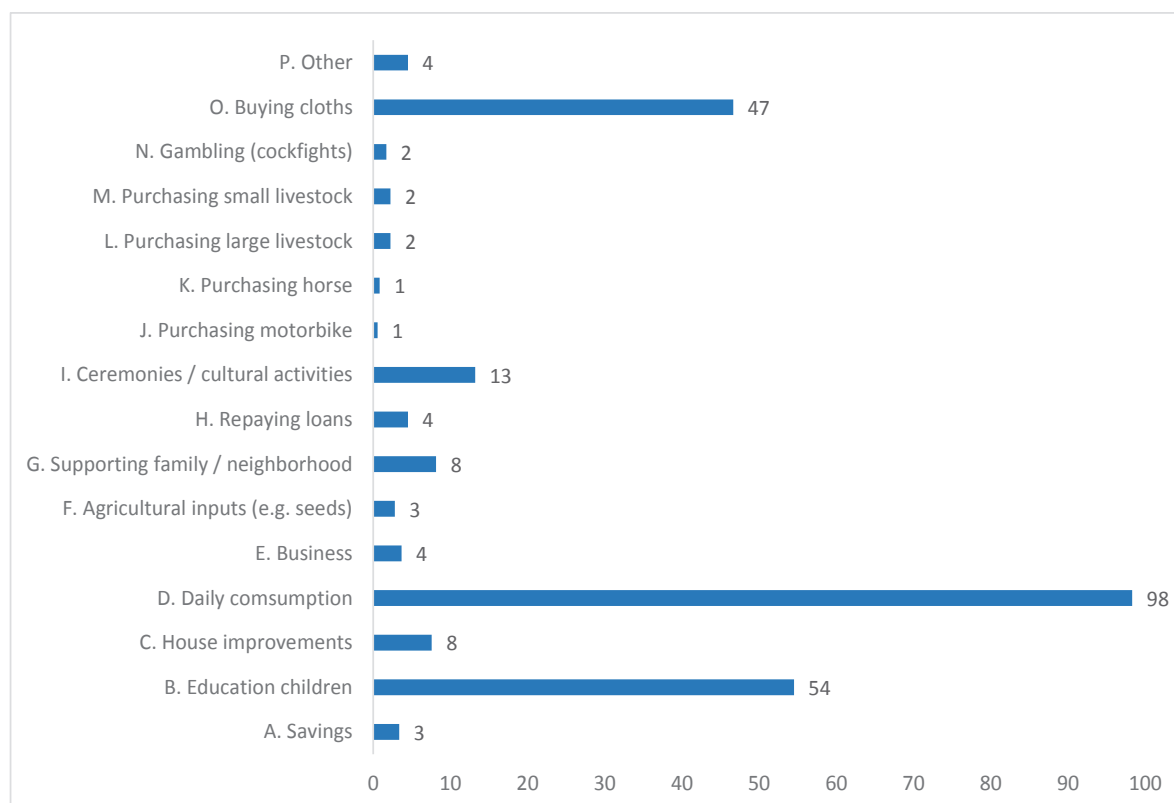


Figure 27 shows expenditure patterns disaggregated by sex. The data show that **men and women have similar spending patterns for buying clothes, the purchase of small livestock, the acquisition of agricultural inputs** (such as seeds and fertilizers) **and savings**.

Predominantly male expenditure categories are gambling, the purchase of large livestock, horses and motorbikes, contributions for ceremonies, and improvements of the house. Women cited businesses as one of the sectors where they have invested money from their R4D earnings.

From the gathering of qualitative data through case studies, there are examples of women that have used the money earned from R4D for the establishment of kiosks.

