



# DRG LEARNING, EVALUATION, AND RESEARCH (DRG-LER) II ACTIVITY TIMOR-LESTE C-TIP ASSESSMENT: FINAL REPORT

JULY 2022

Contract No. GS-I0F-0033M / Order No. 7200AAI8M00016 Tasking N051

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## ACRONYMS

AJAR	Asia Justice and Rights
ALFeLa	Asistência Legal ba Feto no Labarik
CDCS	Country Development Cooperation Strategy
CLCTP	Commission for the Fight Against Trafficking in Persons
CNJTL	Timor-Leste National Youth Council
CSE	Commercial Sexual Exploitation
CSEC	Commercial Sexual Exploitation of Children
CSO	Civil Society Organization
C-TIP	Counter-Trafficking in Persons
DNRC	National Directorate of Community Reinsertion
DRG	Democracy, Human Rights, and Governance
FGD	Focus Group Discussion
FONGTIL	Timor-Leste NGO Forum
GBV	Gender-Based Violence
GoTL	Government of Timor-Leste
HAK Association	Association for Law, Human Rights and Justice
IGO	Intergovernmental Organization
IGT	Labour General Inspector
ILO	International Labour Organization
INDICA	Institute for the Defense of the Rights of the Child
IOM	International Organization for Migration
IRB	Institutional Review Board
JSMP	Judicial System Monitoring Program
KAP	Knowledge, Attitudes, and Practices
KII	Key Informant Interview
KSTL	Konfederasaun Sindikatu Timor-Leste
LER	Learning, Evaluation, and Research
MSSI	Ministry of Social Solidarity and Inclusion
NGO	Non-governmental organization
NORC	National Opinion Research Center
PCIC	Scientific Police for Criminal Investigation
PNTL	National Police of Timor-Leste
PRC	People's Republic of China
RAEOA	Special Administrative Region of Oecusse Ambeno
RDS	Respondent Driven Sampling

SEFOPE	State Secretariat for Professional and Employment Training
TIP	Trafficking in Persons
UN	United Nations
UNICEF	United Nations Children's Fund
USAID	United States Agency for International Development
USG	United States Government
WWCTL	Working Women's Centre Timor-Leste

## EXECUTIVE SUMMARY

### C-TIP ASSESSMENT PURPOSE

Under the Democracy, Human Rights, and Governance Learning, Evaluation, and Research (DRG-LER) II Activity, the United States Agency for International Development (USAID) requested NORC at the University of Chicago to analyze trafficking in persons (TIP) in Timor-Leste. The goal is to assess the relative frequency and types of TIP, country specific trends, knowledge of and attitudes towards TIP by stakeholders, and local capabilities to address TIP. The Timor-Leste counter-TIP (C-TIP) Assessment has four interrelated objectives:

- Provide a comprehensive understanding of the relative frequency and types of human trafficking across different regions/hotspots in Timor-Leste.
- Conduct landscape analysis of current TIP programming in Timor-Leste and map the main stakeholders—non-governmental organizations (NGOs), intergovernmental organizations (IGOs), and the Government of Timor-Leste (GoTL)—involved in confronting TIP.
- Identify vulnerabilities and drivers of various forms of TIP; identify current TIP prevention, protection, and prosecution programming; and assess the knowledge and capacity of institutions to confront TIP (“capacity” includes, but is not limited to, the ability to collect data on TIP and the ability to provide services to survivors of TIP).
- Provide evidence-based TIP-related policy recommendations for possible implementation by USAID, GoTL, and other stakeholders in Timor-Leste.

### RESEARCH QUESTIONS

Specific learning questions for the TIP assessment are as follows:

1. What are the types and prevalence of human trafficking?
2. What are the drivers and conditions that enable human trafficking?
3. What are the vulnerabilities of victims and recruitment patterns?
4. Are there border points or other hotspots where human trafficking occurs?
5. To what extent are authorities and stakeholders aware of human trafficking?
6. To what extent is there political will and cultural barriers precluding the end of TIP?
7. Are there existing activities to address human trafficking, including the protection of victims?
8. To what extent are institutions, or other actors, capable of collecting, using, and disseminating data on human trafficking?
9. To what extent are there institutions and organizations that can provide and/or integrate support to victims of trafficking?

## RESEARCH METHODS

The C-TIP assessment is a mixed-methods study designed to address descriptive and normative questions about TIP in Timor-Leste as well as provide policy and programming recommendations for tackling this critical issue. The assessment started with a desk review and stakeholder mapping exercise followed by primary qualitative and quantitative data collection with sector stakeholders and victims/survivors of TIP within Timor-Leste. The nine research questions guided the development of key informant interview (KII) and focus group discussion (FGD) guides as well as a Knowledge, Attitudes, and Practices (KAP) survey.

Selection of informants for KIIs and the KAP survey was done iteratively. In the first phase, NORC sampled 20 national stakeholders identified through the stakeholder mapping as well as all municipal directors for the Ministry of Social Solidarity and Inclusion. At the end of each KII, these respondents were asked to nominate other individuals or organizations familiar with the interview topics, which yielded a snowball sample of increasingly knowledgeable, specialized, and localized informants. In the second phase, all nominees were interviewed as were the criminal investigation units in each municipality. In the third and final phase, additional nominations were requested from organizations shown through early KII analysis to be particularly knowledgeable about TIP and/or to have municipal offices or representatives. The KAP survey was administered to all government informants at the beginning of the KIIs.

**Table I: Sample for Key Informant Interviews and KAP Surveys**

ORGANIZATION	NO. OF KIIS	NO. OF KAP SURVEYS
Government Stakeholders	42	40
Non-Governmental Organizations (NGOs)	26	-
Intergovernmental Organizations (IGOs)	6	-
Other Stakeholders	4	-
<b>Total:</b>	<b>78</b>	<b>40</b>

FGDs targeted TIP survivors and TIP-adjacent populations throughout the country, with a focus on commercial sexual exploitation survivors, returned overseas migrants, and domestic workers. Three separate FGD protocols were developed to reflect the unique experiences and risks faced by these sub-populations. The research team also conducted FGDs with groups that have exposure to the populations of interest including youth groups, local authorities, and survivors of gender-based violence (GBV). A total of 14 FGDs were conducted across seven municipalities.

KII and KAP data were transcribed and translated from Tetum to English, while FGD data consisted of translated field notes. KAP data were entered into Excel and imported into the Stata software package for analysis. Qualitative data were imported into Dedoose and analyzed using a preliminary codebook based on the research questions. Themes to emerge from early analysis were then used to iteratively build out the codebook using a phenomenological approach. Next, the team used a grounded theory



approach to triangulate data across sources, identify explanations for the phenomena observed, and explore the relationships between these phenomena.

## LIMITATIONS

Though offering rich insights, the primarily qualitative approach to this assessment yields findings that are not necessarily representative. This is particularly true for findings on TIP types, prevalence, and hotspots, which are drawn from informant reporting that may be largely anecdotal in nature. Variable awareness and familiarity with TIP by informants may also influence the accuracy of findings. While the team made best efforts to give concrete definitions in preambles to modules on a particular topic, there is a risk those definitions were not fully understood when respondents were addressing the questions that followed.

For FGD participants and government informants, there is a notable risk of social desirability bias (i.e., the tendency to answer in a way that will be seen as favorable versus answering truthfully). While it is difficult to overcome this risk in social sciences research, the team worked to minimize it where possible through question framing and regularly reminding respondents of the strict confidentiality of their responses. Finally, FGDs were captured via field notes rather than transcripts, which may result in a loss of nuance in statements made by participants.

## FINDINGS

### Q1. WHAT ARE THE TYPES AND PREVALENCE OF HUMAN TRAFFICKING?

While no comprehensive TIP prevalence studies have been conducted in Timor-Leste to date, commercial sexual exploitation (CSE) and forced labor are reported to occur throughout the country. According to stakeholders, CSE of adults and children occurs throughout Timor-Leste, particularly in urban centers and border regions. In contrast to other low- and middle-income countries, the sex industry is highly decentralized and sex work is not typically facilitated by pimps/madams or through networks of brothels. Instead, commercial sexual transactions take place in hotels, bars, and private residences and are often facilitated by other sex workers or through Facebook and WhatsApp, making it difficult to observe and quantify the extent of CSE.

“Sometimes they withhold our salary because they are afraid that if we go back to the village, we will not come back to work, because they know that we are doing well. So, they withheld our salaries so we wouldn't go back to the village or to our families.”

- Domestic worker in Dili

Forced labor is commonly observed among domestic workers, persons working in restaurants or storefronts, and laborers in the fishing and manufacturing industries. Domestic servitude is especially common among women and girls who travel from rural villages to urban centers to help support their families. Once placed in a private residence, they may face physical violence, withholding of wages, and long working hours. Timorese nationals who migrate under overseas worker programs likewise report conditions of forced labor in the fishing sector, including employer deception, physical violence, and holding of identity documents. Finally, forced labor may occur among children engaged in street selling who purportedly have their pay withheld and face other forms of abuse from bosses such as denial of housing.

**Q2. WHAT ARE THE DRIVERS AND CONDITIONS THAT ENABLE HUMAN TRAFFICKING?**

Drivers and conditions that enable TIP in Timor-Leste mirror those in other countries: poor economic prospects, lack of educational opportunity, low awareness of TIP, and general complacency towards violence against women were commonly reported by stakeholders. Lured by the promise of work or educational opportunities, impoverished households may send their children to Dili where they ultimately end up in CSE or forced labor. TIP enablers unique to Timor-Leste include its U.S. dollar economy and porous borders with Indonesia. As the national currency of Timor-Leste, the U.S. dollar draws foreigners to the country due to its stability and ubiquity in the global economy. Foreign workers are vulnerable to abuse and exploitation once in-country, while foreign-owned businesses are widely reported to engage in exploitative and abusive labor practices. Border regions like the Special Administrative Region of Oecusse Ambeno (RAEOA) are reported to house Indonesian forced laborers and victims of CSE, owing to weak border enforcement and the inability of immigration authorities to identify and intervene in TIP cases.

Critically, public awareness of TIP is low in Timor-Leste, with government stakeholders reporting that less than 4 in 10 adults and 2 in 10 children have the knowledge to protect themselves from TIP.

**Figure 1: Extent of Public Awareness of TIP, According to KAP Survey**

**Out of 100 Timorese adults, how many know how to protect themselves from TIP?**



**Out of 100 Timorese children, how many know how to protect themselves from TIP?**



**Q3. WHAT ARE THE VULNERABILITIES OF VICTIMS AND RECRUITMENT PATTERNS?**

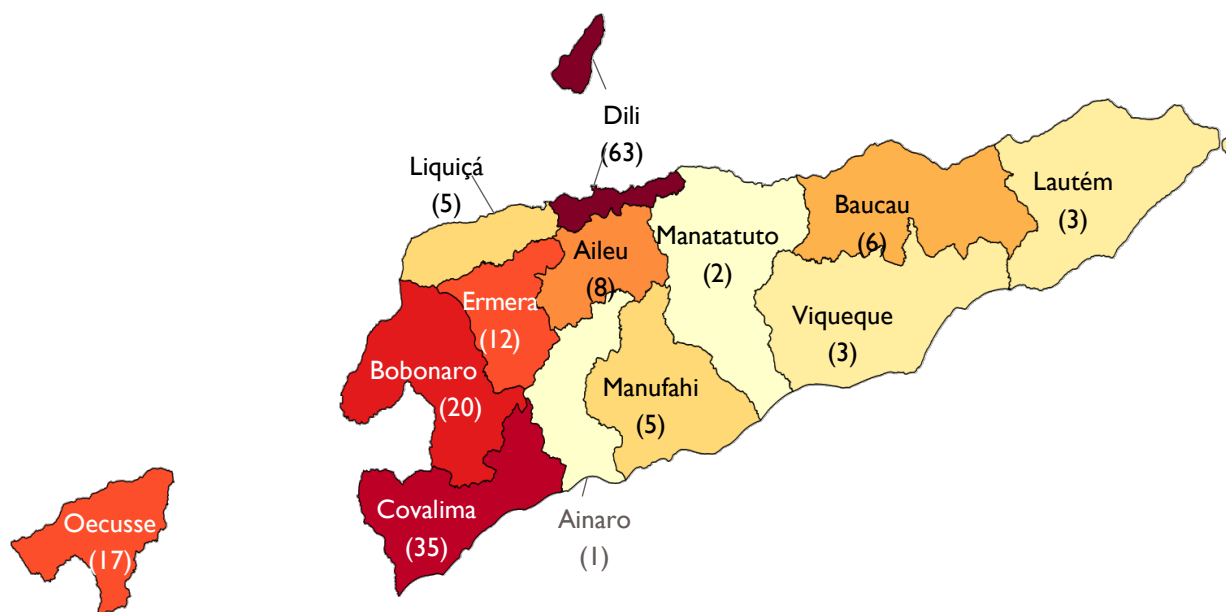
Poverty, low educational attainment, gender, age, history of abuse or exploitation, and migration status are the most commonly reported TIP vulnerability factors in Timor-Leste. Poverty combined with low education limits job prospects and increases the likelihood that a person will accept exploitative working conditions. Gender likewise influences TIP vulnerability, with women, girls, and LGBTQI+ persons more at-risk of CSE—particularly those with prior trauma, abuse, and exploitation—while boys and men are more vulnerable to TIP in industries involving manual labor. Children are especially vulnerable to TIP as recruiters take advantage of families who want to find schooling for their children; children are also less likely to know their rights and how to protect themselves if they are trafficked once separated from their families. Finally, migrants are at-risk due to their unfamiliarity with the local context, isolation, lack of support networks, and language barriers.

In TIP cases involving a third-party facilitator, recruitment patterns tend to mirror those seen globally. According to stakeholders, such cases follow a typical pattern: the victim or victim’s family is first approached by a recruiter or other intermediary with promises of schooling and/or work. The victim is then moved away from their home location, and contact with friends and family is restricted. The victim is then forced to do hazardous work, sex work, or work for little to no pay. The victim may attempt to leave the situation; however, stigma, lack of knowledge of trafficking and labor laws, and fear of retaliation by employers prevent some from seeking help.

**Q4. ARE THERE BORDER POINTS OR OTHER HOTSPOTS WHERE HUMAN TRAFFICKING OCCURS?**

The most commonly reported TIP destination locations are Dili and the border regions of Covalima, Bobonaro, and RAEOA. Commonly reported source locations—i.e., locations from which victims originate—include RAEOA, Covalima, Ermera, and Alieu. International destinations for Timorese TIP victims include Indonesia, the Philippines, China, Malaysia, Thailand, and South Korea. Stakeholders also report that nationals of China, Indonesia, and the Philippines are trafficked within Timor-Leste.

**Figure 2: Heat Map of TIP Destination Locations Within Timor-Leste, According to Frequency Reported in KIs**

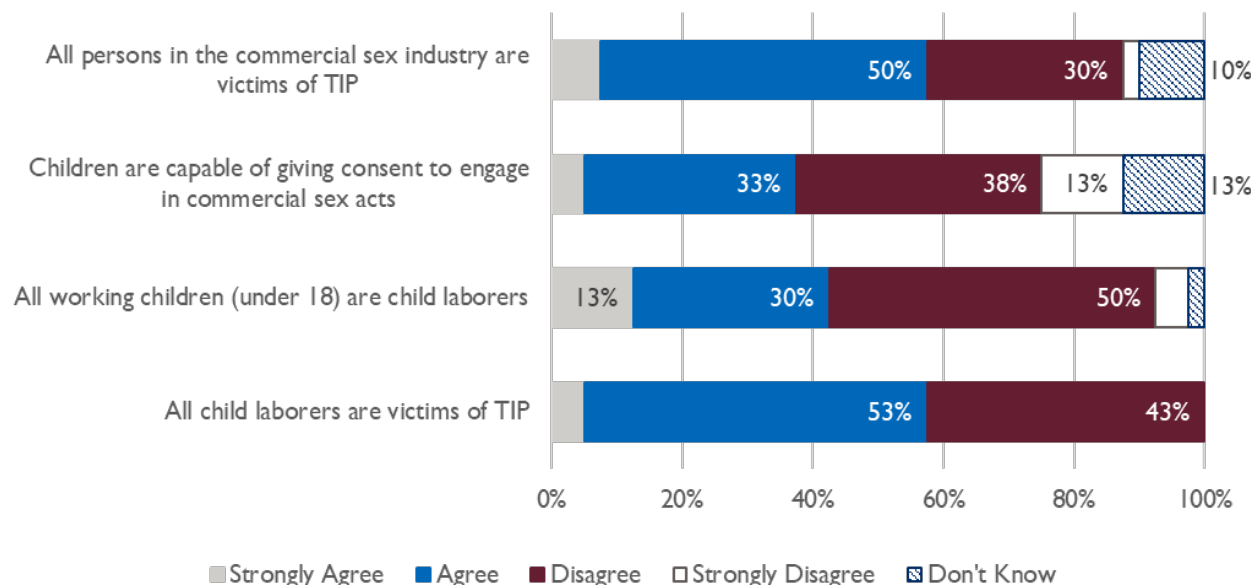


**Q5. TO WHAT EXTENT ARE AUTHORITIES AND STAKEHOLDERS AWARE OF HUMAN TRAFFICKING?**

Government awareness of TIP is mixed. While there is broad familiarity with general definitions of TIP and laws that address TIP, misconceptions are common—particularly at the sub-national level. For example, most government stakeholders believe that TIP requires the movement of persons as well as a third-party facilitator. At the same time, the majority of KAP respondents agreed with the statements “all persons in the commercial sex industry are victims of TIP” and “all child laborers are victims of TIP.” There appears to be limited understanding of the role that coercion can play in TIP, with 70 percent of respondents believing a person cannot be a victim of TIP unless they are held captive against their will and 80 percent believing a person who is fairly compensated cannot be a victim of TIP. Finally, half of

respondents agreed with the statement that illegal migrants cannot be classified as victims of TIP, which is in direct contradiction to Timorese law.

**Figure 3: Knowledge of Government Stakeholders, According to KAP Survey**



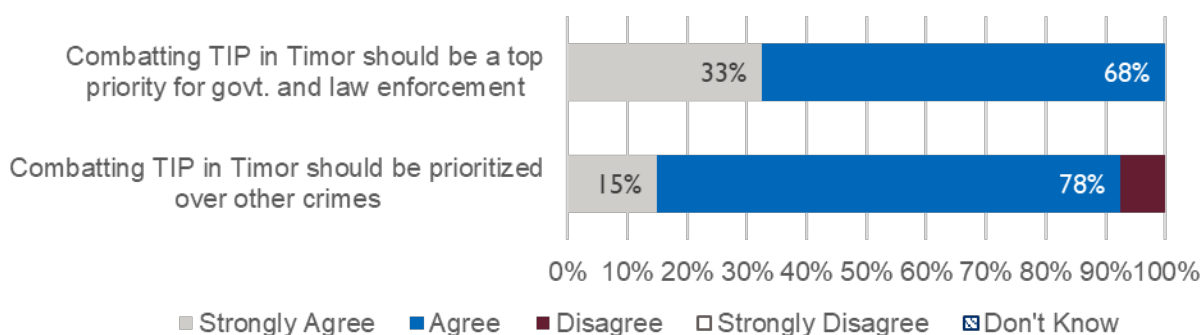
**Q6. TO WHAT EXTENT IS THERE POLITICAL WILL AND CULTURAL BARRIERS PRECLUDING THE END OF TIP?**

Despite misconceptions, there is firm political will to combat TIP in Timor-Leste with 100 percent of stakeholders believing it should be a priority for government and law enforcement. Political will is likewise reflected in ongoing efforts to operationalize the 2017 Law on Preventing and Combating Human Trafficking via a National Action Plan (a Commission to Combat Trafficking in Persons was established to carry out this task). That said, some stakeholders expressed concern over whether there would be sufficient resources and intra-governmental coordination to implement the National Action Plan once finalized due to limited resources currently dedicated to TIP. At the community-level, stakeholders report several cultural barriers to combatting TIP including social norms related to gender, parental obligations, child marriage, discrimination against LGBTQI+ persons, and complacency towards violence against women.

“Many organizations including state agencies, ministries, and the police still lack knowledge on TIP. Sometimes, when we discuss human trafficking with the police, they think about traffic accidents or incidents on the road and say that human trafficking is now high.”

- Key Informant

**Figure 4: Government Political Will, According to KAP Survey**



**Q7. ARE THERE EXISTING ACTIVITIES TO ADDRESS HUMAN TRAFFICKING, INCLUDING THE PROTECTION OF VICTIMS?**

There are several TIP prevention, protection, and prosecution activities currently being implemented by government and NGO actors. At the government level, the Ministry of Social Solidarity and Inclusion (MSSI) has technical officers in each of the 13 municipalities that work closely with NGOs to assist victims of gender-based violence and trafficking. MSSI receives referrals from agencies responsible for conducting TIP investigations and maintains a directory of service providers to which victims can be referred. The National Directorate of Community Reinsertion (DNRC) focuses on reintegration of TIP survivors and helps to identify victim services, while the State Secretariat for Professional and Employment Training (SEFOPE) oversees the Labor Inspection Directorate which is responsible for investigating incidents of forced labor. As coordinator of Timor-Leste’s overseas worker programs, SEFOPE also helps to identify and repatriate victims of TIP. Finally, border police, immigration police, and the National Police of Timor-Leste (PNTL) identify perpetrators and victims on the frontlines. The International Organization for Migration (IOM) has been cooperating with the Government of Timor-Leste (GoTL) to strengthen law enforcement and the capacity of border officials to address TIP.

Local NGOs such as the Psychosocial Recovery & Development in East Timor (PRADET) and Fokupers provide recovery services, counseling, and shelter as well as assist victims in reporting cases to the police. On the prosecution side, Alola Foundation, Asisténsia Legál ba Feto no Labarik (ALFeLa), and the Judicial System Monitoring Program (JSMP) all assist TIP victims with their legal cases. The Working Women's Centre Timor-Leste (WWCTL) has done work to socialize domestic workers on TIP and supports victim identification among this vulnerable population.

**Q8. TO WHAT EXTENT ARE INSTITUTIONS, OR OTHER ACTORS, CAPABLE OF COLLECTING, USING, AND DISSEMINATING DATA ON HUMAN TRAFFICKING?**

Stakeholders report that MSSI maintains a list of victims of CSE that could be shared with other ministries, however the list is not exhaustive because there is no easy and reliable way for other agencies to share data with MSSI.

Prior data collection activities include TIP monitoring conducted by NGO Belun with IOM support from 2014-2016; a 2016 study on child labor conducted by the International Labour Organization (ILO) which featured a module on forced labor; and a 2004 study conducted by Alola Foundation which involved gathering information on TIP via interviews with sex workers, government agencies, local and international NGOs, the UN mission and UN agencies, and private individuals. To date, no comprehensive TIP prevalence studies have been conducted in Timor-Leste, and NGO and government

informants point to a pressing need for Ministries and NGOs to improve their data collection and sharing capabilities to better understand the true scope and extent of TIP in Timor-Leste today.

