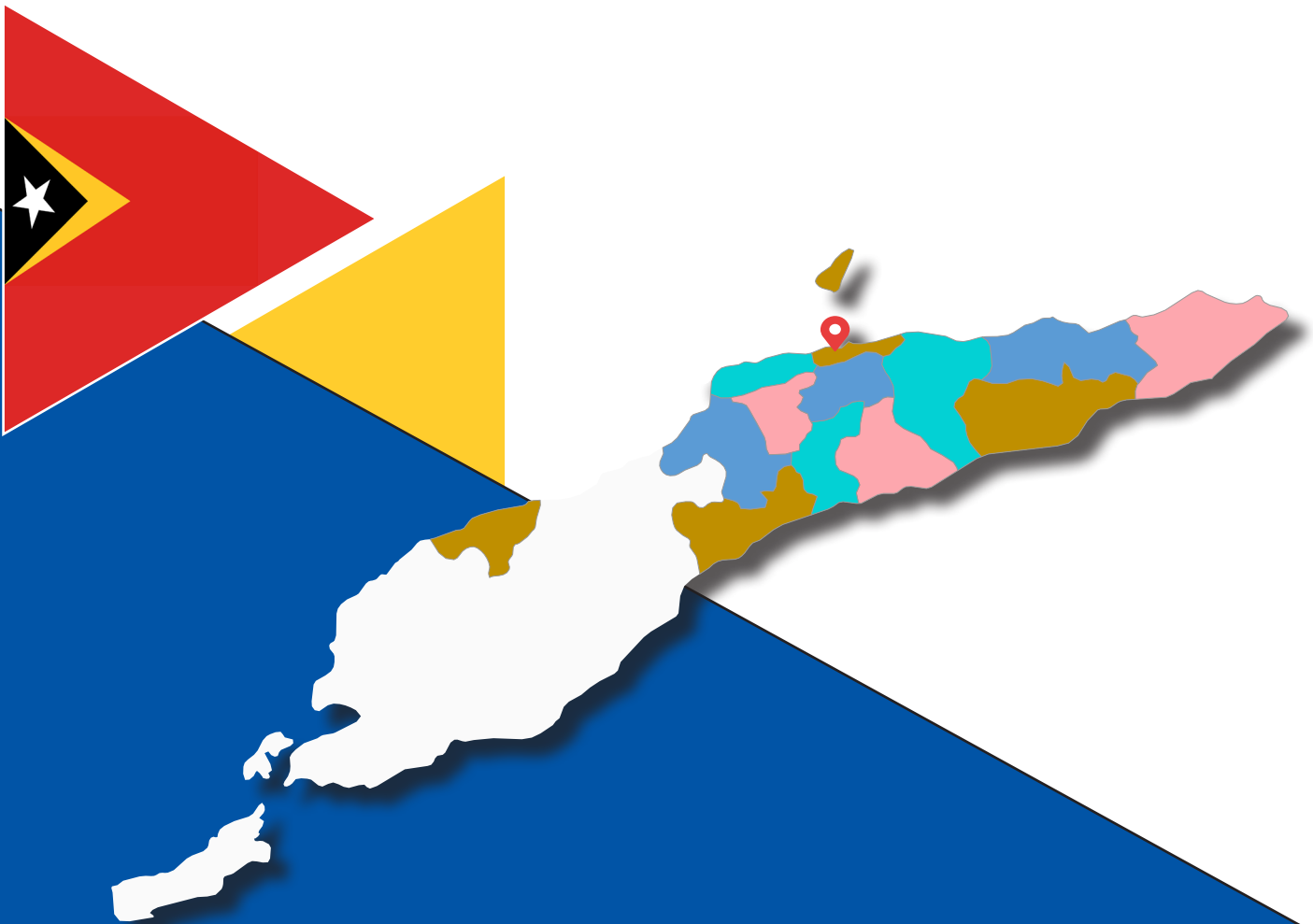




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Timor-Leste Labour Force Survey 2021 Report



International
Labour
Organization

Timor-Leste Labour Force Survey 2021 Report

September 2022

► Foreword

The Labour Force Survey (LFS) 2021 in Timor-Leste provides robust data to present a comprehensive picture of the Timor-Leste labour market. This LFS report analyses various labour market indicators and provides detailed information disaggregated by sex, age and region on the economic characteristics of the working-age population – including employment, wages and earnings, hours of work, labour underutilization, and economic inactivity. This LFS is an essential tool to inform a wide range of national economic and social policies, including the response and recovery from the COVID-19 pandemic, and to support evidence-based policy and programme formulation and monitoring.

The LFS 2021 is the third full stand-alone LFS carried out in Timor-Leste since the country's independence in 2002. The first LFS was conducted in 2010 and the second was conducted in 2013. In 2016 a mini labour force analysis was produced with data generated from the 2016 child labour survey. The LFS 2021 was conducted by the General Directorate of Statistics (GDS), Ministry of Finance, in close collaboration with the Secretariat of State for Vocational Training and Employment (SEFOPE).

The survey is based on a sample of 7,275 households, which have been randomly selected to be representative of the Timor-Leste population. The concepts and definitions used in this report are aligned with international guidelines on official statistics recommended by the International Labour Organization (ILO). In the current context of the COVID-19 pandemic, the report also provides insights on the impact of the pandemic on the Timor-Leste labour market.

We would like to offer our sincere gratitude to all of those who were involved in the development of this report. The staff of GDS, Ministry of Finance and SEFOPE in compiling the data presented in this report. We acknowledge the financial and technical assistance from the ILO in the data processing, analysis and production of this report. Finally, I am grateful to the households that participated in the survey and provided invaluable information.



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Acronyms and Abbreviations

COVID-19	Coronavirus Disease 2019
EPR	Employment to Population Ratio
GDP	Gross Domestic Product
GDS	General Directorate of Statistics
ICLS	International Conference of Labour Statisticians
ICSE-93	Revision of the International Classification of Status in Employment 1993
ILO	International Labour Organization
ISCO-08	International Standard Classification of Occupations 2008
ISIC Rev.4	International Standard Industrial Classification of All Economic Activities Revision 4
KILM	Key Indicators of Labour Market
LFS	Labour Force Survey
LFPR	Labour Force Participation Rate
LU	Labour Underutilization
SDGs	Sustainable Development Goals
SEFOPE	Secretariat of State for Vocational Training and Employment
WAP	Working-age Population

▶ 1. Executive summary

The 2021 Timor-Leste Labour Force Survey (LFS) was conducted by the General Directorate of Statistics (GDS), Ministry of Finance. The main objective of the LFS was to collect, analyze and disseminate statistical information on the labour force in order to support evidence-based policy and programme formulation and monitoring. Specifically, the LFS provides detailed information disaggregated by sex, age and region on the economic characteristics of the working-age population, including employment, wages and earnings, hours of work, labour underutilization, and economic inactivity.

The LFS 2021 is the third full stand-alone LFS carried out in Timor-Leste since the country's independence in 2002. The first LFS was conducted in 2010 and the second was conducted in 2013. In 2016 a mini labour force analysis was produced with data generated from the 2016 child labour survey. The LFS 2021 was carried out by GDS, in close collaboration with the Secretariat of State for Vocational Training and Employment (SEFOPE), and data collection was conducted for about two months from October to November 2021, covering a representative sample of 7,275 households.

Table 1 presents key figures extrapolated from the Timor-Leste LFS 2021.

▶ **Table 1. Key indicators by sex, Timor-Leste, 2021**

	Male	Female	Total
Working-age population, aged 15+ years (000)	403.6	405.8	809.3
Labour force (000)	148.9	98.1	247.0
Employment (000)	142.0	92.3	234.3
Unemployment (000)	6.8	5.8	12.7
Outside labour force (000)	254.7	307.7	562.4
Of which: Subsistence foodstuff producers (000)	75.9	86.4	162.4
Manufacturing employment as a proportion of total employment (%)	5.3	8.4	6.5
Labour force participation rate (%)	36.9	24.2	30.5
Unemployment rate (%)	4.6	5.9	5.1

	Male	Female	Total
By age			
15-24	7.4	12.4	9.6
25-64	4.5	5.2	4.7
65+1.4	3.5	2.3	
By disability status			
Without any disability	4.5	6.0	5.1
With disability	27.8	3.1	19.6
Composite rate of labour underutilization (%)	25.8	33.3	28.9
Informal employment rate (%)	75.3	80.4	77.3
Average monthly wage (US\$)	252	236	248

Source: Timor-Leste Labour Force Survey 2021.

1.1 Working-age population and Labour force

The results of the Labour Force Survey in 2021 estimated that in Timor-Leste, the total population amounted 1.3 million with 668.3 thousand men and 618.4 thousand women. People of working-age amounted to 809.3 thousand, representing for 62.9 per cent of total population. There were slightly more women (405.8 thousand) compared to men (403.6 thousand) of working-age. Young persons aged 15-24 years and elderly persons aged 65 years and above accounted respectively for 271.2 thousand (33.5 per cent) and 65.1 thousand (8 per cent) of the total working-age population.

The labour force totalled 247 thousand, comprising of 98.1 thousand women and 148.9 thousand men that were either employed or unemployed. Overall, the labour force participation rate was 30.5 per cent, with a sharp disparity by sex. The labour force participation rate for women (24.2 per cent) lagged that for men (36.9 per cent) by 12.7 percentage points. By region, the labour force participation rate at 26.3 per cent was the lowest in Region 2 and highest at 42.1 per cent in Region 4. In addition to Region 2, Region 1 (27.6 per cent) and Region 3 (29 per cent) also had a labour force participation rate below the national average.

1.2 Employment and wages

Employment in 2021 amounted to 234.3 thousand, comprising of 142 thousand men and 92.3 thousand women. By region, Region 3 employed the largest concentration of workers (97.5 thousand), followed by Region 4 (53.1 thousand) and Region 1 (49.2 thousand).

By sector of economic activities, around three-fifth (59.1 per cent) of total employment were based in the service sector, whereas agriculture and industry accounted for only 26.9 per cent and 13.5 per cent, respectively. Men were more likely to be hired in the industry sector than women (16.5 per cent compared to 8.7 per cent, respectively), whereas women's employment in agriculture was relatively higher than male agricultural employment (31 per cent compared to 24.2 per cent, respectively). The shares of working men and women in the service sector were similar, both around 59 per cent.

Almost half (48.3 per cent) of total employment was classified as wage employment, while 50.3 per cent was self-employment as either an own-account worker or a contributing family worker. Women compared to men were more likely to be self-employed and less likely to be in wage employment, indicating stark gender inequalities to the detriment of women in accessing more secure and stable employment as wage earners.

Informal employment accounted for 77.3 per cent of all employment. The informal employment rate was distinctly higher for working women (80.4 per cent) compared to working men (75.3 per cent). Likewise, the share of informal employment in three of the five regions exceeded the national average: Region 1 (78.5 per cent), Region 2 (78.3 per cent) and Region 4 (84.9 per cent).

Average wages of salaried employees in Timor-Leste in 2021 was US\$252 per month. A gender pay gap is prevalent, with women (US\$240) earning on average around 6.6 per cent less than men (US\$257) overall.

1.3 Labour underutilization

Labour underutilization – which encompasses persons in time-related underemployment, unemployment and the potential labour force – totalled 94.9 thousand in 2021. The composite labour underutilization rate¹ was 28.9 per cent overall, albeit higher for women (33.3 per cent) than for men (25.8 per cent). Three of the five regions recorded a composite labour underutilization rate that exceeded the national average, namely Region 2 (39.1 per cent), Region 3 (34 per cent) and Region 5 (43.9 per cent).

The results of the LFS show that unemployment in 2021 totalled 12.7 thousand, reflecting a general unemployment rate of 5.1 per cent. However, Unemployment rate of female jobseekers (5.9 per cent) is sharply higher than that of their male counterparts (4.6 per cent).

For young people aged 15-24 years, the unemployment rate was significantly higher at 9.6 per cent compared to unemployment of 4.7 per cent among adults aged 25-64 years and 2.3 per cent for elderly adults aged 65 years and above. Furthermore, the gender gap in the youth unemployment rate was sizeable at 5.1 percentage points to the disadvantage of young women, suggesting their disproportionate challenges in finding employment in the labour market.

By region, the unemployment rate at 9 per cent was demonstrably highest in Region 3, followed by 6.7 per cent in Region 2. On the other hand, the unemployment rate was merely 0.6 per cent in Region 1 and 1.4 per cent in Region 4.

Compared to results from the LFS conducted in 2013, the number of unemployed persons decreased by 10.7 thousand (from 23.4 thousand in 2013), a decline of nearly 46 per cent. This trend took place despite the labour force participation rate remaining the same, and the labour force increasing by 33.8 thousand persons. However, one can observe an even bigger increase in the population outside the labour force by 79.3 thousand (562.4 thousand in 2021 against 483.1 thousand in 2013). Such considerable expansion in the population outside the labour force, along with an increase in employment by 44.5 thousand persons, may explain the lower unemployment figure compared to the level in 2013.