BUSINESS OPPORTUNITIES – ELIZA FROM LAULARA, AILEU

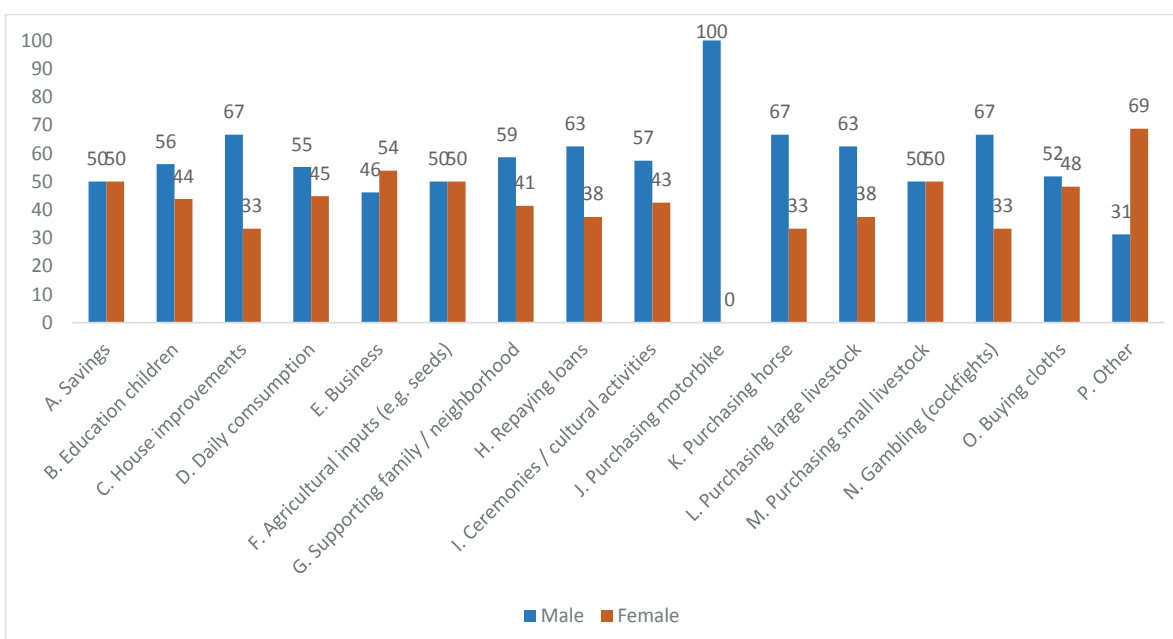
Rehabilitation of Eliza's road was finalized in May 2014 (approx. 7 months prior to case study interview), and in that short time some significant changes had occurred in her life and to that of her family's. Arguably the most acute of these changes pertains to her decision on how to utilise her R4D income.

Eliza invested all of her R4D earnings into opening a kiosk. Prior to this no kiosk existed on her section of the road, the closest being in Laulara town centre (30-minute walk). Now Eliza's family earns approximately US \$ 280 per month. Increased public transport from the road rehabilitation has enabled ease in stocking the kiosk with a variety of products. Moreover the kiosk has given a place for Eliza's family to sell their home-grown, roasted and ground coffee, which the case study interviewer purports to have been quite tasty.

When asked what Eliza did with her monthly income she responded, 'increase the stock in the kiosk.'

Indeed some of the positive changes above can be attributed to Eliza's relatively close proximity to Laulara town centre and short drive to the main road. However, these circumstances also demonstrate how rehabilitating linking rural roads with already existing serviceable main roads can facilitate significant economic impact on households.

Figure 27: Expenditure patterns disaggregated by sex



3.3.4 Impact on women and gender relationships within the household

The R4D Program has set an overall target of 50% for women's participation in rural road works, with a minimum quota set for 30%. Although aggregated data showed that the Program achieved this 30% quota, calculations based on available information about generated female and male labour-days under different contracts have shown that there are wide variations between Sucos.

In many cases the quota had been difficult to achieve. Results from the Workers' Survey (see Table 1) showed that the main reasons for non-participation of female spouses in the road works were their **engagement in household activities** and **taking care of the children** (31 %), and agricultural activities (26%). Some of the male respondents also mentioned that their spouse did not participate because only one member of the household was allowed to work.

Table 3: Reason why the spouse did not work for R4D

If your spouse did not work for R4D what was the reason?	Total (%)
Already employed or involved in other business	8
Spouse too busy with agriculture	26
Spouse too busy with household activities and children	31
Spouse did not want to work	3
Only one person per household was allowed to work	15
My spouse did not have the required skills	1
Poor health condition or pregnancy / breastfeeding	5
I did not allow my wife to work	2
I did not allow my husband to work	0
Family members did not allow my spouse to work	0
Risk of harassment on-site	1
Risk of accident on-site	0
Other	8

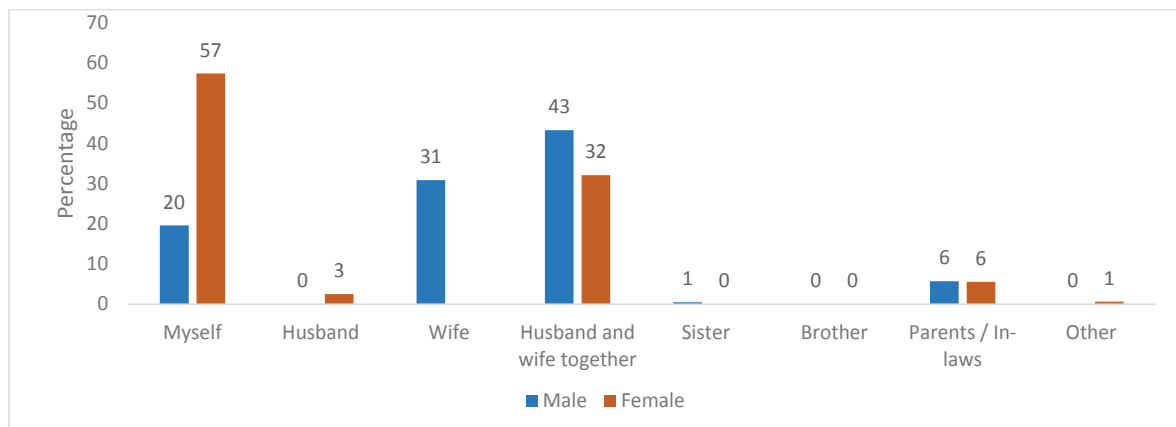
The **majority (60%) of the women** interviewed worked for the Program on average **less than 2 weeks**.