**Q9. TO WHAT EXTENT ARE THERE INSTITUTIONS AND ORGANIZATIONS THAT CAN PROVIDE AND/OR INTEGRATE SUPPORT TO VICTIMS OF TRAFFICKING?**

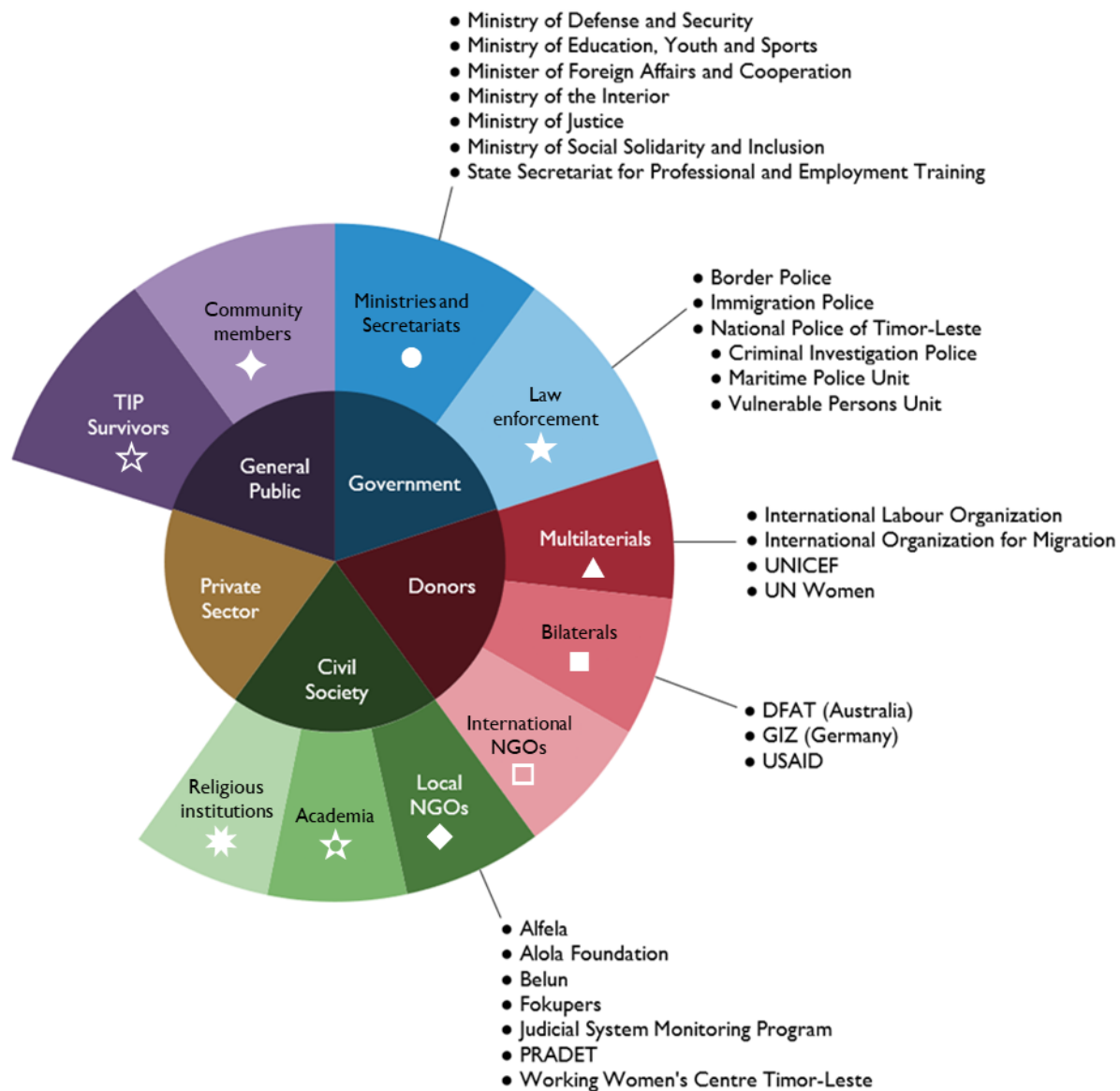
As described under Q7, there are several governmental and non-governmental actors engaged in TIP-related prevention, protection, and prosecution efforts. While these actors are coordinating efforts to some extent, informants point to a need for enhanced collaboration as well as more in-depth training across the universe of stakeholders on victim identification as well as TIP in the Timor-Leste context. Victims/survivors further call upon government, civil society, and the donor community to provide vocational training, community advocacy on behalf of CSE victims and the LGBTQI+ community, mental health services, and healthcare including screening for sexually transmitted infections.

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“Your biggest problem with human trafficking is about data or a database. We do not have accurate data. We have cases but no organizations that focus on human trafficking...we do not want to spend a big budget collecting data and then hand it over to other ministries which might be irrelevant.”

- Key Informant

**Figure 5: Map of Counter-Trafficking Stakeholders in Timor-Leste**



## CONCLUSIONS

**There is evidence that TIP—including commercial sexual exploitation and forced labor—is occurring throughout Timor-Leste**, particularly in Dili, however there is no statistically representative data on its true scope and extent. To date, no comprehensive TIP prevalence studies have been conducted in Timor-Leste, and the ability of administrative data to provide proxy estimates is limited due to uneven reporting and lack of integrated case management systems.

**Low awareness, lack of economic opportunity, and social/cultural norms related to gender and parental obligations are the primary factors enabling TIP.** According to stakeholders, most Timorese adults and children do not know how to protect themselves from TIP or seek legal remedy if they are victimized. This, combined with widespread poverty, low education, and poor job prospects, increases vulnerability to exploitation—particularly for persons migrating from rural municipalities to support their families. In addition, cultural norms related to child marriage, discrimination against LGBTQI+ persons, and complacency towards violence against women contribute to TIP vulnerability for these populations.

**Stakeholder familiarity with TIP is mixed, and misconceptions are common; nevertheless, the government at all levels is committed to eradicating TIP.** Common misconceptions include the assumption that TIP requires movement of persons; conflation of sex work/sex trafficking and child labor/child trafficking; belief that TIP requires force or defraudment; misconception that children can consent to commercial sex acts; and belief that illegal migrants cannot be TIP victims. Such misconceptions may contribute to failure to recognize some of the more common forms of TIP happening in Timor-Leste today, including among household domestic workers and minors in the commercial sex industry. Despite these misconceptions, there is firm political will to combat TIP, with 100 percent of government stakeholders believing it should be a priority for government and law enforcement.

**Prevention, protection, and prosecution activities exist, but they are disjointed and under-resourced.** In 2017, the government of Timor-Leste enacted the landmark Law on Preventing and Combating Human Trafficking, which will be operationalized through a National Action Plan being developed by the Commission to Combat Trafficking in Persons. At the time of writing, stakeholders expressed concern over whether there would be sufficient resources and intra-governmental coordination to implement the National Action Plan. Furthermore, while NGOs and government are currently coordinating protection and prosecution efforts, private sector engagement is limited despite complicity in TIP, many efforts are donor-dependent, and activities may fail to reach victims that remain under the radar due to aforementioned low awareness and/or misconceptions about TIP.

**The lack of reliable data on TIP continues to inhibit investments in counter-TIP activities.** The lack of rigorous, timely data on TIP scope and prevalence makes it difficult for government and non-governmental stakeholders to justify allocating limited human, financial, and institutional resources toward counter-TIP activities. In addition, lack of representative data on where TIP is happening, what forms it is taking, and the profiles of victims and perpetrators makes it difficult to target counter-TIP activities in a deliberate and informed manner.



## RECOMMENDATIONS<sup>1</sup>

**Conduct TIP prevalence research to better understand the true scope and scale of the problem.** This could be done by integrating forced labor modules into existing national surveys such as the labor force survey, Demographic and Health Survey, or the 2025 census. In addition, government, NGOs, and/or donors should consider commissioning a special study on commercial sexual exploitation in the top destination municipalities using novel prevalence estimation methods such as respondent driven sampling (RDS). Prevalence research should also aim to create a comprehensive profile of TIP perpetrators to inform future prevention and prosecution efforts. ●▲■□◆

**Train policymakers, technocrats, and bureaucrats at the national and municipal levels on TIP indicators, laws, and procedures in Timor-Leste,** with a special focus on clearing up common misconceptions vis-a-vis how TIP differs for children and adults, the rights of illegal migrant victims according to Timorese law, and what TIP looks like for Timorese domestic workers. Trainings could be developed with technical and/or financial assistance from bi- and multi-lateral institutions and should prioritize frontline actors at MSSI and PNTL within the destination locations of Dili, Covalima, Bobonaro, and RAEOA. ●★▲■

**Integrate public awareness raising activities into existing community structures** such as schools, youth clubs, churches, child protection committees, and community health worker activities, with a focus on the source communities of RAEOA, Covalima, Ermera, and Alieu. Activities should sensitize communities on the various types of TIP, how to protect themselves, victim rights under Timorese law, and where and how to seek help if they are victimized. In addition, parents/guardians should be sensitized on child trafficking risk factors and the importance of monitoring vulnerability among children in the household. ★◆□

**Strengthen pre-departure education programming for overseas migrants** vis-à-vis worker rights, services, and who to contact for help. For example, migrants working under official overseas worker programs should know that their contract terms are binding on the employer, and there are local institutions in their country of employment that they should contact immediately if the terms are violated or if they face other forms of employer abuse. ●

**Combat discrimination of LGBTQI+ persons and the stigmatization of sex workers,** both of which prevent TIP victims from seeking help and/or alternative livelihoods. This could involve integrating anti-discrimination messaging across existing government and non-governmental programs working to combat gender-based violence through community advocacy. ●★□◆

**Sensitize religious leaders on identifying and reporting forced marriages.** As both community leaders and officiators of weddings, religious leaders can play a vital role in identifying and reporting suspected cases of child marriage and forced marriage. Programs working on community-based child protection and/or gender-based violence should consider targeting religious leaders in their efforts to combat child marriage or forced marriage. ●★□◆★

<sup>1</sup> The bullet colors indicates the stakeholder group(s) to which a given recommendation is targeted, and is based on the stakeholder map presented in Figure 5.

**Continue efforts to operationalize the Law on Preventing and Combating Human Trafficking through the National Action Plan.** In addition to its current activities, the Commission to Combat Trafficking in Persons should strategize on how to integrate the above recommendations into the National Action Plan and ensure adequate government appropriations for proposed activities. Based on stakeholder feedback, the commission should also consider approaches to strengthening coordination with foreign counterparts in the prevention and prosecution of TIP cases happening under overseas worker programs; developing a centralized system for TIP case management/reporting and ensure all relevant institutions are feeding into the system; developing clear strategies for private sector engagement in counter-TIP activities; making recommendations on integrating counter-TIP efforts into policies and laws related to child labor; and providing demand-based vocational training with integrated psychosocial support to TIP survivors. ●

## I. C-TIP ASSESSMENT PURPOSE AND QUESTIONS

### ASSESSMENT PURPOSE

Under the DRG-LER II Activity, USAID requested NORC at the University of Chicago to analyze TIP in Timor-Leste. The goal is to assess the relative frequency and types of TIP, country specific trends, knowledge of and attitudes towards TIP by stakeholders, and local capabilities to address TIP. The Timor-Leste C-TIP Assessment has four interrelated objectives:

- Provide a comprehensive understanding of the relative frequency and types of human trafficking across different regions/hotspots in Timor-Leste.
- Conduct landscape analysis of current TIP programming in Timor-Leste and map the main stakeholders—NGOs, IGOs, and GoTL—involved in confronting TIP.
- Identify vulnerabilities and drivers of various forms of TIP; identify current TIP prevention, protection, and prosecution programming; and assess the knowledge and capacity of institutions to confront TIP (“capacity” includes, but is not limited to, the ability to collect data on TIP and the ability to provide services to survivors of TIP).
- Provide evidence-based TIP-related policy recommendations for possible implementation by USAID, GoTL, and other stakeholders in Timor-Leste.

### RESEARCH QUESTIONS

Specific learning questions for the TIP assessment are as follows:

1. What are the types and prevalence of human trafficking?
2. What are the drivers and conditions that enable human trafficking?
3. What are the vulnerabilities of victims and recruitment patterns?
4. Are there border points or other hotspots where human trafficking occurs?
5. To what extent are authorities and stakeholders aware of human trafficking (i.e., government authorities at national and sub-national level, private businesses, civil society organizations, NGOs, and public service delivery providers)?
6. To what extent is there political will and cultural barriers precluding the end of TIP?
7. Are there existing activities to address human trafficking, including the protection of victims?
8. To what extent are institutions, or other actors, capable of collecting, using, and disseminating data on human trafficking?
9. To what extent are there institutions and organizations that can provide and/or integrate support to victims of trafficking?

The intended audiences for this assessment are the U.S. Government including USAID/Timor-Leste, the USAID DRG Center, USAID Asia Bureau, and the Department of State’s Office to Monitor and Combat Trafficking in Persons; the Government of Timor-Leste including relevant ministries, secretariats, and law enforcement agencies; other donors operating within Timor-Leste including bilaterals, multilaterals, and international NGOs; civil society including community-based organizations and other entities conducting TIP-related work; the private sector; and the general public of Timor-Leste.

## II. BACKGROUND

Situated between Southeast Asia and Oceania, the island nation of Timor-Leste is a source, transit, and destination country for trafficking in persons. According to the U.S. State Department, TIP occurs both locally and internationally, with persons trafficked domestically from rural to urban localities as well as across the porous land border with Indonesia. Destination countries for Timorese nationals include Indonesia, Malaysia, China, and other nations in Southeast Asia. In addition, persons are trafficked into Timor-Leste from East and Southeast Asia, primarily for the purpose of commercial sexual exploitation.<sup>2</sup>

Timorese men, women, and children are trafficked domestically for the purposes of labor in agriculture, construction, mining, fishing, domestic servitude, and CSE. Timorese children are also placed into bonded labor in agriculture or domestic servitude in order to relieve family debts. As a TIP destination, women and girls from neighboring countries are trafficked into Timor-Leste for CSE while migrant men are exploited in the commercial fishing industry on foreign vessels along the Timorese coastline. As a TIP source country, Timorese nationals—primarily women—are trafficked abroad for the purposes of CSE and domestic servitude.<sup>3</sup>

The GoTL has become more cognizant of TIP in recent years; however, government officials and NGOs indicate a lack of awareness among law enforcement, community leaders, and vulnerable populations about the patterns of movement and types of activities that constitute TIP. While comprehensive counter-trafficking legislation was passed in 2017, Timor-Leste currently ranks among Tier 2 countries per the U.S. State Department’s annual TIP report for falling short of minimum standards with respect to prosecution, victim/survivor protection, and prevention.<sup>4</sup> As a Tier 2 country, Timor-Leste “does not fully meet the minimum standards for the elimination of trafficking but is making significant efforts to do so.” Such efforts include prosecuting and convicting perpetrators of TIP and continued headway with the National Anti-Trafficking Action Plan; however, low capacity to identify TIP cases of and weak understanding of TIP by relevant officials continues to impede the GoTL’s ability to undertake effective C-TIP measures.

As described in its 2020-2025 Country Development Cooperation Strategy (CDCS), USAID/Timor-Leste will adopt a cross-cutting approach to C-TIP programming that integrates awareness and prevention interventions across existing activities, tapping into expansive institutional, civil society, and private sector networks.<sup>5</sup> As an initial step to this end, USAID/Timor-Leste, the USAID DRG Center, and USAID Asia Bureau commissioned a Timor-Leste CTIP Assessment under the DRG-LER II Activity. This C-TIP assessment consisted of a qualitative analysis of the prevalence and types of TIP, country-specific trends, knowledge of TIP by stakeholders, and local capabilities to address TIP.

## III. RESEARCH METHODS AND LIMITATIONS

The C-TIP assessment is a mixed-methods study designed to address descriptive and normative questions about TIP in Timor-Leste as well as provide policy and programming recommendations for tackling this critical issue. The assessment began in December 2021 with a targeted desk review and

<sup>2</sup> US Department of State (2022). Trafficking In Persons Report: July 2022. Retrieved from <https://www.state.gov/wp-content/uploads/2022/04/337308-2022-TIP-REPORT-inaccessible.pdf>

<sup>3</sup> *Ibid*

<sup>4</sup> In 2022, Timor-Leste was upgraded to a Tier 2 country from the Tier 2 Watchlist.

<sup>5</sup> USAID/Timor-Leste (n.d.). Country Development and Cooperation Strategy (CDCS); December 2020 – December 2025. Retrieved from [https://www.usaid.gov/sites/default/files/documents/CDCS-TIMOR-LESTE\\_2020-2025\\_1.pdf](https://www.usaid.gov/sites/default/files/documents/CDCS-TIMOR-LESTE_2020-2025_1.pdf)

stakeholder mapping activity followed by in-country primary qualitative and quantitative data collection from January to April 2022 with sector stakeholders, TIP survivors, and survivor-adjacent populations. Following data analysis in March-April 2022, preliminary results presentations and a stakeholder validation workshop were held in May 2022, which yielded co-created conclusions and recommendations for government, donors, and civil society.

## **RESEARCH TEAM**

The C-TIP assessment was conducted by NORC at the University of Chicago under USAID's DRG-LER II Activity with guidance from USAID's Mission in Timor-Leste, the DRG Center, and the Asia Bureau. The NORC team consisted of national and international experts on human trafficking, migration, and vulnerable populations research, and was supported by Dili-based data collection subcontractor NGO Belun. Assessment team members included:

- Tasking Lead – Erika Keaveney
- Technical Expert and Lead Qualitative Researcher – Dr. Pyone Myat Thu
- Lead Research Analyst – Tulay Akoglu
- Research Analyst – Mayumi Rezwan
- Research Analyst – Angelo Cozzobu
- Senior Advisor – Kareem Kysia
- Field Managers, Interviewers, FGD Moderators, and Support Staff

## **DESK REVIEW**

An initial desk review was conducted and involved targeted web searches in both English and Portuguese (one of the two official languages in Timor-Leste). The desk review constituted an important component of the C-TIP assessment, and served to (i) directly address the aforementioned research questions, (ii) identify critical knowledge gaps that primary data collection could help to fill, (iii) identify organizations working to address TIP in the country, including GoTL agencies, private businesses, civil society organizations (CSOs), and public service providers to serve as key informants for primary data collection, and (iv) inform data collection instrument design to ensure they reflected issues most salient in Timor-Leste. Central learnings from the desk review have been consolidated to provide contextual background in this report. Desk review search parameters—including sources and keyword search syntaxes—are detailed in Annex I.

## **DATA COLLECTION**

### **DATA COLLECTION INSTRUMENTS**

The nine learning questions laid out in Section I guided the development of data collection instruments which included a KII protocol, FGD guides, and a government KAP survey. The KAP survey and KII questions were developed to assess multiple domains of knowledge/attitudes and capacity including knowledge of TIP definitions, types of TIP, indicators of and how to recognize TIP, and relevant TIP laws; amount/types of experience working in C-TIP; access to resources; ability to coordinate with other institutions; attitudes and beliefs vis-à-vis the scope, prevalence, and severity of TIP as well as the importance of TIP in comparison with other crimes; perceptions of TIP KAP among the general public; and ability to collect and use data related to TIP.

Three separate FGD guides were developed to reflect the unique experiences and risks faced by three separate sub-populations: commercial sexual exploitation survivors, returned overseas migrants, and domestic workers. FGD protocols examined survivor population characteristics, vulnerability factors, recruitment patterns, living and working conditions, support or services they are receiving, and what additional help they need in terms of health/reproductive services, mental health services, shelter/housing, legal services, vocational training, and/or labor rights advocacy.

Data collection instruments were originally drafted in English and translated into Tetum for field administration. English data collection instruments are included in Annex II.

### SAMPLING

Selection of informants for KIIs and the KAP survey was done iteratively. In the first phase, NORC sampled 20 national stakeholders identified through the stakeholder mapping as well as all municipal directors for MSSSI. At the end of each KII, these respondents were asked to nominate other individuals or organizations familiar with the interview topics, which yielded a snowball sample of increasingly knowledgeable, specialized, and localized informants. In the second phase, all nominees were interviewed as were the criminal investigation units in each municipality. In the third and final phase, additional nominations were requested from organizations shown through early KII analysis to be particularly knowledgeable about TIP and/or to have municipal offices or representatives. The KAP survey was administered to government informants at the beginning of the KIIs.

**Table 2: Sample for Key Informant Interviews and KAP Surveys**

ORGANIZATION	NO. OF KIIS	NO. OF KAP SURVEYS
<b>Government Stakeholders</b>	<b>42</b>	<b>40</b>
Institute for the Defense of the Rights of the Child (INDICA)	1	
Labour General Inspector (IGT)	1	1
Ministry of Foreign Affairs and Cooperation	1	
Ministry of Interior	4	3
Ministry of Justice	1	1
Ministry of Social Solidarity and Inclusion	15	14
National Parliament	1	1
National Police of Timor-Leste (PNTL)	9	11
Office of the Prime Minister	1	1
Office of the Prosecutor General	1	
Office of the Provedor for Human Rights and Justice	1	1
Scientific Police for Criminal Investigation (PCIC)	5	1
State Secretariat for Professional and Employment Training (SEFOPE)	1	1

ORGANIZATION	NO. OF KIIS	NO. OF KAP SURVEYS
Unspecified		5
<b>Non-Governmental Organizations (NGOs)</b>	<b>26</b>	<b>0</b>
Alola Foundation	4	
Asia Foundation	1	
Association for Law, Human Rights and Justice (HAK Association)	1	
Asia Justice and Rights (AJAR)	1	
Belun	1	
Caritas Australia	1	
Catholic Relief Services	1	
Equality Institute	1	
Estrela+	1	
Fokupers	2	
Fundasaun Mahein	1	
Hamnasa	1	
Judicial System Monitoring Program (JSMP)	1	
Konfederasaun Sindikatu Timor-Leste (KSTL)	1	
Psychosocial Recovery & Development in East Timor (PRADET)	4	
Timor-Leste NGO Forum (FONGTIL)	1	
Timor-Leste National Youth Council (CNJTTL)	1	
Uma PAS	1	
World Vision International	1	
<b>Intergovernmental Organizations (IGOs)</b>	<b>6</b>	<b>0</b>
International Labour Organization (ILO)	2	
International Organization on Migration (IOM)	1	
UNICEF	1	
UN Women	2	
<b>Other Stakeholders</b>	<b>4</b>	<b>0</b>
Academic	2	
Religious institute	2	

FGDs included TIP survivors and TIP-adjacent populations throughout the country, with a focus on commercial sexual exploitation survivors, returned overseas migrants, and domestic workers. The research team also conducted FGDs with groups that have exposure to the populations of interest including youth groups, local authorities, and survivors of gender-based violence. A total of 14 FGDs were conducted across seven municipalities.

