

# Women and the World of Work in Timor-Leste



## GENDERED LABOUR MARKETS ARE STILL AT PLAY:

In 2023, less women than men were in labour force



Source: World Bank Gender Data Portal.

In 2022, more women than men were in **vulnerable employment**



Source: World Bank Gender Data Portal.

In 2021, more women than men were in **informal employment**



Source: ILOSTAT.

With a **global gender gap index** of

**70%**

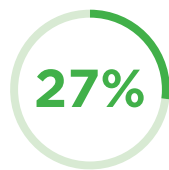
Timor-Leste ranked

**86<sup>th</sup>**

out of 146 countries.

Source: World Economic Forum, Global Gender Gap Index 2024 edition.

In 2021, **firms with female participation in ownership** were



Source: World Bank Gender Data Portal.

**Average hourly earnings** (PPP USD) in 2021



## TO SUPPORT WOMEN TO THRIVE AND SAFEGUARD THEIR ECONOMIC RIGHTS, GENDER-TRANSFORMATIVE ACTIONS NEED TO ADDRESS:

### Women's decision-making power

In 2022, women had

**23%** of **managerial** positions

Source: SDG Global Database.

**22%** of **senior and middle management** positions



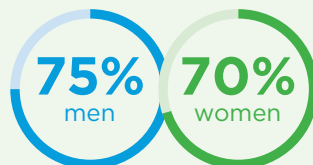
### Ownership of productive resources

**87%** Women  
**92%** Men



owned a **house** in 2016

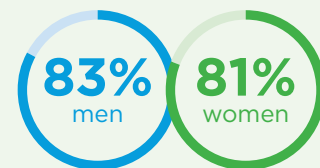
Source: World Bank Gender Data Portal.



owned **land** in 2016

Source: World Bank Gender Data Portal.

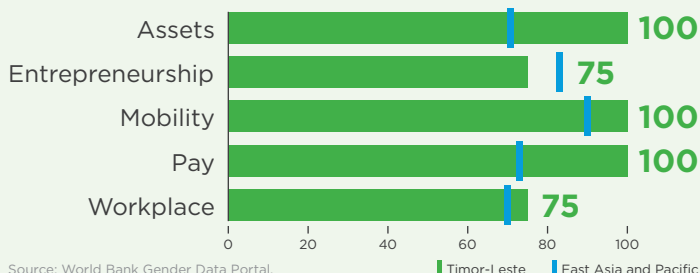
In 2016, less women than men had **ownership** or **secure rights over agricultural lands**



Source: SDG Global Database.

### Gender-blind systems

Women, Business and the Law Index scores, in 2023



As of 2023, **NO** law prohibited **discrimination in access to credit** based on gender

Source: World Bank Gender Data Portal.



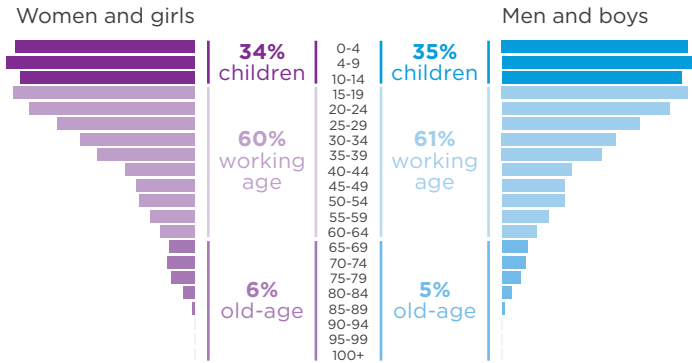
As of 2018, there were **NO fully established systems** to monitor and allocate resources for **gender equality** and **women's empowerment**

Source: SDG Global Database.

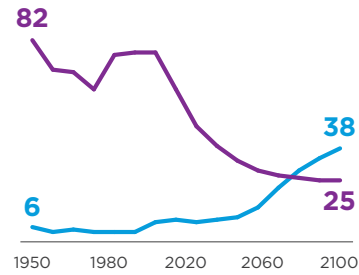
# Transforming Care Systems in Timor-Leste



## POPULATION STRUCTURE SHAPES THE DEMAND FOR CARE SERVICES



Source: UN DESA, Population Division, World Population Prospects 2024.



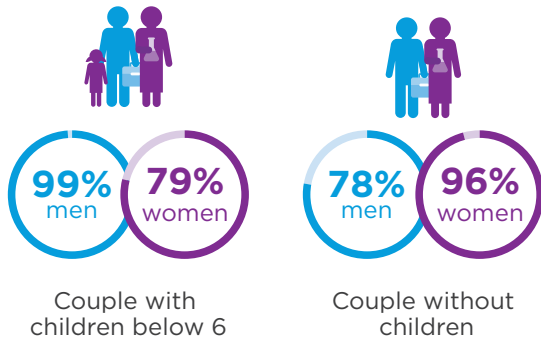
Source: UN DESA, Population Division, World Population Prospects 2024.

Demographic shifts present challenges and opportunities. While rising demands for unpaid care may hinder women's economic empowerment, they create potential for job creation.

## TO UNLEASH THE POWER OF GENDER-RESPONSIVE ECONOMIES, INVESTMENTS NEED TO:

### Tackle inequality of opportunities in the labour market

In 2016, prime-age (25-54 years) employment-to-population ratio was



Source: UN DESA Gender Data Hub.

**43%** **36%**

Women Men  
worked **part-time** in 2021

Source: UN DESA Gender Data Hub.

**29%** **29%**

Women Men  
aged 15 to 24 were **not in education, employment or training** in 2022

Source: SDG Global Database.

### Expand care services and create decent care jobs



Source: Authors' elaboration based on ILOSTAT data.



Source: ILOSTAT.

## CARE-ENABLING AND GENDER-EQUALIZING ACTIONS NEED TO ADDRESS:

### Discriminatory social norms

In 2016, among women aged 20-24 years

**15%** were married or in a union **before age 18**

**3%** **before age 15**

Source: SDG Global Database.



### Disproportionate unpaid care gaps

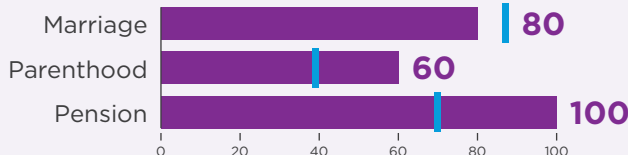
In 2016, among children aged 5-17 years

Source: SDG Global Database.



### Gender-blind systems

Women, Business and the Law Index scores, in 2023



Source: World Bank Gender Data Portal.

In 2023, workers were entitled to



Source: World Bank Gender Data Portal.