



Gender analysis of the 2013 Timor-Leste Labour Force Survey

A statistical summary of women
and men at work in Timor-Leste



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Acronyms and Abbreviations

GDP	Gross Domestic Product
GDS	General Directorate for Statistics
ICLS	International Conference of Labour Statisticians
ILO	International Labour Organization
ISCO	International Standard Classification of Occupation
LFS	Labour Force Survey. The analysis in this report is predominantly based on data from the 2013 LFS.
NEET	Not in Education, Employment or Training
OECD	Organisation for Economic Co-operation and Development
SDG	Sustainable Development Goals
SEM	Secretary of State for the Support and Socio Economic Promotion of Women
SEPFOPE	Secretary of State for Vocational Training and Employment Policy



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I. About this report

In Timor-Leste, data is collected on employment, unemployment and other forms of work through regular surveys and censuses. Of these, the Labour Force Survey (LFS), conducted in 2010 and 2013, collects the most complete set of information about the Timor-Leste labour market. As a nationally representative household survey, it classifies everyone aged 15 and above as employed, unemployed or outside the labour force.

The LFS produced important gender-related data, which has been analysed and is presented in this report. The LFS gender analysis has been carried out to facilitate improved mainstreaming of gender concerns, and the development of specific women's employment initiatives, by the Secretary of State for the Support and Socio Economic Promotion of Women (SEM) and the Secretary of State for Employment Policy and Vocational Training (SEPFOPE). It provides a gender analysis of the 2013 LFS data, allowing examination of data against internationally accepted, gender-related indicators.

As outlined in the 2013 LFS report¹, comparison between 2010 and 2013 labour force data was hampered by methodological differences between the surveys. Although the two questionnaires were largely the same, the data were processed differently. This is because international standards changed between the two surveys, the main impact being how people engaged in subsistence agriculture are classified in the statistics. To get comparable results between 2010 and 2013, the data had to be reprocessed. After the initial analysis for this report was completed, SEPFOPE and the International Labour Organization (ILO) were able to undertake the reprocessing and produce comparable results, which are presented in another report published in 2016². Gender analysis of the adjusted data has not been possible in time for the publication of this report, but where sex-disaggregated data are provided in the SEPFOPE/ILO report, they have been integrated here and marked with 'based on adjusted data'. All analysis in this report is based on original data unless otherwise indicated.

This gender analysis report highlights the varying characteristics of men and women who participate in the labour force (the employed and unemployed), and those who are considered 'outside the labour force', including people working as subsistence foodstuff producers and those performing unpaid domestic work. This report explores key gender related questions such as: what are the similarities and differences in the types of employment in which women and men are currently engaged? What are the differences in pay? Which sectors are male or female dominated? What are the relative education levels of employed women compared to employed men?

Key results of this LFS gender analysis have been validated in workshops with SEM and SEPFOPE. This report aims to provide Government institutions with additional information on the labour force to maximize the value of LFS data for use in gender-sensitive policy making. This report also serves development partners working towards women's economic empowerment, particularly in program design and evaluation. For all stakeholders, it seeks to demonstrate the value of the LFS for gender analysis by improving understanding of LFS data and its interpretation.

¹Government of Timor-Leste (SEPFOPE and General Directorate of Statistics). 2015. Timor-Leste Labour Force Survey 2013.

²SEPFOPE and ILO. 2016. Timor-Leste Labour Force Surveys 2010 and 2013 Main Trends Based on Harmonized Data. International Labour Office: Dili.



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II. 2013 LFS data quality and limitations of this analysis

As explained in the 2013 LFS report, household survey data are subject to ‘sampling and non-sampling errors’ that impact the accuracy of results. An assessment of data quality was completed for the 2013 LFS, as detailed in the methodological note of the 2013 LFS report. This included a summary of sampling errors for the main indicators, provided below for ease of reference (Table 1).

The ‘standard error and relative standard error’ indicates reliability of the estimates. A relative standard error of 25% or greater indicates the estimates should be used with caution. The ‘confidence interval’ reflects the range an estimate is likely to fall within. For example, there is a 95% chance that the number of employed people in Timor-Leste is somewhere between 175,900 and 203,700. The greater the difference between the lower and upper bound of the range, the more the sampling estimate is subject to error.

Table 1 Summary of sampling errors for the main indicators, Timor-Leste LFS 2013

	Survey estimate	Standard error	Relative standard error (%)	95% confidence interval	
				Lower bound (%)	Upper bound (%)
Labour force	213,223	7,660	3.6	198,200	228,200
Employed	189,787	7,093	3.7	175,900	203,700
(Time-related underemployed)	1,430	423	29.6	600	2,300
Unemployed	23,437	1,782	7.6	19,900	26,900
Outside the labour force	483,494	1,461	3.0	480,600	486,400
(Potential labour force)	7,654	769	16.5	3,100	6,200
Subsistence foodstuff producers	178,923	6,534	3.7	166,100	191,700

	Survey estimate (%)	Standard error (%)	95% confidence interval	
			Lower bound (%)	Upper bound (%)
Labour force participation rate	30.6	0.7	29.2	32.0
Employment-population ratio with data	27.2	0.7	25.8	28.6
Unemployment rate	11.0	0.7	9.6	12.4

Source: Government of Timor-Leste (SEFPOPE and General Directorate of Statistics). 2015. Timor-Leste Labour Force Survey 2013.

There are also non-sampling errors that impact the quality of the results, such as ‘non-response and response errors’. The 2013 LFS had a high response rate, with 96% of the sampled households participating in the survey. A relatively high percentage of those were ‘self-responses’ (69%), as opposed to ‘proxy responses’ (someone answering on another person’s behalf). This suggests a certain degree of reliability in data accuracy, as people are more able to report accurately on their own situation. Another test of data quality compared the estimated number of civil servants according to the 2013 LFS with the number according to government administrative civil service records. Civil servant numbers were similar between the two data sources, thereby further supporting the accuracy of LFS results.

The findings presented here are based on analysis of the anonymized unit record files provided by SEPFOPE for the purposes of this report. Care has been taken to disaggregate data only to a level deemed sufficient to preserve data reliability (i.e. no less than 20 non-weighted responses per cell).

The report does not include an analysis of the LGBTQI community neither people with disabilities. The LFS itself does not identify those two groups, mainly because of issues around the sampling of the LFS 2013, which would not allow to disaggregate in a representative way those two communities, but also because of cultural sensitivities and privacy. Especially, including the LGBTQI community would require careful testing of questions. For questions around disability, the Demographic Health Survey 2016 has been working on best ways to integrate this group of women and men. The next LFS might integrate those lessons learned.

III. Gender indicators on work, employment, unemployment and labour underutilization

In 2013 the United Nations Statistical Commission – the highest level decision-making body on international official statistics – adopted a minimum set of gender indicators. These are intended to be a common set of comparable statistics to be produced nationally and compiled at the international level. With the adoption of the global Sustainable Development Goals (SDGs), another set of indicators for monitoring development has been established, many of which relate to gender equality.

Both frameworks include indicators that relate to employment and unemployment. Gender analysis of the LFS provides an opportunity to produce some of these indicators. The table below contains data disaggregated by sex and geographical location for those indicators that can be produced from the 2013 LFS data set. Other indicators are more likely to come from censuses, other household surveys, or administrative records.

Table 2: Sustainable Development Goal (SDG) indicators that can be populated with data available from the 2013 Timor-Leste Labour Force Survey

SDG Indicator	Total (%)			Urban (%)			Rural (%)			Gender/ SDG ind. no.
	Total	Male	Female	Total	Male	Female	Total	Male	Female	
Structure of the labour force										
Labour force participation rates, age 15 and above	30.6	39.7	21.3	39.4	51.7	26.3	26.6	34.0	19.0	Gender 3
Labour force participation rates, age 15-24	14.2	16.9	11.4	12.8	15.9	9.7	15.0	17.4	12.4	Gender 3
Unemployment rate	11.0	11.3	10.4	12.0	11.9	12.3	10.3	10.8	9.3	SDG 8.5.2
Youth (age 15-24) unemployment rate	21.9	25.3	16.7	31.5	37.8	21.5	17.2	19.0	14.4	SDG 8.5.2
Proportion of youth not in education, employment or training	24.3	22.1	26.5	20.6	19.3	21.8	26.4	23.6	29.4	SDG 8.6.1
Employment status										
Proportion of employed who are own-account workers	36.7	32.2	45.2	24.1	19.4	34.2	45.1	41.3	51.8	Gender 4
Proportion of employed who are working as contributing family workers	17.8	14.7	23.8	7.8	6.3	10.8	24.5	20.7	31.5	Gender 5
Proportion of employed working part-time	18.4	13.1	28.5	11.5	9.0	16.8	22.8	15.7	35.4	Gender 14
Occupations and industries										
Proportion in managerial positions	10.5	13.1	5.7	9.4	8.6	11.2	3.6	4.3	2.4	SDG 5.5.2
Employment in agriculture sector as % of total employment	41.3	38.3	46.9	13.3	11.2	17.6	60.0	57.5	64.6	Gender 8
Employment in industry sector as % of total employment	12.9	15.6	7.5	13.2	16.5	6.1	12.6	15.0	8.4	Gender 8
Employment in services sector as % of total employment	45.9	46.1	45.6	73.6	72.2	76.4	27.3	27.5	27.1	Gender 8
Manufacturing employment as % of total employment	5.5	4.9	6.7	3.8	3.4	4.7	6.6	5.8	8.0	SDG 9.2.2
Informal employment as % of total non-agricultural employment	55.2	54.6	56.4	47.5	49.6	42.5	66.4	62.0	75.8	SDG 8.3.1

Note: Gender / SDG indicator numbers are based on the UN minimum set of gender indicators (Gender) as outlined in the report on gender statistics at the 2013 United Nations Statistical Commission (E/CN.3/2013/10) and the final set of proposed indicators outlined in the Report of the Inter-Agency and Expert Group on Sustainable Development Goal Indicators (SDG) at the 2016 United Nations Statistical Commission (E/CN.3/2016/2/Rev.1). The part-time employed are those people who work less than a total of 25 hours per week in all jobs; managerial positions are those coded as working in occupation group 1 of the 2008 International Statistical Classification of Occupations (ISCO-o8); those in informal employment include employees with no annual or sick leave, own-account workers / employers with less than five employees operating an unregistered enterprise, and all contributing family workers.



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IV. Executive summary

In Timor-Leste, as in many low-middle income countries, subsistence agriculture is the main form of work for a large number of men and women. As the country develops, and economic activity moves towards more market-oriented production, people are likely to leave subsistence production to seek employment opportunities.

The world of work is shaped by gender roles and Timor-Leste is no exception. A range of factors influence how these gender roles are formed, including the high fertility rate (5.7 children per woman)³, a large rural population (70%)⁴, limited infrastructure, and limited job opportunities - particularly in rural areas. The data illustrate that men and women in Timor-Leste tend to do quite different forms of work.