## RESEARCH ETHICS AND STUDY AUTHORIZATION

This study was conducted in line with human subjects' research guidelines both in the United States and Timor-Leste. NORC follows established protocols for gathering informed consent, protecting anonymity and identifying information, and ensuring ethical data collection. To ensure compliance with NORC's high ethical standards, all research involving vulnerable populations must pass through formal Institutional Review Board (IRB) review prior to data collection and all research staff must complete a certified course in Protecting Human Research Participants. Field interviewers were extensively trained on research ethics, including confidentiality and informed consent procedures. NORC also provided FGD moderators with contextually-grounded training on psychological first aid and trauma-informed research to enable them to support respondents that became distressed during the FGD. Moderators were trained on protocols for reporting abuse to law enforcement or social services, as well as offering referral resources.

NORC sought and received approval from its internal IRB, which follows a formal process for ensuring all research projects are conducted in accordance with the U.S. Federal Policy for the Protection of Human Subjects. NORC's IRB is registered with the U.S. Department of Health and Human Services Office of Human Research Protection and has a Federal-wide assurance (FederalWide Assurance FWA 00000142). The IRB takes an active role in helping guide protocols to meet the highest standards for human subject protections. NORC's IRB requires that research protocols provide sufficient detail to ensure that the selection of subjects is equitable, subjects' privacy is protected, and data confidentiality is maintained; informed consent is written in language that study participants can understand and is obtained without coercion or undue influence; and appropriate safeguards are in place to protect the rights and welfare of vulnerable subjects.

## DATA ANALYSIS

KII and KAP data were transcribed and translated from Tetum to English, while FGD data consisted of translated field notes. KAP data were entered into Excel and imported into the Stata software package for analysis. Qualitative data were imported into Dedoose and analyzed using a preliminary codebook based on the nine research questions. Themes to emerge from early analysis were then used to iteratively build out the codebook using a phenomenological approach. Next, the team used a grounded theory approach to triangulate data across sources, identify explanations for the phenomena observed, and explore the relationships between these phenomena.

## LIMITATIONS

Though offering rich insights, the primarily qualitative approach to this assessment yields findings that are not necessarily representative. This is particularly true for findings on TIP types, prevalence, and hotspots, which are drawn from informant reporting that may be largely anecdotal in nature. Variable awareness and familiarity with TIP by informants may also influence the accuracy of findings. While the



team made best efforts to give concrete definitions in preambles to modules on a particular topic, there is a risk those definitions were not fully understood when respondents were addressing the questions that followed.

For FGD participants and government informants, there is a notable risk of social desirability bias (i.e., the tendency to answer in a way that will be seen as favorable versus answering truthfully). While it is difficult to overcome this risk in social sciences research, the team worked to minimize it where possible through question framing and regularly reminding respondents of the strict confidentiality of their responses. Finally, FGDs were captured via field notes rather than transcripts, which may result in a loss of nuance in statements made by participants.

## FINDINGS

### RESEARCH QUESTION I

#### WHAT ARE THE TYPES AND PREVALENCE OF HUMAN TRAFFICKING?

##### KEY FINDINGS

- Commercial sexual exploitation of adults and children occurs throughout Timor-Leste, particularly in urban centers and border regions. However, the sex industry is highly decentralized and sex work is not typically facilitated by pimps/madams or through networks of brothels.
- Forced labor is commonly observed among domestic workers, persons working in restaurants or storefronts, and laborers in the fishing and manufacturing industries.
- Other forms of TIP include trafficking of children for street vending and forced marriage of girls in exchange for a bride price.
- Despite indications that TIP is occurring, no comprehensive prevalence studies have been conducted in Timor-Leste to date.

#### COMMERCIAL SEXUAL EXPLOITATION OF ADULTS AND CHILDREN<sup>6</sup>

According to government and NGO stakeholders, CSE of adults and children occurs throughout Timor-Leste, particularly in urban centers and border regions. In contrast to other low- and middle-income countries, FGD informants describe the sex industry as highly decentralized and note that sex work is not typically facilitated by pimps/madams or through networks of brothels. Instead, commercial sexual transactions take place in hotels, bars, private residences, massage parlors, and restaurants, and are often facilitated by other sex workers or through Facebook and WhatsApp, making it difficult to observe and quantify the extent of CSE.

Several NGO informants and FGD respondents note that families may facilitate CSE of their own children. Children of poor families are more likely to face victimization in order to support the household financially. One government informant stated that families may provide their home as a venue for CSE or connect children to perpetrators seeking to pay for sexual services. FGDs participants note that Commercial Sexual Exploitation of Children (CSEC) can be multi-generational, with children following in the footsteps of women in the family who are in the commercial sex trade.

Victims of CSE and CSEC may be recruited under false pretenses. Government, NGO, and FGD informants note that perpetrators attract victims to Dili with promises of schooling or work, or with promises of wealth and a lavish lifestyle. Once the victim is moved to the city, however, the reality of their situation is revealed. An NGO informant highlighted an example of a 14-year-old girl living in the

<sup>6</sup> Sex trafficking or CSE occurs when a commercial sex act performed by an adult is induced by force, fraud, or coercion. Commercial sexual exploitation of children (CSEC) occurs when a person induced to perform a commercial sex act has not attained 18 years of age. In other words, any child engaged in commercial sex act(s) is automatically defined as a victim of TIP. Sources: US Department of State Office to Monitor and Combat Trafficking in Persons; Okech, D., Aletraris, L., & Schroeder, E. (2020). *Human trafficking statistical definitions: Prevalence Reduction Innovation Forum*. University of Georgia African Programming and Research Initiative to End Slavery & The US Department of State Office to Monitor and Combat Trafficking in Persons; Global Fund to End Modern Slavery. (n.d.). *Modern Slavery Terminology*. GFEMS. Retrieved December 13, 2021, from <https://www.gfems.org/modern-slavery/issues/modern-slavery-terminology/>.

municipality of Baucau who was offered a job as a masseuse at a massage parlor in Dili. She accepted the job and was moved to the new city by her recruiter; however, once in Dili, she was forced to provide sexual services at the massage parlor.

### FORCED LABOR

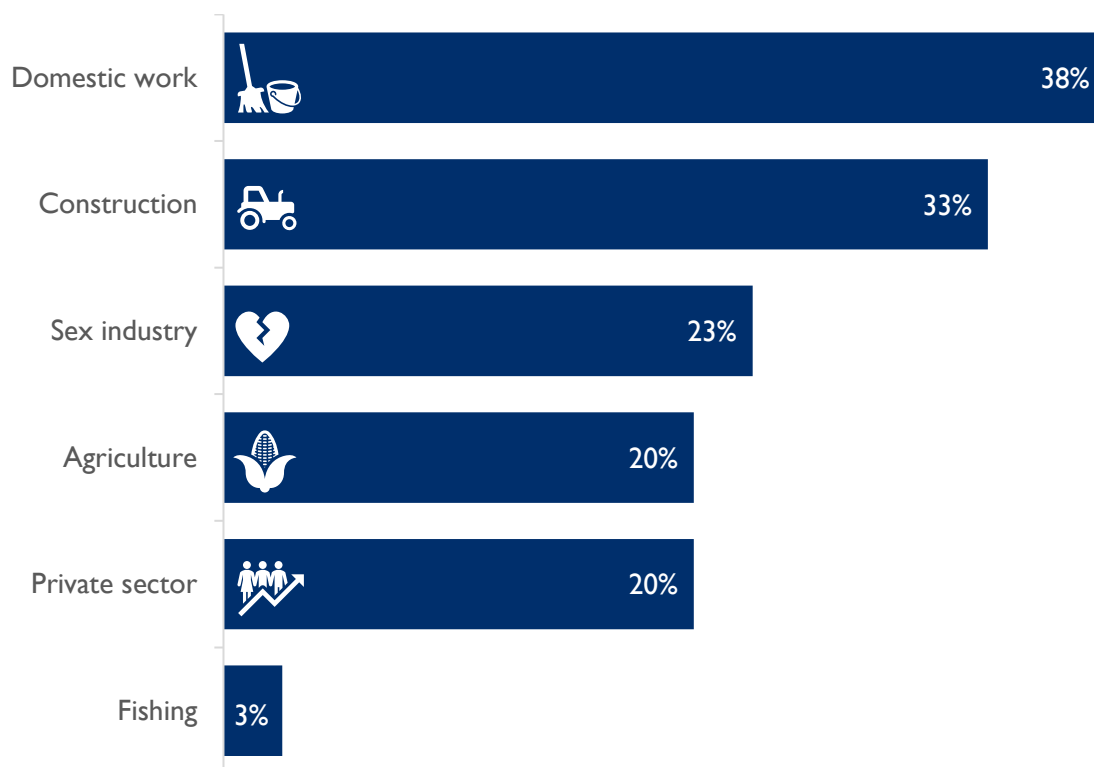
Forced labor occurs in a variety of sectors in Timor-Leste. As shown in Figure 6, forced labor of domestic workers was most frequently reported by government informants followed by forced labor in construction, the sex industry, agriculture, the private sector, and fishing. Victims of forced labor are made to work involuntarily and under menace of penalty.

Informant-reported indicators of involuntariness include restriction of movement and debt bondage while indicators of menace of penalty include violence or threats of violence and reputational harm.

“This often happens in Korea, for example when we departed from Timor, we knew that we would work in a factory, but when we arrived in Korea, we ended up working in fishery.”

- Returned Overseas Migrant

**Figure 6: Frequency of Reported TIP Sectors, According to KAP Survey**



Multiple NGO informants stated that forced labor is generally concentrated in labor-intensive sectors or jobs that are relatively hidden from the public eye such as domestic work. Victims of forced labor tend to be poor and have low levels of education. Additionally, NGO and IGO informants highlight that men are more likely to be victimized in physically demanding occupations whilst women are more likely to be victimized in domestic work or the commercial sex industry.

According to FGDs with overseas migrant workers, indicators of both menace of penalty and involuntariness are prevalent in South Korea's commercial fishing sector. Of note, there is deception about work conditions, with informants sharing that they had expected to work in manufacturing only to end up working on fishing boats once in-country. In addition to deception, Timorese fishing boat workers reported other indicators of forced labor including physical violence, withholding of identity documents, and being forced to work in hazardous conditions. On the latter, the boss of one worker reportedly forced him to work long hours in dangerous conditions with bad weather and large waves putting him at a high risk of drowning.

Overseas workers secure jobs in South Korea through SEFOPE. Based on FGDs, SEFOPE helps workers get to their destinations by facilitating loans for travel and lodging, although it is unclear how common or onerous these loans are. If interest rates are high and workers accrue increasing amounts of debt without the ability to pay it off, conditions of debt bondage may be present. In South Korea, Timorese workers are connected with the South Korean Ministry of Employment and Labor, to which they can report exploitative labor practices; however, how frequently reports are made or how quickly they are addressed by the Ministry remains uncertain.

In contrast to the situation in South Korea, Timorese informants participating in migrant worker schemes in Australia's agricultural sector did not report forced-labor-like conditions.

## DOMESTIC SERVITUDE

Domestic servitude in Timor-Leste typically involves cooking, cleaning, caretaking, and other household tasks. NGO informants note that domestic servitude is especially common among women and girls who travel from rural villages to urban centers to help support their families. Once placed in a private residence, they may face physical violence, withholding of wages, and other forms of abuse by their employer. Informants indicate that domestic servants often work without a contract and are unaware of their labor rights.

According to FGDs with domestic workers in Dili, employers withhold salaries out of fear that the domestic worker will return to their village once receiving compensation and will not return. Employers also reportedly impose debts for housing and food and provide less compensation than initially agreed upon. One informant explained that she had been contracted as a babysitter with a salary of \$50/month but did not receive payment for an entire year. She fought with her employer, insisting she needed the money to care for her sick mother, however, she only received \$25/month and quit once she was paid. FGD informants also note that salaries may stay the same or decrease even when they are forced to work substantially more hours than agreed upon or take on more responsibilities than expected.<sup>7</sup>

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<sup>7</sup> For example, a person may be hired as a cook but then be required to provide childcare without any corresponding change in compensation.

## FORCED CHILD LABOR

IGO, government, and NGO informants believe that children may be forced to work as domestic servants or street sellers, or work in industries such as construction and agriculture. Some children working in street selling have bosses that they report to who provide them with goods to sell such as bottled water, flags, and boiled eggs. A government stakeholder noted that children are expected to sell a certain amount of goods over a given time period, and if they do not meet their quota, they may face physical or sexual violence or be forced to sleep on the street that night. They also may not receive payment for missing their quota or due to debts they have accrued with their “employer.”

An NGO respondent reported that children are also seen working in building and road construction. These children are forced to work long hours in hazardous conditions, often far from home and without the ability to communicate with their family. Such child laborers tend to be from poor and rural families and are typically older, as the opportunity cost of schooling is higher for older kids.<sup>8</sup>

## FORCED MARRIAGE

Forced marriage in Timor-Leste typically occurs between a girl under the age of 18 and an adult male. Girls are married young for a multitude of reasons. According to IGO, academic, government, and NGO informants, children who are the victims of rape are married off to their rapist due to cultural expectations and shame, particularly if the rape results in pregnancy. Families may facilitate marriages because they cannot afford to care for their child and by marrying them off, families pass off financial responsibilities to another party. Families may also receive a bride price. For example, an NGO informant described a case where a family married off their daughter to pay debts they had accrued.

## TIP PREVALENCE

The prevalence of TIP in Timor-Leste is difficult to estimate due to lack of reliable data, but there are indications that it is occurring as described by multiple NGO and government informants. Identification of TIP cases is weak and many stakeholders are unfamiliar with TIP or are ill-equipped to address it. Furthermore, stakeholders meant to report TIP cases may also be perpetrators. For example, an NGO informant noted that village chiefs—who are responsible for helping law enforcement with combating child and forced marriage—often condone and even facilitate the practice, connecting young girls in the village with men looking to marry.

Among FGD participants, there is a wide range of prevalence estimates. CSE survivors report that 25 to 80 percent of girls in their community have participated in the commercial sex industry at some point in their lives. They also estimate that 4 to 8 out of 10 adult sex workers started before the age of 18. It is important to note, however, that these values are likely biased by their proximity to other TIP victims.

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<sup>8</sup> International Labour Office. (2016). *National Child Labour Survey 2016 Analytical Report Timor-Leste*. [https://www.ilo.org/wcmsp5/groups/public/--ed\\_norm/---ipecc/documents/publication/wcms\\_719346.pdf](https://www.ilo.org/wcmsp5/groups/public/--ed_norm/---ipecc/documents/publication/wcms_719346.pdf).

## RESEARCH QUESTION 2

### WHAT ARE THE DRIVERS AND CONDITIONS THAT ENABLE HUMAN TRAFFICKING?

#### KEY FINDINGS

- Similar to other countries, drivers and conditions that enable TIP include poor economic prospects, lack of educational opportunity, low awareness of TIP, and general complacency towards violence against women.
- TIP enablers unique to Timor-Leste include porous borders with Indonesia and the U.S. dollar economy, which draws foreigners due to the dollar's stability and ubiquity in the global market.
- Public awareness of TIP is low in Timor-Leste, with government stakeholders reporting that less than 4 in 10 adults and 2 in 10 children have the knowledge to protect themselves from TIP.



#### LACK OF ECONOMIC OPPORTUNITIES

All informants cite a lack of economic opportunity for victims and their families as a key driver of TIP. Timor-Leste is one of the poorest countries in the world, and the workforce is largely concentrated in the agricultural sector with limited job opportunities outside of farming.<sup>9</sup> As a result, people may be more inclined to endure hazardous working conditions, excessive hours, and physical or sexual violence from their employers. The dearth of alternative livelihoods may also drive individuals to migrate to regions where they lack a social support network and are unfamiliar with the culture. IGO, government, and NGO informants state that families in poverty frequently send their children to work to economically support the household.



#### ECONOMIC BENEFIT FOR PERPETRATORS

Perpetrators benefit economically from exploiting TIP victims. For example, employers pay little to nothing to forced laborers, saving on labor costs. Facilitators of CSE earn money from services provided by victims while third-party intermediaries receive payment for recruitment. An NGO informant noted that children may be paid by recruiters to aid in the trafficking of their peers at school. People may also sexually exploit their romantic partners; one NGO informant cited a case where a boyfriend offered his girlfriend to his friends for \$5 without her knowledge or consent, and she was forced to perform unpaid sexual services.

Families may participate in the victimization of their own children. One IGO informant stated that families “rent” their children to households as domestic servants or to firms as construction workers or field hands. A government informant added that some families facilitate the sexual exploitation of their own children or connect them with a pimp or madam because they are unable to care for the child and/or need the income. Furthermore, multiple government and NGO respondents shared that families receive payment for facilitating forced marriages while passing along financial responsibility for caring for their children to another party.

<sup>9</sup> World Bank Group. (2013). *Timor-Leste – Country Partnership Strategy for the Period FY2013–2017*. <http://documents.worldbank.org/curated/en/2013/02/17493182/timor-leste-country-partnership-strategy-period-fy2013-2017>



### LACK OF EDUCATION AND EDUCATIONAL OPPORTUNITIES

Informants cite lack of education and educational opportunities as another driver of TIP in Timor-Leste. Due to limited access to schooling in rural areas, parents send their children to cities such as Dili. NGO and government informants believe recruiters deceive parents with promises of schooling, then reroute children into jobs as domestic workers or exploit them in the commercial sex industry. Barriers to schooling such as cost drive families to forgo education for their children. Additionally, the opportunity cost of going to school is higher for older children, as they can earn more money than their younger counterparts.<sup>10</sup> Without access to high quality, affordable education, families may feel as though they have no option but to send their children to work.



### LACK OF PUBLIC AWARENESS

Informants note that people in Timor-Leste are generally unaware of TIP recruitment patterns, prevalence, or protective measures. Without this knowledge, individuals cannot effectively detect cases or potential cases of TIP. Survivors may not be aware of indicators of exploitation, such as requiring workers to relinquish their identity documents to employers. Government informants believe that in Timor-Leste, less than 4 in 10 adults and 2 in 10 children have the knowledge to protect themselves from TIP.



### INFLUENCE OF SOCIAL MEDIA

Social media is used to recruit and facilitate CSE. CSE survivors in our FGDs stated that young people with access to social media get connected to potential recruiters and are attracted to the sex industry, even if they are not old enough to consent to commercial sex acts. Survivors of CSE also use WhatsApp and Facebook to connect with clients, obviating the need for a pimp or madam. CSE survivors also report receiving payment through social media.

According to FGDs, posts on social media may be deceiving, portraying commercial sex work as lucrative and persuading girls (as well as some cisgender boys and transgender individuals) to participate in the industry. Some CSE survivors shared that the lifestyle their friends portrayed on social media attracted them to the sex industry. Friends would post photos of themselves with nice clothing and smartphones, enticing victims to chat with them online about how they too could earn money through the commercial sex industry.



### SOCIAL AND CULTURAL NORMS

Social and cultural norms are drivers of TIP in Timor-Leste, and continue to hinder the nation's ability to combat it. With respect to forced marriage, families perpetuate the practice due to Timorese traditional norms. According to an academic informant, forced marriage is rooted in "fertility giving" and "fertility taking," which is used to build familial bonds between two families.

Desk research and KII informants reveal that gender-based violence is common and normalized in Timor-Leste. Physical and sexual violence was used to control women during the Portuguese and Indonesian occupations and this history of gender-based violence continues today. As a result, some may

<sup>10</sup> International Labour Office. (2016).

perceive the exploitation of women and girls to be normal, including commercial sexual exploitation.<sup>11</sup> NGO stakeholders and FGD informants believe that law enforcement may be complacent towards violence against women and choose not to intervene on victims' behalf. Furthermore, culture may clash with what government and law enforcement aim to do to combat TIP. One government informant noted that laws against forced marriage are at odds with cultural norms, and policing forced marriage is challenging without buy-in from the community. Importantly, other stakeholders such as village chiefs may deny access to information about marriages and refuse to help law enforcement identify and prosecute perpetrators.



### BORDER INSECURITY

According to IGO, NGO, and FGD informants, border regions like the Special Administrative Region of Oecusse Ambeno (RAEOA) are reported to have relatively high incidences of TIP due to weak border enforcement. Indonesian forced laborers and victims of commercial sexual exploitation pass through the porous border into Timor-Leste, and Timorese pass into Indonesia. NGO informants claim that immigration authorities are not informed on how to identify and respond to TIP cases with some being bribed by perpetrators to turn a blind eye to their activities.



### STIGMA AGAINST REPORTING

FGD and NGO informants mentioned that fear of retaliation and shame prevent survivors of TIP from seeking help or remediation from law enforcement and border patrol. Traffickers may also threaten victims with physical or sexual violence if they report their exploitation. Two NGO informants shared that victims feel shame and embarrassment over their exploitation, particularly those who experience CSE. Furthermore, one NGO informant believes that survivors may not trust law enforcement or know the rights to which they are entitled.



### U.S. DOLLAR ECONOMY

Unique to Timor-Leste is its U.S. dollar economy. A government informant emphasized that the stability and ubiquity of the U.S. dollar in the global economy makes Timor-Leste an attractive labor market for foreign workers, particularly those living in countries with weak and unstable currencies. This fact is used by recruiters to attract potential TIP victims to Timor-Leste, where they are more vulnerable to exploitation. Migrant workers are unlikely to speak the local languages and are detached from social support systems such as family and community.<sup>12</sup> The use of the U.S. dollar in Timor-Leste also attracts foreign businesses, which are reported to engage in exploitative and abusive labor practices. Multiple informants claim that Chinese owned and operated firms in Timor-Leste are known to use forced labor, although this claim may be influenced by anti-Chinese sentiment in the country.

<sup>11</sup> Niner, S. (2016). Effects and Affects: Women in the Post-conflict Moment in Timor-Leste: An Application of V. Spike Peterson's 'Gendering Insecurities, Informalization and War Economies.' In W. Harcourt (Ed.), *The Palgrave Handbook of Gender and Development: Critical Engagements in Feminist Theory and Practice* (pp. 495–512). Palgrave Macmillan UK. [https://doi.org/10.1007/978-1-137-38273-3\\_33](https://doi.org/10.1007/978-1-137-38273-3_33).

<sup>12</sup> Alola Foundation. (2004). *Trafficking in East Timor A Look into the Newest Nation's Sex Industry 2004*. Alola Foundation.



### RESEARCH QUESTION 3

#### WHAT ARE THE VULNERABILITIES OF VICTIMS AND RECRUITMENT PATTERNS?

##### KEY FINDINGS

- Poverty, low educational attainment, gender, age, history of abuse or exploitation, and migration status are the most commonly reported TIP vulnerability factors in Timor-Leste.
- Women, girls, and LGBTQI+ persons more at-risk of commercial sexual exploitation while boys and men are more vulnerable to TIP in industries involving manual labor.
- TIP cases involving a third-party facilitator follow a typical pattern: the victim is approached by an intermediary with promises of schooling/work then moved away from their home location and forced to do hazardous work, sex work, or work for little to no pay.

#### POVERTY



Poverty is among the most cited TIP vulnerability factors in Timor-Leste according to stakeholders. A person in poverty may have little choice but to accept exploitative work conditions to support themselves and their families. NGO informants noted that traffickers target people in poverty, offering them alternative ways of earning money in another city or country. Once trafficked, victims commonly lack the resources to escape their exploitation. Poverty intersects with other vulnerabilities such as gender, as women are more likely to work in the informal sector and are more reliant on the economic support of others (such as a spouse). Migrants and those that lack schooling are also more likely to live in poverty.