The above mentioned reasons are consistent with the wide understanding regarding rural women and employment, that is, participation in the works will not result in reduced household burden (see Figure 31). As part of R4D's guidance during recruitment, equitable measures are strongly encouraged, such as part-time hours for women. However, a significant constraint to date has been the varying level of support from local leaders to ensure that equitable distribution of labour opportunities is achieved.

During the workers' survey a few questions were asked on **management of financial resources** within the household, in particular on who is **administering the money** and who is **making decisions on how money is spent**. Results from the survey showed that there has not been much difference after women's engagement in the road works.

Figure 28 shows who in the household is administering income. Sex-disaggregated data are presented. According to women's responses, **women tend to administer** the money of the household in the majority of the cases **(57%)**. In some cases husband and wife together administer the household finances (32%).

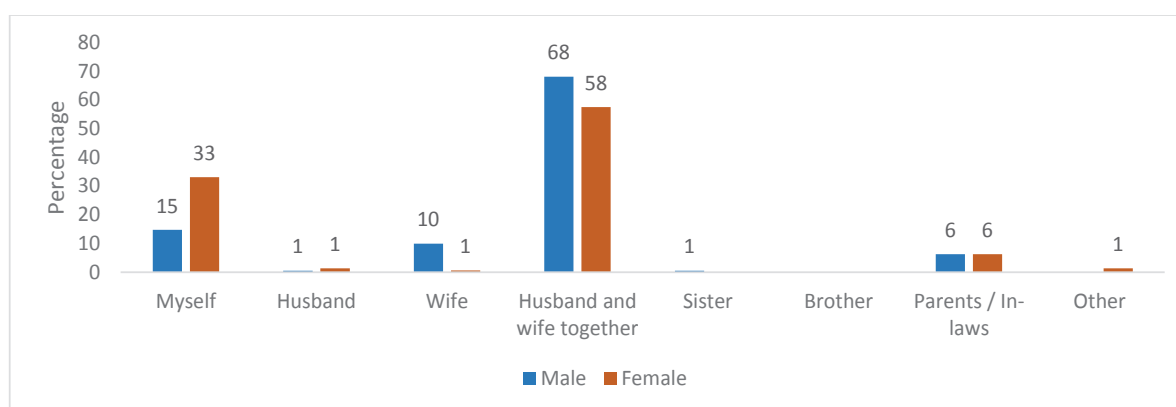
Figure 28: Administering income in the household



According to male respondents, administering money by themselves is less common (20%), rather they are more frequently making financial decisions together with their wives (43%), or their wives were alone administering the household income (31%).

The figure changes when talking about **making decisions** within the household. In this case, both men's and women's responses mentioned that **decisions are normally made together by husband and wife (68% reported by men and 58% reported by women)**. More female respondents (33%) than men (15%) mentioned that they have made decisions on how income was spent by themselves and 10% of male respondents mentioned that the wife was making decisions in the household.

Figure 29: Making Decisions within the household

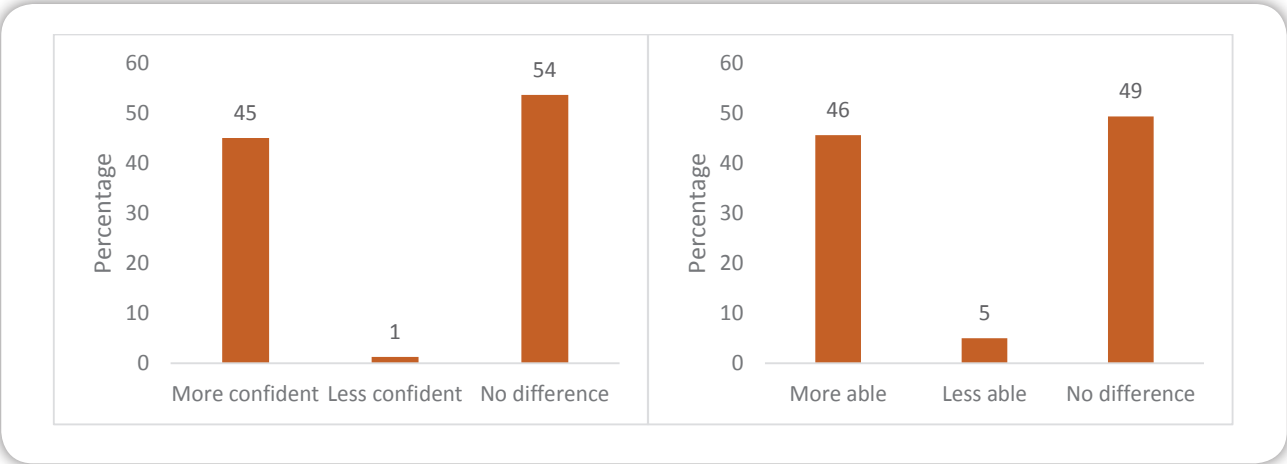


Altogether, results show that in the majority of the cases (88%) women alone (either themselves or as wives) are administering²³ the income of the household. When it is about making decisions on income expenditure, women alone are less likely involved (about 20%), rather financial decisions in the household tend to be made more by the husband and wife together (63%).