¹ Composite labour underutilization = [(Time-related underemployment + Unemployment + Potential labour force) / (Labour force + Potential labour force)] *100

1.4 Subsistence production work as main job

Subsistence production as the main work refers to people of working-age who were subsistence production worker and were not in employment, i.e. whose main current activity is in own-use production. In Timor-Leste, people with subsistence production as the main work were estimated at 439.8 thousand, with significantly more women (273.4 thousand) than men (166.4 thousand). Young people aged 15-24 years with subsistence production as the main work totalled 179.2 thousand, representing 66.1 per cent of people of this age group. This share is higher than that of adults aged 25-64 years (47.7 per cent) and elderly adults aged 65 years and above (54.1 per cent). People in rural areas compared to urban areas were more likely to carry out subsistence production as the main work (61.2 per cent compared to 43.9 per cent, respectively).

► **Table 2. Selected indicators of the labour force by sex, Timor-Leste, 2021**

	Male	Female	Total
Working-age population, aged 15+ years (000)	403.6	405.8	809.3
Labour force (000)	148.9	98.1	247.0
<i>By education (% distribution)</i>			
Less than primary or none	28.9	33.4	30.7
Completed primary	17.1	19.7	18.1
Completed secondary	36.9	30.3	34.3
Tertiary (first stage or completed)	17.0	16.5	16.8
Level not stated	0.0	0.1	0.0
Labour force participation rate (%)	36.9	24.2	30.5
Employment (000)	142.0	92.3	234.3
<i>By economic activity (% distribution)</i>			
Agriculture, forestry and fishery	24.2	31.0	26.9
Industry	16.5	8.7	13.5
Services	59.0	59.3	59.1
Economic activity not classified	0.3	1.0	0.5
<i>By status in employment (% distribution)</i>			
Employees	59.2	31.5	48.3
Employers	1.4	0.7	1.1
Own-account workers	26.6	48.0	35.1
Contributing family workers	12.7	19.2	15.3
Workers not classifiable by status	0.2	0.6	0.3
Share of informal employment (%)	75.3	80.4	77.3
Labour underutilization (000)	48.9	46.0	94.9
Time-related underemployment	1.1	0.2	1.3
Unemployment	6.8	5.8	12.7
Potential labour force	40.9	40.0	80.9

	Male	Female	Total
Labour underutilization rate (%)	25.8	33.3	28.9
Time-related underemployment rate	0.8	0.2	0.6
Unemployment rate	4.6	5.9	5.1
Potential labour force rate	21.6	28.9	24.7
Subsistence production as main work (000)	166.4	273.4	439.8

Source: Timor-Leste Labour Force Survey 2021.

► **Table 3. Selected indicators of the labour force by regions, Timor-Leste, 2021**

	Region 1	Region 2	Region 3	Region 4	Region 5	Total
Working-age population, aged 15+ years (000)	179.5	98.1	369.4	127.8	34.6	809.3
Labour force (000)	49.5	25.8	107.2	53.8	10.7	247.0
<i>By education (% distribution)</i>						
Less than primary or none	31.7	24.8	25.5	43.0	31.1	30.7
Completed primary	18.2	23.6	15.3	20.2	23.1	18.1
Completed secondary	38.1	33.7	37.3	26.1	29.7	34.3
Tertiary (first stage or completed)	12.0	17.8	21.9	10.8	15.5	16.8
Level not stated	0.0	0.2	0.0	0.0	0.6	0.0
Labour force participation rate (%)	27.6	26.3	29.0	42.1	31.1	30.5
Employment (000)	49.2	24.1	97.5	53.1	10.5	234.3
<i>By economic activity (% distribution)</i>						
Agriculture, forestry and fishery	27.0	22.2	13.2	54.2	25.4	26.9
Industry	17.8	18.7	11.5	9.5	19.0	13.5
Services	53.6	59.1	74.9	36.0	55.2	59.1
Economic activity not classified	1.5	0.0	0.3	0.3	0.3	0.5
<i>By status in employment (% distribution)</i>						
Employees	42.7	50.2	60.4	29.9	50.2	48.3
Employers	1.5	1.5	0.5	1.4	1.7	1.1
Own-account workers	47.5	35.4	32.8	25.8	43.4	35.1
Contributing family workers	7.0	12.9	6.2	42.9	4.7	15.3
Workers not classifiable by status	1.3	0.0	0.1	0.0	0.0	0.3
Share of informal employment (%)	78.5	78.3	73.1	84.9	70.3	77.3
Labour underutilization (000)	9.6	15.4	50.0	11.7	8.2	94.9
Time-related underemployment	0.3	0.1	0.6	0.3	0.1	1.3
Unemployment	0.3	1.7	9.6	0.7	0.3	12.7
Potential labour force	9.0	13.6	39.8	10.7	7.8	80.9

	Region 1	Region 2	Region 3	Region 4	Region 5	Total
Labour underutilization rate (%)	16.3	39.1	34.0	18.2	43.9	28.9
Time-related underemployment rate	0.5	0.4	0.6	0.5	0.6	0.6
Unemployment rate	0.6	6.7	9.0	1.4	2.4	5.1
Potential labour force rate	15.4	34.5	27.1	16.6	42.2	24.7
Subsistence production as main work (000)	101.2	64.2	195.2	59.7	19.5	439.8

Source: Timor-Leste Labour Force Survey 2021.

► 2. Demographic characteristics

Chapter 2 presents the demographic and socio-economic characteristics of the Timor-Leste population. It includes statistics of the total population in the country, population by different age groups, education attainment, and disability incidence by sex and by region.

2.1 Demographic characteristics of the population

According to the LFS, the total household population in Timor-Leste in 2021 was estimated to be 1.3 million, amongst whom 668.3 thousand (51.9 per cent) were men and 618.4 thousand (48.1 per cent) were women. Some 20.3 thousand were identified with some disability according to the survey, accounting for 1.6 per cent of the total population. Most of (61.7 per cent) the population resided in rural areas, totaling 794.4 thousand, whereas 38.3 per cent (or 492.3 thousand) lived in urban areas.

More than one-third (38.2 per cent) of the population did not have formal education or had less than primary education, one-quarter (25.4 per cent) completed primary education, 19.1 per cent completed secondary education, and 5.1 per cent received tertiary education (either at the first stage or completed). Men (at 5.4 per cent) had slightly higher tertiary attainment than women (at 4.7 per cent).

In regard to regions, 44.9 per cent of the population were based in Region 3, followed by 22.9 per cent in Region 1 and 15.5 per cent in Region 4. The population in Region 3 also had the highest educational attainment of secondary and tertiary education, at 23.4 per cent and 6.7 per cent, respectively.

► **Table 4. Population by sex, age, education and disability status, Timor-Leste, 2021**

	Male	Female	Total
Total population (000)	668.3	618.4	1,286.7
<i>By 5-year age group</i>			
0-4	87.9	69.0	156.9
5-9	89.8	72.4	162.2
10-14	87.1	71.2	158.3
15-19	77.8	77.5	155.2
20-24	60.3	55.7	116.0
25-29	44.3	44.1	88.4
30-34	39.3	45.9	85.3

	Male	Female	Total
35-39	37.3	42.8	80.1
40-44	23.4	22.7	46.0
45-49	30.4	30.0	60.4
50-54	25.2	21.5	46.7
55-59	18.6	17.0	35.5
60-64	15.0	15.6	30.5
65+32.0	33.1	65.1	
<i>By education attainment</i>			
Less than primary or none	255.2	236.3	491.5
Completed primary	163.0	163.6	326.6
Completed secondary	126.0	120.2	246.2
Tertiary (first stage or completed)	36.2	29.1	65.2
Level not stated	88.0	69.2	157.1
<i>By geographic location</i>			
Urban	254.7	237.7	492.3
Rural	413.7	380.7	794.4
<i>By disability status aged 5 years and over</i>			
With any disability	11.0	9.3	20.3
No disability	569.4	540.0	1,109.5

Source: Timor-Leste Labour Force Survey 2021.

► **Table 5. Population by region, age and education, Timor-Leste, 2021**

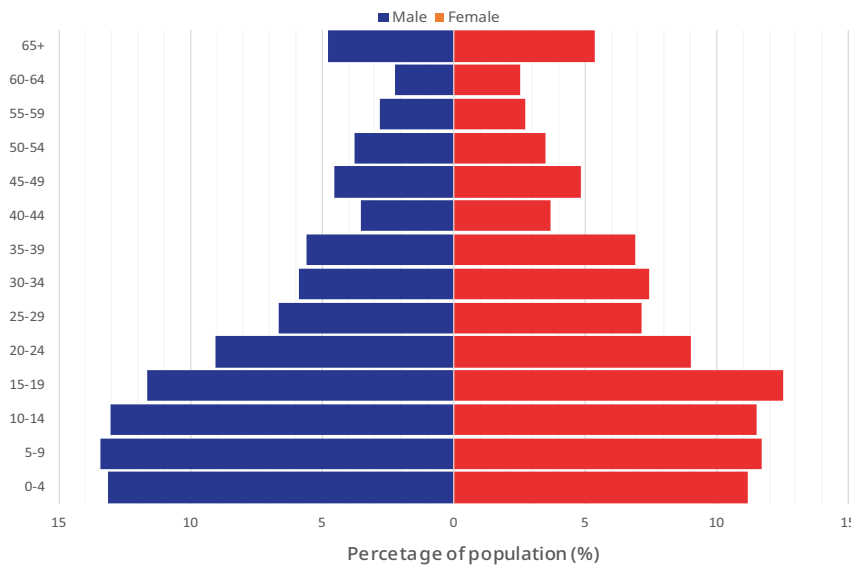
	Region 1	Region 2	Region 3	Region 4	Region 5	Total
Total population (000)	294.5	160.4	577.6	199.9	54.3	1,286.7
<i>By 5-year age group</i>						
0-4	37.5	18.1	73.9	21.7	5.7	156.9
5-9	39.8	21.7	68.8	25.8	6.0	162.2
10-14	37.7	22.4	65.6	24.6	8.0	158.3
15-19	34.4	17.5	71.4	25.0	6.9	155.2
20-24	22.9	11.7	62.0	15.3	4.2	116.0
25-29	16.0	9.8	46.1	13.2	3.2	88.4
30-34	15.5	9.9	44.4	12.1	3.3	85.3
35-39	14.4	10.0	39.7	12.6	3.4	80.1
40-44	10.8	5.4	19.7	7.6	2.6	46.0
45-49	16.8	7.7	22.4	10.5	2.9	60.4
50-54	12.3	5.5	18.0	8.9	2.1	46.7

	Region 1	Region 2	Region 3	Region 4	Region 5	Total
55-59	8.6	3.6	14.7	7.1	1.5	35.5
60-64	7.7	4.5	11.9	4.5	2.0	30.5
65+20.2	12.4	19.1	11.0	2.4	65.1	
<i>By education attainment</i>						
Less than primary or none	119.5	69.1	196.9	84.5	21.5	491.5
Completed primary	80.3	42.2	132.9	54.9	16.3	326.6
Completed secondary	47.2	24.0	135.3	31.3	8.4	246.2
Tertiary (first stage or completed)	9.9	6.9	38.6	7.5	2.4	65.2
Level not stated	37.5	18.2	74.0	21.7	5.7	157.1

Source: Timor-Leste Labour Force Survey 2021.

Figure 1 indicates the size distribution of the age groups by male and female, respectively. The population pyramid shows that Timor-Leste had a large base of young age groups, i.e. aged 0-19, and a relatively low figures at some of the working-age groups, i.e. aged 20-64. While this revealed that the share of working-age population was relatively low in at the present, it also suggested a growing labour force in the future.

► **Figure 1. Population pyramid by age, Timor-Leste, 2021 (% distribution)**



Source: Timor-Leste Labour Force Survey 2021.

► 3. Working-age population, labour force and labour force participation rate

Chapter 3 presents statistics of the working-age population, labour force, and population outside of the labour force by sex and by region. This chapter also reveals information about the labour force by age group and by educational attainment.

The working-age population refers to persons who are aged 15 years and above. It comprises all persons in the labour force and those who are outside of the labour force. Persons in the labour force are those who are either in employment (with paid work or as self-employed) or unemployed.²

3.1 Labour force status

The LFS estimates that the working-age population aged 15 years and above in Timor-Leste was 809.3 thousand in 2021, with slightly more women (405.8 thousand) than men (403.6 thousand). Some 234.3 thousand women and men were in employment, resulting an employment-to-population ration of 28.9 per cent. Additionally, about 12.7 thousand were unemployed and 562.4 thousand were outside of the labour force.

Women of the working-age were less likely to be in employment and more likely to be outside of the labour force than their male counterparts. On average, the share of working-age women in employment and outside of the labour force were at 22.7 per cent and 75.8 per cent, respectively, compared to the share of their male counterparts at 35.2 per cent and 63.1 per cent, respectively.

By geographic locality, among 320.8 thousand persons of the working-age in urban areas, 31.6 per cent were in employment and 68.4 per cent were either unemployed or outside of the labour force. In rural areas, the working-age population totalled 488.6 thousand, of whom, 27.2 per cent were employed, while 72.8 per cent were either unemployed or out of the labour force.