#### LACK OF EDUCATION / EDUCATIONAL OPPORTUNITIES



Multiple NGO and government stakeholders report that persons with low levels of education have limited access to work, are less likely to be aware of their rights, and may be less empowered to speak up when they are exploited. An IGO informant added that limited access to schooling intersects with cultural expectations tied to gender, as well as the opportunity costs of school versus work.

Recruiters take advantage of limited access to schooling in certain areas by exploiting parents' desire to educate their children. Families may trust recruiters to take their children to another city or country with stronger educational institutions, only for their children to become victims of CSEC or forced labor.

#### GENDER



Multiple stakeholders point to gender identity as a key vulnerability factor for TIP. For example, survivors of CSE and domestic servitude are most commonly women and girls while men and boys are more likely to be victims of forced labor in physically demanding occupations, such as construction and agriculture.

According to most informants, the majority of TIP victims in Timor-Leste are women. Women are vulnerable to TIP because they are less likely to participate in the formal economy, have lower levels of education, and suffer from gender-based violence.<sup>13</sup> Violence against women is normalized in Timor-Leste, and may preclude forms of exploitation such as CSE.

According to FGDs with CSE survivors, CSE is also common among transgender people and the LGBTQI+ community at large. Transgender individuals face discrimination that limits their access to formal employment opportunities. Many have been ostracized by their families and local communities and were forced by circumstance to move to Dili where they have few economic opportunities outside of the commercial sex industry.

### AGE



Children are especially vulnerable to TIP. FGD informants believe that many survivors of CSE are underage, and the vast majority of commercial sex workers likely started before the age of 18. Children are also less likely to know their rights and how to protect themselves if they are trafficked. Furthermore, informants note that children are less likely to have the language skills to describe their exploitation to assist with TIP case identification and prosecution.

### MIGRANT STATUS



International migrants within Timor-Leste and Timorese migrants in other countries are vulnerable to TIP. According to an IGO informant, migrants are in an unfamiliar location without knowledge of institutions that may be able to help them. Many migrants are also isolated from their support networks and face language barriers in their new location.

For persons wishing to migrate, traffickers may deceive them about the working conditions at their destination and coerce them into commercial sex work or forced labor.

### RECRUITMENT PATTERNS

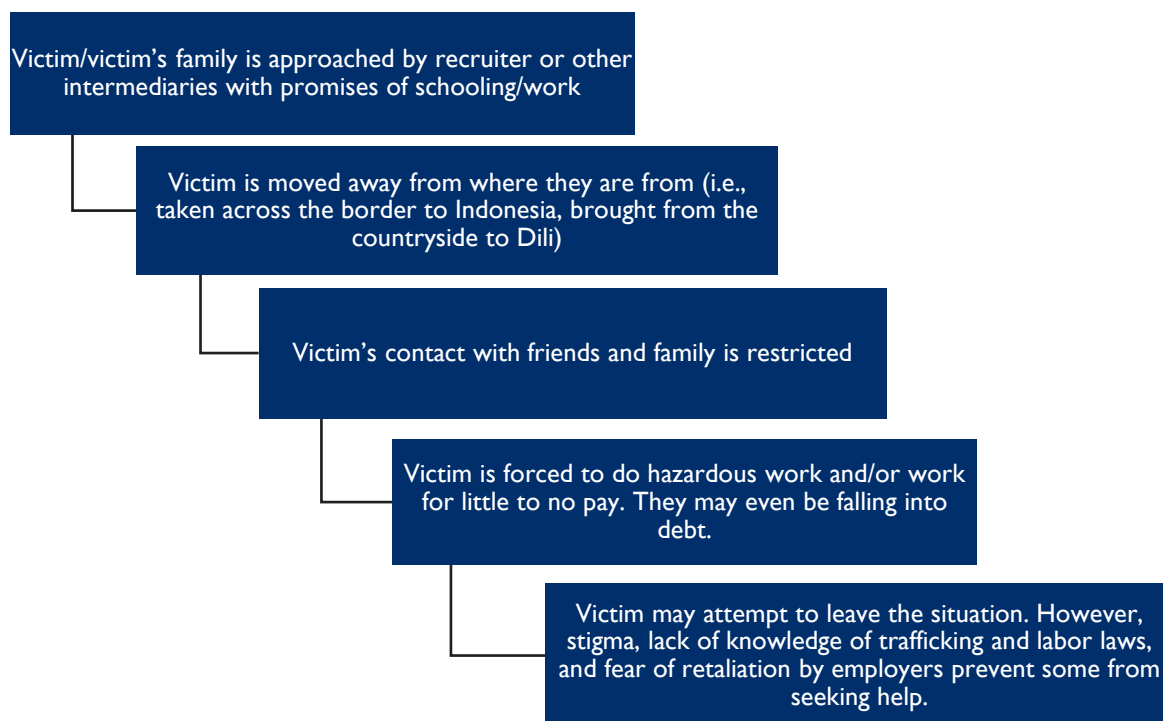


TIP cases involving a third-party facilitator follow a typical pattern: the victim is approached by an intermediary with promises of schooling and/or work, then moved away from their home location and forced to do hazardous work, sex work, or work for little to no pay. Common patterns begin with the recruitment of individuals (usually women) under deceptive, false circumstances. Victims are typically approached with opportunities to pay debts or earn larger salaries. The trafficker may also facilitate the movement of the victim by arranging their travel and housing. Once trafficked, victims are then controlled in various ways such as through retention of identity documents, restriction of movement, and/or threats of violence.<sup>14</sup>

<sup>13</sup> Niner (2016)

<sup>14</sup> Alola Foundation (2004).

**Figure 7: Recruitment Patterns, According to KIIs**



According to desk research, victims of CSE travel through two principal routes to Timor-Leste. The land route involves victims crossing the border from Indonesia, either independently or recruited by Timor-Leste based traffickers (Timorese or Indonesian). Timorese men also conduct recruiting trips to various parts of Indonesia, where they promise women jobs, and then fly them to Dili where upon arrival they are forced into sexual exploitation.<sup>15</sup> Trafficking through legal points of entry such as airports decreased due to pandemic-related restrictions in 2020 and 2021, although authorities claim that land crossings through informal routes with Indonesia increased.<sup>16</sup>

According to the U.S. State Department, Timorese victims of TIP are taken to the People’s Republic of China (PRC), Indonesia, Malaysia, and other countries in the region, often making their first transit through the border with Indonesia. Like victims within Timor-Leste, victims brought to other countries are promised scholarship opportunities or employment, only to find themselves forced to work in exploitative conditions. Victims of TIP may be brought into and out of Timor-Leste for 30 days at a time—the length of a tourist visa—so as to not raise suspicion with authorities. The countries that victims land in may not be where they were told they were going, and lack of cultural awareness, inability to speak the language, and isolation make it difficult for victims to leave their situation.<sup>17</sup>

<sup>15</sup> Alola Foundation (2004).

<sup>16</sup> U.S. State Department (2022).

<sup>17</sup> U.S. State Department. (2022).

## RESEARCH QUESTION 4

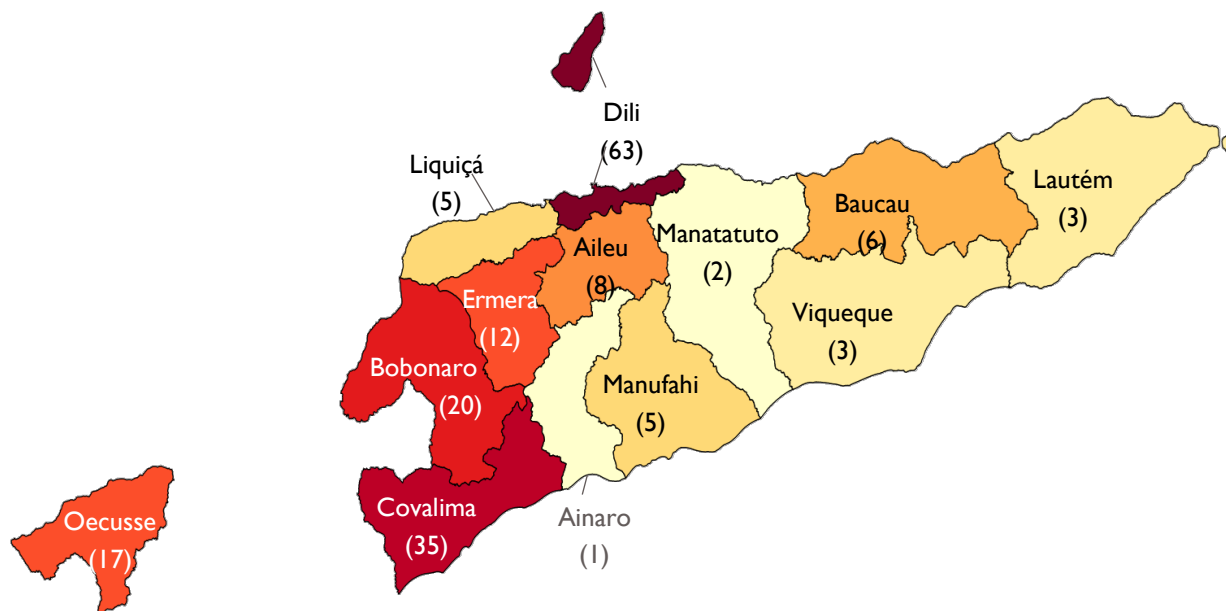
### ARE THERE BORDER POINTS OR OTHER HOTSPOTS WHERE HUMAN TRAFFICKING OCCURS?

#### KEY FINDINGS

- The most commonly reported TIP destination locations are Dili and the border regions of Covalima, Bobonaro, and RAEOA.
- Commonly reported source locations—i.e., locations from which victims originate—include RAEOA, Covalima, Ermera, and Alieu.
- International destinations for Timorese TIP victims include Indonesia, the Philippines, China, Malaysia, Thailand, and South Korea.
- Stakeholders also report that nationals of China, Indonesia, and the Philippines are trafficked to Timor-Leste.

According to informants, Timor-Leste has weak security of its maritime and land borders, which may facilitate TIP from East and Southeast Asia including Indonesia, Thailand, and PRC. Communities located next to border areas are at higher risk, and people are taken across the border between Indonesia and Timor-Leste for forced labor and CSE. Additionally, Timor-Leste’s mountainous and largely rural geography make it challenging for authorities to identify and intervene in TIP cases.<sup>18</sup>

**Figure 8: Head Map of TIP Destination Locations Within Timor-Leste, According to Frequency Reported in KIIs**



The most commonly reported TIP destination locations are Dili and the border regions of Covalima, Bobonaro, and RAEOA. Dili was mentioned by the majority of informants as a TIP destination, especially for CSE. Victims of TIP in these destination locations come from local communities as well as other

<sup>18</sup> Correia, M. T. (2018). A Política do Governo na Prevenção e Combate de Crimes de Tráfico de Seres Humanos em Timor-Leste. Universidade Nova de Lisboa.

municipalities in Timor-Leste. Stakeholders were less knowledgeable about the locations from which TIP victims originate. A few NGO and government stakeholders reported that the main source locations for TIP include RAEOA, Covalima, Ermera, and Alieu.

Figure 9 and Figure 10 present heat maps of stakeholder-reported destination and source municipalities for TIP in Timor-Leste (the darker the color, the more frequently the municipality was mentioned in the KIIs).

**Figure 9: Heat Map of TIP Source Locations Within Timor-Leste, According to Frequency Reported in KIIs**



International sources of TIP victims reported by informants include Indonesia, the Philippines, Singapore, Malaysia, Thailand, and China. Informants believe that given the shared border with Indonesia, most foreign TIP victims are Indonesian and are concentrated in border municipalities as well as Dili. Timorese victims bound for other countries are also concentrated in Indonesia for the same reason. Foreign victims of TIP tend to be exploited in the commercial sex industry. In addition to Indonesia, stakeholders report the Philippines, China, Malaysia, Thailand, South Korea, Japan, and Australia as international destinations for Timorese TIP victims.

## RESEARCH QUESTION 5

### TO WHAT EXTENT ARE AUTHORITIES AND STAKEHOLDERS AWARE OF HUMAN TRAFFICKING?

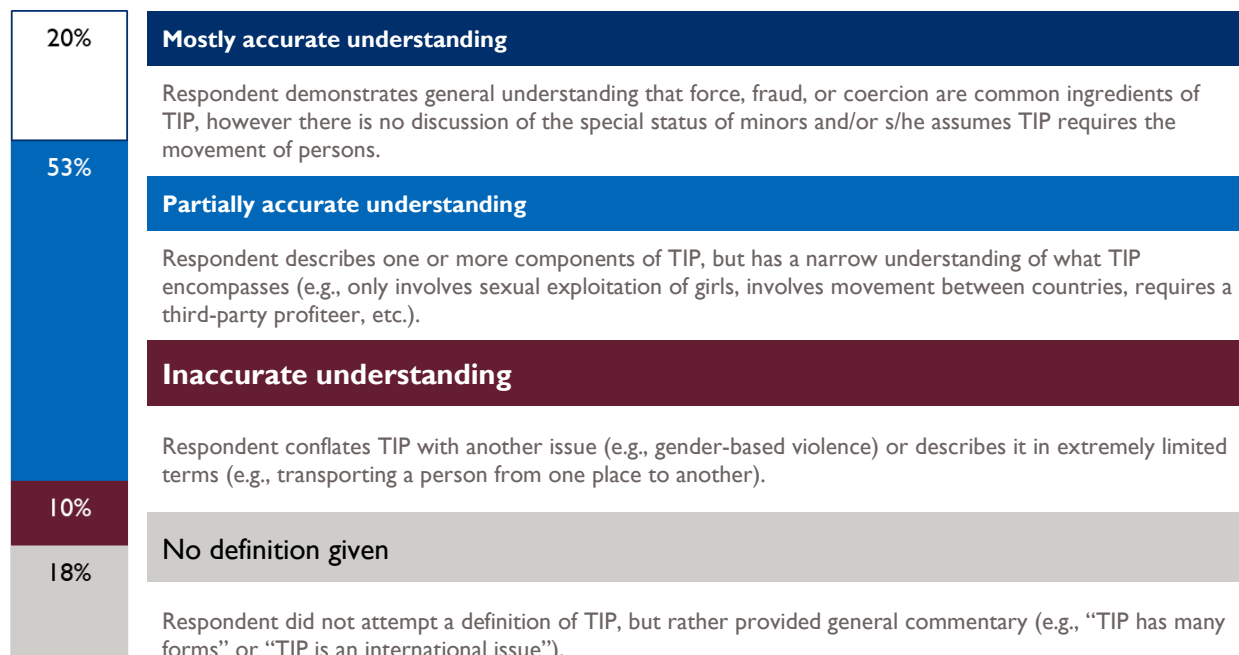
**KEY FINDINGS**

- Government awareness of TIP is mixed. While there is broad familiarity with general definitions and laws that address TIP, misconceptions are common—particularly at the sub-national level.
- Seventy percent of KAP respondents believe a person cannot be a victim of TIP unless they are held captive against their will and 80 percent believe a person who is fairly compensated cannot be a victim of TIP, suggesting limited government understanding of the role of coercion in TIP.
- Half of government respondents agreed with the statement that illegal migrants cannot be classified as victims of TIP, which is in direct contradiction to Timorese law.
- KAP respondents who received TIP training have more accurate definitional knowledge of TIP and are more likely to be able to list indicators of TIP.

### DEFINITIONAL KNOWLEDGE

To gauge government authorities' familiarity with TIP, KAP survey respondents were asked to provide a definition of human trafficking in their own words. These open-ended responses were then close coded by the research team into four broad categories, as outlined in Figure 10.

**Figure 10: Definitional Knowledge of TIP, According to KAP Survey**



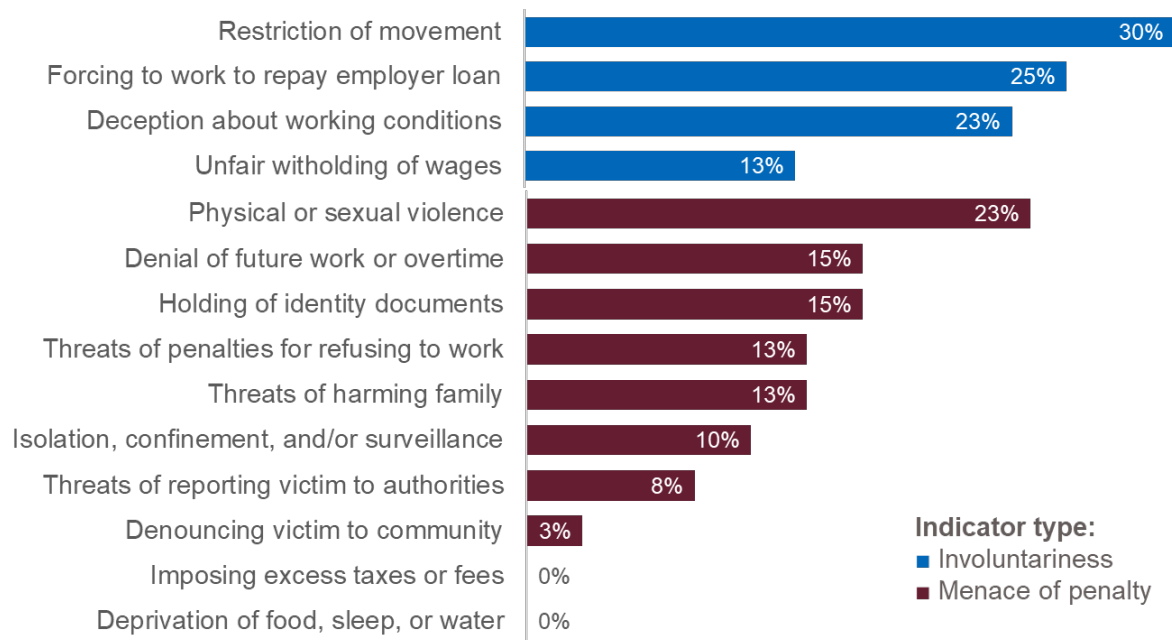
Per Figure 10, 20 percent provided a mostly accurate definition, 53 percent provided a partially accurate definition, 10 percent provided an inaccurate definition, and 18 percent provided no definition. Mostly accurate responses demonstrated a general understanding of TIP, but did not discuss the special status of minors and/or assumed TIP requires the movement of people. Across all respondent groups, 93

percent answered “yes” when asked if TIP requires movement from one location to another. Partially accurate definitions were the most common, which correctly described one or more forms of trafficking but typically presented a narrow understanding of the acts, means, or purpose components of TIP. Of note, KAP survey respondents who reported receiving prior training on TIP were more likely to give mostly or partially accurate definitions than those who did not receive training. Such training was provided by organizations including IOM, Aloa Foundation, and the U.S. Embassy.

### INDICATOR KNOWLEDGE

KAP survey respondents were asked to describe the conditions a person might endure that could indicate they are a victim of TIP. Responses were close coded in accordance with the ILO indicators presented in Figure 11. The ILO generally requires that menace of penalty and involuntariness criteria be met for a person to be classified as a TIP victim with the latter criteria being more applicable for adults.<sup>19</sup>

**Figure 11: TIP Indicator Knowledge, According to KAP Survey**



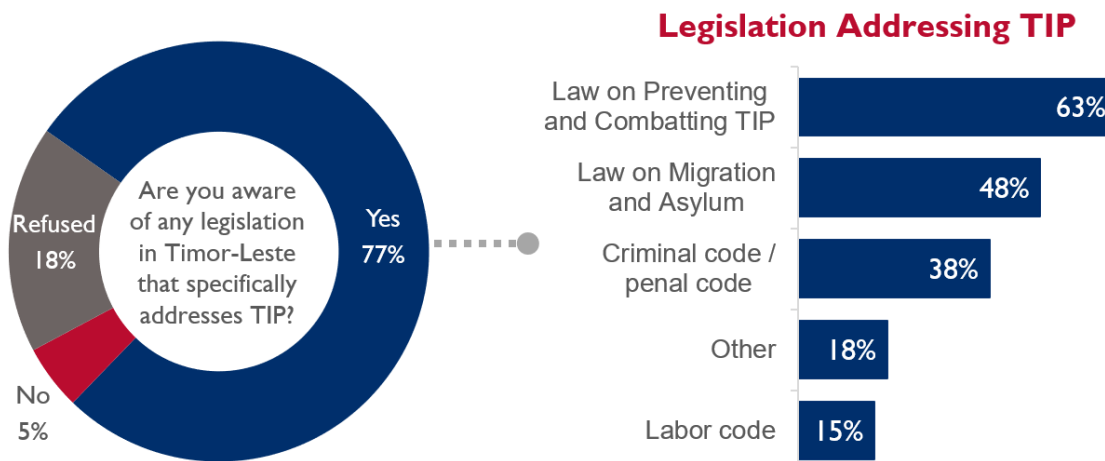
Overall, 60 percent of respondents could name at least one indicator of involuntariness, 65 percent could name at least one indicator of menace of penalty, and 43 could name at least one of each with those receiving prior TIP training more likely to fall into the latter group. As shown in Figure 11, respondents tended to list more overt forms of menace of penalty (e.g., violence and threats) than coercive forms such as deprivation or reputational damage.

<sup>19</sup> These ILO indicator types are similar to the “acts” and “means” indicators set forth Prevalence Reduction Innovation Forum (PRIF)’s statistical definitions which have been adopted by the U.S. Department of State. However, because no comprehensive TIP study has been conducted in Timor-Leste, PRIF indicators and thresholds have not yet been developed specifically for the Timorese context.

### LEGISLATION KNOWLEDGE

Seventy-seven percent of government respondents were able to point to specific legislation related to TIP, such as the Law on Preventing and Combating TIP and the Law on Migration and Asylum (other legislation mentioned include the civil code, international conventions, and Law No. 09/2021, which is aimed at coordinating relevant stakeholders on policies and strategies to prevent TIP and protect survivors). Interestingly, 18 percent of government informants refused to answer the question entirely—six out of seven of whom reported receiving formal training on TIP.

**Figure 12: Knowledge of TIP Legislation, According to KAP Survey**



### GENERAL BELIEFS AND ATTITUDES TOWARDS TIP

To measure government beliefs and attitudes towards TIP, respondents were presented with statements and asked whether they strongly agreed, agreed, disagreed, or strongly disagreed with that statement. Figure 13 below presents a series of statements which are true according to legal frameworks in Timor-Leste, the U.S., and internationally. Agreement with these true statements was generally high; however, 15 percent of respondents felt that children in the commercial sex industry are not automatically classified as TIP victims.