As mentioned before, responses during the workers survey highlighted that no changes regarding the administratering and decision making of finances as yet have occurred after their period of work with R4D.

However, some difference has been observed when looking at the impact on women within the household and power relationships. After being involved in road construction work, about **45% of women** interviewed during the workers survey mentioned an **increase in confidence when expressing opinions within the household**. A similar percentage of women (**46%**) mentioned also to have increased their capacity to carry out physically demanding work. For some women the employment opportunity with R4D had been their first and from it they have learned new skills.

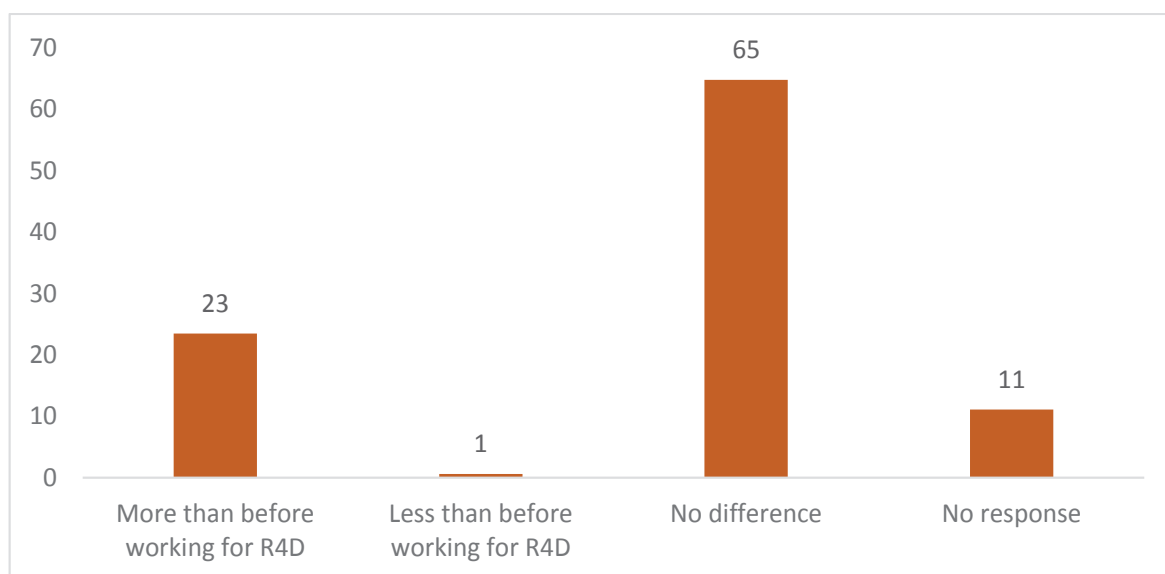
Figure 30: Change in women’s capacities in expressing opinions and carrying out physically demanding work



A less pronounced change has been experienced with the division of roles within the household. A large majority of the female respondents have reported **no difference in the husband’s work in the house (65%)**, the division of labour has remained the same and women remain responsible for taking care of household activities and children.

²³ Administering here is defined as recording and handling of funds. It does not include financial decision making.