The 2013 Labour Force Survey (LFS) captures data on employment work, unemployment, education and training, as well as engagement in subsistence farming. It also gathers data on demographic characteristics of the population aged 10 and above. It does not measure time spent on unpaid domestic work, such as housework and childcare.

The labour force comprises all people aged 15 (the minimum age for work under the Timorese Labour Code⁵) and above who are either employed (work in exchange for pay or profit) or unemployed (not employed, but actively seeking and available for employment work). While the LFS collects data on subsistence farmers and those engaged in other forms of own-use production work, data is limited due to these groups being considered outside the labour force.

Key findings

- There are significantly **more men (140,300) in the labour force than women (72,900)**.
- Since 2010, the number of more **secure wage paying jobs** has increased. However, **women have been minor recipients of this growth** from this growth than men. In 2013, only a quarter of employed women (28%) were in wage or salaried (employee) positions, a 9% increase from 2010. Whereas in 2013 half (49%) of all employed men were in secure jobs, a 19% increase since 2010.
- There is a gender **pay gap** in Timor-Leste. Women on average earn **\$461 USD** per month, which is 16% less than the male average of **\$553 USD**.
- **Family duties remain the dominant reason for women not participating in the labour force.** Conversely, participation in education and training is the main reason men reported for not working.
- **When employed, women are more likely to be in vulnerable jobs than men.** The rate of vulnerable employment has increased in recent years, standing at 55% in 2013, compared to 48% in 2010 (based on adjusted data). However, the rural population remains overrepresented in this type of work with rural women most at risk. In 2013, around 62% of rural men were in vulnerable jobs compared and 83% of employed rural women.
- Overall, many **people in employment lack the level of education that is likely to be required for the skill level of their job.** However, in low skilled occupations, which represent only a minor share of jobs overall, women are more likely to be over-educated (80% of women, compared to 48% of men).

³General Directorate for Statistics (GDS) and ICF Macro. 2010. Timor-Leste Demographic and Health Survey 2009–10. Dili.

⁴GDS and United Nations Population Fund (UNFPA). 2011. Population and Housing Census of Timor-Leste, 2010, Volume 3: Social and Demographic Characteristics. Dili.

⁵Law No. 4/2012. Labour Code, Article 68. Available online, www.ilo.org/dyn/natlex/natlex4.detail?p_lang=en&p_isn=89742.

1. Introduction

The Timor-Leste economy is dominated by oil and gas production, contributing more than 75% of the Gross Domestic Product (GDP) in 2013. While an essential source of government revenue, this sector provides direct employment to only 0.6% of employed people. Similarly, for other industries, their contributions to the economy are largely not proportionate to provision of employment to the population. The top four industries contributing collectively 75% to the non-oil GDP, in descending order are:

1. Public administration (24.1% of non-oil GDP)
2. Agriculture, forestry and fishing (19.3%)
3. Trade, transport, accommodation and food (19.1%)
4. Construction (16.6%)⁶.

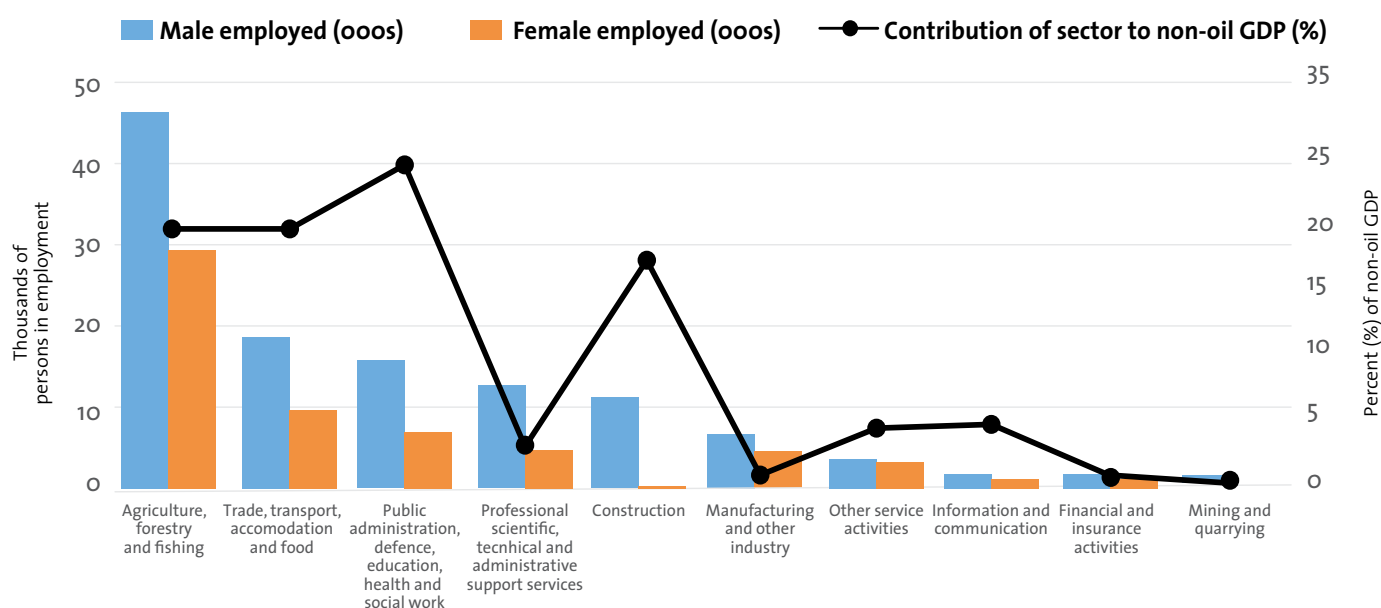
Timor-Leste's largest industries (in terms of % contribution to non-oil GDP) provide fewer jobs than smaller industries.

The top four industries contributing to non-oil employment in descending order are:

1. Agriculture, forestry and fishing (40.5% of non-oil employment)
2. Trade, transport, accommodation and food (15.3%)
3. Public administration (12.4%)
4. Professional, scientific, technical and administrative support services (9.4%)

The agriculture, forestry and fishing sectors are by far the largest employers for both men and women, as well as being major economic drivers. Due to large capital costs, the construction sector contributes greatly to non-oil GDP, but provides only 6.2% of employment, and only 0.6% of women's employment. Figure 1 compares contribution of sectors to the non-oil GDP with contribution to employment.

Figure 1: Number employed (000s), by sector and sex, compared with contribution to the non-oil GDP



⁶ Ministry of Finance of Timor-Leste. General Directorate of Statistics. 2015. Timor-Leste's National Accounts 2000-2013. Dili. Author's own calculations based on value added by industries (production approach) in current prices (Table 3.1).

Note: the real estate activities sector contributed 8.1% to the non-oil GDP, but the number of respondents who reported working in that sector was too small to provide accurate estimates of employment. The GDP from mining and quarrying excludes extraction of crude petroleum and natural gas (the oil sector). 'Other service activities' include arts, entertainment and recreation, households as employers and other personal services not elsewhere classified.

Source: GDS and SEPFOP. 2015. Timor-Leste Labour Force Survey 2013. Dili, and Ministry of Finance of Timor-Leste. General Directorate of Statistics. 2015. Timor-Leste's National Accounts 2000-2013. Dili. Author's own calculations based on value added by industries (production approach) in current prices (Table 3.1).

The labour force consists of all who are either employed or unemployed

The labour force comprises everyone who is either employed or unemployed. The Timor-Leste Government uses a definition of 'employment' and 'unemployment' based on international standards⁶. Depending on the type of work people do they will either be: employed, unemployed or outside the labour force.

Box 1: Definitions of employment, unemployment and outside the labour force⁸

In the labour force		Outside the labour force
Category 1 - Employed <ul style="list-style-type: none"> Aged 15 or above Engaged in activity to produce goods or provide services for pay or profit, for one hour or more during the previous week. Excludes persons engaged wholly in activities to produce goods or services for own use such as subsistence farmers 	Category 2 - Unemployed (looking for work) <ul style="list-style-type: none"> Aged 15 or above Not in employment Carried out activities to seek employment during the last four weeks Currently available to take up employment 	Category 3 - Neither employed nor unemployed (not looking for work) <ul style="list-style-type: none"> Aged 15 or above Not employed and not unemployed LFS respondents could choose from the following reasons for being outside the labour force: <ol style="list-style-type: none"> In school or training Family responsibilities or housework Pregnancy, illness or disability Retired or too old to work Too young to work No desire to work Off-season Other reason

⁶Standards of the International Labor Organization (ILO) and the United Nations System of National Accounts.

⁷The Labour Force Surveys of 2010 and 2013 used national measurements based on an international framework adopted in October 1982, by the Thirteenth International Conference of Labour Statisticians, GDS and SEPFOP. 2010. Timor-Leste Labour Force Survey 2010 and 2013. Dili.

2. Gender concerns in measuring labour force participation

Measures of employment (including those used in the 2013 LFS) tend to focus on market-oriented jobs in order to track trends in the labour market. A gap therefore exists in measurement of work solely for household consumption, such as cooking, collecting water and unpaid caregiving. In Timor-Leste these forms of work are most often performed by women.

Box 2: A new international definition for work

‘Any activity performed by persons of any sex and age to produce goods or provide services for use by others or for own use’

Para 6, Resol I. (19th International Conference of Labour Statisticians, 2013)

Shortly after completion of the 2013 LFS, a new definition of work (Box 2) and new standards for measuring work were agreed to by the nineteenth International Conference of Labour Statisticians (ICLS) in 2013⁹. The ICLS resolution provides a clear and broad definition of work, recognizing both paid and unpaid work. It groups all work into five different forms:

1. **Own-use production work** – production of goods or services for own final use
2. **Employment work** - any activity to produce goods or provide services for pay or profit
3. **Unpaid trainee work** – work performed for others without pay to acquire workplace experience or skills
4. **Volunteer work** – non-compulsory work performed for others without pay
5. **Other work** – work not defined above (e.g. unpaid work by prisoners).

The nature of labour force surveys is to collect information from households to measure employment work. Therefore, for those outside the labour force, no information is gathered about the nature and extent of the work activities in which they are involved. Aside from basic demographic characteristics, detailed information (e.g. hours worked) is not collected through the LFS on people involved in own-use production work, such as subsistence agriculture or household work.

The LFS only collects basic demographic data on those carrying out unpaid work

The ILO recommends collecting data on all five forms of work. This provides a more complete picture of national production and the differing contributions to economic development, and the well-being of individuals and society. Collecting data on own-use production of goods and services is particularly valuable

⁹International Labour Organization (ILO) (2013), Resolution concerning statistics of work, employment and labour underutilization. Resolution I of the 19th International Conference of Labour Statisticians, (see http://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_230304.pdf).

in monitoring gender issues. Short add-on modules on own-use production work, unpaid trainee work and volunteer work can be attached to labour force surveys to gather this information. Specialized surveys on time-use, volunteering, agriculture, etc. also provide a more comprehensive data set for analysis of particular forms of work or specific sub-populations¹⁰. The ILO's 'Checklist of good practices for gender mainstreaming in labour statistics' highlights the crucial nature of time-use surveys to understand the labour market and address gender concerns¹¹.