**Figure 13: Government Beliefs and Attitudes Toward TIP, According to KAP Survey**

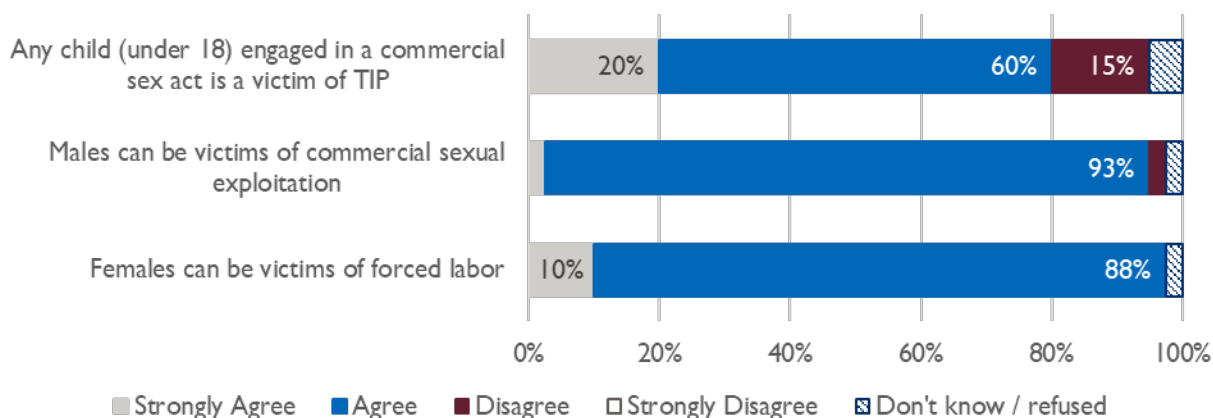


Figure 14 and Figure 15 present a series of statements which are technically false per TIP legal frameworks, and survey responses begin to reveal some of the more common misconceptions among government stakeholders. As shown in Figure 14, over half of respondents conflate sex work with TIP and/or child labor with TIP, with one-third believing children are capable of consenting to commercial sex acts.

**Figure 14: Government Beliefs and Attitudes Toward TIP, According to KAP Survey**

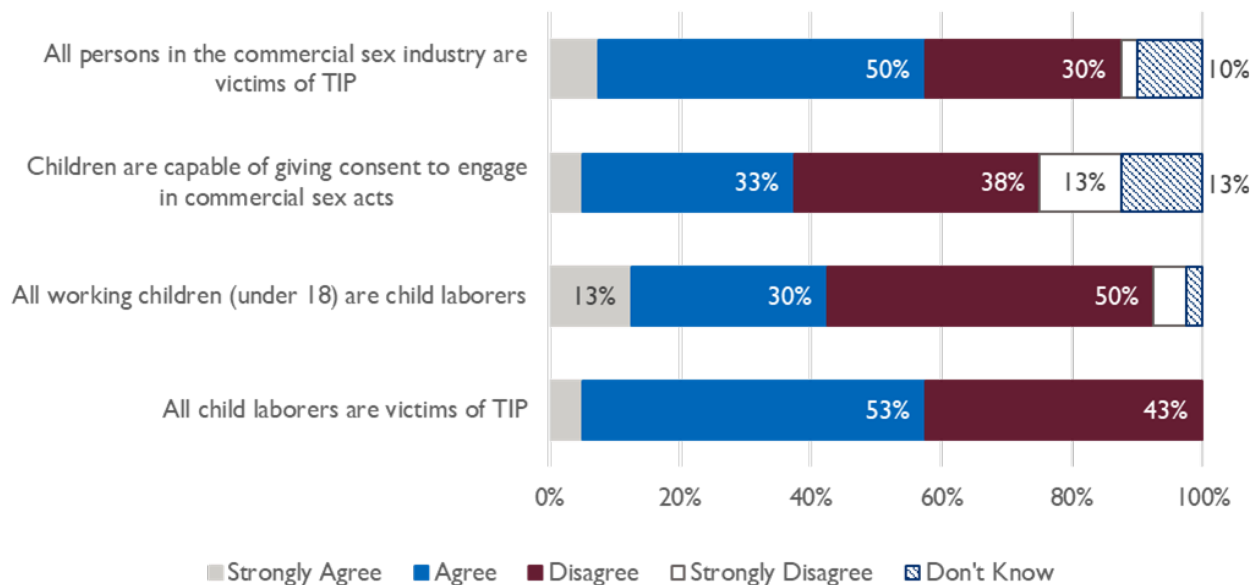
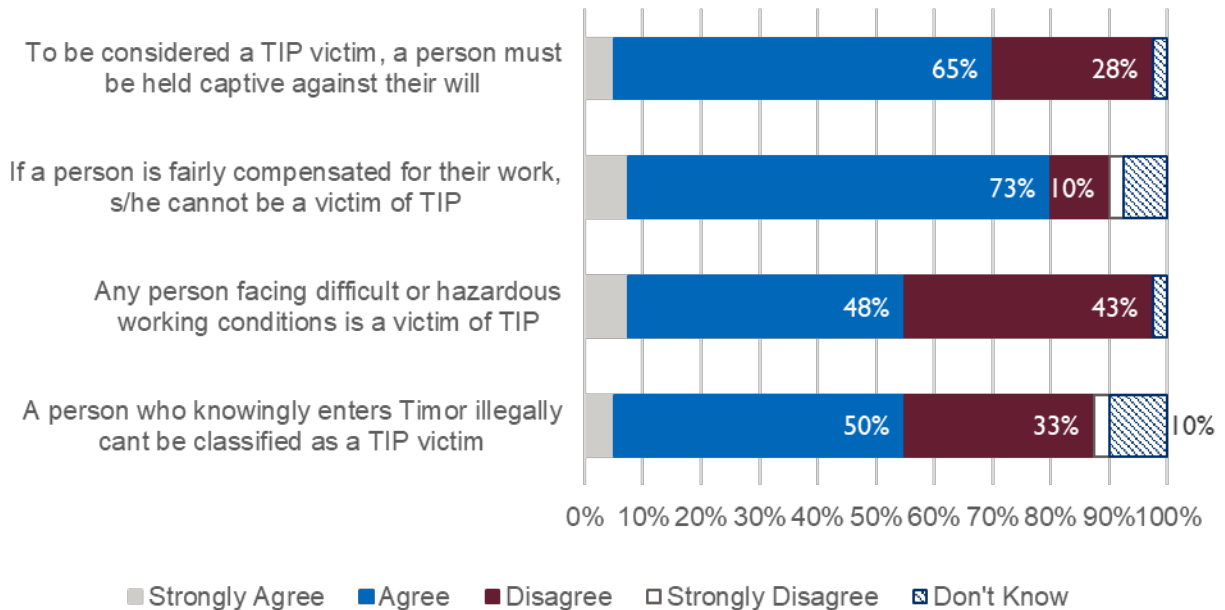


Figure 15 showcases some of the more common misconceptions among government stakeholders, including the role that fraud and coercion can play in TIP (versus force alone), with 70 percent of respondents believing a person must be held captive to be classified as a TIP victim. In addition, 80 percent of respondents felt that a person cannot be classified as a TIP victim if they are fairly

compensated. Finally, in direct contrast to Timorese law, the majority of government respondents believe that illegal migrants cannot be classified as TIP victims.

**Figure 15: Government Beliefs and Attitudes Toward TIP, According to KAP Survey**



As these data show, government informants had a tendency to define TIP in a manner either overly narrow or overly broad, making clear that there is a good deal of confusion among GoTL actors on what does and does not constitute TIP.

**OTHER STAKEHOLDERS**

KII responses range from confidence that the national government is familiar with the issue to observing that there remain gaps in knowledge and understanding among some stakeholders, especially sub-national and police authorities. Non-governmental stakeholders also believe that the private sector seems to be aware of and complicit in the use of forced labor.

“Many organizations including state agencies, ministries, and the police still lack knowledge on TIP. Sometimes, when we discuss human trafficking with the police, they think about traffic accidents or incidents on the road and say that human trafficking is now high.”  
 - Key Informant

## RESEARCH QUESTION 6

### TO WHAT EXTENT IS THERE POLITICAL WILL AND CULTURAL BARRIERS PRECLUDING THE END OF TIP?

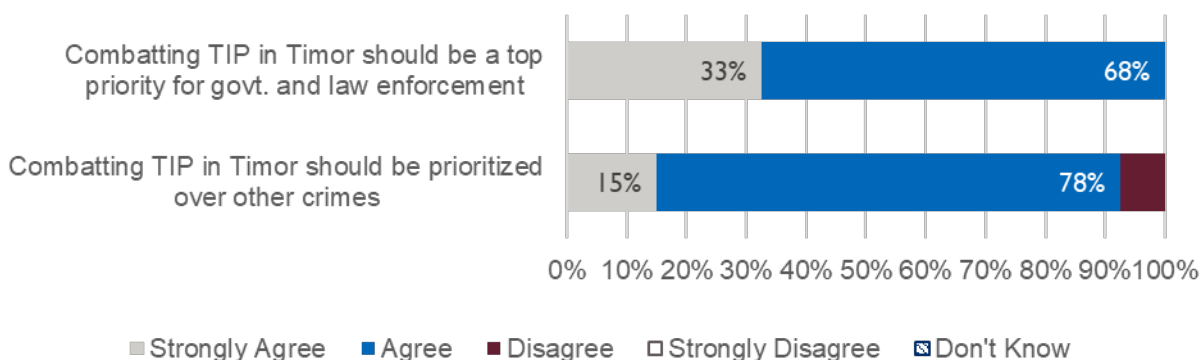
#### KEY FINDINGS

- There is firm political will to combat TIP in Timor-Leste, with 100 percent of stakeholders believing it should be a priority for government and law enforcement.
- At the community-level, stakeholders report several cultural barriers to combatting TIP including social norms related to gender, parental obligations, child marriage, discrimination against LGBTQI+ persons, and complacency towards violence against women.

#### POLITICAL WILL

Despite misconceptions, there is firm political will to combat TIP in Timor-Leste with 100 percent of stakeholders believing it should be a priority for government and law enforcement (as shown in Figure 17). Political will is likewise reflected in ongoing efforts to operationalize the 2017 Law on Preventing and Combating Human Trafficking via a National Action Plan (a Commission to Combat Trafficking in Persons was promulgated in 2021 to carry out this task). This law was drafted in collaboration with various ministries such as the Ministry of Justice, Public Ministry, and MSSJ, as well as NGOs/IGOs including the Alola Foundation, Belun, and the IOM. The law provides measures to prevent and combat TIP and lays out protection and assistance parameters for victims. It reflects international obligations assumed by the country, particularly the United Nations Convention Against Transnational Organized Crime and its two additional Protocols: Protocol against the Smuggling of Migrants by Land, Sea and Air and the Protocol to Prevent, Suppress and Punish Human Trafficking, especially Women and Children. The law also called for the establishment of a commission to fight human trafficking and the structure of said commission was approved by the government in 2021.

**Figure 16: Government Political Will, According to KAP Survey**



According to desk research, the GoTL implemented Law no.3/2020 to address general rules for the public sector such as governing principles, autonomy, and competence. Through the law, the administrative organization within the GoTL has been made more coherent and communication

between ministries and government agencies smoother and easier to access. Collaboration between ministries is made easier, which is critical given concerns over ministries not collaborating enough on TIP or sharing information on TIP cases with one another. By defining functions and autonomy of ministries, stakeholders believe there may be less confusion on what information ministries should be collecting and with whom it should be shared.

In November 2021, the Prime Minister and Minister of the Interior held the first meeting of the Commission to Fight Against Trafficking in Persons. One of the priorities of this meeting was the elaboration of the draft national anti-trafficking action plan to be submitted to the Council of Ministers. According to Law No. 3/2017, this plan is the responsibility of the Commission for the Fight Against Trafficking in Persons (CLCTP), which also has the mission to operationalize activities for implementation of the plan.<sup>20</sup>

Although there are strong indications of political will, some stakeholders expressed concern over whether there would be sufficient resources and intra-governmental coordination to implement the National Action Plan once finalized. Additionally, corruption among local authorities and lack of awareness among government officials—particularly parliamentarians—may hinder the GoTL from addressing TIP effectively through legislation.

### CULTURAL BARRIERS

At the community-level, stakeholders report several cultural barriers to combatting TIP including social norms related to gender, parental obligations, child marriage, discrimination against LGBTQI+ persons, and complacency towards violence against women. For example, multiple stakeholders note that governmental officials, law enforcement, community leaders, and families of TIP victims may perceive certain types of TIP to be “normal.” Forced marriage is engrained as a tradition in some communities and violence against women and gender minorities is normalized. Multiple NGO informants explained that children are expected to provide for their families, particularly in poor communities, and, as a result, they may be forced to work in conditions amounting to forced labor. Furthermore, FGD respondents note that law enforcement sometimes patronize CSE victims, further undermining localized efforts to combat TIP.

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<sup>20</sup> Government of Timor-Leste. (2021). First meeting of the Commission to Fight against Trafficking in Persons. <http://timor-leste.gov.tl/?p=29752&lang=en&n=1>.

## RESEARCH QUESTION 7

### ARE THERE EXISTING ACTIVITIES TO ADDRESS HUMAN TRAFFICKING, INCLUDING THE PROTECTION OF VICTIMS?

#### KEY FINDINGS

- Government entities and NGOs collaborate to undertake prevention, protection, and prosecution activities.
- Referral networks of NGOs and ministries provide victims with recovery services, counseling, and shelter as well as assist victims in reporting cases to the police.
- Effectiveness of activities is dependent on awareness of stakeholders such as police and community leaders.

#### PREVENTION ACTIVITIES

Prevention activities are aimed at stopping incidents of TIP before they occur through initiatives such as community advocacy and education. Legislative activities such as the National Action Plan aim to inform the public about TIP and address conditions that make communities vulnerable to TIP. Ministries within the government such as MSSJ collaborate with civil society groups and NGOs to increase TIP awareness among stakeholders such as community leaders. Organizations that report conducting TIP-related advocacy work include Belun, Psychosocial Recovery & Development in East Timor (PRADET), and Alola Foundation.

The National Directorate of Community Reinsertion (DNRC) focuses on reintegration of TIP survivors and helps to identify victim services, while SEFOPE oversees the Labor Inspection Directorate which is responsible for investigating incidents of forced labor. As coordinator of Timor-Leste's overseas worker programs, SEFOPE also helps to identify and repatriate victims of TIP.

WWCTL has shared data it has on domestic worker TIP survivors with local communities in Suai, Ermera, and Dili. WWCTL has worked with Alola Foundation to learn how to identify cases of TIP and to report them through trainings hosted by Alola.

Broader prevention activities reported by stakeholders include Apheda and Grupo Feto Foin Sae working to prevent TIP by teaching illiterate women to read. Through this education, women have greater access to employment and are less likely to be exploited in the informal economy or commercial sex industry. PRADET provides financial assistance to people at risk of being trafficked into the commercial sex industry. Stakeholders report that, in general, prevention activities have not engaged the private sector, which benefits from and is complicit in the perpetuation of TIP.

## PROTECTION ACTIVITIES



Both the government and NGOs conduct protection activities such as sheltering survivors and providing reintegration services. Amongst the government, MSSSI connects survivors to shelters, particularly to “Uma Mahon,” or women’s shelters. MSSSI has technical officers in all 13 municipalities that collaborate closely with NGOs to identify and service TIP victims, particularly women. MSSSI receives referrals from agencies responsible for conducting TIP investigations and maintains a directory of service providers to which victims can be referred. DNRC focuses on reintegration services for Timorese nationals and helps identify services provided by NGOs such as legal counsel. SEFOPE works alongside and in tandem with the National Police of Timor-Leste to identify survivors through the Labor Inspection Directorate.

Among NGOs, PRADET and Fokupers provide recovery services, counseling, shelter, and assist survivors in reporting cases to the police. Additionally, Fokupers has worked with Alola Foundation and Afela to write and promote legislation focused on protecting TIP survivors, as well as worked on repatriating and identifying survivors of TIP. WWCTL focuses specifically on supporting survivors of forced domestic servitude. They have provided socialization services and connected victims to psychological and legal support provided by partner NGOs.

## PROSECUTION ACTIVITIES



There is a referral network of NGOs and government institutions that provides legal aid to victims of TIP. Organizations such as Fokupers and Alola work with victims to report their cases to the police and coordinate with authorities and immigration services on their behalf. The referral network helps victims navigate the legal system; the Judicial System Monitoring Program (JSMP) is a government entity that works with victims on their legal cases. Multilateral organizations like the IOM also work with the referral network to report and respond to TIP cases.

Border police, immigration police, and the National Police of Timor-Leste identify perpetrators and victims on the frontlines. Police collaborate with NGOs such as Belun to identify potential cases of TIP.<sup>21</sup> Additionally, the IOM has been cooperating with the GoTL to strengthen law enforcement and the capacity of border officials to address TIP.

Once police identify perpetrators, they will charge them with a crime if they have sufficient evidence. However, stakeholders note that this is highly dependent on the police’s familiarity of TIP and individual officers have varying levels of knowledge, particularly those who have never been exposed to a TIP case.

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<sup>21</sup> Belun does not conduct TIP monitoring, but rather monitors “general incidents” related to conflict and violence which may include TIP.

## RESEARCH QUESTION 8

### TO WHAT EXTENT ARE INSTITUTIONS, OR OTHER ACTORS, CAPABLE OF COLLECTING, USING, AND DISSEMINATING DATA ON HUMAN TRAFFICKING?

#### KEY FINDINGS

- To date, no comprehensive TIP prevalence studies have been conducted in Timor-Leste.
- Stakeholders point to a pressing need for Ministries and NGOs to improve their data collection and sharing capabilities to better understand the true scope and extent of TIP in Timor-Leste today.

No full-scale TIP prevalence studies have been conducted in Timor-Leste, and stakeholders point to a pressing need for ministries and NGOs to improve their data collection and sharing capabilities to better understand the true scope and extent of TIP in Timor-Leste today.

Stakeholders report that MSSSI maintains a list of survivors of CSE that could be shared with other ministries, however the list is not exhaustive because there is no easy and reliable way for other agencies to share data with MSSSI. The list also only focuses on CSE and does not contain information on other forms of TIP such as forced labor. Prior *ad hoc* data collection activities include TIP monitoring conducted by NGO Belun with IOM support from 2014-2016; a 2016 study on child labor conducted by the ILO which featured a module on forced labor; and a 2004 study conducted by Alola Foundation focused on CSE.

The 2016 National Child Labour Survey conducted by the ILO estimated that 1,623 children are in forced labor nation-wide.<sup>22</sup> However, this figure should be interpreted with caution as (1) the survey figure was too low to extrapolate population-level estimates with reasonable levels of precision, and was thus excluded from the main body of the report; (2) involuntariness and menace of penalty criteria were applied to both adults and children, whereas only menace of penalty is required for a child to be classified as a TIP victim; and (3) data were collected through household surveys, thus cases may be underreported due social desirability bias.

“Your biggest problem with human trafficking is about data or a database. We do not have accurate data. We have cases but no organizations that focus on human trafficking...we do not want to spend a big budget collecting data and then hand it over to other ministries which might be irrelevant.”

- Key Informant

To date, the most comprehensive study on TIP in Timor-Leste is the report by the Alola Foundation from 2004. The Alola research team interviewed 42 sex workers to help identify trafficked persons and contacted over 400 sources to complement and confirm the data obtained from the interviews conducted from March to June 2004. The sex workers interviewed shared their personal experiences and knowledge of trafficking to help researchers assess the needs of trafficking victims and to understand the scope of trafficking in the commercial sex industry. The research revealed a high concentration of sex workers in Dili and that Timor-Leste is both a destination and source of CSE victims. Geography was an issue in collecting data for this study, as Timor-Leste is a largely rural and mountainous country with limited road access. As a result, most

<sup>22</sup> International Labour Office. (2016).

interviews were conducted in Dili, which is not representative of the nation as a whole. The study is also relatively dated, given that the data was collected nearly two decades ago.

Many stakeholders believe that ministries and NGOs need to improve their data collecting and sharing capabilities. There is not enough information being collected and shared, likely resulting in cases being missed by authorities. Informants note that lines of communication need to be streamlined and accurate data easy to access. As a result of limited data collection and dissemination, there is no clear estimate on TIP prevalence. Stakeholders note that without this information, it is challenging to invest in counter-TIP activities and tailor them to the needs of victims and survivors.



## RESEARCH QUESTION 9

### TO WHAT EXTENT ARE THERE INSTITUTIONS AND ORGANIZATIONS THAT CAN PROVIDE AND/OR INTEGRATE SUPPORT TO VICTIMS OF TRAFFICKING?

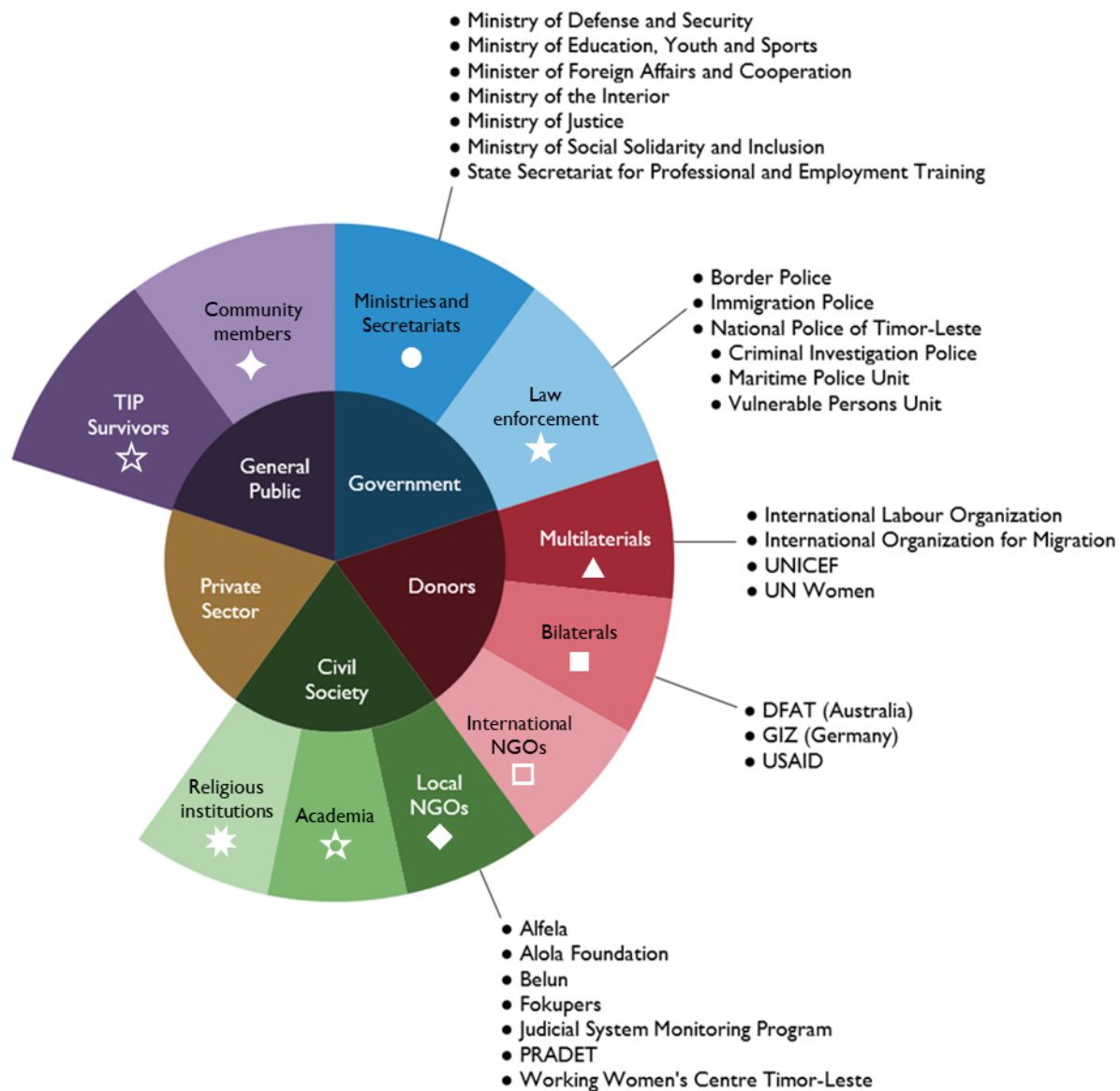
#### KEY FINDINGS

- While several governmental and non-governmental actors are coordinating TIP-related prevention, protection, and prosecution efforts, informants point to a need for enhanced collaboration and more in-depth training on TIP including victim identification.
- Victims/survivors note a demand for vocational training, community advocacy on behalf of CSE victims and the LGBTQI+ community, mental health services, and healthcare including screening for sexually transmitted infections.