Figure 31: Change in engagement of the husband in household activities

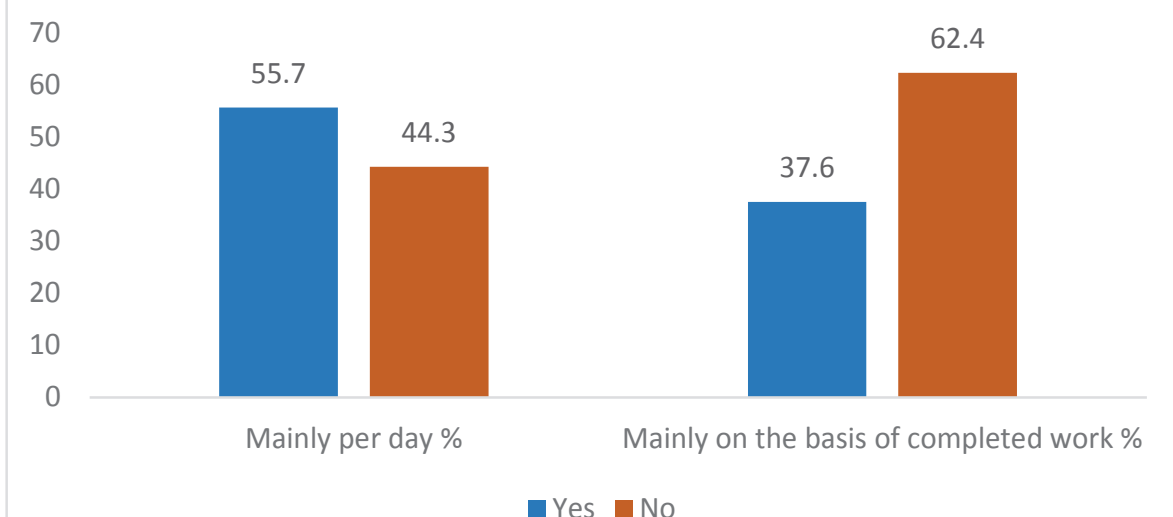


3.4 Skills and capacity development of local labour

Labourers working under R4D road works have received on the job training from the contractors and the engineers of the contractor companies. About 65 % of the men interviewed and 25% of the women never worked as a paid labourer before, and the work with R4D was their first experience of getting paid wages.

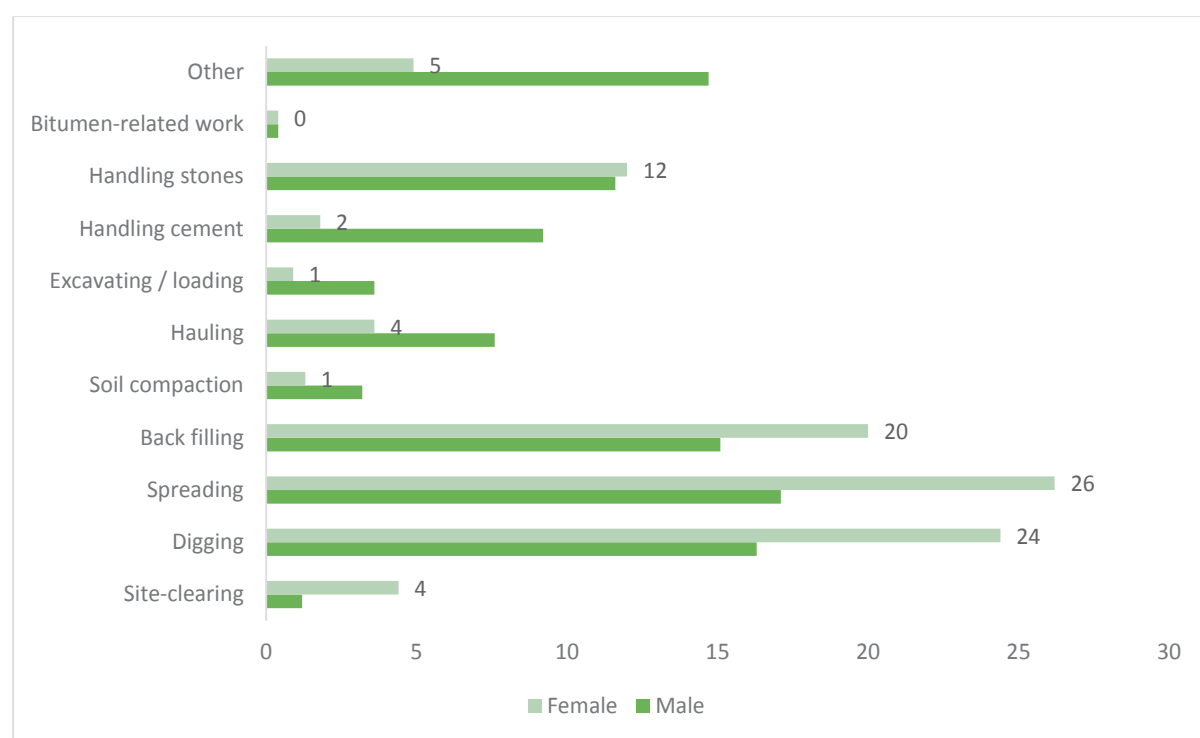
Figure 32 shows whether or not respondents have **learned new skills** during their period of work with R4D construction companies. The data are disaggregated by type of payment. The large majority of interviewed daily paid labourers are unskilled labourers (84%) whereas the piece-work paid labourers are usually skilled labourers (87%). More than half of the respondents that are paid per day (56%) indicated to have learned new skills during the period of work with R4D contractors. A smaller percentage (38%) of labourers paid on the basis of completed work (piecework) mentioned having learned new skills.

Figure 32: Labourers learning new skills



The most common skills learned by the labourers are earth excavation, spreading and back-filling, particularly by women (respectively 20%, 26% and 24% of female respondents). Those are also the most common areas where unskilled labourers are involved.

Figure 33: Specific Skills learned



Hardly any respondents mentioned to have learned new skills regarding bitumen-related work and soil compaction work. This might be due to the fact that those tasks were assigned to skilled labourers who already knew how the work had to be conducted.