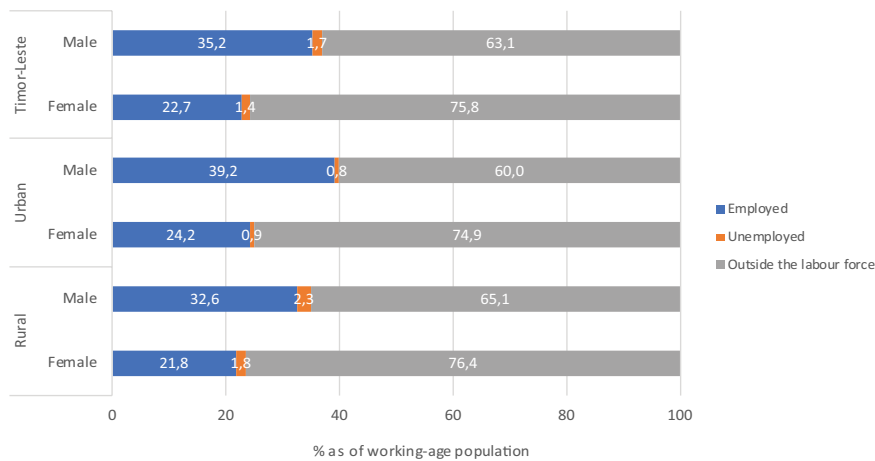
² For the definition of employment and unemployment used in this report, please see Chapter 4 and Chapter 5 for details.

▶ **Table 6. Working-age population by labour force status, sex and geographic location, Timor-Leste, 2021**

	Labour force status (000)			Total
	Employed	Unemployed	Outside the labour force	
Timor-Leste				
Male	142.0	6.8	254.7	403.6
Female	92.3	5.8	307.7	405.8
Total	234.3	12.7	562.4	809.3
Urban				
Male	61.9	1.3	94.8	157.9
Female	39.4	1.4	122.1	162.9
Total	101.3	2.7	216.8	320.8
Rural				
Male	80.2	5.6	159.9	245.7
Female	52.9	4.4	185.6	242.9
Total	133.0	10.0	345.5	488.6

Source: Timor-Leste Labour Force Survey 2021.

▶ **Figure 2. Working-age population in employment, unemployment or outside the labour force by sex and geographic location, Timor-Leste, 2021 (% distribution)**



Source: Timor-Leste Labour Force Survey 2021.

3.2 Labour force participation rate

The results of the LFS estimated that the labour force in Timor-Leste in 2021 amounted to 247 thousand, including 148.9 thousand men and 98.1 thousand women who were either employed or unemployed. The overall labour force participation rate in Timor-Leste was estimated to be 30.5 per cent, with men at 36.9 per cent and women at 24.2 per cent, suggesting a great gender imbalance in the labour force.

By region, the labour force participation rate at 42.1 per cent was the highest in Region 4 and lowest at 26.3 per cent in Region 2. In addition to Region 2, Region 1 (27.6 per cent) and Region 3 (29 per cent) also had a labour force participation rate below the national average.

► **Table 7. Working-age population and labour force by sex, Timor-Leste, 2021**

	Male	Female	Total
Working-age population, aged 15+ years (000)	403.6	405.8	809.3
Labour force	148.9	98.1	247.0
<i>By age group</i>			
15-24	14.0	10.9	24.9
25-64	128.4	82.1	210.6
65+	6.4	5.1	11.5
<i>By education attainment</i>			
Less than primary or none	43.1	32.8	75.9
Completed primary	25.5	19.3	44.8
Completed secondary	55.0	29.7	84.7
Tertiary (first stage or completed)	25.4	16.1	41.5
Level not stated	-	0.1 (*)	0.1 (*)
Labour force participation rate (%)	36.9	24.2	30.5
<i>By age group</i>			
15-24	10.2	8.2	9.2
25-64	55.0	34.3	44.5
65+	20.1	15.3	17.6
<i>By education attainment</i>			
Less than primary or none	35.8	24.2	29.6
Completed primary	21.0	16.0	18.5
Completed secondary	43.7	24.7	34.4
Tertiary (first stage or completed)	70.1	55.5	63.6
Level not stated	-	98.0 (*)	55.2 (*)

Source: Timor-Leste Labour Force Survey 2021.

Notes: (*) Denotes cells with small sample of less than 30 cases.

► **Table 8. Working-age population and labour force by region, Timor-Leste, 2021**

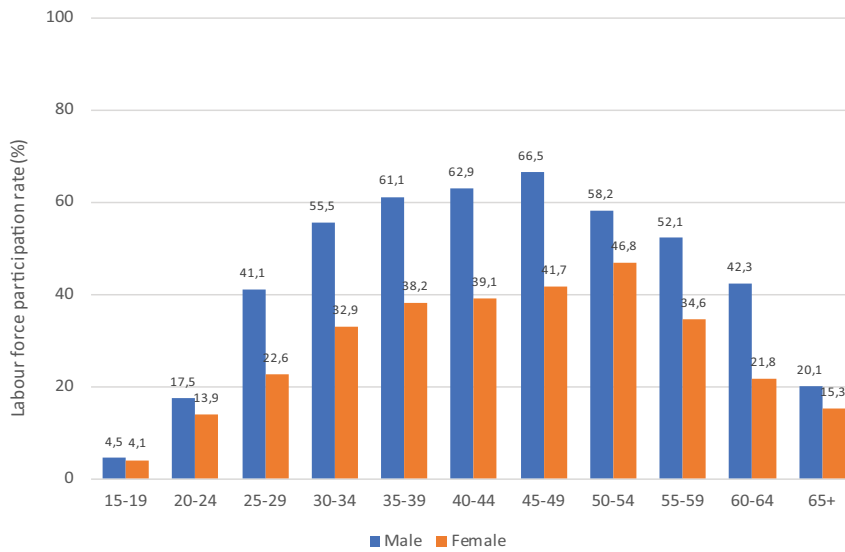
	Region 1	Region 2	Region 3	Region 4	Region 5	Total
Working-age population, aged 15+ years (000)	179.5	98.1	369.4	127.8	34.6	809.3
Labour force	49.5	25.8	107.2	53.8	10.7	247.0
<i>By age group</i>						
15-24	4.8	2.1	10.8	6.4	0.8	24.9
25-64	42.1	22.3	93.2	43.4	9.5	210.6
65+	2.5	1.3	3.2	4.0	0.5	11.5
<i>By education attainment</i>						
Less than primary or none	15.7	6.4	27.3	23.1	3.3	75.9
Completed primary	9.0	6.1	16.4	10.9	2.5	44.8
Completed secondary	18.8	8.7	40.0	14.0	3.2	84.7
Tertiary (first stage or completed)	6.0	4.6	23.5	5.8	1.7	41.5
Level not stated	-	<0.1 (*)	<0.1 (*)	-	0.1 (*)	0.1 (*)
Labour force participation rate (%)	27.6	26.3	29.0	42.1	31.1	30.5
<i>By age group</i>						
15-24	8.4	7.3	8.1	16.0	6.9	9.2
25-64	41.3	39.5	43.0	56.7	45.0	44.5
65+	12.5	10.8	16.6	35.9	20.2	17.6
<i>By education attainment</i>						
Less than primary or none	24.4	18.2	28.3	48.1	28.6	29.6
Completed primary	15.5	18.9	16.6	26.6	20.5	18.5
Completed secondary	40.0	36.2	29.5	44.8	38.3	34.4
Tertiary (first stage or completed)	60.0	66.6	61.0	77.4	69.8	63.6
Level not stated	-	100.0 (*)	11.3 (*)	-	100.0 (*)	55.2 (*)

Source: Timor-Leste Labour Force Survey 2021.

Notes: (*) Denotes cells with small sample of less than 30 cases.

Figure 3 reveals that men had higher labour force participation rates than women across all age groups. The greatest gender difference was found among people aged 25-49 years, where the labour force participation rate for women lagged that for men by 18.5 to 24.7 percentage points. These ages correspond to the prime years of child rearing, suggesting that women's labour force participation is most likely shaped by household and family responsibilities.

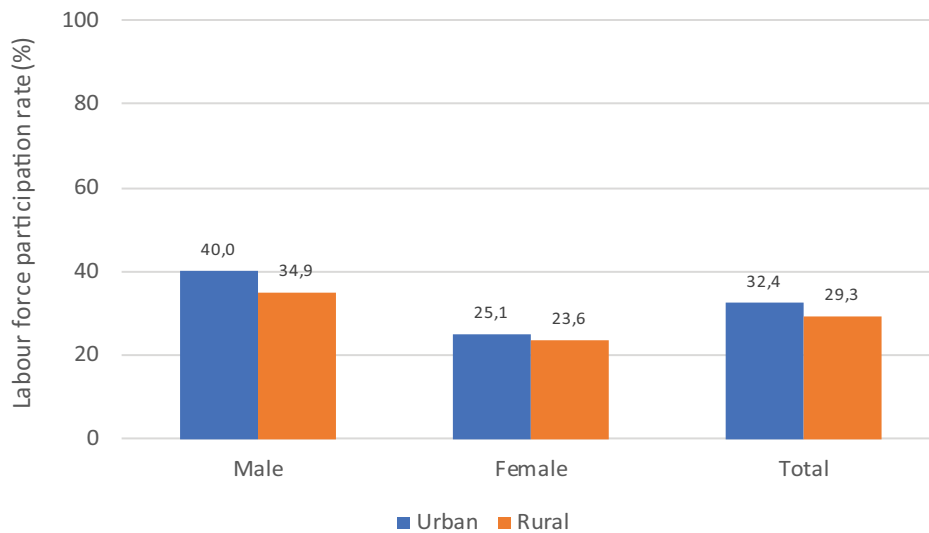
► **Figure 3. Labour force participation rate by sex and five-year age group, Timor-Leste, 2021 (%)**



Source: Timor-Leste Labour Force Survey 2021.

Although rural areas had a larger labour force (at 143 thousand) than urban areas (at 104 thousand), the labour force participation rate for urban areas (at 32.4 per cent) was higher than that for rural areas (29.3 per cent), for both women and men (Figure 4).

► **Figure 4. Labour force participation rate by sex and geographic location, Timor-Leste, 2021 (%)**



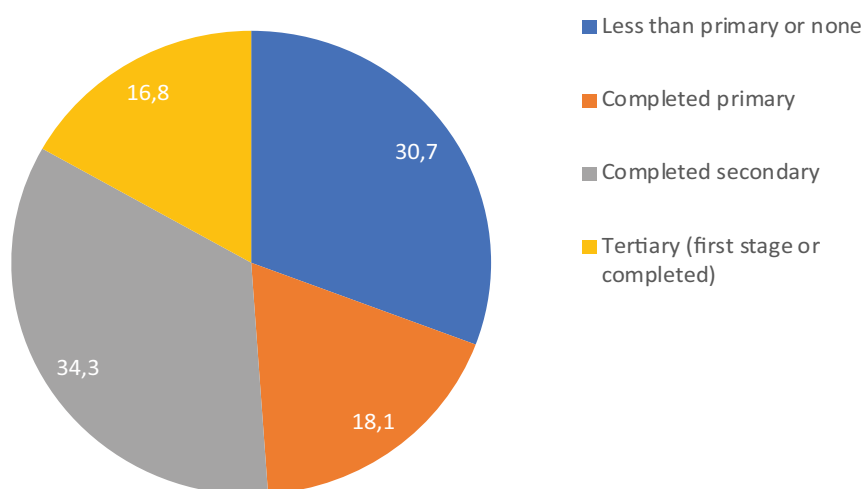
Source: Timor-Leste Labour Force Survey 2021.

3.3 Labour force by educational attainment

In regard to the educational attainment of the labour force, about one-third (30.7 per cent) had no education or had not completed primary education. Meanwhile, one in six persons (16.8 per cent) in the labour force had reached the first stage of tertiary education or had completed tertiary education.

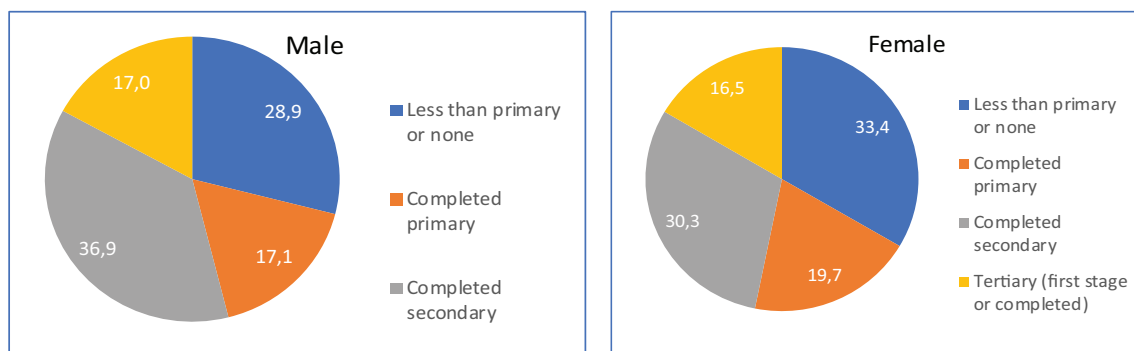
The share of women in the labour force with less than primary education was at 33.4 per cent, and was higher than men, at 28.9 per cent. Women (30.3 per cent) in the labour force were less likely to complete secondary education compared to men (at 36.9 per cent).