3. Labour force participation in Timor-Leste

3.1 Differences between women and men

Labour force participation is low in Timor-Leste, particularly for women. In 2013, participation was less than half of the working population: 72,900 women (21% of women) and 140,300 men (40% of men). By comparison, in Indonesia, 50% of women and 83% of men participate in the labour force. In Australia, participation rates are 59% of women and 71% of men. The average participation rate in lower-middle income countries (as Timor-Leste is classified) is 34% for women and 77% for men¹².

Timor-Leste's gender gap in labour force participation is 19% (40% of men and 21% of women are in the labour force)

Table 3: Number and distribution of working age population (aged 15 and above), by labour force participation status and sex, Timor-Leste, 2013

	Men	Share of male population (%)	Women	Share of female population (%)
Total working age population (15+)	353,600	100.0	342,700	100.0
In the labour force	140,300	39.7	72,900	21.3
(1) Employed	124,500	35.2	65,300	19.1
(2) Unemployed (looking for work)	15,800	4.5	7,600	2.2
Not in the labour force	213,300	60.3	269,800	78.7
(3) Subsistence foodstuff producer ¹³	89,600	25.3	77,000	22.5
(4) Other activities ¹⁴	123,700	35.0	192,800	56.2

Source: GDS and SEFPOPE. 2015. Timor-Leste Labour Force Survey 2013. Dili. rce: GDS and SEFPOPE. 2015. Timor-Leste Labour F

¹⁰ Ibid.

¹¹ ILO. 2003.

¹² World Bank Development Indicators (data.worldbank.org). Male and female labor force participation rate (% of population ages 15+) (national estimate).

¹³ Some subsistence foodstuff producers are also in the labour force (8,700 men and 3,600 women) and the figure shown for subsistence foodstuff producers excludes those who are also employed or unemployed.

¹⁴ 'Other activities' include education, training, family responsibilities, pregnancy, illness, debilitating disability, retirement, etc.

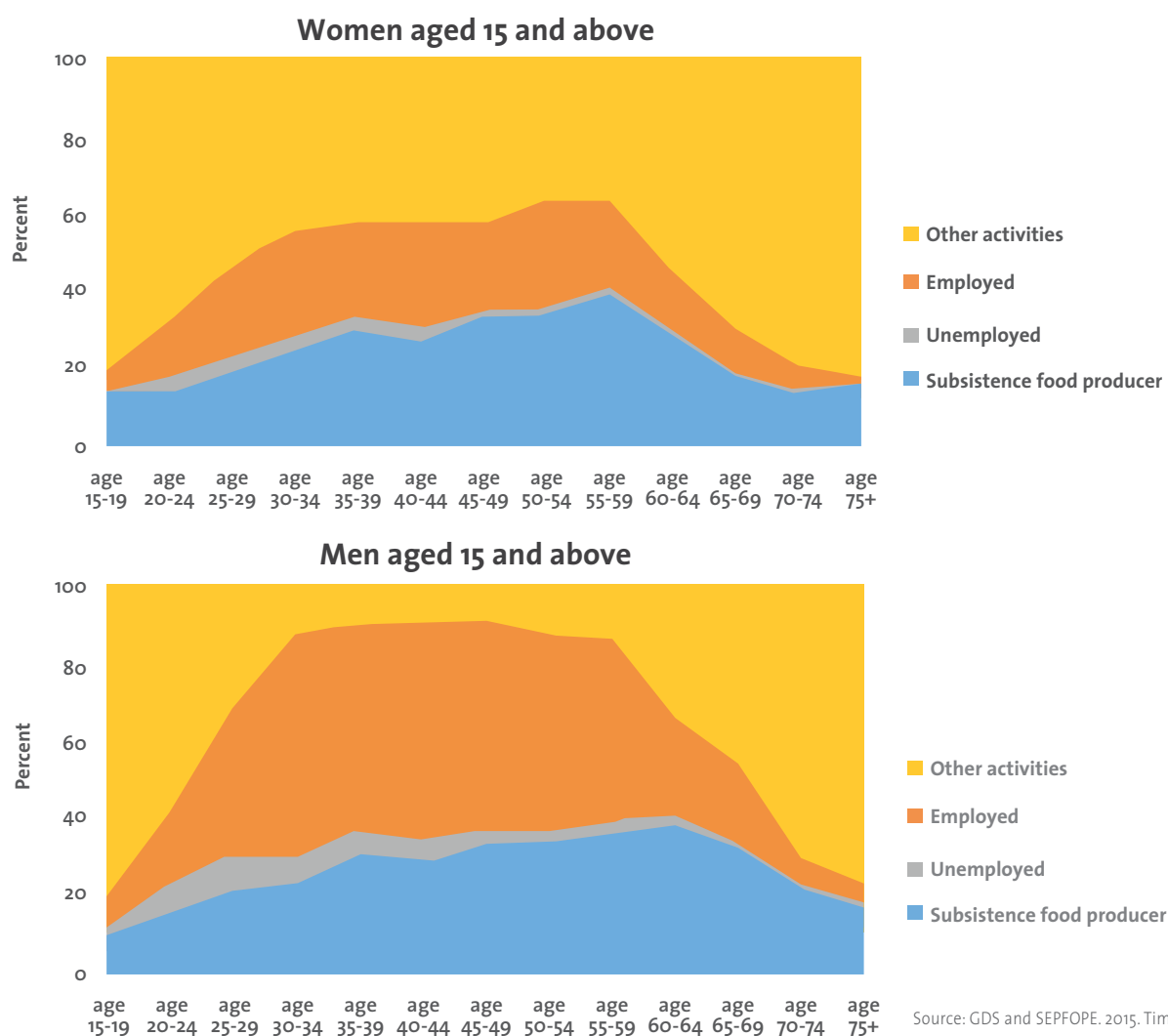
3.2 Differences in age: labour force participation, subsistence food production and 'other activities'

The type of work and activities people do varies significantly by age, particularly for men. At 39.7%, the labour force participation rate for men is low. Figure 2 shows that this is predominantly due to elderly and young men engaging in 'other activities' and subsistence food production. Between the ages of 30 and 50, more than 80% of men are either participating in the labour force or in subsistence food production.

Women's labour force participation, however, is low across all age groups, with only a moderate increase between 25 and 60, and a rapid decline from 60-70. Their engagement in subsistence production follows a similar pattern to men's, suggesting that it is 'other activities' that consumes the majority of women's most productive working years.

Of those outside the labour force, two thirds (66%) are not involved in subsistence foodstuff production, with the majority of those being women (192,800 women and 123,700 men).

Figure 2: Economic status of population aged 15+, by age group and sex, Timor-Leste, 2013



Source: GDS and SEFPOPE. 2015. Timor-Leste Labour Force Survey 2013. Dili.

3.3 Why people, especially women, are not participating in the labour force

The LFS sought to determine what activities people were undertaking instead of paid work or seeking employment. Respondents outside the labour force were given eight options of ‘other activities’ to choose from to explain their non-participation (see Table 4). When ‘other activities’ are sex-disaggregated, the reasons for labour force non-participation are weighted differently between women and men. For women the top three reasons are:

1. Family duties – 50%
2. Education or training – 24%
3. Retirement – 14%

The LFS only collects basic demographic data on those carrying out unpaid work

For men the top three reasons are:

1. Education or training – 33%
2. Family duties – 32%
3. Retirement – 15%

Table 4: Number and distribution of the main reason given for not seeking employment work, working age population (15+) outside the labour force, by sex, Timor-Leste, 2013

Reason for not being in the labour force	Men	Share of male population not in labour force (%)	Women	Share of female population not in labour force (%)	Women's share of total (%)
Not in the labour force	213,300	100.0	269,800	100.0	55.8
In school / training	69,300	32.5	64,200	23.8	48.1
Family duties	69,000	32.3	135,700	50.3	66.3
Pregnancy, illness, disability	5,200	2.4	10,300	3.8	66.5
Retired or too old to work	31,100	14.6	37,200	13.8	54.5
Too young to work	4,400	2.1	2,900	1.1	39.7
No desire to work	16,800	7.9	7,900	2.9	32.0
Off-season	4,200	2.0	2,000	0.7	32.3
Other reason	4,400	2.1	3,100	1.1	41.3
Not known (ADePT: N/A)	8,900	4.2	6,400	2.4	41.8

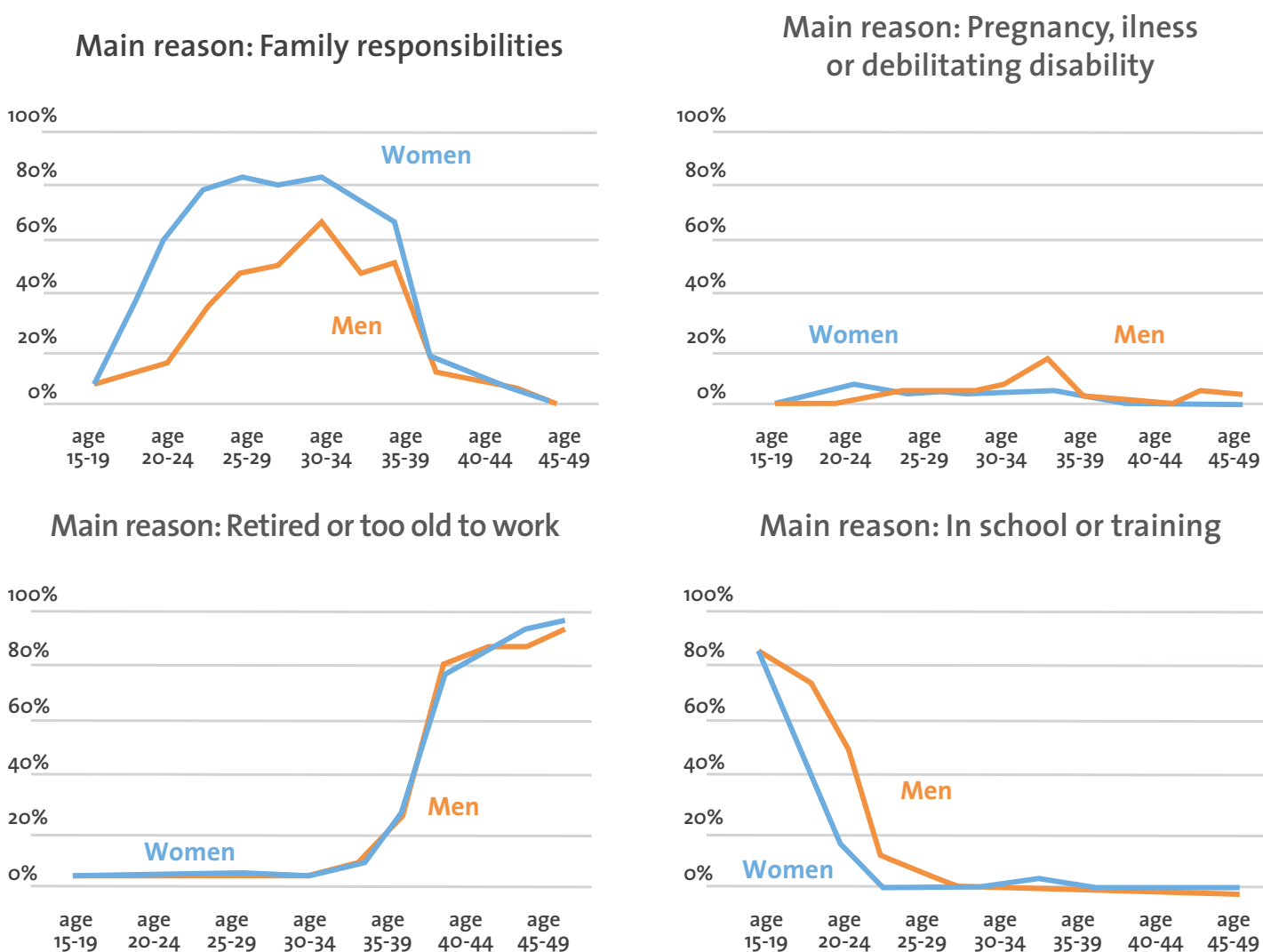
Note: ADePT: N/A indicates survey responses that were incomplete or missing and hence not available (N/A). ADePT is software developed by the World Bank that was used by GDS and SEPFOPE to produce the LFS 2013 tabulations.