As described under Q7 and visualized in Figure 17, there are several governmental and non-governmental actors engaged in TIP-related prevention, protection, and prosecution efforts. While these actors are coordinating efforts (to some extent), informants point to a need for enhanced collaboration as well as more in-depth training across the universe of stakeholders on victim identification as well as TIP in the Timor-Leste context. Training modules specific to TIP in Timor-Leste should be produced and disseminated across stakeholders that takes into account the historical, cultural, political, and geographic context of Timor-Leste. For example, the commercial sex industry in Timor-Leste is highly decentralized, which is unique compared to other countries in the region. Therefore, addressing CSE in Timor-Leste will likely require different tactics than a country such as Thailand, which has a centralized sex industry linked to sex tourism.

During FGDs, CSE survivors called upon government, civil society, and the donor community to provide vocational training, community advocacy on behalf of CSE victims and the LGBTQI+ community, mental health services, and healthcare including screening for sexually transmitted infections. As outlined under Q7, there are institutions that provide some of these services, but they could be made more accessible, particularly in areas outside of Dili.

**Figure 17: Map of Counter-Trafficking Stakeholders in Timor-Leste**



## CONCLUSIONS

**There is evidence that TIP—including commercial sexual exploitation and forced labor—is occurring throughout Timor-Leste**, particularly in Dili, however there is no statistically representative data on its true scope and extent. To date, no comprehensive TIP prevalence studies have been conducted in Timor-Leste, and the ability of administrative data to provide proxy estimates is limited due to uneven reporting and lack of integrated case management systems.

**Low awareness, lack of economic opportunity, and social/cultural norms related to gender and parental obligations are the primary factors enabling TIP.** According to stakeholders, most Timorese adults and children do not know how to protect themselves from TIP or seek legal remedy if they are victimized. This, combined with widespread poverty, low education, and poor job prospects, increases vulnerability to exploitation—particularly for persons migrating from rural municipalities to support their families. In addition, cultural norms related to child marriage, discrimination against LGBTQI+ persons, and complacency towards violence against women contribute to TIP vulnerability for these populations.

**Stakeholder familiarity with TIP is mixed, and misconceptions are common; nevertheless, the government at all levels is committed to eradicating TIP.** Common misconceptions include the assumption that TIP requires movement of persons; conflation of sex work/sex trafficking and child labor/child trafficking; belief that TIP requires force or defraudment; misconception that children can consent to commercial sex acts; and belief that illegal migrants cannot be TIP victims. Such misconceptions may contribute to failure to recognize some of the more common forms of TIP happening in Timor-Leste today, including among household domestic workers and minors in the commercial sex industry. Despite these misconceptions, there is firm political will to combat TIP, with 100 percent of government stakeholders believing it should be a priority for government and law enforcement.

**Prevention, protection, and prosecution activities exist, but they are disjointed and under-resourced.** In 2017, the government of Timor-Leste enacted the landmark Law on Preventing and Combating Human Trafficking, which will be operationalized through a National Action Plan being developed by the Commission to Combat Trafficking in Persons. At the time of writing, stakeholders expressed concern over whether there would be sufficient resources and intra-governmental coordination to implement the National Action Plan. Furthermore, while NGOs and government are currently coordinating protection and prosecution efforts, private sector engagement is limited despite complicity in TIP, many efforts are donor-dependent, and activities may fail to reach victims that remain under the radar due to aforementioned low awareness and/or misconceptions about TIP.

**The lack of reliable data on TIP continues to inhibit investments in counter-TIP activities.** The lack of rigorous, timely data on TIP scope and prevalence makes it difficult for government and non-governmental stakeholders to justify allocating limited human, financial, and institutional resources toward counter-TIP activities. In addition, lack of representative data on where TIP is happening, what forms it is taking, and the profiles of victims and perpetrators makes it difficult to target counter-TIP activities in a deliberate and informed manner.

## RECOMMENDATIONS<sup>23</sup>

**Conduct TIP prevalence research to better understand the true scope and scale of the problem.** This could be done by integrating forced labor modules into existing national surveys such as the labor force survey, Demographic and Health Survey, or the 2025 census. In addition, government, NGOs, and/or donors should consider commissioning a special study on commercial sexual exploitation in the top destination municipalities using novel prevalence estimation methods such as respondent driven sampling (RDS). Prevalence research should also aim to create a comprehensive profile of TIP perpetrators to inform future prevention and prosecution efforts. ●▲■□◆

**Train policymakers, technocrats, and bureaucrats at the national and municipal levels on TIP indicators, laws, and procedures in Timor-Leste,** with a special focus on clearing up common misconceptions vis-a-vis how TIP differs for children and adults, the rights of illegal migrant victims according to Timorese law, and what TIP looks like for Timorese domestic workers. Trainings could be developed with technical and/or financial assistance from bi- and multilateral institutions and should prioritize frontline actors at MSSI and PNTL within the destination locations of Dili, Covalima, Bobonaro, and RAEOA. ●★▲■

**Integrate public awareness raising activities into existing community structures** such as schools, youth clubs, churches, child protection committees, and community health worker activities, with a focus on the source communities of RAEOA, Covalima, Ermera, and Alieu. Activities should sensitize communities on the various types of TIP, how to protect themselves, victim rights under Timorese law, and where and how to seek help if they are victimized. In addition, parents/guardians should be sensitized on child trafficking risk factors and the importance of monitoring vulnerability among children in the household. ★◆□

**Strengthen pre-departure education programming for overseas migrants** vis-à-vis worker rights, services, and who to contact for help. For example, migrants working under official overseas worker programs should know that their contract terms are binding on the employer, and there are local institutions in their country of employment that they should contact immediately if the terms are violated or if they face other forms of employer abuse. ●

**Combat discrimination of LGBTQI+ persons and the stigmatization of sex workers,** both of which prevent TIP victims from seeking help and/or alternative livelihoods. This could involve integrating anti-discrimination messaging across existing government and non-governmental programs working to combat gender-based violence through community advocacy. ●★□◆

**Sensitize religious leaders on identifying and reporting forced marriages.** As both community leaders and officiators of weddings, religious leaders can play a vital role in identifying and reporting suspected cases of child marriage and forced marriage. Programs working on community-based child protection or gender-based violence should thus consider targeting religious leaders in their efforts to combat child marriage or forced marriage. ●★□◆★

<sup>23</sup> The bullet colors indicates the stakeholder group(s) to which a given recommendation is targeted, and is based on the stakeholder map presented in Figure 17.

**Continue efforts to operationalize the Law on Preventing and Combating Human Trafficking through the National Action Plan.** In addition to its current activities, the Commission to Combat Trafficking in Persons should strategize on how to integrate the above recommendations into the National Action Plan and ensure adequate government appropriations for proposed activities. Based on stakeholder feedback, the commission should also consider approaches to strengthening coordination with foreign counterparts in the prevention and prosecution of TIP cases happening under overseas worker programs; developing a centralized system for TIP case management/reporting and ensure all relevant institutions are feeding into the system; developing clear strategies for private sector engagement in counter-TIP activities; making recommendations on integrating counter-TIP efforts into policies and laws related to child labor; and providing demand-based vocational training with integrated psychosocial support to TIP survivors. ●

## ANNEX

### ANNEX I: DESK REVIEW METHODOLOGY

#### Timor-Leste C-TIP Assessment - Desk Review Search Parameters

##### Search Engines

SOURCE AND METHOD	SEARCH SYNTAXIS ENGLISH	SEARCH SYNTAXIS PORTUGUESE	TOTAL RELEVANT DOCUMENTS
Scopus 147 references were downloaded in csv format. Afterwards, an abstract screening process was conducted.	(timor OR leste OR indonesia) AND (traffick* OR "forc* labor" OR "forc* prostitu*" OR "child prostitu*" OR "sex* exploit*" OR servitude OR serfdom)	(timor OR leste OR indonesia) AND (trafico OR "trabalho forçado" OR "prostituição forçada*" OR "prostituição infantil*" OR "exploração sexual" OR servidão)	8
Google News All news were screened	"timor" trafficking "timor" trafficking "timor" forced prostitution "timor" child prostitution "timor" sexual exploitation "timor" servitude "timor" serfdom	"timor" trafico "timor" trabalho forçado "timor" prostituição forçada "timor" prostituição infantil "timor" exploração sexual "timor" servidão	0
Google Scholar Search until page 10 of google. Selected documents were downloaded	(timor OR leste) AND (traffick* OR "forc* labor" OR "forc* prostitu*" OR "child prostitu*" OR "sex* exploit*" OR servitude OR serfdom)	(timor OR leste OR indonesia) AND (trafico OR "trabalho forçado" OR "prostituição forçada*" OR "prostituição infantil*" OR "exploração sexual" OR servidão)	8

## Web Content Scan

GATEWAY (ORGANIZATION)	WEBSITE	SECTIONS
Ecpat International	<a href="https://www.ecpat.org/">https://www.ecpat.org/</a>	Library
Free the Slaves	<a href="https://www.freetheslaves.net/">https://www.freetheslaves.net/</a>	Publications
Global Fund to End Modern Slavery	<a href="https://www.gfems.org/">https://www.gfems.org/</a>	Reports
International Justice Mission	<a href="https://www.ijm.org/">https://www.ijm.org/</a>	Research
Stop the Traffik	<a href="https://www.stopthetraffik.org/">https://www.stopthetraffik.org/</a>	Studies
The Freedom Fund	<a href="https://freedomfund.org/">https://freedomfund.org/</a>	
International Organization for Migration	<a href="https://www.iom.int/">https://www.iom.int/</a>	
International Labour Organization	<a href="https://www.ilo.org/">https://www.ilo.org/</a>	
The Asia Foundation	<a href="https://asiafoundation.org/">https://asiafoundation.org/</a>	
Oxfam International	<a href="https://www.oxfam.org/">https://www.oxfam.org/</a>	
Human Rights Watch	<a href="https://www.hrw.org/">https://www.hrw.org/</a>	
Nexus Institute	<a href="https://nexusinstitute.net/">https://nexusinstitute.net/</a>	
UN Women	<a href="https://www.unwomen.org/">https://www.unwomen.org/</a>	
Alola Foundation	<a href="https://www.alolafoundation.org/">https://www.alolafoundation.org/</a>	
Fundasaun Mahein	<a href="https://www.fundasaunmahein.org/">https://www.fundasaunmahein.org/</a>	
Psychosocial Recovery & Development in East Timor (PRADET)	<a href="http://www.pradet.org/">http://www.pradet.org/</a>	
Belun	<a href="https://www.belun.tl/en/">https://www.belun.tl/en/</a>	
UNODC	<a href="https://www.unodc.org/">https://www.unodc.org/</a>	

## ANNEX II: DATA COLLECTION INSTRUMENTS



### TIMOR-LESTE C-TIP ASSESSMENT

#### Key Informant Interview Protocol

Respondent name: \_\_\_\_\_  
Respondent title: \_\_\_\_\_  
Affiliation: \_\_\_\_\_  
Interviewer name: \_\_\_\_\_  
Date of interview: \_\_\_\_\_

#### [READ CONSENT SCRIPT]

Hello and thank you for taking the time to speak with me today. My name is [name] and I am a [position] with Belun, a non-governmental organization that focuses on conflict resolution and prevention, community development, research, and policy. Belun is partnering with NORC at the University of Chicago and the United States Agency for International Development (USAID) to conduct a situational analysis of trafficking in persons—or “TIP”—in Timor-Leste. The goal of this study is to understand the relative frequency and types of TIP, country specific trends, knowledge of and attitudes towards TIP by stakeholders, and local capabilities to address TIP.

You are among approximately 70 stakeholders that have been selected to participate in this study because of your knowledge and expertise related to trafficking, gender-based violence, forced labor, and/or sexual exploitation in Timor-Leste. The insights you provide will be collated into a report that describes the TIP landscape in Timor-Leste and provides policy recommendations for tackling this critical issue. Our discussion will last 60-90 minutes. Your participation is voluntary, and you can choose to skip a question, or stop participating at any time.

I would like to audio record this interview so that our team can make sure we are capturing your words accurately. The recordings will not be released to anyone outside our research team and will be destroyed at the end of our study. Your identity will be kept confidential, and we will ensure that nothing you say in this conversation can be traced back to you. Recording is optional, and we can still proceed with the interview even if you prefer not to be audio recorded.

Should you have any questions about the study, or want to follow up on this conversation, you can contact Erika Keaveney, Senior Research Scientist, NORC at the University of Chicago at [keaveney-erika@norc.org](mailto:keaveney-erika@norc.org).

Do you agree to participate in this interview? I will now start recording and will ask you one more time if you agree to participate so that your consent is recorded [Start Recording]

Consent obtained to **conduct** interview  
Consent obtained to **audio record** interview



NOTE: All top/parent questions must be asked; sub-questions highlighted in yellow must be asked directly if not fully answered under the parent question.

RQ	QUESTION	RESPONSE	INTERVIEWER COMMENTS / NOTES
	1. To begin, can you briefly tell me about yourself and your role at [organization]?	[00:00 – 2 min]	
5	2. What constitutes “trafficking in persons” in your view?	[02:00 – 1 min]	
7	To ensure consistency, I am now going to provide a definition of trafficking in persons which I would like us to use for the remainder of the interview:  <i>Trafficking in persons includes sex trafficking in which a commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such an act has not attained 18 years of age. It also includes the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery. Notably, a victim need not be physically transported from one location to another for a crime to be considered TIP.</i>	[03:00 – 2 min]	
	3. Can you tell me what, if anything, [organization] is doing or has done in the past to address TIP?		
<b>Commercial Sexual Exploitation</b>			
1 4	Commercial sexual exploitation (CSE), a form of TIP, occurs when any minor performs a commercial sex act. It also occurs when an adult is induced by force, fraud, or coercion to perform a commercial sex act.	[05:00 – 4 min]	
	4. Based on this definition, how common is CSE in Timor-Leste today? a. In what municipalities is CSE occurring today? b. Is it more common in some municipalities than others? How so? c. Are there any areas that you consider to be “hotspots” for CSE? What is it about these areas that makes them hotspots? d. What are the typical venues where CSE is occurring (e.g., brothels, bars/clubs, hotels, red light areas, private residences)? i. Do the types of common venues for CSE vary by location or hotspot? In what ways? ii. Do the venues for CSE vary for adult and child victims? If so, in what ways?		
1	5. What types of commercial sex acts are victims commonly being induced to perform? a. To your knowledge, are CSE victims in Timor-Leste being induced to perform in pornographic productions?	[09:00 – 1 min]	

RQ	QUESTION	RESPONSE	INTERVIEWER COMMENTS / NOTES
2 3	6. What are some of the common or shared characteristics of CSE victims or survivors? For example, age, gender identity, ethnicity, education, socio-economic background, urbanicity, or religious affiliation? a. Do these characteristics vary by CSE location or hotspot? In what ways?	[10:00 – 3 min]	
3	7. Do CSE victims typically come from locations (sources) other than where they are being exploited (destinations)? If so, where do they come from? a. Are there third parties facilitating victim recruitment and transport? If so, please describe.	[12:00 – 2 min]	
1	8. To your knowledge, is Timor-Leste a source location for CSE victims that end up in other countries? If so, please describe.	[14:00 – 1 min]	
1	9. To your knowledge, is Timor-Leste a transit location for CSE victims that are from outside of the country and ultimately end up victimized in other countries? If so, please describe.	[15:00 – 1 min]	
1 2 3	10. As previously mentioned, CSE of adults requires that the victim be subject to force, fraud, or coercion (hence, not all sex workers are considered victims of CSE). To your knowledge, what types of force, fraud, and/or coercion are adult CSE victims being subjected to in Timor-Leste? a. Can you describe the persons or entities that are subjecting adult CSE victims to force, fraud, and/or coercion? b. In what ways do perpetrators benefit?	[16:00 – 2 min]	
1 2 3	11. To your knowledge, what types of force, fraud, and/or coercion are child victims or their families being subjected to in Timor-Leste? a. Can you describe the persons or entities that are subjecting victims or their families to force, fraud, and/or coercion? b. In what ways do perpetrators benefit?	[18:00 – 2 min]	
3	12. In your view, what factors make people most vulnerable to CSE in Timor-Leste, and why? a. Do these vulnerability factors vary by CSE location or hotspot? In what ways? b. Do these vulnerability factors vary for adult and child victims? If so, in what ways?	[20:00 – 3 min]	
2	13. Beyond what has already been discussed, are there any other drivers or conditions that enable CSE in Timor-Leste?	[23:00 – 2 min]	
6 7 9	14. To your knowledge, what (if any) activities are being undertaken, and by whom, to <u>prosecute</u> perpetrators of CSE in Timor-Leste? a. How effective do you think these activities are in ensuring that perpetrators of CSE are effectively prosecuted?	[25:00 – 3 min]	

RQ	QUESTION	RESPONSE	INTERVIEWER COMMENTS / NOTES
	<ul style="list-style-type: none"> <li>b. In your view, what more can be done, and by whom, to ensure that the perpetrators of CSE are effectively prosecuted in Timor-Leste?                             <ul style="list-style-type: none"> <li>i. What are the barriers to ensuring such activities can be implemented? How might these barriers be overcome?</li> </ul> </li> </ul>		
6 7 9	<p>15. To your knowledge, what (if any) activities are being undertaken, and by whom, to <u>protect</u> survivors of CSE in Timor-Leste?</p> <ul style="list-style-type: none"> <li>a. How effective do you think these activities are in protecting survivors of CSE?</li> <li>b. In your view, what more can be done, and by whom, to protect survivors of CSE in Timor-Leste?                             <ul style="list-style-type: none"> <li>i. What are the barriers to ensuring such activities can be implemented? How might these barriers be overcome?</li> </ul> </li> </ul>	[28:00 – 3 min]	
6 7 9	<p>16. To your knowledge, what (if any) activities are being undertaken, and by whom, to <u>prevent</u> CSE from happening in the first place?</p> <ul style="list-style-type: none"> <li>a. How effective do you think these activities are in preventing CSE in Timor-Leste?</li> <li>b. In your view, what more can be done, and by whom, to prevent CSE in Timor-Leste?                             <ul style="list-style-type: none"> <li>i. What are the barriers to ensuring such activities can be implemented? How might these barriers be overcome?</li> </ul> </li> </ul>	[31:00 – 2 min]	
<b>Forced Labor</b>			
I	<p>Now we will pivot our discussion to talk about another form of TIP—forced labor. Forced labor involves the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.</p> <p>17. In which sectors is forced labor taking place in Timor-Leste today?</p> <ul style="list-style-type: none"> <li>a. How common is forced labor in [sector] in Timor-Leste?</li> <li>b. What types of activities are forced labor victims engaging in in [sector]?                             <ul style="list-style-type: none"> <li>i. What is it about the nature of [activities] that makes forced labor more common relative to other labor activities within [sector]?</li> </ul> </li> </ul>	[33:00 – 5 min]	
4	<p>18. In which municipalities is forced labor in [sector] occurring today?</p> <ul style="list-style-type: none"> <li>a. Is forced labor in [sector] more common in some municipalities than others? How so?</li> <li>b. Are there any areas that you consider to be “hotspots” for forced labor in [sector]? What is it about these areas that makes them hotspots?</li> </ul>	[38:00 – 2 min]	

RQ	QUESTION	RESPONSE	INTERVIEWER COMMENTS / NOTES
2 3	19. What are some of the common or shared characteristics of forced laborers in [sector]? For example, age, gender identity, ethnicity, socio-economic background, education, urbanicity, or religious affiliation? a. Do these characteristics vary by location or hotspot? In what ways?	[40:00 – 3 min]	
1 2 3	20. By definition, “forced labor” requires that the worker be subject to force, fraud, or coercion. To your knowledge, what types of force, fraud, and/or coercion are victims in [sector] being subjected to in Timor-Leste? c. Can you describe the persons or entities that are subjecting victims to force, fraud, and/or coercion in [sector]? d. In what ways do perpetrators benefit in [sector]?	[43:00 – 3 min]	
1 2 3	21. Can you describe the persons or entities that are subjecting victims to force, fraud, and/or coercion in [sector]?	[46:00 – 2 min]	
3	22. Do forced laborers in [sector] typically come from locations (sources) other than where they are being exploited (destinations)? If so, where do they come from? b. Are there third parties facilitating victim recruitment and transport? If so, please describe.	[48:00 – 1 min]	
3	23. To your knowledge, is Timor-Leste a source location for forced laborers that end up in other countries? If so, please describe.	[49:00 – 1 min]	
3	24. To your knowledge, is Timor-Leste a transit location for forced laborers that are from outside of the country and ultimately end up victimized in other countries? If so, please describe.	[50:00 – 1 min]	
2 3	25. In your view, what factors make people most vulnerable to forced labor in Timor-Leste, and why? a. Do these vulnerability factors vary by location or hotspot? In what ways? b. Do these vulnerability factors vary by sector? If so, in what ways?	[51:00 – 4 min]	
3	26. Beyond what has already been discussed, are there any other drivers or conditions that enable forced labor in Timor-Leste?	[55:00 – 2 min]	
6 7 9	27. To your knowledge, what (if any) activities are being undertaken, and by whom, to <u>prosecute</u> perpetrators of forced labor in Timor-Leste? c. How effective do you think these activities are in ensuring that perpetrators of forced labor are effectively prosecuted?	[57:00 – 3 min]	