▶ **Figure 5. Distribution of labour force by educational attainment, Timor-Leste, 2021 (%)**



Source: Timor-Leste Labour Force Survey 2021.

▶ **Figure 6. Labour force by sex and educational attainment, Timor-Leste, 2021 (%)**

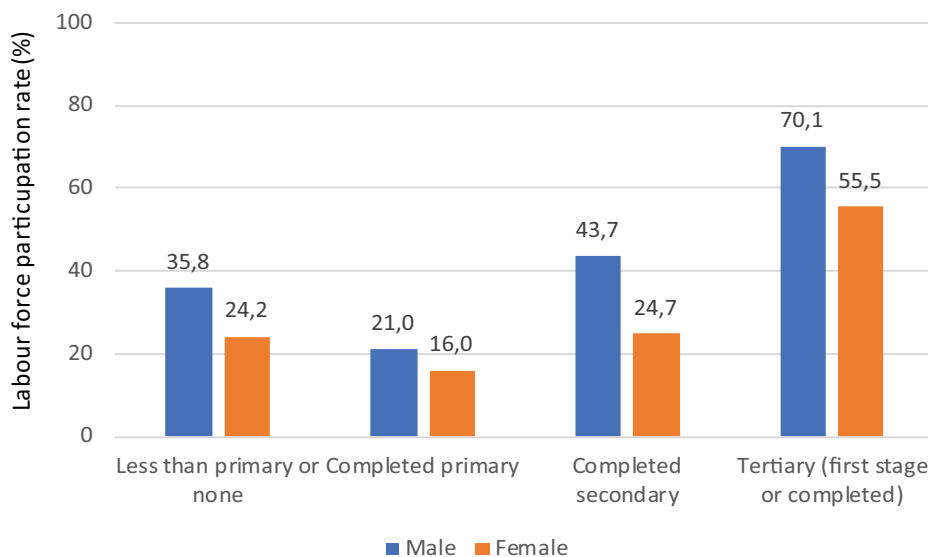


Source: Timor-Leste Labour Force Survey 2021.

The labour force participation rate varied among persons with different educational attainment. Persons who reached tertiary schooling had the highest labour force participation rate at 63.6 per cent. On the other hand, persons with only primary schooling had the lowest labour force participation rate at 18.5 per cent. In addition, the labour force participation rate for persons with less than primary education was also below the national average, at 29.6 per cent.

Educational qualifications of the labour force also differed widely by region. Region 2 and Region 3 had the lowest shares of the labour force with less than a primary education at 24.8 per cent and 25.5 per cent, respectively. Both regions also had the highest percentages of the labour force with tertiary schooling. In contrast, Region 4 recorded the largest gaps in the education of its labour force: 43 per cent had no education or less than a completed primary degree and just 10.8 per cent had some amount of tertiary education (see Table 8 for details).

► **Figure 7. Labour force participation rate by educational attainment and sex, Timor-Leste, 2021 (%)**



Source: Timor-Leste Labour Force Survey 2021.

3.4 The population outside the labour force

The population outside the labour force is defined as women and men who are neither in employment nor in unemployment, including students, the elderly, and those engaged in unpaid household work or family duties. In Timor-Leste, the population of the working-age outside of the labour force totalled 562.4 thousand, with more women (307.7 thousand) than men (254.7 thousand).

By educational attainment, the share of the working-age population outside of the labour force was the highest among those with primary schooling, at 81.5 per cent, and the lowest at among those reached tertiary schooling, at 36.4 per cent.

► **Table 9. Working-age population outside the labour force by age group and educational attainment, Timor-Leste, 2021**

	Number of persons (000)			% of respective working-age population		
	Male	Female	Total	Male	Female	Total
Population outside the labour force, aged 15+ years	254.7	307.7	562.4	63.1	75.8	69.5
<i>By age group</i>						
15-24	124.1	122.2	246.3	89.8	91.8	90.8
25-64	105.1	157.4	262.5	45.0	65.7	55.5
65+	25.6	28.0	53.6	79.9	84.7	82.4
<i>By educational attainment</i>						
Less than primary or none	77.2	102.9	180.1	64.2	75.8	70.4
Completed primary	95.8	101.4	197.2	79.0	84.0	81.5
Completed secondary	70.8	90.5	161.3	56.3	75.3	65.6
Tertiary (first stage or completed)	10.8	12.9	23.7	29.9	44.5	36.4
Level not stated	0.1 (*)	<0.1 (*)	0.1 (*)	100.0 (*)	2.0 (*)	44.8 (*)

Source: Timor-Leste Labour Force Survey 2021.

Notes: (*) Denotes cells with small sample of less than 30 cases.

► 4. Employment

Chapter 4 presents the statistics of the employed population by sex and by regions. The employed population is defined as all persons of working-age (15 years and above) who, during a specified period (seven days prior to the survey), were engaged in any activity to produce goods or provide services for pay or profit. Employment captures persons engaged in jobs in exchange for pay, or in market-oriented activities as self-employed. Persons involved in own-use production of goods, i.e, producing goods only or mainly for household or family consumption, are excluded from employment, as per the latest labour statistics standards from the 19th International Conference of Labour Statisticians (ILO, 2013).

4.1 Employment and its main classifications

Information on employment from the LFS estimated that employment in 2021 amounted to 234.3 thousand, comprising of 142 thousand men and 92.3 thousand women. The employment-to-population ratio was 28.9 per cent, indicating that a large share (71.1 per cent) of the population was not involved directly in market-related activities.

By age group, 85.6 per cent (200.6 thousand) of all employment was concentrated among workers aged 25-64 years. Young persons aged 15-24 years and elderly persons aged 65 years and above accounted for 9.6 per cent (22.5 thousand) and 4.8 per cent (11.2 thousand) of total employment, respectively.

Region 3 employed the largest concentration of workers (97.5 thousand) across all five regions, followed by Region 4 (53.1 thousand) and Region 1 (49.2 thousand).

► **Table 7. Working-age population and labour force by sex, Timor-Leste, 2021**

	Male	Female	Total
Employment, aged 15+ years (000)	142.0	92.3	234.3
<i>By age group (% distribution)</i>			
15-24	9.2	10.3	9.6
25-64	86.4	84.4	85.6
65+	4.5	5.3	4.8

	Male	Female	Total
<i>By disability status (% distribution)</i>			
With any disability	0.7	0.8	0.7
No disability	99.3	99.2	99.3
<i>By economic activity (% distribution)</i>			
Agriculture, forestry and fishery	24.2	31.0	26.9
Industry	16.5	8.7	13.5
Manufacturing	5.3	8.4	6.5
Construction	10.1	0.1 (*)	6.1
Other industry	1.2	0.2 (*)	0.8
Services	59.0	59.3	59.1
Wholesale and retail trade	15.7	31.9	22.1
Accommodation and food service activities	0.3 (*)	1.5	0.8
Administrative and support services	6.3	3.4	5.1
Public administration and defence	17.8	7.1	13.6
Education	7.8	11.0	9.1
Other services	11.4	5.4	9.0
Economic activity not classified	0.3 (*)	1.0	0.5
<i>By status in employment (% distribution)</i>			
Employees	59.2	31.5	48.3
Employers	1.4	0.7	1.1
Own-account workers	26.6	48.0	35.1
Contributing family workers	12.7	19.2	15.3
Workers not classifiable by status	0.2	0.6	0.3
<i>By occupation (% distribution)</i>			
Managers	2.7	0.6 (*)	1.9
Professionals	20.6	18.5	19.8
Technicians and associate professionals	4.8	1.7	3.6
Clerical support workers	0.2 (*)	0.1 (*)	0.2 (*)
Service and sales workers	21.2	34.5	26.4
Skilled agricultural, forestry & fishery workers	23.5	29.9	26.0
Craft and related trades workers	8.7	7.1	8.1
Plant and machine operators, and assemblers	7.3	0.1 (*)	4.4
Elementary occupations	10.2	6.4	8.7
Armed forces occupations	0.5 (*)	-	0.3 (*)
Occupation not classified	0.3 (*)	1.0 (*)	0.5
Employment-to-population ratio, aged 15+ years (%)	35.2	22.7	28.9

	Male	Female	Total
<i>By age group (EPR)</i>			
15-24 9.4	7.2	8.3	
25-64 52.6	32.5	42.4	
65+19.8	14.8	17.2	

Source: Timor-Leste Labour Force Survey 2021.

Notes: (*) Denotes cells with small sample of less than 30 cases.

► **Table 11. Employment by regions and selected characteristics, Timor-Leste, 2021**

	Region 1	Region 2	Region 3	Region 4	Region 5	Total
Employment, aged 15+ years (000)	49.2	24.1	97.5	53.1	10.5	234.3
<i>By age group (% distribution)</i>						
15-24	9.7	8.5	8.8	12.0	6.8	9.6
25-64	85.3	85.9	88.1	80.7	88.7	85.6
65+	5.0	5.6	3.1	7.4	4.5	4.8
<i>By economic activity (% distribution)</i>						
Agriculture, forestry and fishery	27.0	22.2	13.2	54.2	25.4	26.9
Industry	17.8	18.7	11.5	9.5	19.0	13.5
Manufacturing	8.1	11.1	4.8	5.0	11.0	6.5
Construction	7.9	7.2	5.9	4.1	8.1	6.1
Other industry	1.8 (*)	0.4 (*)	0.8 (*)	0.3 (*)	0.0 (*)	0.8
Services	53.6	59.1	74.9	36.0	55.2	59.1
Wholesale and retail trade	19.9	20.2	28.9	13.6	16.0	22.1
Accommodation and food service activities	0.8 (*)	1.0 (*)	0.8	0.7 (*)	0.1 (*)	0.8
Administrative and support services	5.8	4.2	5.8	3.1	8.3	5.1
Public administration & defence	8.2	15.8	18.1	8.9	15.6	13.6
Education	10.5	10.8	10.7	4.3	7.7	9.1
Other services	8.4	7.1	10.6	5.5	7.6	8.5
Economic activity not classified	1.5 (*)	<0.1 (*)	0.3	0.3 (*)	0.3 (*)	0.5
<i>By status of employment (% distribution)</i>						
Employees	42.7	50.2	60.4	29.9	50.2	48.3
Employers	1.5	1.5	0.5	1.4	1.7	1.1
Own-account workers	47.5	35.4	32.8	25.8	43.4	35.1
Contributing family workers	7.0	12.9	6.2	42.9	4.7	15.3
Workers not classifiable by status	1.3 (*)	-	0.1 (*)	<0.1 (*)	-	0.3 (*)

	Region 1	Region 2	Region 3	Region 4	Region 5	Total
<i>By occupation (% distribution)</i>						
Managers	2.2	2.2 (*)	1.9	1.5 (*)	1.4 (*)	1.9
Professionals	19.4	24.9	23.2	11.0	22.9	19.8
Technicians and associate professionals	2.7	3.1	4.7	2.8	2.7	3.6
Clerical support workers	0.2 (*)	0.3 (*)	0.3 (*)	<0.1 (*)	-	0.2 (*)
Service and sales workers	23.7	26.9	32.4	18.2	24.2	26.4
Skilled agricultural, forestry & fishery workers	25.6	22.7	12.7	52.5	26.0	26.0
Craft and related trades workers	10.7	7.0	7.6	5.4	16.0	8.1
Plant and machine operators, and assemblers	4.3	5.0	5.3	3.2	2.0	4.4
Elementary occupations	9.2	7.7	11.1	5.2	4.5	8.7
(Armed forces occupations)	0.5 (*)	-	0.5 (*)	-	-	0.3 (*)
Occupation not classified	1.5 (*)	<0.1 (*)	0.3 (*)	0.3 (*)	0.3 (*)	0.5
Employment-to-population ratio, aged 15+ years (%)	27.4	24.5	26.4	41.5	30.3	28.9
<i>By age group</i>						
15-24	8.3	7.0	6.5	15.8	6.4	8.3
25-64	41.1	36.6	39.6	55.9	44.0	42.4
65+	12.2	10.8	15.8	35.4	20.2	17.2

Source: Timor-Leste Labour Force Survey 2021.

Notes: (*) Denotes cells with small sample of less than 30 cases.

Table 12 reveals the top 5 occupations in Timor-Leste. In total, those occupations accounted for two-thirds (66.2 per cent) of all women and men workers in the country. Notably, women's employment was concentrated in two occupations – field crop and vegetable growers and stall and market salespersons, which totaled 49.5 per cent of all female workers.

► **Table 12. Top 5 occupations by sex, Timor-Leste, 2021**

	Male	Female	Total
Total employment, aged 15+ years (000)	142.0	92.3	234.3
<i>The top 5 occupations (% in total employment)</i>			
Field crop and vegetable growers	17.9	25.8	21.0
Stall and market salespersons	10.9	23.7	15.9
Personnel and careers professionals	8.5	5.0	7.1
Primary school teachers	5.6	6.6	6.0
Shopkeepers	2.1	4.7	3.1

Source: Timor-Leste Labour Force Survey 2021.