Source: GDS and SEPFOPE, 2015. Timor-Leste Labour Force Survey 2013. Dili.

The majority (66.3%) of all people not seeking employment due to family responsibilities are women. This is illustrative of common expectations for women to carry out the majority of household duties, like raising children, cooking and collecting water.

Of the small number of people who indicated pregnancy, illness or debilitating disability as the main reason for being outside the labour force, most were women (66.5%). The 2010 Census disability statistics found slightly more men are living with disability (25,443) than women (22,800). Therefore, the higher percentage of women reporting this reason is likely to be due to pregnancy.

Figure 3: Main reasons given for not seeking work by people outside the labour force and not engaged in subsistence foodstuff production, by sex and age group, Timor-Leste, 2013



Source: GDS and SEPOPE, 2015. Timor-Leste Labour Force Survey 2013. Dili.

The traditional reasons for why women aren't either employed or seeking employment are present in the results of the 2013 Labour Force Survey. As outlined above, these are household duties, pregnancy and fewer opportunities to access education and training.

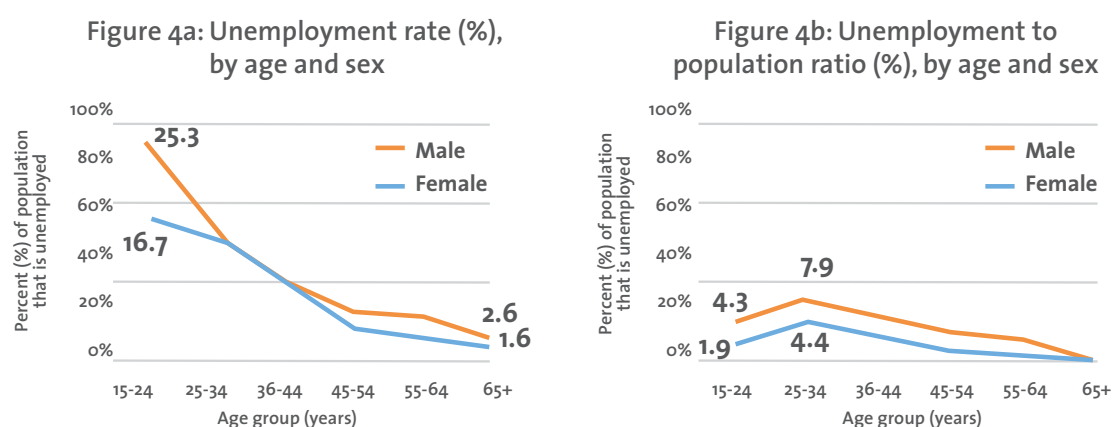
3.4 Unemployment

Unemployed people are those who currently have no job but are seeking and available for work. To reiterate, those who are not seeking work due to, for example, their engagement in schooling, subsistence food production or household activities, are not considered unemployed – they are considered ‘outside the labour force’. In 2010, the adjusted unemployment rate was 11.6% for women and 6.2% for men¹⁵. In 2013, the rate decreased to 10.4% for women and increased to 11.3% for men. In absolute numbers, in 2013 there were nearly 16,000 men and more than 7,500 women who were unemployed. The unemployment rate is highest among youth (aged 15-24 years) and lowest among the elderly population (Figure 4a). Male youth unemployment is highest at 25.3%, compared to female youth unemployment at 16.7%.

Fewer women than men are seeking employment

The unemployment rate can be considered a weak measure of unproductivity for low-middle income countries due to the portion of the population undertaking subsistence food production, and the few employment opportunities available, particularly in rural areas. A higher unemployment rate may indicate increased employment opportunity, in that a higher likelihood of gaining employment may entice some people to seek it. Therefore, those that have yet to find employment begin contributing to the unemployment rate. It could also indicate a generational shift in work preference away from unpaid work.

Figure 4: Unemployment rate compared to the unemployment to population ratio, Timor-Leste, 2013



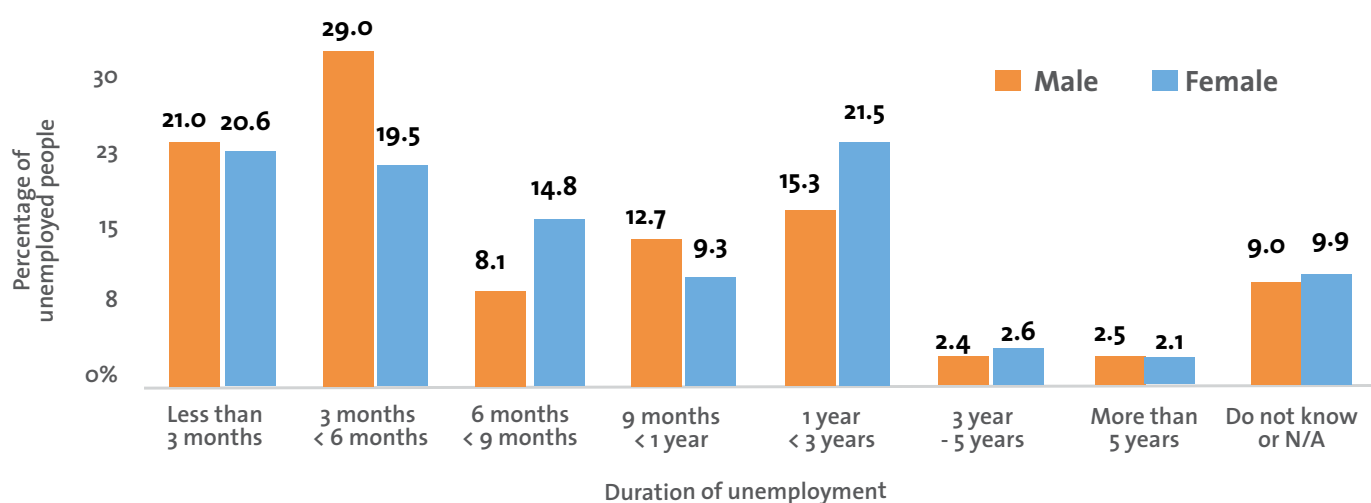
Source: GDS and SEFPOPE, 2015. Timor-Leste Labour Force Survey 2013. Dili.

¹⁵ Adjusted figures as published in Timor-Leste Labour Force Surveys 2010 and 2013 Main Trends Based on Harmonized Data (SEFPOPE and ILO, 2016)

Long-term unemployment, defined as having been unsuccessful in finding employment for a period of a year or longer, is slightly higher for women (25% unemployed women are long-term unemployed) than men (20%). Over half of the unemployed men and women have been unemployed for less than nine months (Figure 5).

Of those unemployed, long-term unemployment is slightly higher for women

Figure 5: Duration of search for employment, by sex, Timor-Leste, 2013



The main way unemployed women and men are seeking work or starting a business is to ask friends, family or colleagues for assistance (49% of unemployed women and 52% of men use this approach). The second most common method is to place or answer an advertisement (21% of women and 15% of men). Very few women or men are using employment centers. Only 2% of unemployed women and 4% of men reported registering at an employment center in the four weeks prior to the survey. Without additional data or research, it cannot be determined why men and women are not using employment centers.

Unemployed women and men use the same methods for seeking work

4. Gender differences in the nature of employment

The LFS categorises those who are employed based on their main job - that is, the job where they spend the majority of their working time. According to national definitions, there are five types of employment work:

Box 3: Definitions of different types of employment

Employees (wage and salaried workers)	Working for someone else for pay in cash or in kind People working in 'paid employment jobs', i.e. holding explicit (written or oral) or implicit employment contracts with remuneration not directly dependent upon the revenue of the unit for which they work. Remuneration could be in the form of wages or salaries, commission from sales, piece-rates, bonuses or in-kind payments such as food, housing or training.
Employers	Self-employed with no employees People working on own-account or with one or a few partners in a 'self-employment job', not engaging any 'employees' on a continuous basis.
Own-account workers	Self-employed with no employees People working on own-account or with one or a few partners in a 'self-employment job', not engaging any 'employees' on a continuous basis.
Contributing family workers	Working without pay in the business or farm of another household/family member People working in a market-oriented establishment operated by a household member, who cannot be regarded as a partner, in a 'self-employment job', not engaging any 'employees' on a continuous basis.
Members of producers' cooperatives	Works as part of a cooperative People working in a cooperative producing goods and services, in a 'self-employment job', not engaging any 'employees' on a continuous basis.