RQ	QUESTION	RESPONSE	INTERVIEWER COMMENTS / NOTES
	<p>d. In your view, what more can be done, and by whom, to ensure that the perpetrators of forced labor are effectively prosecuted in Timor-Leste?</p> <p>ii. What are the barriers to ensuring such activities can be implemented? How might these barriers be overcome?</p>		
6 7 9	<p>28. To your knowledge, what (if any) activities are being undertaken, and by whom, to <u>protect</u> survivors of forced labor in Timor-Leste?</p> <p>c. How effective do you think these activities are in protecting survivors of forced labor?</p> <p>d. In your view, what more can be done, and by whom, to protect survivors of forced labor in Timor-Leste?</p> <p>ii. What are the barriers to ensuring such activities can be implemented? How might these barriers be overcome?</p>	[60:00 – 2 min]	
6 7 9	<p>29. To your knowledge, what (if any) activities are being undertaken, and by whom, to <u>prevent</u> forced labor from happening in the first place?</p> <p>c. How effective do you think these activities are in preventing forced labor in Timor-Leste?</p> <p>d. In your view, what more can be done, and by whom, to prevent forced labor in Timor-Leste?</p> <p>ii. What are the barriers to ensuring such activities can be implemented? How might these barriers be overcome?</p>	[62:00 – 2 min]	
<b>Other Forms of TIP</b>			
1 3 6 7 9	<p>30. Some other forms of TIP include trafficking for the purposes of forced marriage, forced criminal activities, forced combat, and organ removal. To your knowledge, to what extent are these other forms of trafficking taking place in Timor-Leste today?</p> <p>a. What is the typical profile for victims of these other types of TIP?</p> <p>b. To your knowledge, what (if any) activities are being undertaken, and by whom, to address these other forms of TIP in Timor-Leste?</p> <p>c. In your view, what more can be done, and by whom, to address these other forms of TIP in Timor-Leste?</p>	[64:00 – 3 min]	
<b>Stakeholder Awareness of TIP</b>			
5 6	<p>I will now ask some questions about the extent to which stakeholders are familiar with TIP in Timor-Leste? By “familiar,” we mean both knowing the definition of TIP and being aware of its extent/prevalence in Timor-Leste.</p> <p>31. To what extent are national government authorities familiar with TIP in Timor-Leste?</p>	[67:00 – 2 min]	

RQ	QUESTION	RESPONSE	INTERVIEWER COMMENTS / NOTES
	a. In your view, what more can be done to increase national government authorities' awareness of TIP in Timor-Leste?		
5 6	32. To what extent are sub-national government authorities familiar with TIP in Timor-Leste? This includes municipal-, village-, and hamlet-level authorities. a. In your view, what more can be done to increase sub-national government authorities' awareness of TIP in Timor-Leste?	[69:00 – 2 min]	
5 6	33. To what extent are civil society organizations, NGOs, and public service delivery providers familiar with TIP in Timor-Leste? a. In your view, what more can be done to increase civil society organizations, NGOs, and public service delivery providers' awareness of TIP in Timor-Leste?	[71:00 – 2 min]	
5 6	34. To what extent are private sector actors familiar with TIP in Timor-Leste? a. In your view, what more can be done to increase private sector actors' awareness of TIP in Timor-Leste?	[73:00 – 2 min]	
8	35. To what extent are institutions, or other actors, capable of collecting data on TIP in Timor-Leste?	[75:00 – 1 min]	
8	36. To what extent are institutions, or other actors, capable of using data on TIP for decision-making in Timor-Leste?	[76:00 – 1 min]	
8	37. To what extent are institutions, or other actors, capable of disseminating data on TIP in Timor-Leste?	[77:00 – 1 min]	
<b>Closing</b>			
	38. Beyond what has already been discussed, is there anything else we should consider as we undertake this TIP situational analysis?	[78:00 – 2 min]	
	39. Based on the questions I have asked you, are there any other persons or entities you suggest I talk to that can help inform this research? Are you able to share contact information or facilitate introductions to these organizations?		
	40. Finally, for the next phase in our research, we are hoping to speak directly to TIP survivors (both CSE and forced labor survivors) to better understand their needs and experiences. <ul style="list-style-type: none"> <li>Is this something your organization would be willing to help with? Can you recommend other organizations?</li> </ul>		

As previously mentioned, we will not disclose your name or identity to anyone outside of the research team. However, we would like to include your organizational affiliation in the list of data sources in the report. Do we have your permission to include your organizational affiliation in the publically available report?

Consent to include organizational affiliation in public report

**Thank you for taking the time to speak with me, I have learned a lot from our conversation and your inputs will be extremely valuable for our research.**



**TIMOR-LESTE C-TIP ASSESSMENT**

Government Knowledge, Attitudes, and Practices (“KAP”) Survey

RQ	Variable	Question	Response Options	Enumerator Notes
	<i>first</i>	What is your first name?	[open text]	
	<i>last</i>	What is your last name?	[integer]	
	<i>title</i>	What is your current title?	[open text]	
	<i>title_yrs</i>	For how many years have worked as [ <i>title</i> ]?	[integer]	
	<i>affiliation</i>	What is your organization or professional affiliation?	[open text]	
	<i>affil_yrs</i>	For how many years have you worked with [ <i>affiliation</i> ]?	[integer]	
	<i>educ</i>	What is the highest educational level that you have completed?	<ul style="list-style-type: none"> <li><input type="radio"/> Pre-primary, none, or other</li> <li><input type="radio"/> Primary</li> <li><input type="radio"/> Lower secondary school (SMP)</li> <li><input type="radio"/> Upper secondary (SMA) or vocational</li> <li><input type="radio"/> College or university</li> <li><input type="radio"/> Post-graduate</li> <li><input type="radio"/> Prefer not to answer / refused</li> </ul>	
5	<i>familiar</i>	Are you familiar with the term “trafficking in persons”?	<ul style="list-style-type: none"> <li><input type="radio"/> Yes</li> <li><input type="radio"/> No</li> <li><input type="radio"/> Prefer not to answer / refused</li> </ul>	
5	<i>define</i>	[If <i>familiar</i> = yes] How do you define “trafficking in persons” or “TIP”?	[open text]	
7 8	<i>monitor</i>	Does [ <i>affiliation</i> ] have a dedicated department or project that monitors TIP?	<ul style="list-style-type: none"> <li><input type="radio"/> Yes</li> <li><input type="radio"/> No</li> <li><input type="radio"/> Don’t know</li> <li><input type="radio"/> Prefer not to answer / refused</li> </ul>	
	<i>monitor_nm</i>	[If <i>monitor</i> = yes] What is the name of the department or project that monitors TIP?	[open text]	



RQ	Variable	Question	Response Options	Enumerator Notes
7 8	<i>mon_types</i>	[If <i>monitor</i> = yes] What types of TIP are monitored by [ <i>monitor_nm</i> ]?	<input type="checkbox"/> Commercial sexual exploitation of adults <input type="checkbox"/> Commercial sexual exploitation of children <input type="checkbox"/> Debt bondage <input type="checkbox"/> Domestic servitude <input type="checkbox"/> Forced combat <input type="checkbox"/> Forced labor <input type="checkbox"/> Forced marriage <input type="checkbox"/> Organ removal <input type="checkbox"/> Worst forms of child labor <input type="checkbox"/> Other	Do not ready list; select all that apply.
	<i>mon_types_oth</i>	[If <i>mon_types</i> = other] Specify other:	[open text]	
8	<i>mon_data</i>	[If <i>monitor</i> = yes] To what extent, and how, are TIP data collected and documented by [ <i>monitor_nm</i> ]? (e.g., field visits, surveys, case management system, etc.)	[open text]	
8	<i>data_sharing</i>	[If <i>monitor</i> = yes] How is this data disseminated? (e.g., reports, meetings, publication of data, etc.)	[open text]	
8	<i>data_whom</i>	[If <i>monitor</i> = yes] To whom is this data disseminated?	[open text]	
8	<i>challenges</i>	[If <i>monitor</i> = yes] What types of challenges do you encounter when collecting data on TIP?	[open text]	
5	<i>legislation</i>	Are you aware of any legislation in Timor-Leste that specifically addresses TIP?	<input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Prefer not to answer / refused	
5	<i>legis_desc</i>	[If <i>legislation</i> = yes] What legislation in Timor-Leste specifically addresses TIP?	<input type="checkbox"/> Criminal code / penal code <input type="checkbox"/> Labor code <input type="checkbox"/> Law on Preventing and Combating Human Trafficking <input type="checkbox"/> Law on Migration and Asylum No.11/2017 <input type="checkbox"/> Other	Do not ready list; select all that apply.
	<i>legis_desc_oth</i>	[If <i>legis_desc</i> = other] Specify other:	[open text]	
5	<i>min_pen</i>	According to Timorese law, what is the minimum penalty for trafficking in persons?	[integer] years	Enter -999 for don't know; -998 for refused; -997 for N/A – there is no minimum

RQ	Variable	Question	Response Options	Enumerator Notes
5	<i>max_pen</i>	According to Timorese law, what is the maximum penalty for trafficking in persons?	[integer] years	Enter -999 for don't know; -998 for refused; -997 for N/A – there is no maximum
5	<i>movement</i>	To your knowledge, does TIP require the movement of persons from one location to another?	<input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Don't know <input type="radio"/> Prefer not to answer / refused	
5	<i>sectors</i>	In which sectors do you think TIP is occurring in Timor-Leste today?	<input type="checkbox"/> Agriculture <input type="checkbox"/> Construction <input type="checkbox"/> Commercial sex industry <input type="checkbox"/> Domestic work <input type="checkbox"/> Fishing <input type="checkbox"/> Mining <input type="checkbox"/> Other	Do not ready list; select all that apply.
	<i>sectors_oth</i>	[If <i>sectors</i> = other] Specify other:	[open text]	
5	<i>indicators</i>	What are some conditions a person might endure that could indicate s/he is a victim of TIP?	<input type="checkbox"/> Denial of future work or overtime <input type="checkbox"/> Denouncing victim to community <input type="checkbox"/> Deprivation of food, sleep, or water <input type="checkbox"/> Forcing to work to repay employer loan <input type="checkbox"/> Holding of identity documents <input type="checkbox"/> Imposing excess taxes or fees <input type="checkbox"/> Isolation, confinement, and/or surveillance <input type="checkbox"/> Deception about working conditions <input type="checkbox"/> Threats of reporting victim to authorities <input type="checkbox"/> Threats of harming family <input type="checkbox"/> Threats of penalties for refusing to work <input type="checkbox"/> Physical or sexual violence <input type="checkbox"/> Restriction of movement <input type="checkbox"/> Unfair withholding of wages <input type="checkbox"/> Other	Do not ready list; select all that apply.
	<i>ind_oth</i>	[If <i>indicators</i> = other] Specify other:	[open text]	

RQ	Variable	Question	Response Options	Enumerator Notes
5	<i>all_csevict</i>	I will now read a few statements about two sub-types of trafficking in persons: commercial sexual exploitation and forced labor. For each statement, please indicate whether you strongly agree, agree, disagree, or strongly disagree with that statement: All persons in the commercial sex industry are victims of TIP.	<input type="radio"/> Strongly agree <input type="radio"/> Agree <input type="radio"/> Disagree <input type="radio"/> Strongly disagree <input type="radio"/> Don't know <input type="radio"/> Prefer not to answer / refused	
5	<i>all_csecvict</i>	Any child (under 18) engaged in a commercial sex act is a victim of TIP.	<input type="radio"/> Strongly agree <input type="radio"/> Agree <input type="radio"/> Disagree <input type="radio"/> Strongly disagree <input type="radio"/> Don't know <input type="radio"/> Prefer not to answer / refused	
5 6	<i>csec_cons</i>	Children (under 18) are capable of giving consent to engage in commercial sex acts.	<input type="radio"/> Strongly agree <input type="radio"/> Agree <input type="radio"/> Disagree <input type="radio"/> Strongly disagree <input type="radio"/> Don't know <input type="radio"/> Prefer not to answer / refused	
5	<i>all_childlab</i>	All working children (under 18) are child laborers.	<input type="radio"/> Strongly agree <input type="radio"/> Agree <input type="radio"/> Disagree <input type="radio"/> Strongly disagree <input type="radio"/> Don't know <input type="radio"/> Prefer not to answer / refused	
5	<i>all_childlabtip</i>	All child laborers are victims of TIP.	<input type="radio"/> Strongly agree <input type="radio"/> Agree <input type="radio"/> Disagree <input type="radio"/> Strongly disagree <input type="radio"/> Don't know <input type="radio"/> Prefer not to answer / refused	
5	<i>captive</i>	To be considered a victim of TIP, a person must be held captive against their will.	<input type="radio"/> Strongly agree <input type="radio"/> Agree <input type="radio"/> Disagree <input type="radio"/> Strongly disagree <input type="radio"/> Don't know <input type="radio"/> Prefer not to answer / refused	

RQ	Variable	Question	Response Options	Enumerator Notes
5 6	<i>fair_comp</i>	If a person is fairly compensated for his/her work, s/he cannot be a victim of TIP.	<input type="radio"/> Strongly agree <input type="radio"/> Agree <input type="radio"/> Disagree <input type="radio"/> Strongly disagree <input type="radio"/> Don't know <input type="radio"/> Prefer not to answer / refused	
5	<i>all_haz</i>	Any person facing difficult or hazardous working conditions is a victim of TIP.	<input type="radio"/> Strongly agree <input type="radio"/> Agree <input type="radio"/> Disagree <input type="radio"/> Strongly disagree <input type="radio"/> Don't know <input type="radio"/> Prefer not to answer / refused	
5 6	<i>illegal</i>	A person who knowingly enters Timor-Leste illegally cannot be classified (legally) as a victim of TIP.	<input type="radio"/> Strongly agree <input type="radio"/> Agree <input type="radio"/> Disagree <input type="radio"/> Strongly disagree <input type="radio"/> Don't know <input type="radio"/> Prefer not to answer / refused	
5 6	<i>Priority</i>	Combatting TIP in Timor-Leste should be a top priority for government and law enforcement.	<input type="radio"/> Strongly agree <input type="radio"/> Agree <input type="radio"/> Disagree <input type="radio"/> Strongly disagree <input type="radio"/> Don't know <input type="radio"/> Prefer not to answer / refused	
5	<i>prior_othcr</i>	Combatting TIP in Timor-Leste should be prioritized over other crimes.	<input type="radio"/> Strongly agree <input type="radio"/> Agree <input type="radio"/> Disagree <input type="radio"/> Strongly disagree <input type="radio"/> Don't know <input type="radio"/> Prefer not to answer / refused	
	<i>gender_cse</i>	Males can be victims of commercial sexual exploitation.	<input type="radio"/> Strongly agree <input type="radio"/> Agree <input type="radio"/> Disagree <input type="radio"/> Strongly disagree <input type="radio"/> Don't know <input type="radio"/> Prefer not to answer / refused	

RQ	Variable	Question	Response Options	Enumerator Notes
	<i>gender_fl</i>	Females can be victims of forced labor.	<input type="radio"/> Strongly agree <input type="radio"/> Agree <input type="radio"/> Disagree <input type="radio"/> Strongly disagree <input type="radio"/> Don't know <input type="radio"/> Prefer not to answer / refused	
	<i>public</i>	Do you think members of the general public are at all familiar with TIP?	<input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Don't know <input type="radio"/> Prefer not to answer / refused	
	<i>pub_prot</i>	Out of every 100 Timorese adults, about how many know how to protect themselves from TIP?	[integer]	Enter -999 for don't know; -998 for refused
	<i>pub_protch</i>	Out of every 100 Timorese children, about how many know how to protect themselves from TIP?	[integer]	Enter -999 for don't know; -998 for refused
7	<i>training</i>	Have you ever participated in any trainings or capacity-building workshops related to TIP?	<input type="radio"/> Yes <input type="radio"/> No <input type="radio"/> Prefer not to answer / refused	
7	<i>training_desc</i>	[If <i>training</i> = yes] Please describe the trainings or capacity-building workshops you attended related to TIP:	[open text]	



## TIMOR-LESTE C-TIP ASSESSMENT

### FGD Protocol for CSEC Survivors

Date:	_____
Location:	_____
Number of participants:	_____
Moderator:	_____
Notetaker:	_____

### **[READ CONSENT SCRIPT]**

Thank you for taking the time to participate in this Focus Group Discussion. We are grateful that you are giving us your time. First, let me introduce the team: [facilitator, notetaker, and others should introduce themselves].

The United States Agency for International Development has partnered with NORC at the University of Chicago and NGO Belun to conduct a research study on the lives of vulnerable workers in Timor-Leste, including migrant workers and youth in the commercial sex industry. The goal of this study is to understand what the lives of these vulnerable persons are like, and what kinds of support they need. To this end, we will be asking you to draw on your knowledge of youth doing sex work in [city], including their characteristics, what led them to join the sex industry, what support or services they are receiving, and what additional help they might need.

While we will be asking questions about youth in general, there is a risk that some of the questions may lead you to recall your own personal experiences and become emotional or upset as a result. Please know that your well-being is very important to us and if at any point you do not wish to answer a question or continue in the discussion, you are free to not participate, take a break, or leave all together and there will be no consequences. Your participation is entirely voluntary. Deciding not to answer a question or to leave the group won't have any impact on our relationship or on getting any referrals or services.

This focus group discussion will take about 90 minutes. We have [food, drink, restrooms, etc.] for you in order to make your participation more comfortable.

We are taking extra precautions to adhere to current public health guidelines to minimize COVID-19 related risks. These include: face masks, hand sanitizer, and sitting the required distance apart. Again, if at any time you do not feel comfortable, you are welcome to excuse yourself without any questions or consequences.

There are no direct benefits to you for participating in this study. However in the future, this study may help social services organizations design projects that better meet the needs of youth in the sex industry.

- Do you have any questions? [Check with each respondent]
- Do you agree to participate? [Get verbal consent from each respondent]

We would like to audio record this discussion and take notes. The recordings and the notes will not be shared with anyone outside the research team and your names will not be recorded in any way. We hope this makes you feel comfortable to express your ideas freely. If anyone does not want to be audio recorded, there will be no audio recording for this focus group, and only field notes will be taken.

- Will you allow us to record this discussion? [Check with each respondent]

Consent obtained by all participants to **conduct** interview

Consent obtained by all participants to **audio record** interview

[Start recorder] Before we begin, I would like to go through some basic ground rules:

- First and most important, please be respectful of your fellow participants. This means not interrupting or talking over each other and respecting each other’s opinions or ideas, even when you disagree. This also means keeping everything said here today strictly confidential. Please do not tell anyone outside this room about others’ participation or about the things that they say.
- Second, we chose this focus group format because we want to hear a variety of views and perspectives. Please help me to create space for all people to speak and participate. You are also encouraged to react to and build upon what each other say. This should be an interactive discussion, not a group interview.
- Finally, we have a lot to cover today so it is important that the conversation remain focused on the specific questions and topics of discussion. Please try to keep on point and avoid unrelated tangents.

### **ICE BREAKER IN PAIRS (5 minutes)**

Let us begin with an ice breaker. Please turn to the person next to you and take a few minutes to share with each other your favorite song or musical group. [Wait until volume in room is high] Does anyone want to share their partner’s response?

### **DEFINITIONS (5 minutes)**

Let us begin by going over some definitions. There are people that do sex work that are many ages. Today, I would like us to focus the discussion on those who entered the sex industry when they were under 18 years of age. So we will be talking about people in the sex industry who are currently under 18 but also people in the sex industry who are now over 18, but started when they were under 18. During our conversation, I am going to use the term “youth” to describe these two groups. Can someone tell me what we mean by “youth” in this group discussion? [Check understanding with each participant]

Next, I want us to focus on youth in the commercial sex industry. This means we are only talking about youth who exchange sex for money or things worth money, like a place to stay or food. Can someone tell me what we mean by “commercial” sex industry? [Check understanding with each participant]

Finally, I want to clarify what we mean by sex work or sexual transactions. This might be embarrassing to talk about, but it is important that we have a shared definition of sex work. By sex work, we mean actual sex acts

like intercourse, oral sex, or genital or anal contact that takes place between a person and a paying customer. Some people may do things like dance erotically (to attract people), sing and flirt with customers at a bar, or have a sugar daddy/mommy relationship. But for the sake of this discussion today, we aren't going to consider these activities alone to be sex work. Does anyone have any questions on what we mean by sex work or sexual transactions?



	RQ QUESTION	RESPONSE	INTERVIEWER COMMENTS / NOTES
1 4	<p>1. Think about all the youth that live in [city]. How common or rare is it for youth in [city] to exchange sex for money at some point in their lives?</p> <p>a. <i>[If some say it's common in q1]</i> Is it more or less common in [city] than other parts of Timor-Leste? Why do you think that is the case?</p> <p>i. <i>[If less common in q1a]</i> In what areas of Timor-Leste is it more common? Why do you think it is more common in those areas?</p> <p>b. <i>[If some say it's common in q1]</i> Out of every 100 girls in [city], about how many do you think exchanged sex for money at some point in their lives?</p> <p>c. <i>[If some say it's common in q1]</i> Out of every 100 boys in [city], about how many do you think exchanged sex for money at some point in their lives?</p> <p>d. Does anyone know of transgender youth that live in [city]?</p> <p>e. <i>[If yes to 1d]</i> Now think about all the transgender youth that live in [city]. How common or rare is it for transgender youth to exchange sex for money at some point in their lives?</p>	[10:00 – 12 min]	
1	<p>2. Do you think most young adults (say 18-20 year olds) in [city] started doing sex work before they turned 18?</p> <p>a. Out of every 10 young adults doing sex work in [city], about how many do you think started before they turned 16?</p> <p>b. Out of every 10 young adults doing sex work in [city], about how many do you think started before they turned 18?</p>	[22:00 – 4 min]	
1	<p>3. Where do youth typically find buyers in [city]. For example, in nightclubs, massage parlors, hotels, on the street, through Facebook or WhatsApp?</p> <p>a. How common or popular are each of these venues or platforms? <i>[Probe on each item mentioned in q3]</i></p> <p>b. Do the characteristics of the youth vary for each kind of venue? By characteristics I mean things like age, sex, hometown, or family circumstances? If so, how? <i>[Probe for each venue mentioned in q3]</i></p> <p>c. Do some of these youth work under a boss, pimp, or madam?</p> <p>i. <i>[If yes to q3c]</i> What kind of youth are more or less likely to work under a boss, pimp, or madam? <i>[Probe for each venue mentioned in q3 and each characteristic mentioned in q3b]</i></p>	[26:00 – 15 min]	

RQ	QUESTION	RESPONSE	INTERVIEWER COMMENTS / NOTES
2	4. Do the police in [city] do anything to address the issue of youth in the sex industry? a. [If yes to q4] What do they do to address the issue of youth in the sex industry? b. [If no to q4] Why not?	[41:00 – 4 min]	
7	5. What types of social services are <b>available</b> to youth in the sex industry in [city]? What are the names of some organizations and what do they do? [Probe on health/reproductive services, counseling or mental health services, shelters or housing, legal services, vocational training] a. Do you know youth in the sex industry that have used any of these services? i. [If yes to 5a] Which services have they used? ii. [If yes to 5a] Do you know if their experience was good or bad? Why was it [good/bad]? iii. [If no to 5a] Why do you think youth in the sex industry don't use these services?	[45:00 – 7 min]	
9	6. What types of social services <b>are most needed</b> by youth in the sex industry in [city]? [Probe on health/reproductive services, counseling or mental health services, shelters or housing, legal services, vocational training]	[52:00 – 6 min]	
2 3	7. Why do you think youth typically start exchanging sex for money in [city]? [Probe/ask for more thoughts/ideas on this to ensure comprehensive data; however, do <b>NOT</b> encourage respondents to tell their personal story]	[58:00 – 8 min]	
2 3	8. Are any persons or entities involved in initially recruiting youth to the sex industry? a. [If yes to q8] Can you describe such persons or entities? b. [If yes to q8] What kind of ways/manners do they do to initially recruit youth to the sex industry? [Probe for each person/entity mentioned in q8a]	[66:00 – 5 min]	
3	9. Can you tell me, do most youth make decisions freely to exchange sex for money the first time? Why or why not?	[71:00 – 8 min]	
3	10. Now I would like to ask a few questions about younger children, meaning those under 13 years of age. What makes young children most vulnerable to entering the sex industry once they become teenagers?	[79:00 – 6 min]	
9	11. What do you think can be done to prevent younger children from entering the sex industry once they become teenagers?	[85:00 – 3 min]	

RQ QUESTION	RESPONSE	INTERVIEWER COMMENTS / NOTES
12. Is there anything else anyone would like to share before we conclude our discussion today?	[88:00 – 2 min]	

**Thank you for taking the time to speak with me, I have learned a lot from our conversation and your inputs will be extremely valuable for our research.**



## TIMOR-LESTE C-TIP ASSESSMENT

### FGD Protocol for Domestic Workers

Date:	_____
Location:	_____
Number of participants:	_____
Moderator:	_____
Notetaker:	_____

#### [READ CONSENT SCRIPT]

Thank you for taking the time to participate in this Focus Group Discussion. We are grateful that you are giving us your time. First, let me introduce the team: [facilitator, notetaker, and others should introduce themselves].