4. RECOMMENDATIONS

The results from the Labourers' Survey suggest recommendations that might be useful to increase the benefits to local labourers working on R4D roads, in particular:

- 1. Longer periods of work for unskilled labourers.** The results from the survey indicate that the average total period of work for labourers is 4,5 weeks – on average 3,5 weeks for female workers (58% of women worked less than 2 weeks) and slightly more than 5 weeks for male workers. Considering that in 28% of the cases labourers worked for more than 1 period, the average rotation period is even less. This approach has proven so far to be rather unpractical for the contractors in the way they organize labour. Short rotations have had repercussions on the quality and progress of the works. It has also meant poor quality on-the-job training to the workers – both on the technical side of road works and on the safety and health side, thereby affecting work efficiency and impede the ability to enforce safe work practices. The rotation period is recommended to be six weeks. With more direct oversight over the recruitment and monthly organization of labour, this could be achieved. The likely benefits would be labourers who have a better chance of practicing newly learned skills and a reduced burden on contractors to train and supervise workers.
- 2. More focus on the skills and capacity development of local labourers, particularly unskilled labour.** The results of the survey indicate that 77% of the labourers working on R4D roads are unskilled workers (99% of the women). In addition to extending the rotation period, more focus should be placed on skills development of local labourers. Contractors could benefit from efficiency gains amongst the workers. Local communities would benefit from having a better skilled local labour market, which would then benefit future infrastructure projects in their area in preparation for future decentralized governance. This could be achieved by adding a Train-the-Trainer component to the contractor training.
- 3. A more diverse workforce.** Better guidance to contractors and community leaders on recruiting equitably could allow employment opportunities for many who would not otherwise have access to them. More needs to be done in encouraging participation of women, such as clearer instructions provided during mobilization of labour and greater utilization of financial penalties for not meeting contractual quotas already set-out in R4D contracts. Also, more equal distribution of workers based on age and recruiting people with disability will ensure the impact of R4D wage generation is spread out fairly.
- 4. Better record keeping by contractors regarding labourers, labour days worked and payments.** In the large majority of the cases, the muster-rolls were not a complete, neither reliable, source of information to calculate the total number of labourers that worked for one contractor and the total labour days. Closer supervision of contractors, the implementation of measures to increase contractors' compliance and the utilization of financial penalties, would facilitate better the aforementioned record keeping. Also, more consistent recording of labourers' payments should be encouraged to increase transparency of fair payments and reduce the likelihood of delays.

ANNEX 1: TEMPLATE FOR LABOURERS' QUESTIONNAIRE LABOURERS SURVEY

COMPLETE QUESTIONNAIRE WITH PEN (NOT WITH PENCIL!)

- 1 Name Enumerator:
- 2 District:.....
- 3 Sub-district:
- 4 Suco Name: Aldeia Name:
- 5 Road Name:.....
- 6 Time interview: Date: (dd/mm/yy) Time: from to

Guidelines for Enumerator: *Introduce yourself properly and explain the purpose of your visit. Ask the person whether he/she has about 30 minutes to sit down with you in a quiet place because you want to ask him/her some questions about the wage that he/she has earned by working on the R4D road project. Explain that this information will be useful for MPW and R4D, so as to know whether the labour-based approach that has been followed by R4D has been successful and has been appreciated by the local people. Explain that the person's name will not be mentioned in any report and that he/she does not need to give his/ her name if he/she wishes so.*

- 7 Name of respondent: Sex: (M/F)

- 8 Profession (not considering the job with R4D):

- ☐ Agriculture
- ☐ Business
- ☐ Labourer
- ☐ Housewife

- ☐ Student
- ☐ Civil Servant
- ☐ Other

- 9 Marital Status

- ☐ Single
- ☐ Married
- ☐ Divorced / Separated
- ☐ Widowed

- 10 Age:

- ☐ $x < 18$
- ☐ $18 < x < 25$
- ☐ $25 < x < 60$
- ☐ > 60

- 11 How many children do you have?:

- 12 What is the age of your youngest child? ☐ $x < 5$ years ☐ $x > 5$ years

- 13 How many people live in this household including children?