There is a significant difference in the type of employment in which men and women are engaged. Wage and salaried employment is the most common type among men, providing the benefit of a regular source of income. Furthermore, this form of employment is most likely to be accompanied with labour protection mechanisms. On the other hand, own-account and unpaid contributing family workers are considered to be vulnerable forms of employment, as any remuneration is dependent on profits derived from the goods or services produced. However, they may provide the flexibility needed for people who have other responsibilities, such as women undertaking household duties. Recent research from the Asia Foundation found that 71-80% of Timorese men and 83% of women agreed that, "A woman's most important role is to take care of her home and cook for her family."¹⁶

In many countries, including Timor-Leste, women are more likely to occupy vulnerable employment positions. In Timor-Leste only one quarter of women in the labour force (28%) are in wage and salaried (employee) positions, compared to half of men. As outlined in section 3.2, women's lower

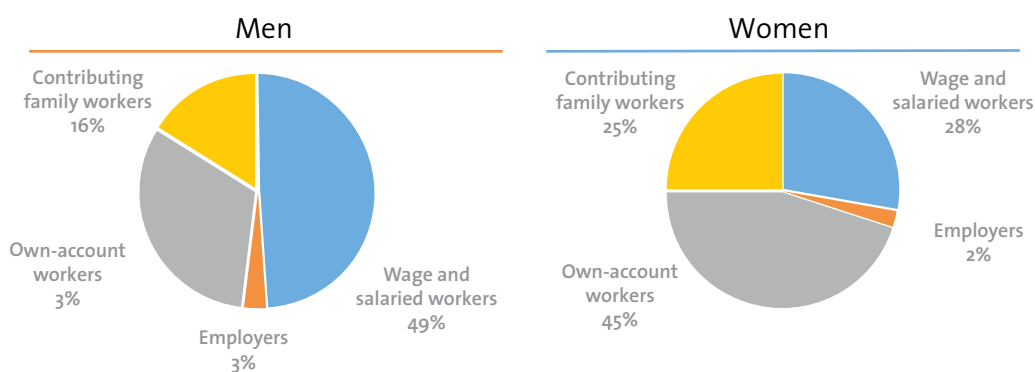
¹⁶ The Asia Foundation. 2016. Understanding Violence Against Women and Children in Timor-Leste: Findings from the Nabilan Baseline Study. The Asia Foundation: Dili. p. 84

labour force participation can be attributed to their engagement in subsistence food production, household activities, pregnancy and childrearing. These explanations are particularly constraining for women's waged employment, which typically requires regular hours for a fixed or indefinite term often incompatible with other commitments such as childcare and food production. There may be other discriminatory factors present, however, further research would be required to identify, quantify and analyse them.

Men are more likely to be in secure wage and salaried employment (49%) compared to women (28%)

Women are instead more likely to be own-account workers (45% of women and 32% of men) or unpaid contributing family workers (25% of women and 16% of men). Few women or men are employers (2% and 3% respectively) and the number of people working as members of producers' cooperatives is too small to be evident in the survey results. Further research would be needed to better understand why women's share of wage employment is so low.

Figure 6: Status in employment, by sex, Timor-Leste, 2013



Source: GDS and SEFPOPE, 2015, Timor-Leste Labour Force Survey 2013, Dili.

4.1 Vulnerable employment

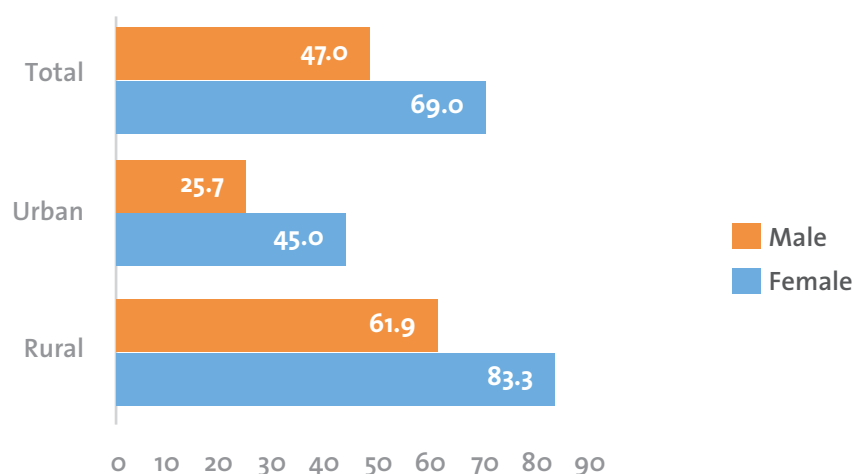
As discussed above, some employment arrangements are less secure than others due to variance in conditions and predictability of income. Timor-Leste's definition of vulnerable employment is in line with the ILO's, which considers own-account workers and contributing family workers (-See Box 3) as the most vulnerable. These workers are more susceptible to the effects of economic cycles (e.g. decreasing demand for the product or service they are offering), and are unlikely to have formal work arrangements or access to social protection mechanisms.

Women are overrepresented in vulnerable forms of employment (69% of employed women compared to 47% of employed men)

The 2013 LFS shows that just over half (55%) of people in the Timorese labour force are in vulnerable employment, with the rate being significantly higher among women (69%) compared to men (47%). The rate has increased since 2010, when, according to adjusted figures, it was 48%¹⁷.

Rural women are most at risk of being in vulnerable employment – 83% of employed rural women, compared to 62% of employed rural men. The lowest rate of vulnerable employment is seen amongst men employed in urban areas (26%).

Figure 7: Vulnerable employment, by location and sex, Timor-Leste 2013



Source: GDS and SEPOPE. 2015. Timor-Leste Labour Force Survey 2013. Dili; GDS and SEPOPE. 2010. Timor-Leste Labour Force Survey 2010. Dili.

¹⁷ SEPOPE and ILO. 2016. Timor-Leste Labour Force Surveys 2010 and 2013 Main Trends Based on Harmonized Data. International Labour Office: Dili.

4.2 Informal employment

In Timor-Leste, as in many developing countries, informal sector activities account for a significant proportion of total employment and income generation. Informal employment is a broader and slightly different measure to vulnerable employment, but there is some overlap between the two categories. For example a salaried employee without a written contract is considered to be in informal employment but not vulnerable. Conversely, an own-account worker with a registered business is considered to be in vulnerable employment, but not in informal. Unlike vulnerable employment, which is based on employment status (e.g. employee, employer, etc.), people in informal employment are:

Women are slightly more likely to be in informal employment (75.6%) than men (70%)

- Employees with no formal relationship to their employer (defined as those who do not get paid sick and annual leave);
- Employers and own-account workers of informal enterprises (defined as all enterprises employing fewer than five workers and not registered according to national legislation); and
- All contributing family workers.

By this definition, there were about 136,500 Timorese (87,200 men and 49,300 women) in informal employment in 2013 (see Table 5). This represents 71.9% of people in employment, with the rate being higher among women (75.6%) compared to men (70%).

Table 5: Number and distribution of informal employment, by type of informal employment and sex, Timor-Leste, 2013

	Number in informal employment			Distribution (%) by type of informal employment		
	Total	Male	Female	Total	Male	Female
Total in informal employment	136,500	87,200	49,300	100.0	100.0	100.0
Wage and salary employees	34,300	29,100	5,100	25.1	33.4	10.4
Employers in informal enterprises	2,500	2,000	500	1.9	2.3	1.1
Own-account workers in informal enterprises	65,900	37,700	28,100	48.2	43.3	57.0
Contributing family workers	33,900	18,300	15,500	24.8	21.0	31.4
Informal employment as % of all employment	71.9	70.0	75.6			

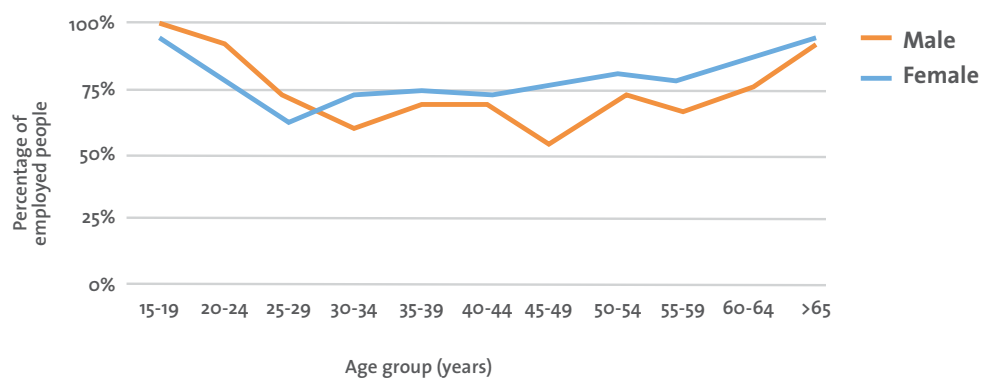
Note: rounding has been applied and therefore totals may not sum.

Source: GDS and SEPOPE. 2015. Timor-Leste Labour Force Survey 2013. Dili.

Being informally employed varies with age (Figure 11). Almost everyone employed aged 15-19 (98% of men and 96% of women), and a significant majority of those aged above 65 (90% of men and 95% of women), are in informal employment. The gender gaps are minimal for all age groups, except in those aged 45-49 where the rate for men falls to 53% but remains close to 80% for women.

Prevalence of informal employment varies between age groups. Nearly all employed people younger than 19 and older than 65 are in informal employment

Figure 8: Percentage (%) of employed in informal employment, by age and sex, Timor-Leste, 2013



Source: GDS and SEPFOPE. 2015. Timor-Leste Labour Force Survey 2013. Dili.

4.3 Wage and salary employment

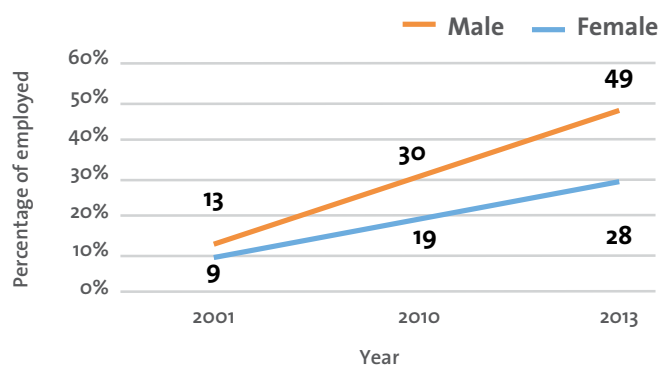
The proportion of people employed in more secure wage and salary paying jobs has increased significantly between 2010-2013. However, men are the main beneficiaries of this increase. Total secure wage employment tripled between 2001 and 2010, from around 10% to 30%¹⁸. According to the 2013 LFS, between 2010 and 2013 there was a further increase in wage earning jobs, with over 41% of employed people being wage and salaried workers. That being said, the proportion of employed men in wage employment increased from 30% in 2010 to 49% in 2013, a 19-percentage point increase. By comparison, only 28% of employed women are in wage employment, up from 19% in 2010, a mere 9-percentage point increase. As the graph below illustrates, the gender gap in wage and salaried employment has been increasing since 2001.

Sharper growth in wage employment for men

¹⁸ Data from 2001 and 2010 are based on original figures for the labour force, and are likely to be higher if adjusted figures are used. Sex-disaggregated adjusted data could not be provided before publication.

Figure 9: Percentage of employed population in wage employment, by sex, Timor-Leste, 2001-2013

Source: GDS. 2001. Timor-Leste Living Standards Survey 2001; GDS and SEPFOPE. 2010. Timor-Leste Labour Force Survey 2010. Dili; GDS and SEPFOPE. 2015. Timor-Leste Labour Force Survey 2013. Dili.