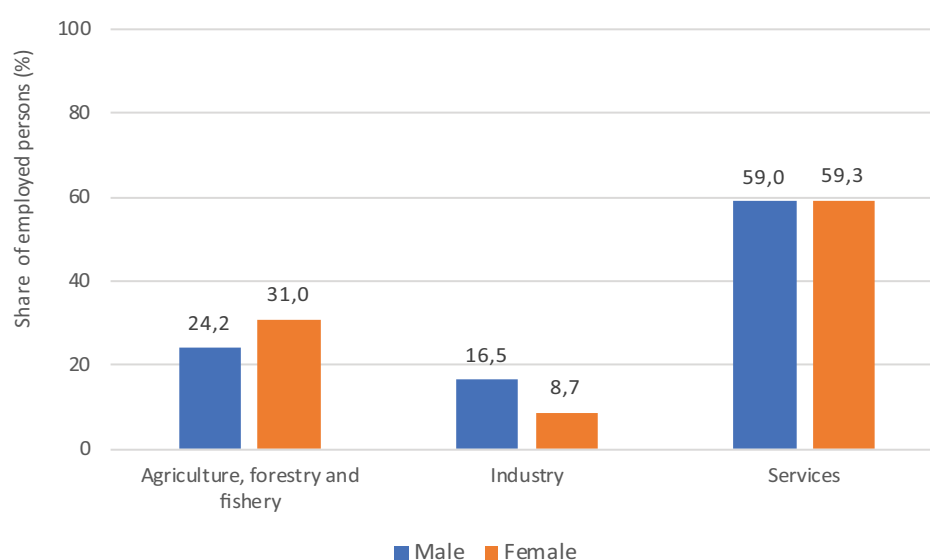
Notes: (*) Denotes cells with small sample of less than 30 cases.

4.2 Employment by economic activity

In regard to the distribution of employment by economic activity, around three-fifths (59.1 per cent) of total employment was based in the service sector, whereas agriculture and industry accounted for 26.9 per cent and 13.5 per cent, respectively.

Men were more likely to be employed in industry than women (16.5 per cent compared to 8.7 per cent, respectively). By contrast, women’s employment in agriculture was relatively higher than male agricultural employment (31 per cent compared to 24.2 per cent, respectively).

► **Figure 8. Employment by economic activity and sex, Timor-Leste, 2021 (% distribution)**



Source: Timor-Leste Labour Force Survey 2021.

► **Table 13. Top 5 economic activities for employment, Timor-Leste, 2021**

	Male	Female	Total
Total employment, aged 15+ years (000)	142.0	92.3	234.3
<i>The top 5 economic activities (% in total employment)</i>			
Growing of cereals (except rice), leguminous crops and oil seeds	14.2	16.8	15.2
Retail sale in non-specialized stores with food, beverages or tobacco predominating	8.5	19.5	12.9
General public administration activities	12.8	6.6	10.3
Growing of vegetables and melons, roots and tubers	3.3	10.3	6.0
Construction of buildings	9.5	0.1 (*)	5.8

Source: Timor-Leste Labour Force Survey 2021.

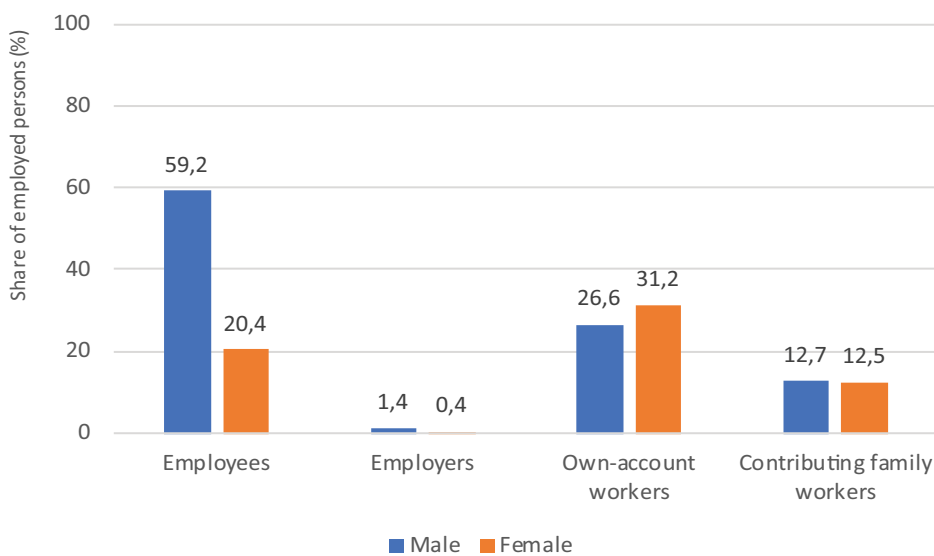
Note: Economic activities in this table are shown at the ISIC 4-digit level.

4.3 Employment by status in employment

Almost half (48.3 per cent) of total employment was classified as wage employment, while 50.3 per cent was self-employment as either an own-account worker or a contributing family worker. An additional 1.1 per cent was classified as employers owning their own business and engaging at least one person to work for them.

The status in employment also reveals stark gender disparities. Women were less likely to be in wage employment than men (31.5 per cent compared to 59.2 per cent, respectively), but more likely to be self-employed as own-account workers or contributing family worker (67.3 per cent compared to 39.3 per cent, respectively). Wage employment usually is associated with more job security and better working conditions in general, whereas own-account workers and contributing family workers constitute two status in employment categories regarded as vulnerable employment. As vulnerable employment was by far the predominant type of jobs among women, it underlines excessive obstacles among working women in accessing decent work.

► **Figure 9. Employment by status in employment and sex, Timor-Leste, 2021 (% distribution)**

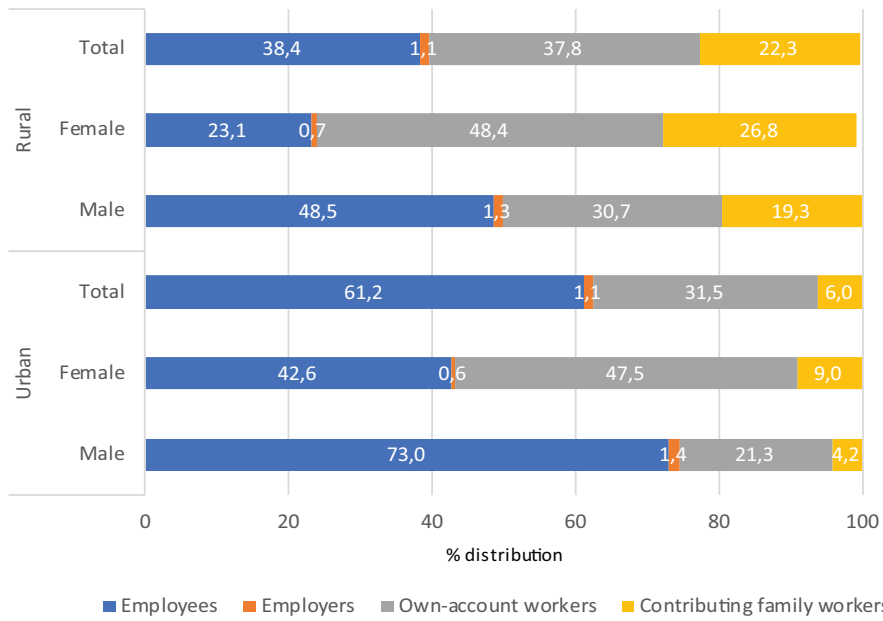


Source: Timor-Leste Labour Force Survey 2021.

Across the five regions, the share of wage employment in total employment lagged behind the national average in Region 1 (42.7 per cent) and Region 4 (29.9 per cent). In addition, more than two-thirds (68.7 per cent) of all employment in Region 4 was self-employment comprised of own-account workers and contributing family workers.

Status in employment varied significantly between rural and urban areas. In rural areas, 60.1 per cent of all employment was self-employment comprised of own-account workers and contributing family workers and 38.4 per cent was wage employment. On the other hand, in urban areas 61.2 per cent of employment was wage employment, and 37.5 per cent was vulnerable employment. In general, women in rural areas were especially prone to be vulnerable employment. That is, three in four (75.3 per cent) female workers in rural areas were either own-account workers or contributing family workers.

► **Figure 10. Status in employment by geographic location and sex, Timor-Leste, 2021 (% distribution)**



Source: Timor-Leste Labour Force Survey 2021.

▶ 5. Unemployment and labour underutilization

Chapter 5 presents statistics of the unemployed population, labour underutilization, and youth not in employment, education, or training (NEET) by sex and by regions,

Unemployed persons refer to those of working-age who are: a) without work during the reference period (seven days prior to the survey); b) currently available for work (for either paid employment or self-employment); and c) seeking work.³

5.1 Unemployment rate

Information on unemployment revealed that unemployment in 2021 totalled 12.7 thousand, leading to an overall unemployment rate of 5.1 per cent. However, unemployment varied sharply by sex, age and region (see Figure 11). Female jobseekers had a higher unemployment rate (5.9 per cent) compared to their male counterparts (4.6 per cent).

The unemployment rate among young people aged 15-24 years was 9.6 per cent, and was significantly higher compared to adults aged 25-64, whose unemployment was 4.7 per cent. The gender gap in youth unemployment was sizeable at 5.1 percentage points to the disadvantage of young women, suggesting their disproportionate challenges in finding employment in the labour market.

By region, the unemployment rate at 9 per cent was demonstrably highest in Region 3, followed by 6.7 per cent in Region 2. On the other hand, the unemployment rate was merely 0.6 per cent in Region 1 and 1.4 per cent in Region 4.

The unemployment rate also differed drastically between urban and rural areas. In rural areas, unemployment was at 7 per cent, or 4.4 percentage points higher compared to urban areas (Figure 12).

By educational attainment, the labour force with tertiary schooling had the lowest unemployment rate at 2.4 per cent, followed by 4.7 per cent among those with secondary schooling. The unemployment rate among jobseekers with only primary schooling or less was the highest at 6.4 per cent (Figure 12).

³ International Conference of Labour Statisticians (ICLS). (2013). Resolution Concerning Statistics of Work, Employment, and Labour Underutilization. In *19th International Conference of Labour Statisticians*. Geneva: ILO.

► **Table 14. Unemployment by broad age group and sex, Timor-Leste, 2021**

	Male	Female	Total
Unemployment, aged 15+ years (000)	6.8	5.8	12.7
<i>By age group</i>			
15-24	1.0	1.4	2.4
25-64	5.7	4.3	10.0
65+	0.1 (*)	0.2 (*)	0.3 (*)
Unemployment rate, aged 15+ years (%)	4.6	5.9	5.1
<i>By age group</i>			
15-24	7.4	12.4	9.6
25-64	4.5	5.2	4.7
65+	1.4 (*)	3.5 (*)	2.3 (*)

Source: Timor-Leste Labour Force Survey 2021.

Notes: (*) Denotes cells with small sample of less than 30 cases.

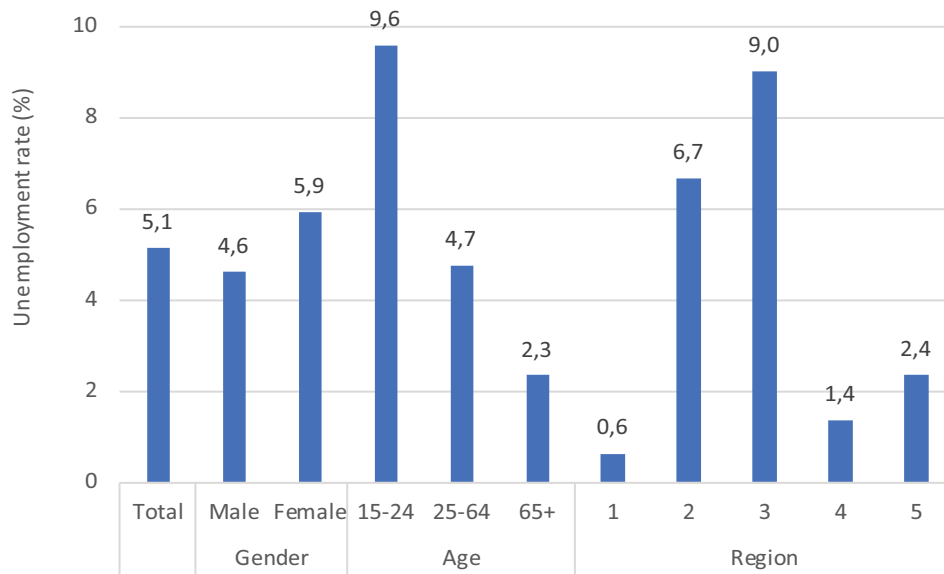
► **Table 15. Unemployment by main age groups and regions, Timor-Leste, 2021**

	Region 1	Region 2	Region 3	Region 4	Region 5	Total
Unemployment, aged 15+ (000)	0.3	1.7	9.6	0.7	0.3	12.7
<i>By age group</i>						
15-24	<0.1 (*)	0.1 (*)	2.1	0.1 (*)	0.1 (*)	2.4
25-64	0.2 (*)	1.6	7.4	0.6	0.2 (*)	10.0
65+0.1 (*)	-	0.2 (*)	0.1 (*)	-	0.3 (*)	
Unemployment rate, aged 15+ (%)	0.6	6.7	9.0	1.4	2.4	5.1
<i>By age group</i>						
15-24	0.7 (*)	4.3 (*)	19.8	1.2 (*)	7.6 (*)	9.6
25-64	0.5 (*)	7.3	7.9	1.4	2.0 (*)	4.7
65+2.3 (*)	-	4.8 (*)	1.4 (*)	-	2.3 (*)	

Source: Timor-Leste Labour Force Survey 2021.