- ☐ Only myself
- ☐ 1-4 people
- ☐ 5-9 people
- ☐ 10 or more people

- 14 How many people regularly bring cash income to the household
(not including income received from R4D)?
- ☐ None
☐ 1 person
☐ 2-3 people
☐ 3-5 people
☐ 5 or more people
- 15 What is the average cash income into the household per month?
(not including income received from R4D)
- ☐ No income
☐ Less than US\$50
☐ US\$ 50-100
☐ US\$ 100-200
☐ More than US\$200
- 16 For which contractor did you work?.....
- 17 What was your position (*please list all three options and thick one*): ☐ Unskilled worker
☐ Skilled worked
☐ Work group leader
- 18 Type of work conducted during R4D work: ☐ Site clearing (grass cutting, drain cleaning etc.)
(more than one type of work can be ticked)
- ☐ Digging
☐ Spreading
☐ Back-filling
☐ Soil compaction
☐ Hauling
☐ Excavating/loading
☐ Handling cement
☐ Handling stones
☐ Bitumen related works
☐ Other
- 19 Per day, how many hours on average did you work on the project?
- ☐ 1-4 hrs
☐ 4-8 hrs
☐ More than 8 hrs
- 20 Did you ever miss one work day? ☐ Yes ☐ No
- 21 If yes, for which of the following reasons?
(Please list to the interviewed person all the options and thick when appropriate. More than one option is possible)
- ☐ I had to take care of children or other family members
☐ I only worked when I needed money
☐ The work was too tiring
☐ My spouse/family members did not allow me to work everyday
☐ It was raining
☐ I had to attend a ceremony
☐ I had to work on the farm / in the field
☐ I had another job
☐ It was too hot
☐ I was sick
☐ Other

22 Have you been paid per day or on the basis of completed work?

- ☐ Mainly per day
☐ Mainly on the basis of completed work (borong)

23 Wage received for one full day (8 hours) of work: USD

24 How many periods did you work for R4D?

- ☐ One period
☐ Two periods
☐ Three periods
☐ Four period
☐ Five or more periods

Periods:	For how long did you work? <i>Please specify the unit (day/week/month)</i>	How much did you earn during this period? (<i>in US \$</i>)
1 st period		
2 nd period		
3 rd period		
4 th period		
TOTAL : <i>to be calculated by the enumerator</i>		

25 How many times did you receive the wage?

26 From whom did you receive the wage?

- ☐ Contractor
☐ Chefe Aldeia
☐ Chefe de Suco

27 Did you ever have to wait for your wage once you finished one work rotation?

- ☐ Yes ☐ No

28 If yes, for how long?

- ☐ Less than 2 weeks
☐ 2-4 weeks
☐ 4-8 weeks
☐ More than 8 weeks

29 In your household, who primarily administered or managed the income you earned while working for R4D?

- | | |
|--|--|
| ☐ Myself | ☐ Sister |
| ☐ Husband | ☐ Brother |
| ☐ Wife | ☐ Parents/In-laws |
| ☐ Husband and wife together | ☐ Other |

30 In the past, was this the same person?

- ☐ Yes ☐ No

31 If not, who was primarily administering/managing the income?

- | | |
|--|--|
| ☐ Myself | ☐ Sister |
| ☐ Husband | ☐ Brother |
| ☐ Wife | ☐ Parents/In-laws |
| ☐ Husband and wife together | ☐ Other |

32 In your household, who primarily made the decisions about how the money you earned from R4D was spent?

- | | |
|--|--|
| ☐ Myself | ☐ Sister |
| ☐ Husband | ☐ Brother |
| ☐ Wife | ☐ Parents/In-laws |
| ☐ Husband and wife together | ☐ Other |

33 In the past, was this the same person?

- ☐ Yes ☐ No

34 If not, who primarily made decisions on how the income was spent?

- | | |
|--|--|
| ☐ Myself | ☐ Sister |
| ☐ Husband | ☐ Brother |
| ☐ Wife | ☐ Parents/In-laws |
| ☐ Husband and wife together | ☐ Other |

35 Did anyone else from your household work on R4D? ☐ Yes ☐ No

36 If yes, who, how long and what was approximately her/his wage?

(Thick the box where appropriate and fill 35.2 and 35.3 according to answer in 35.1)

35.1	Husband / wife ☐	Son ☐	Daughter ☐	Father ☐	Mother ☐	Brother/ Sister ☐	In-laws ☐	Other	Total (to be filled by enumerator)
35.2 How many weeks									
35.3 Wage (total)									

37 If your spouse did not work for R4D, what was the reason? *More than one option is possible*

- ☐ Already employed or involved in other business
- ☐ Spouse too busy with agriculture
- ☐ Spouse too busy with household activities and taking care of children
- ☐ My spouse did not want to work
- ☐ Only one person per household was allowed to work
- ☐ My spouse didn't have the needed skills
- ☐ Poor health condition or pregnancy/ breastfeeding
- ☐ I did not allow my wife to work
- ☐ I did not allow my husband to work
- ☐ Family members did not allow my spouse to work

38 On what have you spent MOST of the money that you have earned by working for R4D? (*Ask the same question up to four times to the respondent in order to prioritize his/her answer*)

38.1

38.2

38.3

38.4.....