The Millennium Development Goals indicator of ‘women’s share of wage employment in the non-agricultural sector’ provides an internationally comparable measure. Timorese women’s share of wage employment in the non-agriculture sector (i.e. industry and services sectors) was 24% in 2013. The figure reported in the 2010 population and housing census was 32%, although differing methodologies may partly explain this difference. With either figure used, Timorese women are well below the 2015 global average of 41% share in non-agriculture wage employment, and the Southeast Asian average of 39%. In developed economies, women’s average share is 48%, close to equal shares between women and men¹⁹.

The Timor-Leste gender pay gap is 16% (women’s earnings are 84% of men’s)

4.4 Earnings

On average, male employees earn \$553 USD per month compared to \$461 USD earned by female employees. The gender pay gap – a standard indicator to show the relative difference between the earnings of women and men – is 16%, meaning that women earn 84% of what men earn. This is comparable to the gap between male and female median wages seen in the developed economies of the OECD countries²⁰. Analysing the gender pay gap is complex, and factors often influencing the difference include women more likely working part time, and being concentrated in lower paying jobs and sectors. This is linked with competing time priorities for care giving and other unpaid forms of work.

4.5 Occupations

The extent of occupational segregation – where one sex dominates certain types of jobs – can be an indicator of social norms around what is considered appropriate work for men or women. Importantly, monitoring occupational trends can highlight where policy interventions, such as education schemes or employer incentives, are needed to ensure women and men have equal opportunities.

Timor-Leste uses the 2008 International Standard Classification of Occupations (ISCO-o8) as the basis for categorizing the labour force into different occupations or jobs. The largest occupation group for both women and men is skilled agricultural workers, with almost 30,000 women and 44,400 men employed

¹⁹ United Nations. 2015. The Millennium Development Goals Report 2015. New York.

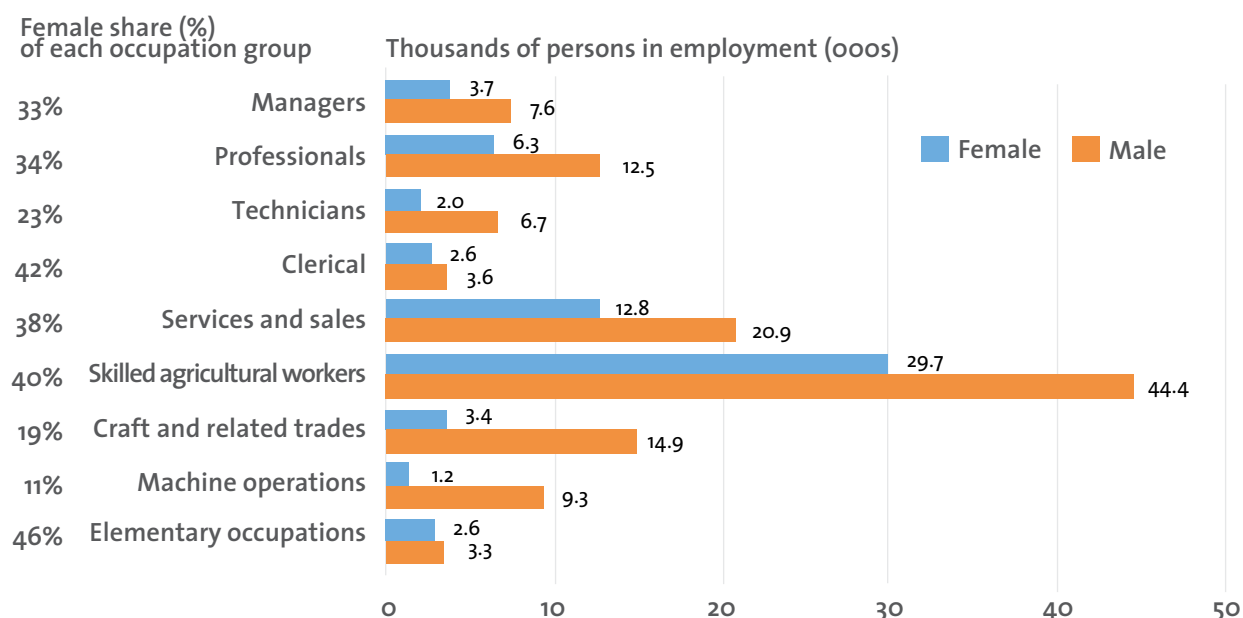
²⁰ Organization for Economic Cooperation and Development (OECD): Gender Wage Gap. <http://www.oecd.org/gender/data/genderwagegap.htm>.

in these types of jobs. Services and sales is the next biggest job category, with almost 21,000 men and nearly 13,000 women employed in those occupations.

All occupation groups are male-dominated e.g. women hold only a one-third share of manager positions

In Figure 10 below, the percentage figures to the left of the graph indicate women's share of each occupation group. All are male-dominated, with women holding a less than 50% share in all categories. The most male-dominated occupations are machine operators, of which only 11% are women. Craft and related trades (19% women) and technicians (23% women) are also highly male-dominated. Women are best represented among elementary occupations²¹ (46%), clerical workers (42%) and skilled agriculture workers. Women also hold a one-third share of management and professional positions.

Figure 10: Number employed in each major occupation group, by sex, Timor-Leste, 2013



Source: GDS and SEFPOPE. 2015. Timor-Leste Labour Force Survey 2013. Dili.

4.6 Industries

Industry gender segregation is also evident in Timor-Leste.²² Men dominate most sectors, particularly construction, where women hold only 3% of the jobs, as well as mining and quarrying, where too few women are employed to produce estimates. Women and men are nearly equally represented in the human health and social work sector (1,800 women and 1,900 men), and close to equal in the wholesale and retail

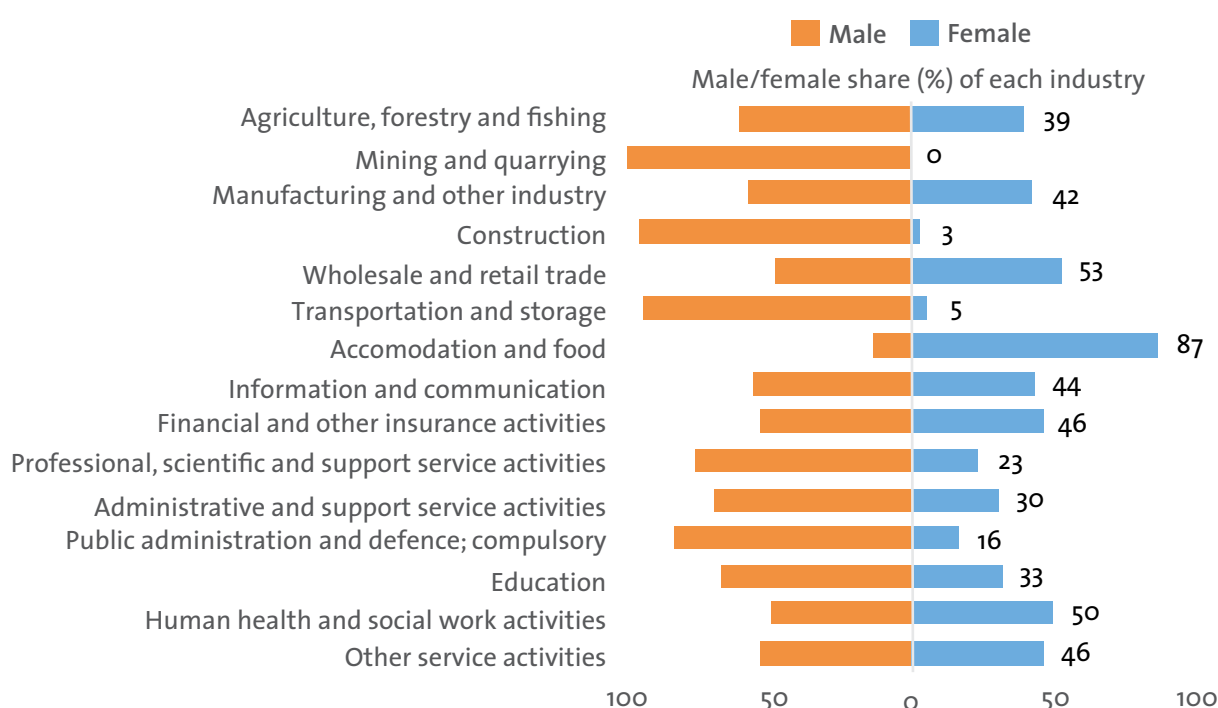
²¹ 'Elementary occupations' is one of ten major groups of occupations as set out in ISCO-o8. Jobs in this group are low skilled and include cleaners, labourers, food preparation assistants, and street vendors.

²² In addition to occupational groups, people in employment are also categorized into different industries based on the International Standard Industry Classification (ISIC Rev 4). Industry groups can be aggregated into three broad categories: agriculture (including forestry and fishing), industry (including mining, manufacturing and construction), and services (including retail trade, education, health, and government administration). Disaggregating these into ten major industry groups better reveals where jobs are concentrated, and where there are gender disparities.

trade sector (8,400 women and 7,500 men). The only female-dominated industry is the accommodation and food sector where 1,100 women and 200 men are estimated to be employed (87% women).

Figure 11: Female versus male share (%) of each major industry group, Timor-Leste, 2013

The hospitality industry is dominated by women, while a minority exists in construction, transportation and public administration



Note: based on original data for 2013.

Source: GDS and SEPOPE, 2015, Timor-Leste Labour Force Survey 2013, Dili.

5. Subsistence food production

As highlighted above, around a quarter of men (27.8%) and women (23.5%) of working age are involved in subsistence foodstuff production. Large family sizes, significant rural populations and the limited market economy result in many people being engaged in own-use production work rather than participating in the labour force. This type of work includes the production of goods for one's own household, such as catching fish and growing vegetables, but also fetching water, collecting firewood, building houses and weaving textiles.

Own-use production also includes services, such as cooking, cleaning, childcare, housing repairs, and gardening, with such activities often referred to as unpaid household work. Nonetheless, only some types of own-use production work – subsistence food production – are measured by the labour force survey. For other forms of work, additional LFS questions, or a dedicated time-use survey would be needed to quantify time dedicated to all forms of own-use production.

Table 6: Number and distribution of subsistence foodstuff producers (aged 15 and above), by labour force participation status and sex, Timor-Leste, 2013

	Total	Share of total population (%)	Men	Share of male population (%)	Women	Share of female population (%)
Total working age population (15+)	696,300	100.0	353,600	100.0	342,700	100.0
Subsistence foodstuff producers	178,900	25.7	98,300	27.8	80,600	23.5
In the labour force	12,300	1.8	8,700	2.5	3,600	1.1
(1) Employed	3,900	0.6	2,100	0.6	1,800	0.5
(2) Unemployed	8,300	1.2	6,500	1.8	1,800	0.5
Not in the labour force	166,600	23.9	89,600	25.3	77,000	22.5

Source: GDS and SEPFOPE. 2015. Timor-Leste Labour Force Survey 2013. Dili.