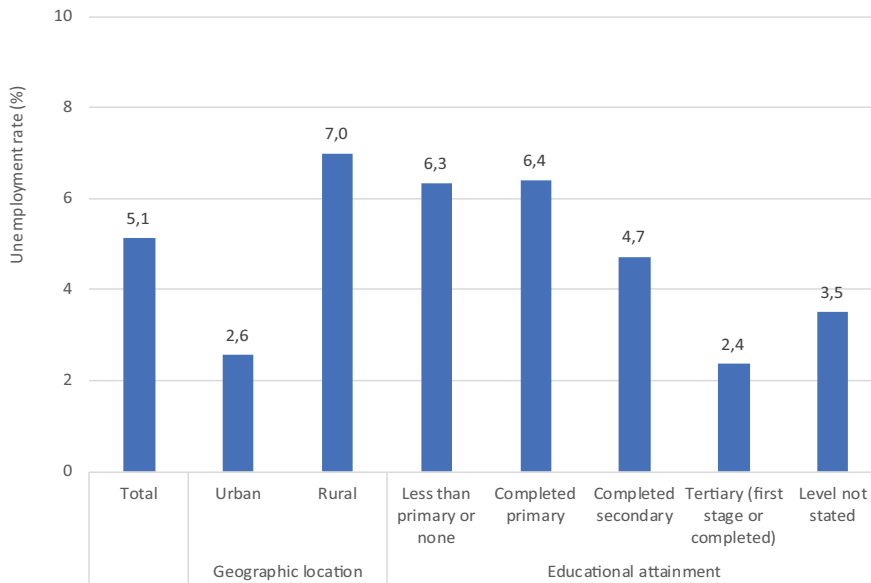
Notes: (*) Denotes cells with small sample of less than 30 cases.

► **Figure 11. Unemployment rate by sex, age group and region, Timor-Leste, 2021 (%)**



Source: Timor-Leste Labour Force Survey 2021.

► **Figure 12. Unemployment rate by geographic location and educational attainment, Timor-Leste, 2021 (%)**



Source: Timor-Leste Labour Force Survey 2021.

5.2 Labour underutilization

Unemployment, time-related underemployment, and potential labour force⁴ are three main components of labour underutilization. The broad concept of labour underutilization reveals the total number of persons in labour force who are not being fully utilized, as well as those who are outside of the labour force but can be considered as potential labour supply. It measures the extent to which all available labour resources are being used or not in their full capacity by the economy and signifies the mismatches between labour supply and demand.

In Timor-Leste, labour underutilization was estimated at 94.9 thousand in 2021. The composite labour underutilization rate was 28.9 per cent overall, albeit higher for women (33.3 per cent) than for men (25.8 per cent). Three of the five regions recorded a composite labour underutilization rate that exceeded the national average, namely Region 2 (39.1 per cent), Region 3 (34 per cent) and Region 5 (43.9 per cent).

In regard to the components of labour underutilization, time-related underemployment totalled 1.3 thousand, and only accounted for 0.5 per cent of the work force. On the other hand, the potential labour force suggested that the labour force in Timor-Leste could be expanded by 80.9 thousand. Potential labour force is comprised of the largest share of labour underutilization, suggesting that discouragement and/or other commitments such as caring for other household members or studying were keep women and men out of the labour market (see section 5.4 for further details).

► **Table 16. Labour underutilization by sex, Timor-Leste, 2021**

	Male	Female	Total
Unemployment (000)	6.8	5.8	12.7
Time-related underemployment (000)	1.1	0.2 (*)	1.3
Potential labour force (000)	40.9	40.0	80.9
LU1: Unemployment rate (%)	4.6	5.9	5.1
LU2: Combined rate of time-related underemployment and unemployment (%)	5.4	6.1	5.7
LU3: Combined rate of unemployment and potential labour force (%)	25.2	33.2	28.5
LU4: Composite measure of labour underutilization (%)	25.8	33.3	28.9

Source: Timor-Leste Labour Force Survey 2021.

Notes: (*) Denotes cells with small sample of less than 30 cases.

⁴ Potential labour force is defined as all persons of working age who were neither in employment, nor in unemployment but who were: (a) unavailable job seekers, that is, carried out activities to seek employment in a recent period but were not currently available to take up employment, or (b) available potential job seekers, that is, did not carry out activities to seek employment in a recent period, but wanted employment and were currently available to take up employment.

► **Table 17. Labour underutilization by region, Timor-Leste, 2021**

	Region 1	Region 2	Region 3	Region 4	Region 5	Total
Labour underutilization (000)	9.6	15.4	50.0	11.7	8.2	94.9
Unemployment (000)	0.3	1.7	9.6	0.7	0.3	12.7
Time-related underemployment (000)	0.3 (*)	0.1 (*)	0.6 (*)	0.3 (*)	0.1 (*)	1.3
Potential labour force (000)	9.0	13.6	39.8	10.7	7.8	80.9
LU1: Unemployment rate (%)	0.6	6.7	9.0	1.4	2.4	5.1
LU2: Combined rate of time-related underemployment and unemployment (%)	1.2	7.0	9.6	1.9	3.0	5.7
LU3: Combined rate of unemployment and potential labour force (%)	15.9	38.9	33.6	17.7	43.6	28.5
LU4: Composite measure of labour unemployment and potential labour force (%)	16.3	39.1	34.0	18.2	43.9	28.9

Source: Timor-Leste Labour Force Survey 2021.

Notes: (*) Denotes cells with small sample of less than 30 cases.

5.3 Youth not in employment, education or training (NEET)

Young people who are not engaged in employment, education or training (NEET) are particularly at risk of both labour market and social exclusion because they are neither gaining experience through employment nor improving their future employability through investment in developing their skills.

According to the LFS, some 82.8 thousand youth people aged 15-24 years were NEET in 2021, representing 30.5 per cent of young people of this age group. Given an overall unemployment rate of 5.1 per cent across the country, the NEET rate presumably suggests that a large number of youth are discouraged, or do not have access to education or training.

Young women were more like to be NEET than young men (31.3 per cent compared to 29.8 per cent, respectively). Three of the five regions estimated a NEET rate higher than the national average, namely, region 4 (30.6 per cent), region 1 (30.7 per cent), and region 2 (34.7 per cent).

► **Table 18. Youth not in employment, education or training (NEET) by sex, Timor-Leste, 2021**

	Male	Female	Total
NEET, aged 15-24 years (000)	41.1	41.7	82.8
NEET rate, aged 15-24 years (%)	29.8	31.3	30.5

Source: Timor-Leste Labour Force Survey 2021.

► **Table 19. Youth not in employment, education or training (NEET) by region, Timor-Leste, 2021**

	Region 1	Region 2	Region 3	Region 4	Region 5	Total
NEET, aged 15-24 (000)	17.6	10.1	39.7	12.3	3.0	82.8
NEET rate, aged 15-24 (%)	30.7	34.7	29.8	30.6	27.3	30.5

Source: Timor-Leste Labour Force Survey 2021.

5.4 Population outside the labour force and labour market attachment

In terms of labour market attachment, of 562.4 thousand persons outside of the labour force in 2021, 42 thousand (7.5 per cent) were jobseekers but not immediately available to start a new job. Additionally, 38.9 thousand (6.9 per cent) were willing to work and available to do so, but not actively looking for employment. This includes, among others, discouraged jobseekers and persons prevented from seeking work by personal or family reasons. Both groups “persons seeking work but not immediately available” and “persons available for work but not seeking” have strong attachment to the labour market, and therefore they make up the potential labour force. In Timor-Leste, the potential labour force was estimated at 80.9 thousand in 2021, accounting for 14.4 per cent of the total population outside of the labour force. There were slightly more men (40.9 thousand) than women (40 thousand) in the potential labour force. Across the five regions, the largest potential labour force was identified in Region 3 with 39.8 thousand.

In regard to reasons for being outside of the labour force, the majority (61.8 per cent) reported personal or family-related reasons, such as in studying or training, undertaking family or household responsibility, own disability or sickness. Women (66 per cent) compared to men (56.7 per cent) were more likely to be kept out of the labour market for personal or family-related reasons. Additionally, 22.6 per cent were retired or had other economic reasons to be outside of the labour market, and 8.4 per cent reported not willing to work. Across the five regions, Region 5 reported 28.2 per cent of the population outside the labour force not willing to work, whereas this share was not more than 11.2 per cent in any other region.

► **Table 20. Persons outside the labour force by degree of labour market attachment, reasons for being outside the labour force and by sex, Timor-Leste, 2021**

	Male	Female	Total
Persons outside the labour force (000)	254.7	307.7	562.4
<i>By degree of labour market attachment (% distribution)</i>			
Seeking, not available (Unavailable jobseekers)	7.8	7.2	7.5
Not seeking, available (Available potential jobseekers)	8.3	5.8	6.9
Not seeking, not available, willing (Willing non-jobseekers)	0.2 (*)	0.4 (*)	0.3
Not seeking, not available, not willing	3.2	3.2	3.2
Not elsewhere classified	80.5	83.4	82.1

	Male	Female	Total
<i>By reason for being outside the labour force (% distribution)</i>			
Labour market reasons (discouraged job seekers)	0.1 (*)	0.1 (*)	0.1 (*)
Retired and other economic reasons	26.7	19.2	22.6
Personal and family-related reasons	56.7	66.0	61.8
Does not need/does not want to work	8.0	8.7	8.4
Not elsewhere classified	8.5	6.0	7.1

Source: Timor-Leste Labour Force Survey 2021.

► **Table 21. Persons outside the labour force by degree of labour market attachment, reasons for being outside the labour force and by region, Timor-Leste, 2021**

	Region 1	Region 2	Region 3	Region 4	Region 5	Total
Persons outside the labour force (000)	130.1	72.3	262.2	74.0	23.8	562.4
<i>By degree of labour market attachment (% distribution)</i>						
Seeking, not available (Unavailable jobseekers)	1.0	6.2	10.6	1.7	29.7	7.5
Not seeking, available (Available potential jobseekers)	5.9	12.6	4.5	12.8	3.2	6.9
Not seeking, not available, willing (Willing non-jobseekers)	<0.1 (*)	1.1 (*)	0.3 (*)	0.1 (*)	-	0.3
Not seeking, not available, not willing	2.1	7.9	3.1	1.8	-	3.2
Not elsewhere classified	91.0	72.2	81.4	83.6	67.1	82.1
<i>By reasons for being outside the labour force (% distribution)</i>						
Labour market reasons (discouraged job seekers)	<0.1 (*)	0.3 (*)	0.1 (*)	<0.1 (*)	-	0.1 (*)
Retired and other economic reasons	24.0	30.9	18.5	23.0	34.5	22.6
Personal and family-related reasons	67.5	47.3	65.5	62.0	34.1	61.8
Does not need/does not want to work	2.4	9.0	11.2	2.0	28.2	8.4
Not elsewhere classified	6.0	12.5	4.8	13.0	3.2	7.1

Source: Timor-Leste Labour Force Survey 2021.

Notes: (*) Denotes cells with small sample of less than 30 cases.

▶ 6. Informal sector and informal employment

Chapter 6 presents statistics of persons employed in the informal sector and persons with informal employment.

Employment in the informal sector contains all jobs in informal sector enterprises, or all persons who, during a given reference period (seven days prior to the survey), were employed in at least one informal sector enterprise, irrespective of their status in employment and whether it was their main or a secondary job. In this report, employment in the informal sector refers to main job only.

Informal employment is a job-based concept. Employees are considered to have informal jobs if their employment relationship is, in law or in practice, not subject to national labour legislation, social protection or entitlement to certain employment benefits. Informal employment can be carried out in formal sector enterprises, informal sector enterprises, or households.

The informal employment rate, defined as the share of informal employment in total employment, is a key indicator highlighting the quality of employment in an economy.

6.1 Employment in informal sector

Results from the LFS estimate that employment in the informal sector amounted to 90.3 thousand in 2021, representing 38.6 per cent of all employment. Women compared to men were more likely to be employed in the informal sector (45.7 per cent compared to 33.9 per cent, respectively). More than half (55.3 per cent) of employed young people aged 15-24 years were based in the informal sector compared to 36.3 per cent of working adults aged 25-64 years and 45.5 per cent for elderly employed adults aged 65 years and above.