The United States Agency for International Development has partnered with NORC at the University of Chicago and NGO Belun to conduct a research study on the lives of vulnerable workers in Timor-Leste. The goal of this study is to understand what the lives of these vulnerable persons are like, and what kinds of support they need. To this end, we will be asking you to draw on your knowledge of domestic workers in Dili, including their characteristics, their living and working conditions, what support or services they are receiving, and what additional help they might need.

While we will be asking questions about domestic workers in general, there is a risk that some of the questions may lead you to recall your own personal experiences and become emotional or upset as a result. Please know that your well-being is very important to us and if at any point you do not wish to answer a question or continue in the discussion, you are free to not participate, take a break, or leave all together and there will be no consequences. Your participation is entirely voluntary. Deciding not to answer a question or to leave the group won't have any impact on our relationship or on getting any referrals or services.

This focus group discussion will take about 90 minutes. We have [food, drink, restrooms, etc.] for you in order to make your participation more comfortable.

We are taking extra precautions to adhere to current public health guidelines to minimize COVID-19 related risks. These include: face masks, hand sanitizer, and sitting the required distance apart. Again, if at any time you do not feel comfortable, you are welcome to excuse yourself without any questions or consequences.

There are no direct benefits to you for participating in this study. However in the future, this study may help social services organizations design projects that better meet the needs of domestic workers in Timor-Leste.

- Do you have any questions? [Check with each respondent]

- Do you agree to participate? [Get verbal consent from each respondent]

We would like to audio record this discussion and take notes. The recordings and the notes will not be shared with anyone outside the research team and your names will not be recorded in any way. We hope this makes you feel comfortable to express your ideas freely. If anyone does not want to be audio recorded, there will be no audio recording for this focus group, and only field notes will be taken.

- Will you allow us to record this discussion? [Check with each respondent]

Consent obtained by all participants to **conduct** interview

Consent obtained by all participants to **audio record** interview

[Start recorder] Before we begin, I would like to go through some basic ground rules:

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- Finally, we have a lot to cover today so it is important that the conversation remain focused on the specific questions and topics of discussion. Please try to keep on point and avoid unrelated tangents.

### **ICE BREAKER IN PAIRS (5 minutes)**

Let us begin with an ice breaker. Please turn to the person next to you and take a few minutes to share with each other your favorite song or musical group. [Wait until volume in room is high] Does anyone want to share their partner's response?

RQ	QUESTION	RESPONSE	INTERVIEWER COMMENTS / NOTES
	1. Can you describe the types of tasks domestic workers in Dili typically perform?	[00:00 – 3 min]	
	2. How common is it for domestic workers in Dili to live in the home of their employer?	[00:03 – 1 min]	
1	3. Can you describe the typical living conditions of those that live in the home of their employer? <i>[Probe on safety, sleeping arrangement, availability of space to store belongings, access to water and toilet, etc.]</i>	[00:04 – 3 min]	
1	4. How common is it for employers in Dili to <b>require</b> domestic workers to live in the home of the employer? In other words, are domestic workers not allowed to return to an outside residence during non-working hours?	[00:07 – 2 min]	
1	5. To your knowledge, do employers in Dili commonly restrict or control the movement of their domestic workers during non-working hours? If so, please describe.	[00:09 – 3 min]	
1 6	6. Now I would like to ask some questions about how employers pay domestic workers in Dili. <ul style="list-style-type: none"> <li>• Would you say domestic workers are paid in a manner that complies with labor laws? If not, please describe. <i>[Probe on minimum wage (\$115/month), maximum hours (8 hours/day; 44 hours/week), overtime pay, breaks (1 hour/5 hours worked), etc.]</i></li> <li>a. <i>[If no to q6]</i> Do you believe the government is committed to making the employers of domestic workers comply with labor laws? Why or why not?</li> <li>b. Do employers ever withhold earned wages from their domestic workers? If so, why?</li> <li>c. Are domestic workers ever required to work off a debt owed to their employer? If so, please elaborate. <ul style="list-style-type: none"> <li>i. <i>[If yes to 6c]</i> Do employers ever manipulate the debt owed to make the domestic worker do something s/he doesn't want to do?</li> </ul> </li> </ul>	[00:12 – 8 min]	
1	7. Would you say that domestic workers in Dili are free to leave their job at any time? If not, why? <i>[If respondents say they can't leave because they need the money, ask if they would be free to leave if money was not a factor]</i>	[00:20 – 3 min]	

RQ	QUESTION	RESPONSE	INTERVIEWER COMMENTS / NOTES
1 3	<p>8. Do domestic workers in Dili often get recruited by a third party (i.e., someone other than their employer)? If so, please describe how this recruitment process works.</p> <p>a. [If yes to q8] Do these recruiters mislead or abuse the domestic workers in any way? If so, please describe.</p> <p>b. [If yes to q8] Do domestic workers ever have to work off a debt owed to the recruiter? If so, please describe.</p> <p>c. [If yes to q8] Would these domestic workers be punished by the recruiter if they refused the job opportunity? If so, please elaborate.</p>	[00:23 – 5 min]	
3 4	<p>9. I am now going to ask some questions about migrant domestic workers. Is it common for domestic workers in Dili to come from other parts of Timor-Leste? If so, where do they come from?</p> <p>a. [If yes to q9] How do they learn about the job opportunity in Dili?</p> <p>b. [If yes to q9] Do these migrant domestic workers commonly share certain characteristics? By characteristics, I mean things like age, sex, hometown, education, or family circumstances. If so, please describe these common characteristics.</p>	[00:28 – 7 min]	
1 3 4	<p>10. I am now going to ask some questions about foreign migrant domestic workers. Note that if you don't have knowledge about foreign migrants, we can skip to the next section.</p> <ul style="list-style-type: none"> <li>• Is it common for domestic workers in Dili to come from countries other than Timor-Leste? If so, from what countries do they come?</li> </ul> <p>c. [If yes to q10] To your knowledge, do these foreign workers enter Timor-Leste legally?</p> <ol style="list-style-type: none"> <li>i. [If no to 10c] Are they typically aware that they are entering Timor-Leste illegally? In other words, are they misled by anyone about the legality of their migration? If so, please elaborate.</li> <li>ii. [If no to 10c] Do their employers ever threaten to denounce them to the authorities for any reason? If so, please describe.</li> </ol> <p>d. [If yes to q10] To your knowledge, do employers ever retain the identity documents of these foreign workers?</p>	[00:35 – 5 min]	
1	<p>11. Is it common for domestic workers in Dili to face working conditions different from what they were initially told? If so, please describe. <i>[Probe on change in responsibilities, wages, hours, overtime pay, housing, and location]</i></p>	[00:40 – 5 min]	

RQ	QUESTION	RESPONSE	INTERVIEWER COMMENTS / NOTES
1 5 6	<p>12. I am now going to ask some questions about abuse and threats that domestic workers in Dili might face. As discussed before, these questions may lead you to recall your own personal experiences and you could become emotional or upset as a result. Please remember—this is a group interview, so we do not expect you to share your personal experiences here. Rather, we want you to draw on your general knowledge of domestic work in Dili to describe some typical situations.</p> <ul style="list-style-type: none"> <li>• How common is it for domestic workers to face physical or sexual abuse by their employer?</li> </ul> <p>a. Out of every 100 domestic workers in Dili, about how many do you think face physical or sexual abuse by their employer?</p> <ol style="list-style-type: none"> <li>i. [If 12a &gt; 0] Who in the household is typically committing the abuse?</li> <li>ii. [If 12a &gt; 0] Do these abuses usually get reported? If not, why?</li> <li>iii. [If 12a &gt; 0] Do the police do anything in response to these abuses? If not, why?</li> </ol> <p>b. Is it common for employers to threaten domestic workers in order to manipulate their behavior? If so, what do these threats look like? <i>[Probe on threats of: termination, violence/abuse, harm to the worker’s family, damaging worker’s reputation and future job prospects, withholding pay, charging fees, working extra hours, depriving of food/water, etc.]</i></p>	[00:45 – 8 min]	
1	<p>13. So far, we have been talking about the living and working conditions of domestic workers in Dili. To your knowledge, do any of the things we discussed differ for domestic workers in other parts of the country? If so, how do they differ?</p>	[00:53 – 4 min]	
1 3	<p>14. To your knowledge, do any of the things we discussed so far differ for child (under 18) domestic workers? If so, how do they differ? <i>[Probe on each item in the protocol, particularly those related to menace of penalty (q8 and 12a-b)]</i></p>	[00:57 – 7 min]	
	<p>15. Do children typically serve as domestic workers for a family member or someone else? Please elaborate.</p>	[00:64 – 2 min]	
1	<p>16. Do children earn any money as domestic workers? If so, who keeps the money?</p>	[00:66 – 2 min]	
1 3	<p>17. In what ways, if any, does performing domestic work interfere with a child’s education?</p>	[00:68 – 2 min]	



RQ	QUESTION	RESPONSE	INTERVIEWER COMMENTS / NOTES
7	<p>18. What types of social services are <b>available</b> to domestic workers in Dili? What are the names of some organizations and what do they do? <i>[Probe on health services, legal services, vocational training, labor rights advocacy, etc.]</i></p> <p>a. Do you know domestic workers that have used any of these services?</p> <p>i. <i>[If yes to 18a] Which services have they used?</i></p> <p>ii. <i>[If yes to 18a Do you know if their experience was good or bad? Why was it [good/bad]?</i></p> <p>iii. <i>[If no to 18a] Why do you think domestic workers don't use these services?</i></p>	[00:70 – 5 min]	
9	<p>19. What types of social services <b>are most needed</b> by domestic workers in Dili? <i>[Probe on health services, legal services, vocational training, labor rights advocacy, etc.]</i></p>	[00:75 – 4 min]	
	<p>20. Do you think most domestic workers would prefer a different occupation? Why or why not?</p>	[00:79 – 3 min]	
	<p>21. Is there anything else anyone would like to share before we conclude our discussion today?</p>	[00:82 – 3 min]	

**Thank you for taking the time to speak with me, I have learned a lot from our conversation and your inputs will be extremely valuable for our research.**



## TIMOR-LESTE C-TIP ASSESSMENT

### FGD Protocol for Returned Migrant Workers

Date: \_\_\_\_\_  
Location: \_\_\_\_\_  
Number of participants: \_\_\_\_\_  
Moderator: \_\_\_\_\_  
Notetaker: \_\_\_\_\_

### [READ CONSENT SCRIPT]

Thank you for taking the time to participate in this Focus Group Discussion. We are grateful that you are giving us your time. First, let me introduce the team: [facilitator, notetaker, and others should introduce themselves].

The United States Agency for International Development has partnered with NORC at the University of Chicago and NGO Belun to conduct a research study on the lives of vulnerable workers from Timor-Leste. The goal of this study is to understand what the lives of these vulnerable persons are like, and what kinds of support they need. To this end, we will be asking you to draw on your knowledge of overseas migrant workers from Timor-Leste, including their characteristics, their living and working conditions, what support or services they are receiving, and what additional help they might need.

While we will be asking questions about migrant workers from Timor in general, there is a risk that some of the questions may lead you to recall your own personal experiences and become emotional or upset as a result. Please know that your well-being is very important to us and if at any point you do not wish to answer a question or continue in the discussion, you are free to not participate, take a break, or leave all together and there will be no consequences. Your participation is entirely voluntary. Deciding not to answer a question or to leave the group won't have any impact on our relationship or on getting any referrals or services.

This focus group discussion will take about 90 minutes. We have [food, drink, restrooms, etc.] for you in order to make your participation more comfortable.

We are taking extra precautions to adhere to current public health guidelines to minimize COVID-19 related risks. These include: face masks, hand sanitizer, and sitting the required distance apart. Again, if at any time you do not feel comfortable, you are welcome to excuse yourself without any questions or consequences.

There are no direct benefits to you for participating in this study. However in the future, this study may help social services organizations design projects that better meet the needs of domestic workers in Timor-Leste.

- Do you have any questions? [Check with each respondent]
- Do you agree to participate? [Get verbal consent from each respondent]

We would like to audio record this discussion and take notes. The recordings and the notes will not be shared with anyone outside the research team and your names will not be recorded in any way. We hope this makes you feel comfortable to express your ideas freely. If anyone does not want to be audio recorded, there will be no audio recording for this focus group, and only field notes will be taken.

- Will you allow us to record this discussion? [Check with each respondent]

<input type="checkbox"/>
<input type="checkbox"/>

Consent obtained by all participants to **conduct** interview

Consent obtained by all participants to **audio record** interview

[Start recorder] Before we begin, I would like to go through some basic ground rules:

- First and most important, please be respectful of your fellow participants. This means not interrupting or talking over each other and respecting each other's opinions or ideas, even when you disagree. This also means keeping everything said here today strictly confidential. Please do not tell anyone outside this room about others' participation or about the things that they say.
- Second, we chose this focus group format because we want to hear a variety of views and perspectives. Please help me to create space for all people to speak and participate. You are also encouraged to react to and build upon what each other say. This should be an interactive discussion, not a group interview.
- Finally, we have a lot to cover today so it is important that the conversation remain focused on the specific questions and topics of discussion. Please try to keep on point and avoid unrelated tangents.

### **ICE BREAKER IN PAIRS (5 minutes)**

Let us begin with an ice breaker. Please turn to the person next to you and take a few minutes to share with each other your favorite song or musical group. [Wait until volume in room is high] Does anyone want to share their partner's response?

RQ	QUESTION	RESPONSE	INTERVIEWER COMMENTS / NOTES
	22. To which countries do Timorese nationals migrate for work? Can you describe the types of jobs that migrant workers from Timor-Leste do in these countries?	[00:00 – 3 min]	
	23. How common is it for overseas migrant workers from Timor-Leste to live on the premises of their employer or in employer-subsidized housing?	[00:03 – 1 min]	
I	24. Can you describe the typical living conditions of those that live on the premises of their employer or in employer-subsidized housing? <i>[Probe on safety, sleeping arrangement, availability of space to store belongings, access to water and toilet, etc.]</i>	[00:04 – 3 min]	
I	25. How common is it for employers to <b>require</b> migrant workers to live on the premises of the employer or in employer-subsidized housing? In other words, are workers not allowed to return to an outside residence during non-working hours?	[00:07 – 2 min]	
I	26. To your knowledge, do overseas employers commonly restrict or control the movement of Timorese migrant workers during non-working hours? If so, please describe.	[00:09 – 3 min]	
I 6	27. Now I would like to ask some questions about how overseas employers pay Timorese migrants workers. <ul style="list-style-type: none"> <li>• Would you say Timorese migrant workers are paid in a manner that complies with labor laws in the country of employment? If not, please describe. <i>[Probe on minimum wage, maximum hours, overtime pay, breaks, etc.]</i></li> <li>d. <i>[If no to q6]</i> Do you believe the governments of these countries are committed to making the employers of overseas workers comply with labor laws? Why or why not?</li> <li>e. Do overseas employers ever withhold earned wages from their Timorese migrant workers? If so, why?</li> <li>f. Are Timorese migrants workers ever required to work off a debt owed to their overseas employer? If so, please elaborate. <i>[Probe on costs incurred to travel, housing, etc.]</i> <ul style="list-style-type: none"> <li>ii. <i>[If yes to 6c]</i> Do overseas employers ever manipulate the debt owed to make the Timorese migrant worker do something s/he doesn't want to do?</li> </ul> </li> </ul>	[00:12 – 8 min]	

RQ	QUESTION	RESPONSE	INTERVIEWER COMMENTS / NOTES
1	28. Would you say that Timorese migrant workers are free to leave their overseas job at any time? If not, why? <i>[If respondents say they can't leave because they need the money or can't afford travel expenses, ask if they would be free to leave if money was not a factor]</i>	[00:20 – 3 min]	
1 3	29. Do Timorese migrant workers often get recruited by a third party (i.e., someone other than the overseas employer)? If so, please describe how this recruitment process works. d. <i>[If yes to q8]</i> Do these recruiters mislead or abuse the workers in any way? If so, please describe. e. <i>[If yes to q8]</i> Do Timorese migrant workers ever have to work off a debt owed to the recruiter? If so, please describe. f. <i>[If yes to q8]</i> Would these Timorese workers be punished by the recruiter if they refused the job opportunity? If so, please elaborate.	[00:23 – 5 min]	
3 4	30. What parts of Timor-Leste do overseas migrant workers in your industry commonly come from? e. <i>[If yes to q9]</i> How do they learn about the job opportunity overseas? f. <i>[If yes to q9]</i> Do these migrant workers commonly share certain characteristics? By characteristics, I mean things like age, sex, hometown, education, or family circumstances. If so, please describe these common characteristics.	[00:28 – 7 min]	
1 3 4	31. To your knowledge, do migrant workers from Timor-Leste <u>enter</u> the foreign countries legally? iii. <i>[If no to q10]</i> Are they typically aware that they are entering the country illegally? In other words, are they misled by anyone about the legality of their migration? If so, please elaborate. iv. <i>[If no to q10]</i> Do their employers ever threaten to denounce them to the authorities for any reason? If so, please describe. g. <i>[If yes to q10]</i> To your knowledge, do overseas employers ever retain the identity documents of migrant workers?	[00:35 – 5 min]	

RQ	QUESTION	RESPONSE	INTERVIEWER COMMENTS / NOTES
	<p>32. To your knowledge, are migrant workers from Timor-Leste <u>working</u> in foreign countries legally?</p> <p>a. [If no to q1 I] Are they typically aware that they are working in the country illegally? In other words, are they misled by anyone about the legality of their overseas work? If so, please elaborate.</p> <p>b. [If no to q1 I] Do their employers ever threaten to denounce them to the authorities for any reason? If so, please describe.</p> <p>c. [If yes to q1 I] To your knowledge, do overseas employers ever retain the identity documents of migrant workers?</p>		
I	<p>33. Is it common for overseas migrant workers from Timor-Leste to face working conditions different from what they were initially told? If so, please describe. <i>[Probe on change in responsibilities, wages, hours, overtime pay, housing, and location]</i></p>	[00:40 – 5 min]	

RQ	QUESTION	RESPONSE	INTERVIEWER COMMENTS / NOTES
1 5 6	<p>34. I am now going to ask some questions about abuse and threats that migrant workers from Timor-Leste might face. As discussed before, these questions may lead you to recall your own personal experiences and you could become emotional or upset as a result. Please remember—this is a group interview, so we do not expect you to share your personal experiences here. Rather, we want you to draw on your general knowledge of overseas work to describe some typical situations.</p> <ul style="list-style-type: none"> <li>• How common is it for Timorese migrant workers to face physical or sexual abuse by their overseas employer?</li> </ul> <p>c. Out of every 100 migrant workers in from Timor-Leste, about how many do you think face physical or sexual abuse by their employer?</p> <p>iv. [If 13a &gt; 0] Do these abuses usually get reported? If not, why?</p> <p>v. [If 13a &gt; 0] Do the police or other actors do anything in response to these abuses? If not, why?</p> <p>d. Is it common for overseas employers to threaten their Timorese migrant workers in order to manipulate their behavior? If so, what do these threats look like? <i>[Probe on threats of: termination, violence/abuse, harm to the worker’s family, damaging worker’s reputation and future job prospects, reporting to authorities, withholding pay, charging fees, working extra hours, depriving of food/water, etc.]</i></p>	[00:45 – 8 min]	

RQ	QUESTION	RESPONSE	INTERVIEWER COMMENTS / NOTES
1 3	<p>35. Do Timorese minors (under 18) ever perform work overseas? Note here that I am referring to minors who actually do work overseas, not those who migrate with their families but don't work.</p> <p>a. [If yes to q14] Do these Timorese minors typically travel by themselves or with an adult caretaker?</p> <p>b. [If yes to q14] What type of work do these Timorese minors perform?</p> <p>c. [If yes to q14] Do Timorese children earn any money for the work they perform overseas? If so, who keeps the money?</p> <p>d. [If yes to q14] To your knowledge, do any of the things we discussed so far differ for minor (under 18) workers? If so, how do they differ? <i>[Probe on each item in the protocol, particularly those related to menace of penalty (q8 and 13a-b)]</i></p> <p>e. [If yes to q14] In what ways, if any, does performing overseas work interfere with Timorese children's education?</p>	[00:57 – 7 min]	
7	<p>36. What types of social services are <b>available</b> to Timorese overseas migrants locally (within Timor-Leste)? What are the names of some organizations and what do they do? <i>[Probe on health services, legal services, vocational training, labor rights advocacy, etc.]</i></p> <p>b. Do you know overseas migrant workers that have used any of these services?</p> <p>iv. [If yes to 15a] Which services have they used?</p> <p>v. [If yes to 15a] Do you know if their experience was good or bad? Why was it [good/bad]?</p> <p>vi. [If no to 15a] Why do you think migrant workers don't use these services?</p>	[00:70 – 5 min]	
9	<p>37. What types of social services <b>are most needed</b> by overseas migrant workers from Timor-Leste? <i>[Probe on health services, legal services, vocational training, labor rights advocacy, etc.]</i></p>	[00:75 – 4 min]	
	<p>38. Do you think most overseas migrant workers from Timor-Leste would prefer a different occupation? Why or why not?</p>	[00:79 – 3 min]	



RQ	QUESTION	RESPONSE	INTERVIEWER COMMENTS / NOTES
39.	Is there anything else anyone would like to share before we conclude our discussion today?	[00:82 – 3 min]	

**Thank you for taking the time to speak with me, I have learned a lot from our conversation and your inputs will be extremely valuable for our research.**

**U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT**

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