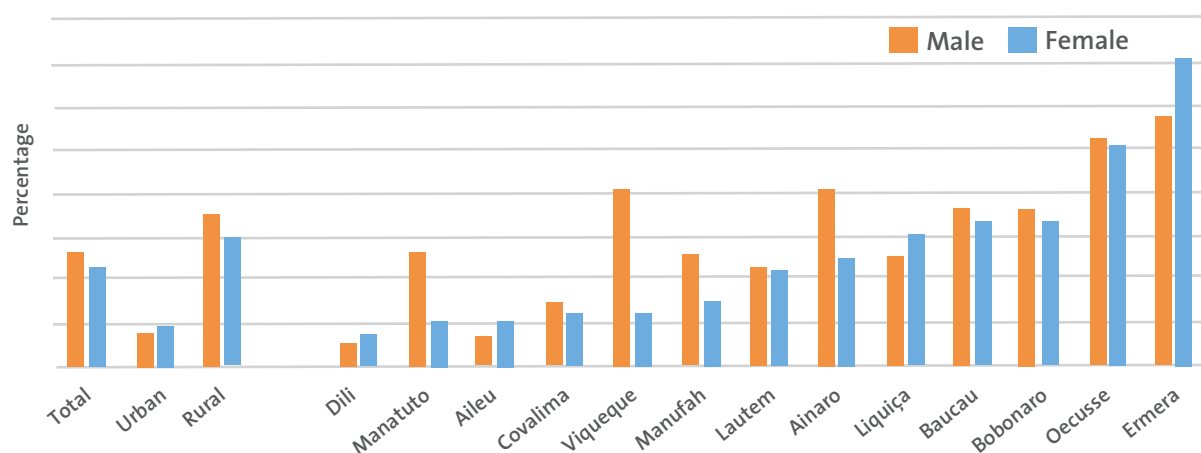
Analysis of trends between 2010 and 2013 shows an increase in labour force participation for both men and women, largely due to a decline in the engagement in subsistence foodstuff production²³. However, it seems that women leaving this form of work may be less likely to join the labour force than the men. For example, the percentage of men engaged in subsistence foodstuff production fell from 33.9% in 2010 to the 27.8% in 2013 seen above, corresponding to a 6.1 percentage point decline and close to the 6.4 percentage increase in men's labour force participation. However, for women, engagement in subsistence foodstuff production also fell – from 31.7% in 2010 to 23.5% in 2013, a decline of 8.2 percentage points – but their labour force participation only went up by 6.8 percentage points during the same period. This is likely due to barriers created by family responsibilities and the persistence of gender stereotypes regarding work.

Being outside the labour force and engaged in subsistence production is far more common in rural areas compared to urban. This is the case for 34% of rural men and 29% of rural women, compared to only 7% of urban men and 8% of urban women. Subsistence food production also varies between municipalities (see Figure 12). It occupies more than half (57%) of the male and more than 70% of the female working age population in Ermera. Subsistence foodstuff production is also the dominant activity in Oecusse (52% of men and 50% of women). Fewer people in the municipalities of Dili, Manatuto, Aileu and Covalima are involved in this type of work.

There are significant gender gaps in Viqueque, Manatuto, Ainaro, and Manufahi municipalities, where far more men than women are producing food for their own household's consumption. Only in Liquica and Ermera are there greater percentages of women than men undertaking subsistence foodstuff production work.

²³ SEPFOPE and ILO. 2016. Timor-Leste Labour Force Surveys 2010 and 2013 Main Trends Based on Harmonized Data. International Labour Office: Dili.

Figure 12: Percentage (%) of working age population engaged in subsistence foodstuff production (and not in labour force), by urban/rural, sex and municipality, Timor-Leste, 2013

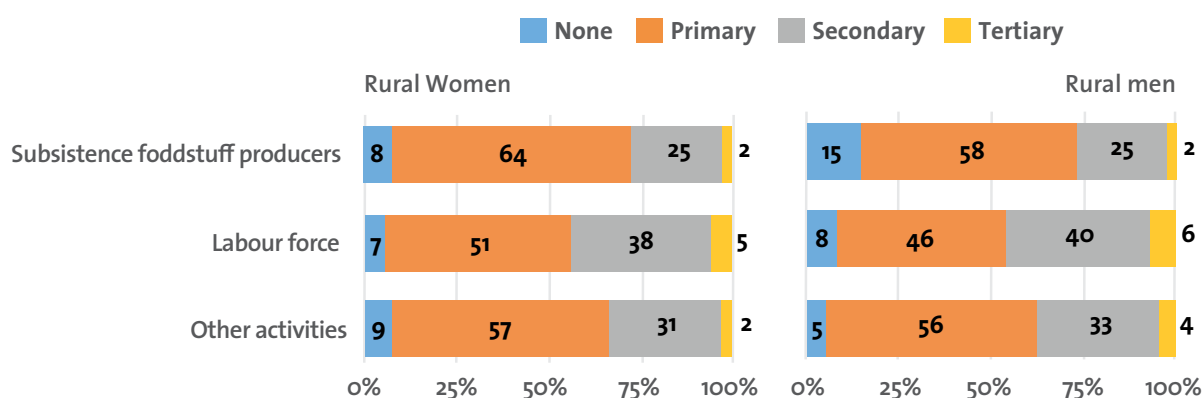


Source: GDS and SEPFOPE. 2015. Timor-Leste Labour Force Survey 2013. Dili.

The education attainment level of women and men doing subsistence foodstuff production is noticeably lower than the rest of the working age population. Based on the rural population only, where the majority of food producers reside, 72% of women and 73% of men working on subsistence food production have a low level of education (primary school or lower). Rural residents in the labour force, however, are better educated with 58% of women and 54% of men being of low education. For those performing 'other activities', such as family responsibilities or being in school or training, 66% of women and 63% of men have a low level of education. Notably, rates of educational attainment are nearly the same across both sexes.

Male and female subsistence foodstuff producers have similar levels of low education (72% and 73% respectively have a primary school-education or lower)

Figure 13: Highest education attainment of rural population by different forms of work, Timor-Leste, 2013



Note: primary = Pre-primary, primary or pre-secondary education; secondary = secondary, technical secondary or vocational courses; and tertiary = polytechnic/diploma or university education. Those engaged in 'other activities' are the working age population not participating in the labour force and not working on subsistence foodstuff production.

Source: GDS and SEPFOPE. 2015. Timor-Leste Labour Force Survey 2013. Dili.

6. Vulnerable groups

There are several populations particularly vulnerable to hardship and where targeted policies and programs are needed to achieve equitable outcomes. These include rural women, youth (aged 15-24 years), children (aged 0-14), and people with disability. The 2013 LFS allows for some gender-focused analysis of all these groups except people with disability, as no questions to ascertain disability status are included in the survey. Analysis pertaining to rural women has been highlighted throughout the report where relevant.

22% of men and 27% of women aged between 15-24 are neither in education nor employment

6.1 Youth

Young people are particularly susceptible to unemployment as they typically have less work experience than others competing for the same jobs simply due to their age. A useful measure of youth vulnerability for policymakers is the percentage of youth aged 15-24 who are not attending any school or training and are not employed (NEET rate). Overall, 22% of young men and 27% of young women are in this situation.

As Figure 14 shows, the NEET rate varies widely between municipalities. However, in all municipalities except Baucau and Manufahi, where rates are similar, the rate for young women is higher than it is for men, thereby indicating greater vulnerability. The data show that women are more likely to be neither studying nor working. This may be a result of gender-based expectations that limit opportunities for women. For example, women might be encouraged or coerced by family/community to drop out of school and get married, where community expectations restrict them to serving as the main caregivers for children. Typically, parents are not expected to share this duty. The high NEET rate for young women in Bobonaro, Manatuto, Viqueque and Oecusse may also be due to greater prevalence of early pregnancies compared to women in other municipalities.²⁴

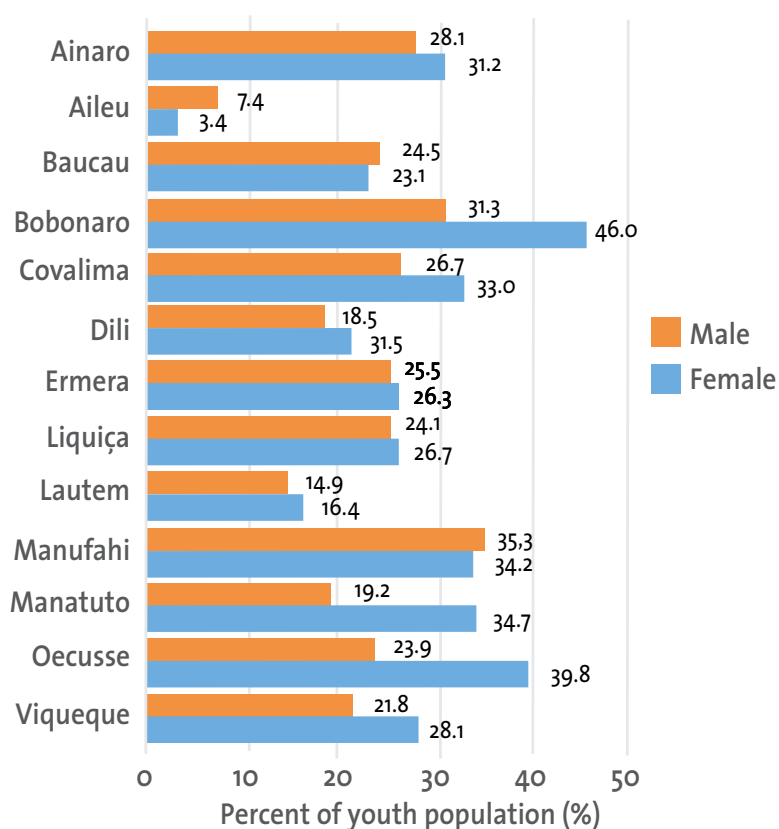


Figure 14: Percentage of youth not in education, training or employment (NEET), by sex and district, Timor-Leste, 2013

Source: GDS and SEPFOP. 2015. Timor-Leste Labour Force Survey 2013. Dili.

²⁴ General Directorate for Statistics (GDS) and ICF Macro. 2010. Timor-Leste Demographic and Health Survey 2009–10. Dili. p. 57–58.