Informality is associated with educational attainment. More than half (53.1 per cent) of workers with completed primary education or less were based in the informal sector. In contrast, workers with tertiary schooling had a considerably lower share of employment in the informal sector, at 8.2 per cent. Additionally, 33.6 per cent of workers with complete secondary schooling were based in the informal sector.

By sector of economic activity, around two-thirds (63.9 per cent) of total employment in industry was based in the informal sector, followed by 36.9 per cent in agriculture and 33.1 per cent in services. However, employment outside of the formal sector (the combination of both informal sector and household sector) was the highest in agriculture, at 93.6 per cent, followed by 71.8 per cent for industry and 36.3 per cent for service.

Across the five regions, Region 3 had a lower share of employment in the informal sector than the national average, at 33.6 per cent. Region 5, on another hand, had the highest share of employment in the formal sector, at 44.5 per cent.

It is worth mentioning that almost one in five persons (18.2 per cent) in employment were based in the household sector, totalling 42.7 thousand. Working women (21.1 per cent) were more likely to be in the household sector than working men (16.3 per cent). Almost all workers in the household sector were informal employment (see Table 24 for details).

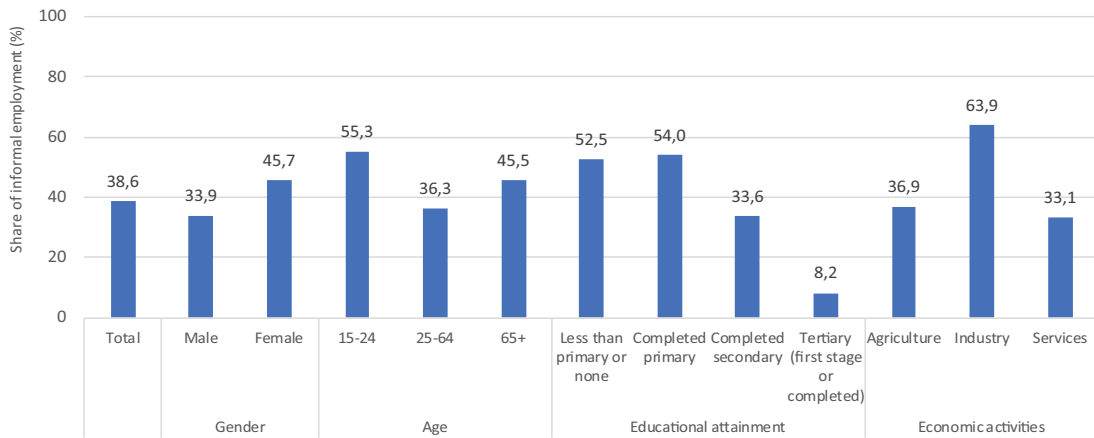
► **Table 22. Employment in the informal sector by selected employment characteristics and sex, Timor-Leste, 2021**

	Number of persons (000)			Share in total employment (%)		
	Male	Female	Total	Male	Female	Total
Employment in the informal sector, aged 15+ years	48.2	42.1	90.3	33.9	45.7	38.6
<i>By age group</i>						
15-24	7.6	4.8	12.5	58.7	50.7	55.3
25-64	37.9	34.9	72.8	30.8	44.9	36.3
65+	2.7	2.4	5.1	43.2	48.5	45.5
<i>By education attainment</i>						
Less than primary or none	20.1	17.3	37.3	49.7	56.3	52.5
Completed primary	11.8	10.8	22.6	49.3	60.2	54.0
Completed secondary	15.0	12.0	27.1	28.5	43.1	33.6
Tertiary (first stage or completed)	1.3	2.0	3.3	5.2	13.0	8.2
Level not stated						
<i>By economic activity</i>						
Agriculture, forestry and fishery	12.1	11.1	23.2	35.4	38.7	36.9
Industry	13.8	6.3	20.2	58.9	78.5	63.9
Services	21.9	24.0	45.9	26.1	43.9	33.1
Economic activity not classified	0.3 (*)	0.8	1.1	83.3 (*)	84.5	84.1
<i>By status in employment</i>						
Employees	14.4	1.8	16.2	17.2	6.2	14.4
Employers	0.6 (*)	0.3 (*)	0.8	29.7 (*)	41.1 (*)	32.5
Own-account workers	22.9	29.8	52.8	60.7	67.3	64.3
Contributing family workers	10.0	9.8	19.8	55.5	55.3	55.4
Workers not classifiable by status	0.2 (*)	0.4 (*)	0.7 (*)	100.0 (*)	76.6 (*)	83.3 (*)
<i>By main region</i>						
Region 1	9.7	10.5	20.2	34.9	49.3	41.1
Region 2	5.6	4.0	9.6	36.2	46.0	39.8
Region 3	20.1	15.3	35.4	32.9	42.0	36.3
Region 4	10.0	10.5	20.5	32.5	47.0	38.6
Region 5	2.8	1.8	4.7	40.7	52.3	44.5

Source: Timor-Leste Labour Force Survey 2021.

Notes: (*) Denotes cells with small sample of less than 30 cases.

► **Figure 13. Employment in the informal sector by sex, age group, educational attainment, and economic sector (% in employment), Timor-Leste, 2021**



Source: Timor-Leste Labour Force Survey 2021.

6.2 Informal employment

The share of informal employment – defined in the LFS 2021 as comprising own-account workers and business owners (employers) of informal sector enterprises, all contributing family workers, as well as employees without access to basic social security benefits or without both paid and sick leave benefits – is a key indicator of the quality of employment.

In Timor-Leste, informal employment in 2021 accounted for 77.3 per cent of all employment. Even in the formal sector, informal employment accounted for almost half (48.6 per cent) of employment, reflecting a high share of paid employees in the formal sector that did not receive any social security benefits. Almost all employment in the informal sector and household sector was informal.

The informal employment rate was distinctly higher for working women (80.4 per cent) compared to working men (75.3 per cent). Moreover, informal employment is sharply lower among working women and men with tertiary education, at 45.7 per cent, compared to 70.4 per cent among those with completed secondary education and more than 90 per cent among those with only primary education or less.

Informal employment was notably lower in services (66 per cent), compared to 90.6 per cent for industry and 95.3 per cent for agriculture. Likewise, the share of informal employment in three of the five regions exceeded the national average: Region 1 (78.5 per cent), Region 2 (78.3 per cent) and Region 4 (84.9 per cent).

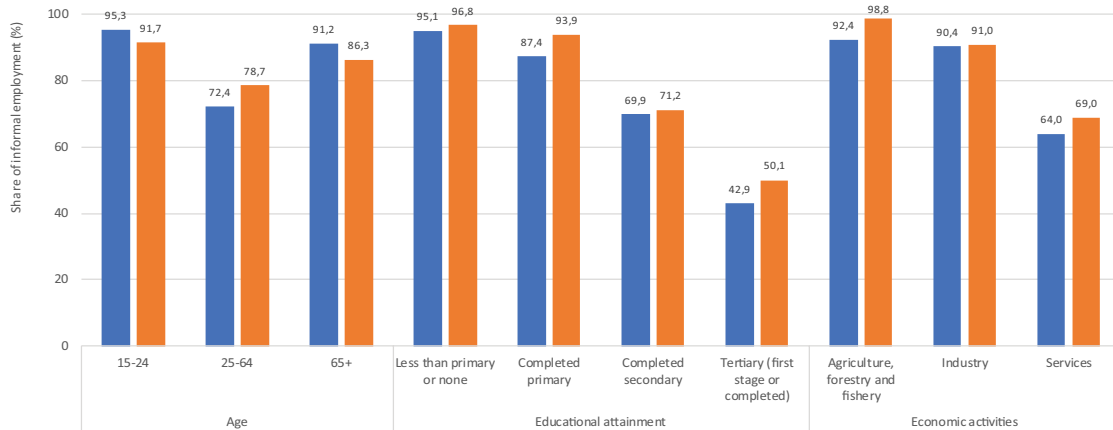
► **Table 23. Informal employment by selected employment characteristics and sex, Timor-Leste, 2021**

	Number of persons (000)			Share in total employment (%)		
	Male	Female	Total	Male	Female	Total
Informal employment, aged 15+	107.0	74.2	181.2	75.3	80.4	77.3
<i>By age group</i>						
15-24	12.4	8.7	21.1	95.3	91.7	93.8
25-64	88.8	61.3	150.1	72.4	78.7	74.8
65+	5.8	4.2	10.0	91.2	86.3	89.1
<i>By nature of production unit</i>						
Informal sectors	47.5	41.9	89.4	98.5	99.3	98.9
Formal sectors	36.4	12.9	49.2	51.5	42.0	48.6
Households	23.1	19.5	42.6	99.5	99.8	99.6
<i>By education attainment</i>						
Less than primary or none	38.4	29.7	68.1	95.1	96.8	95.8
Completed primary	21.0	16.8	37.8	87.4	93.9	90.2
Completed secondary	36.9	19.9	56.8	69.9	71.2	70.4
Tertiary (first stage or completed)	10.7	7.8	18.5	42.9	50.1	45.7
Level not stated	-	-	-	-	-	-
<i>By economic activity</i>						
Agriculture, forestry and fishery	31.7	28.3	60.0	92.4	98.8	95.3
Industry	21.3	7.3	28.6	90.4	91.0	90.6
Services	53.6	37.8	91.4	64.0	69.0	66.0
Economic activity not classified	0.4 (*)	0.9 (*)	1.3	94.4 (*)	99.2 (*)	97.8
<i>By status in employment</i>						
Employees	51.6	15.0	66.6	61.4	51.7	58.9
Employers	1.2 (*)	0.4 (*)	1.6	62.0 (*)	66.9 (*)	63.2
Own-account workers	35.9	40.5	76.4	95.0	91.4	93.0
Contributing family workers	18.1	17.7	35.8	100.0	100.0	100.0
Workers not classifiable by status	0.2 (*)	0.6 (*)	0.8 (*)	100.0 (*)	100.0 (*)	100.0 (*)
<i>By main regions</i>						
Region 1	20.8	17.8	38.6	74.5	83.6	78.5
Region 2	12.3	6.6	18.9	80.0	75.4	78.3
Region 3	44.9	26.5	71.3	73.4	72.6	73.1
Region 4	24.4	20.6	45.1	79.5	92.4	84.9
Region 5	4.6	2.8	7.4	65.9	79.2	70.3

Source: Timor-Leste Labour Force Survey 2021.

Notes: (*) Denotes cells with small sample of less than 30 cases.

► **Figure 14. Informal employment by sex, age group, educational attainment, and economic sector (% in employment), Timor-Leste, 2021**



Source: Timor-Leste Labour Force Survey 2021.

Table 24 presents the joint distribution of the informal sector and informal employment. Around half (48.6 per cent) of employment in the formal sector was informal employment, totalling 49.3 thousand. Essentially, these were paid employees in the formal sector, but on an informal basis, such as in temporary employment without social protection coverage or employee benefits.

► **Table 24. Joint distribution of employment in the informal sector and informal employment, Timor-Leste, 2021 (000)**

	Male	Female
Informal sector enterprises	91.4	1.0 (*)
Formal sector enterprises	49.3	52.1
Household sector	43.9	0.2 (*)

Source: Timor-Leste Labour Force Survey 2021.

▶ 7. Hours of work

Chapter 7 presents statistics of working hours of employed persons. It reveals the actuals hours of work per week and the distribution of hours of work per week. Hours actually worked are the time spent in a job for the performance of activities that contribute to the production of goods and services during the week preceding the interview.

The international standard definition of employment includes persons who conducted at least one hour of work during a week. Data on hours of work is therefore useful to calculate time-related underemployment as well as average wages per hour so that the resulting wage data are more comparable across different categories of workers.

7.1 Actual hours

According to the LFS, actual hours worked in all economic activities was 34.8 hours a week in 2021. The average actual hours worked for men (35.6 hours) exceeded that for women (33.5 hours) by 2.1 hours. By region, the average actual hours worked lagged behind the national average in Region 5 (29.7 hours) and Region 4 (29.6 hours). In the main job, the average actual hours worked per week was 34 hours, with working men at 35 hours and working women at 32.6 hours.

In urban areas, average actual hours worked in all economic activities was estimated at 39.4 hours per week compared to 31.6 hours in rural areas. The gender gap in actual hours of work per week is more sizeable in rural areas (3.2 hours) compared to urban areas (0.4 hours) to the disadvantage of working women, suggesting a higher labour underutilization among women in rural areas.