Use the following codes:

A: Savings	H: Ceremonies/cultural activities
B: Education children	I: Purchase motorbike
C: Improvement house	J: Purchase horse
D: Daily consumption	K: Purchase large livestock
E: Business	L: Purchase small livestock
F: Agricultural inputs (e.g. seeds)	M: Gambling (e.g. cockfights)
G: Support of family/neighborhood	N: Buying cloths
M: Repay loans	O: Other:

39 Do you know any people who wanted to work, but did not?

☐ Yes ☐ No

40 If yes, why did he/she/ they not work? *More than one option is possible*

- ☐ The person was not aware of the employment opportunity
- ☐ Chef de Suco/Aldeia favored their family members/friends
- ☐ The person was a man and contractor didn't want to recruit more men
- ☐ The person was a woman and contractor didn't want to recruit more women
- ☐ The person was disabled and contractor didn't want to recruit people with disabilities
- ☐ Only people from certain Aldeias were recruited
- ☐ Only one person per household was allowed to work
- ☐ Husband/wife did not allow the person to work
- ☐ Family member (other than spouse) did not allow the person to work
- ☐ Household obligations (such as taking care of children, cooking, cleaning)
- ☐ The person was under 18 years of age
- ☐ The person was pregnant
- ☐ Other

41 Did the contractor provide sufficient good quality drinking water?

☐ Yes ☐ No

42 Did the contractor provide adequate safety-equipment?

☐ Yes ☐ No

43 Did the contractor provide good quality tools (e.g. the right type of hand tools)?

☐ Yes ☐ No

44 1. Did you ever get injured while working?

☐ Yes ☐ No

2. If yes, what kind of injury did you get?

.....

3. Did you get any compensation?

☐ Yes ☐ No

45 Did you learn any new skill or skills?

☐ Yes ☐ No

46 If yes, which specific skill/s did you learn? (*more than 1 box can be ticked*)

- ☐ Digging
- ☐ Spreading
- ☐ Back filling
- ☐ Soil compaction
- ☐ Hauling
- ☐ Excavating/loading
- ☐ Handling cement
- ☐ Handling stones
- ☐ Bitumen-related work

47 Have you received wage?

☐ Yes ☐ No

48 Did you ever worked as a labourer for other projects?

☐ Yes ☐ No

49 (FOR WOMEN RESPONDENTS ONLY)

49.1 Compared with the period before you worked with R4D, how do you feel about expressing opinions in your household, do you feel:

- ☐ More confident
- ☐ Less confident
- ☐ No difference

49.2 Compared with the period before you worked with R4D, how do you feel about doing works that are physically tough or “men’s jobs”:

- ☐ More able
- ☐ Less able
- ☐ No difference

49.3 Compared with the period before you worked with R4D, are there any differences in the way your husband helps you at household tasks (taking care of children, cooking or cleaning):

- ☐ More than before working for R4D
- ☐ Less than before working for R4D
- ☐ No difference

50 Any other comments from the respondent regarding his/her work on the R4D road:

.....
.....

Remarks from the enumerator (*please state if during the interview any other issues were raised*)

ANNEX 2: LIST OF LOCATIONS AND NUMBER OF PEOPLE SURVEYED

Road No.	District	Road Name	Suco	Number Of People Interviewed	Date of the Interview
1	Aileu	Laulara-Ornai RE	Cotolau	10	
3		Solerama- Fatisi PM	Tohumeta	11	
4		Solerama- Fatisi PM	Madabeno	10	
5		Maumeta-Fadabloco PM	Maumeta	8	
6		Maumeta-Fadabloco PM	Hautoho	10	
7		Maumeta-Fadabloco PM	Fadabloco	18	
8		Maumeta-Fadabloco PM	Fahisoi	8	
9		Baucau	Baoi Le - Uatabo RE	Buruma	8
10	Baoi Le - Uatabo RE		Bahu	8	
11	Baquia - Larisula RE		Alawa Kraik	8	
12	Baquia - Larisula RE		Larisula	12	
13	Quelicaí-Laisorolai PM		Laisorulai de Baixo	12	
14	Quelicaí-Laisorolai PM		Laisorulai de Cima	12	
16	Quelicaí-Laisorolai PM		Abo	11	
17	Quelicaí-Laisorolai PM		Bualale	9	
18	Lautem	Luro - Barikafa RE	Luro	11	
19		Luro - Barikafa RE	Barikafa	12	
20		Los Palos-Soru PM	Souro	4	
21	Bobonaro	Maliana - Saburai RE	Tapo-Memo	9	
22		Maliana - Saburai RE	Holsa	12	
23		Maliana - Saburai RE	Saburai	12	
24		Balibo - Cowa RE	Cowa	8	
25		Balibo - Cowa RE	Balibo Vila	8	
26		Ritabou PM	Ritabou	10	
27	Covalima	Lookei RE	Debos	12	
28		Lepo-Lour	Lepo	8	
29	Manufahi	Same to Rotuto RE	Rotuto	7	
30		Lianai to Grotu RE	Babulo	10	
31		Lianai to Grotu RE	Daisua	12	
32		Same-Rotuto RE	Letefoho	10	
33	Oecusse	Baqui-Oelulan RE	Naimeco	11	
34		Oelulan-Leolbatan RE	Costa	8	
35		Mahata-Kusi RE	Lela-Ufe	10	
36		Mahata-Kusi RE	Banafi	8	
37		Nunhenu-Oelkaem PM	Taiboco	11	
38		Nunhenu-Oelkaem PM	Cunha	8	
Total				356	