6.2 Children

Although the LFS is focused mainly on those aged 15 and above, it does gather some data on the work habits of children aged 10-14. While limited, this data shows very few gendered aspects related to children regarding labour force participation. Of the 73,400 boys and 68,800 girls aged 10-14 in Timor-Leste in 2013, an estimated 1.4%

Of children aged 10-14 working for pay or profit, 37% of boys and 23% of girls were not in school

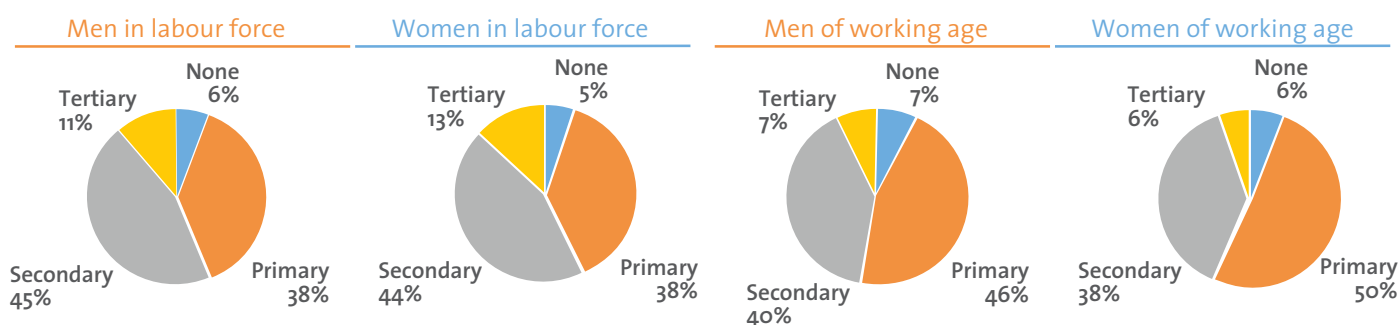
of boys and 1.8% of girls were employed. There was also a reasonable proportion involved in subsistence foodstuff production work (7.7% of boys aged 10-14 and 7.4% of girls). Yet, of the children working for pay or profit, over a third of the boys (37%) and 23% of the girls were not in school. Those working on subsistence food production were mainly still in school, with 13% of the boys and 8% of the girls no longer attending. One can find additional information in the 2013 LFS summary report regarding the definitions of child labour, and how many of these working children fall into that category.

7. Education, skills and employment outcomes

7.1 Low gender gap – highest level of education attainment

The gender gap in the highest level of education completed by women and men in the labour force is relatively small. Close to half of people employed and unemployed have a secondary education (45% of men and 44% of women) and a reasonable percentage (11% of men and 13% of women) have some level of tertiary studies (see Figure 15). As the graphs below show, the education level of people in the labour force is higher than the general population of working age. This indicates employers value educational attainment when recruiting and maintaining staff. That said, more than half of employed men (53%) and women (56%) have a low education (primary school or less).

Figure 15: Highest level of education attained by those in the labour force compared to the total working age population (15 and above), by sex and level of education, Timor-Leste, 2013



Note: Primary education refers to pre-primary, primary or pre-secondary; Secondary education includes secondary, technical secondary, or vocational course; Tertiary includes polytechnic/ diploma or university.

Source: GDS and SEFPOPE, 2015, Timor-Leste Labour Force Survey 2013, Dili.

7.2 Small gender gap – high skill level jobs

According to the ILO International Standard Classification of Occupation (ISCO), jobs can be classified into four different skill levels. The ISCO also outlines nine major occupation groups, and each group is allocated a skill level of 1-4. For example, major occupation group 2 (professionals, such as lawyers and accountants) are allocated the highest skill level of 4. Major group 9 (elementary occupations, such as cleaners) are allocated a skill-level of 1.²⁵

There is only a small gender gap in high-skill jobs. Only 3% more men than women are in this job category

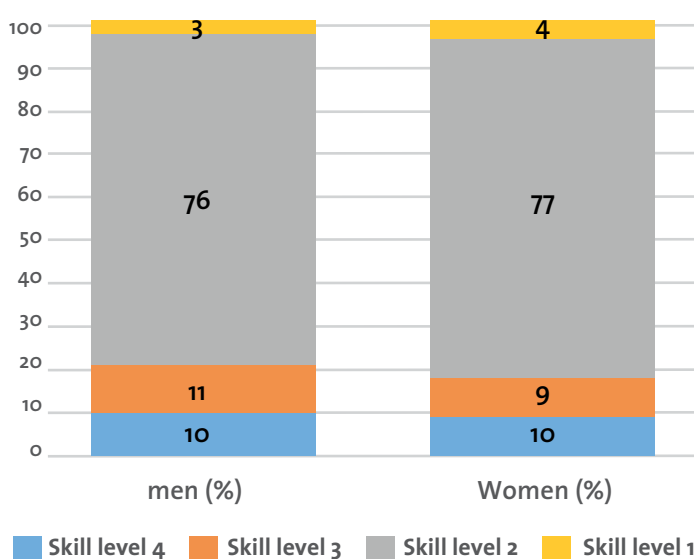
Excluding those in the occupation group ‘armed forces’, 126,000 employed men and 65,000 employed women belong to occupational groups with allocated skill levels. This reveals that in 2013, the vast majority of jobs in Timor-Leste required a low skill level (either 1 or 2), with 79% of such jobs held by men and 81% held by women (see Figure 16). There are no significant gender gaps in the skill level of jobs held by men compared to women. However, a slightly higher proportion of men hold the highest skilled jobs (level 3 and 4) with 21% of men at this level, compared to 19% of women.

Figure 16: Skill level of occupations of people in labour force, by sex, Timor-Leste, 2013

Note: Skill level 1 (lowest) is allocated to all occupations in major group 9 (elementary occupations); skill level 2 is allocated to major groups 4 (clerical support workers), 5 (services and sales workers), 6 (skilled agricultural, forestry and fishery workers), 7 (craft and related trades workers), and 8 (plant and machine operators and assemblers); skill level 3 is allocated to major group 1 (managers), and 3 (technicians and associate professionals); and skill level 4 (highest) is allocated to major group 2 (professionals).

The analysis in this section is based on original LFS data, that is, before reprocessing was done to harmonize the 2010 and 2013 survey results. As that reprocessing involved recoding occupations, including reclassifying a large proportion of skilled agricultural workers to instead be ‘elementary occupations’ (lower skill level), this would impact the findings in this section. Sex-disaggregated data are not available at the time of publication so this analysis cannot be revised at this stage

Source: GDS and SEFPOPE. 2015. Timor-Leste Labour Force Survey 2013. Dili.



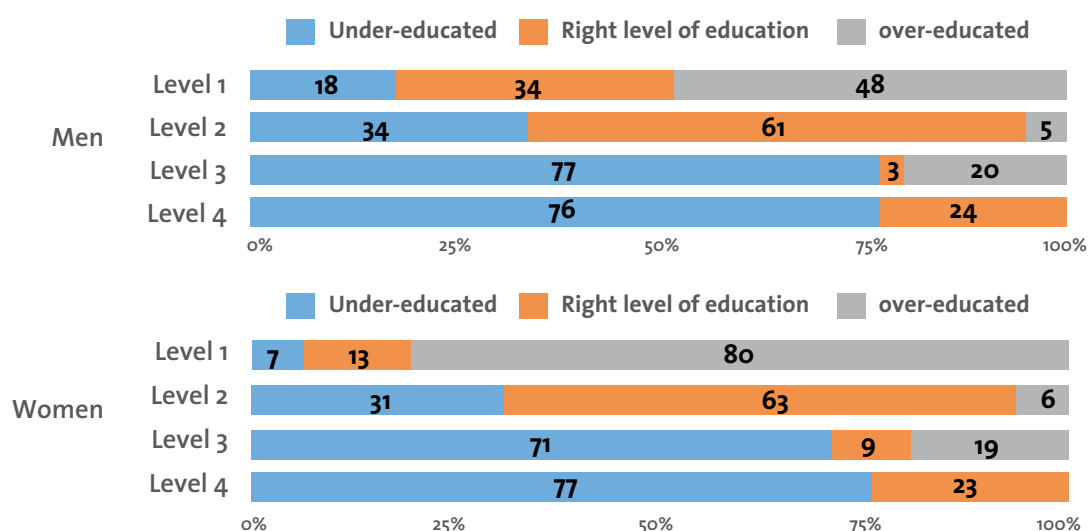
7.3 Gender disparity - job-skill and education level mismatch

By comparing the required skill level of an occupation with the education level of those employed in it, one can determine if individuals are either under-educated, have an education match, or are over-educated. Figure 17 shows these three scenarios for each job skill level for men and women.

In low skill jobs, 80% of women are over-educated, compared to 48% of men

²⁵ International Labour Organization, International Standard Classification of Occupations 2012.

Figure 17: Job skill and education level mismatch, by sex, Timor-Leste, 2013



In Timor-Leste, many people in employment lack the level of education that is likely to be required for the skill level of their job. As shown in Figure 17, more than three quarters of men (76%) and women (77%) working in highly skilled jobs (level 4) are under-educated for that job. Conversely, there is a major gender disparity in terms of over-education in low skilled jobs (level 1), with 80% of women who hold these jobs being over-educated, compared to 48% of men. This can suggest employers are more willing to recruit over-educated women than men for low skill level work, and/or that women are less likely to be promoted to higher skill level jobs that match their education level.

Note: Skill level 1 (lowest) is allocated to all occupations in major group 9 (elementary occupations); skill level 2 is allocated to major groups 4 (clerical support workers), 5 (services and sales workers), 6 (skilled agricultural, forestry and fishery workers), 7 (craft and related trades workers), and 8 (plant and machine operators and assemblers); skill level 3 is allocated to major group 1 (managers), and 3 (technicians and associate professionals); and skill level 4 (highest) is allocated to major group 2 (professionals). Based on original data for 2013.

Source: GDS and SEPFOP. 2015. Timor-Leste Labour Force Survey 2013. Dili.

8. Commitments and recommendations

In December 2015, a validation workshop was held with SEM and SEPFOPE on the results of this gender analysis. During the workshop the following commitments were made:

- a) **Senior managers** of SEPFOPE and SEM will make more use of official statistics for the development and monitoring of gender-sensitive policies and programmes.
- b) **Further training** will take place on interpretation and use of official labour statistics for evidenced based policy and programme development.
- c) **Specific programmes** are to be developed focusing on women's economic empowerment.
- d) **An increased gender focus** will be mainstreamed throughout existing SEPFOPE initiatives.

Technical recommendations based on the results of this LFS gender analysis are:

- a) **Develop a national glossary of terms** on labour market concepts to improve inter-ministerial consistency in interpretation and use of pertinent terminology. This should include an official translation between Tetun and English. A glossary would also allow the matching of common policy language with the standards of measuring corresponding concepts in official statistics.
- b) **Use the results of this analysis** for advocacy focused on employment and labour force gender disparities. Advocacy to government should include integrating gender results into the next round of annual ministerial action planning.
- c) **Conduct further research** regarding gender and work, with the goal of identifying optimal methods for boosting women's labour force participation in Timor-Leste.
- d) The General Directorate of Statistics to consider specialist time-use mapping surveys and/or add-on modules to the next Labour Force Survey to **collect detailed data on own-use production of goods and services, unpaid domestic work, unpaid trainee work and volunteer work.**

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