▶ **Table 25. Average actual hours of work per week by sex, Timor-Leste, 2021**

	Male	Female	Total
Actual hours			
All economic activities	35.6	33.5	34.8
Main economic activity	35.0	32.6	34.0
Secondary economic activity	7.2	7.2	7.2

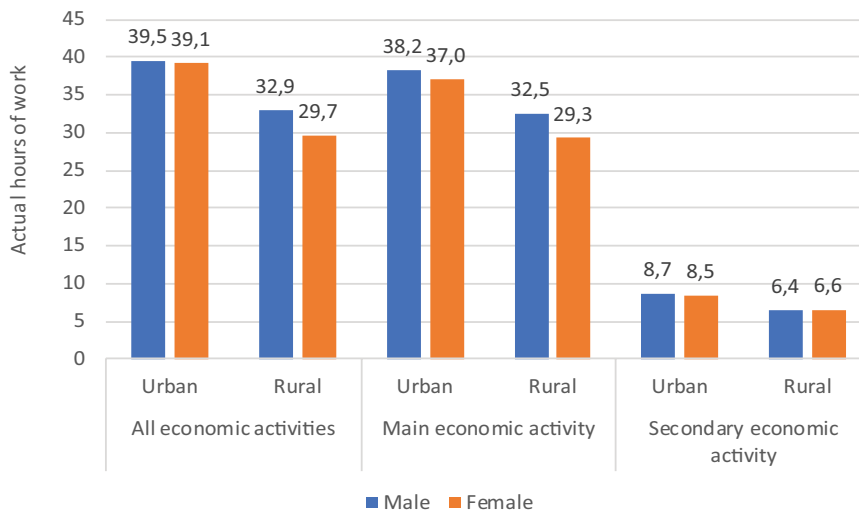
Source: Timor-Leste Labour Force Survey 2021.

► **Table 26. Average hours of work per week by region, Timor-Leste, 2021**

	Region 1	Region 2	Region 3	Region 4	Region 5	Total
Actual hours						
All economic activities	34.9	39.7	37.2	29.6	29.7	34.8
Main economic activity	34.5	39.2	35.7	29.1	29.4	34.0
Secondary economic activity	6.9	8.3 (*)	3.2	9.5	1.2 (*)	7.2

Source: Timor-Leste Labour Force Survey 2021.

Notes: (*) Denotes cells with small sample of less than 30 cases.

► **Figure 15. Actual hours of work per week by sex and geographic location, Timor-Leste, 2021**

Source: Timor-Leste Labour Force Survey 2021.

7.2 Distribution of hours of work

The distribution of employed persons by actual hours worked per week in all jobs provides information on people who are working excessive hours and people who are time-related under-employed. Excessive hours of work (working more than 48 hours per week) are considered a deficit to decent work as it undermines physical and mental health, while time-related underemployment could indicate reduced productivity and therefore potentially inadequate income from employment.

Among those 211 thousand women and men who reported actual work hours per week, half (50.2 per cent) of them worked less than 40 hours, while 26.5 per cent worked between 40-48 hours and 23.3 per cent worker more than 48 hours.

Across five regions, excessive hours of work were mostly like to happen in Region 2 (29.2 per cent), Region 1 (27.8 per cent), and Region 3 (25.6 per cent). At the same time, the share of workers with less than 40 hours per week is the highest in Region 4 (60.7 per cent), Region 1 (53.6 per cent), and Region 5 (51.9 per cent), marking the high risk of time-related underemployment.

► **Table 27. Distribution of employed persons by actual hours worked per week in all activities and sex, Timor-Leste, 2021**

	Male	Female	Total
By actual hours worked in all economic activities (% distribution)			
Less than 40 hours	46.5	56.0	50.2
40-48 hours	30.7	19.9	26.5
More than 48 hours	22.9	24.1	23.3

Source: Timor-Leste Labour Force Survey 2021.

► **Table 28. Distribution of employed persons by actual hours worked per week in all activities and region, Timor-Leste, 2021**

	Region 1	Region 2	Region 3	Region 4	Region 5	Total
By actual hours worked in all economic activities (% distribution)						
Less than 40 hours	53.6	44.7	43.0	60.7	51.9	50.2
40-48 hours	18.7	26.0	31.4	23.8	37.8	26.5
More than 48 hours	27.8	29.2	25.6	15.6	10.3	23.3

Source: Timor-Leste Labour Force Survey 2021.

▶ 8. Earnings: wages of employees and income from self-employment

Chapter 8 presents statistics of wages from the main job of salaried employees and income earned by the self-employed, with disaggregation by sex and region.

In this report, information on employment-generated income, in cash and in kind, was analyzed for both salaried employees and the self-employed in their main job. Where information on earnings in the main job was not recorded on a monthly basis, a conversion to a monthly rate was applied. All amounts are reported in US dollar (US\$).

8.1 Average monthly income in the main job

Average wages of salaried employees in Timor-Leste in 2021 was US\$248 per month. Across the five regions, average monthly wages in Region 1 (US\$267) and Region 4 (US\$265) exceeded the national average, whereas average monthly wages was the lowest in Region 5 (US\$223). Average income of the self-employed in 2021 was US\$142 per month. Average income of the self-employed was distinctly higher in Region 4 (US\$241) compared to other regions, due in part to considerably higher incomes in the services sector.

A gender pay gap is prevalent, with women (US\$236) earning on average around 6.3 per cent less than men (US\$252) among salaried employees overall⁵. Across the major occupation groups, the largest male-female disparity in wages was evident among craft and related trades workers (40.1 per cent), managers (38.5 per cent) and technicians and associate professionals (26.6 per cent). Likewise, based on the sector of economic activity, the gender pay gap amounted to 38.1 per cent in agriculture, 21.3 per cent in education and 12.8 per cent in administrative and support services, with men earning more than women in all three sectors. Conversely, in public administration, women's pay was on average 15.7 per cent higher than wages of men.

The overall gender pay gap was at 34.2 per cent to the disadvantage of women among self-employed. Based on different status in employment, the greatest male-female inequality in income was seen among business owners (employers) at 71.4 per cent, followed by 19.8 per cent among contributing family workers. By contrast, among own-account workers, women's income was on average 2.1 per cent higher than that of men. Women's income was found to be lower across all major occupation groups, and across three main sectors of economic activity.

⁵ In this report, the gender pay gap is calculated by subtracting the average employment-generated income level for women from that of men, and then dividing the remainder by the average employment-generated income level of men:
Gender pay gap = (The average income of men - The average income of women) / (The average income of men) *100

► **Table 29. Average monthly wages and earnings by sex, main job, Timor-Leste, 2021 (US\$)**

	Male	Female	Total	Gender pay gap (%)
Average monthly wages in main job of employees	252	236	248	6.3
<i>By economic activity</i>				
Agriculture, forestry and fishery	319	198	298	38.1
Industry	237	144 (*)	230	39.2 (*)
Manufacturing	187	140(*)	175	25.2 (*)
Construction	255	168(*)	255	24.1 (*)
Other industry	177(*)	900(*)	179 (*)	-409.8 (*)
Services	250	241	247	3.8
Wholesale and retail trade	181	179	181	1.0
Accommodation and food service activities	239 (*)	137	156	42.6 (*)
Administrative and support services	189	164	182	12.8
Public administration and defence	261	302	270	-15.7
Education	311	244	279	21.3
Other services	251	276	256	-9.6
<i>By occupation</i>				
Managers	204	125	194	38.5
Professionals	299	280	292	6.6
Technicians and associate professionals	339	243	320	28.4
Clerical support workers	259 (*)	196 (*)	245 (*)	24.3 (*)
Service and sales workers	205	183	200	10.7
Skilled agricultural, forestry & fishery workers	240	214	234	10.6
Craft and related trades workers	295	176	276	40.4
Plant and machine operators, and assemblers	217	213	217	1.9
Elementary occupations	172	141	164	18.2
Armed forces occupations	250 (*)	-	250 (*)	-
Occupations not classifiable	233 (*)	60 (*)	192 (*)	74.3 (*)
Average monthly income in main job of self-employed	174	114	142	34.2
<i>By economic activity</i>				
Agriculture, forestry and fishery	77	58	68	25.3
Industry	220	89	156	59.5
Services	256	158	198	38.3
<i>By status in employment</i>				
Employers	1,485	425	1,227	71.4

	Male	Female	Total	Gender pay gap (%)
Own-account workers	109	111	110	-2.1
Contributing family workers	88	71	79	19.8
<i>By occupation</i>				
Managers	500 (*)	-	500 (*)	-
Professionals	2,237 (*)	219 (*)	2,076 (*)	90.2 (*)
Technicians and associate professionals	734 (*)	571 (*)	724 (*)	22.3 (*)
Clerical support workers	63 (*)	20 (*)	49 (*)	68.2 (*)
Service and sales workers	186	163	171	12.0
Skilled agricultural, forestry & fishery workers	80	57	70	28.8
Craft and related trades workers	332	85	192	74.4
Plant and machine operators, and assemblers	188	120 (*)	188	36.1
Elementary occupations	124	63	100	49.5
Armed forces occupations	-	-	-	-
Occupations not classifiable	-	24 (*)	16 (*)	-

Source: Timor-Leste Labour Force Survey 2021.

Notes: (*) Denotes cells with small sample of less than 30 cases.

► **Table 30. Average monthly wages and earnings by region, main job, Timor-Leste, 2021 (US\$)**

	Region 1	Region 2	Region 3	Region 4	Region 5	Total
Average monthly wages in main job of employees	267	233	242	265	223	248
<i>By economic activity</i>						
Agriculture, forestry and fishery	330	123 (*)	255	385	119 (*)	298
Industry	354	233	189	204	156	230
Manufacturing	176 (*)	52 (*)	178	333 (*)	81 (*)	175
Construction	377	299	191	183	168 (*)	255
Other industry	64 (*)	400 (*)	218 (*)	29 (*)	-	179 (*)
Services	248	239	248	254	240	247
Wholesale and retail trade	208 (*)	127 (*)	183	163 (*)	152 (*)	181
Accommodation and food service activities	103 (*)	358 (*)	156	83 (*)	103 (*)	156
Administrative and support services	181	178	179	189	203	182
Public administration and defence	244	236	296	234	220	270
Education	288	257	272	304	243	279

	Region 1	Region 2	Region 3	Region 4	Region 5	Total
Other services	277	311	226	351	335	262
<i>By occupation</i>						
Managers	225	137 (*)	209	175 (*)	175 (*)	194
Professionals	275	254	305	307	265	292
Technicians and associate professionals	267 (*)	294 (*)	281	462	261 (*)	320
Clerical support workers	118 (*)	100 (*)	316 (*)	265 (*)	-	245 (*)
Service and sales workers	179	155	205	172	153	200
Skilled agricultural, forestry & fishery workers	432 (*)	116 (*)	269	114 (*)	117 (*)	234
Craft and related trades workers	708 (*)	266 (*)	179	260	166 (*)	276
Plant and machine operators, and assemblers	191	253 (*)	176	308	438 (*)	217
Elementary occupations	142	244	139	209	174 (*)	164
(Armed forces occupations)	333 (*)	-	213 (*)	-	.	250 (*)
Occupations not classifiable	-	-	192 (*)	-	-	192 (*)
Average monthly income in main job of self-employed	132	134	120	241	57	142
<i>By economic activity</i>						
Agriculture, forestry and fishery	66	56	85	71	24	68
Industry	184	167	146	128	97	156
Services	192	184	129	534	81	198
<i>By status in employment</i>						
Employers	1,054 (*)	464 (*)	1,523 (*)	1,822 (*)	147 (*)	1,227
Own-account workers	102	121	100	160	53	110
Contributing family workers	115 (*)	112 (*)	27 (*)	140	111 (*)	79
<i>By occupation</i>						
Managers	500 (*)	-	-	-	-	500 (*)
Professionals	879 (*)	-	118 (*)	14,310 (*)	243 (*)	2,076 (*)
Technicians and associate professionals	836 (*)	300 (*)	459 (*)	-	50 (*)	724 (*)
Clerical support workers	31 (*)	-	-	300 (*)	-	49 (*)
Service and sales workers	167	180	135	343	75	171
Skilled agricultural, forestry & fishery workers	65	55	82	83	24	70
Craft and related trades workers	230	197	116	325	103	192
Plant and machine operators, and assemblers	99 (*)	316 (*)	123 (*)	185 (*)	17 (*)	188 (*)
Elementary occupations	87	77 (*)	126	35 (*)	106 (*)	100
(Armed forces occupations)	-	-	-	-	-	-
Occupations not classifiable	-	50 (*)	40 (*)	-	-	16 (*)

Source: Timor-Leste Labour Force Survey 2021.

Notes: (*) Denotes cells with small sample of less than 30 cases.

► 9. Own-use production and subsistence work

Chapter 9 presents the statistics on activities related to own-use production work of the working-age population, including of persons involved in subsistence food production and other subsistence work.

The technical term *own-use production of work* was introduced during the 19th International Conference of Labour Statisticians (ICLS). It defines all inputs of labour involved in production of goods and services for own final use by their families. The concept captures the type of work that is commonly considered as subsistence production of goods and the provision of services which is also known as household care work.

As the measurement of own-use production of services, unpaid care work was not included in the LFS 2021, this chapter covers only people of working-age who were in subsistence production of goods, which comprised subsistence farming, fishing, hunting, processing food for storage, fetching water, collecting firewood, manufacturing goods, and own-dwelling construction.

9.1 Total subsistence production work

Based on the results from the LFS, the number of persons in subsistence production work totalled 600.3 thousand, with 357.6 thousand women and 242.7 thousand men. Women of working-age were more likely to be a subsistence production worker than their male counterparts (88.1 per cent compared to 60.1 per cent, respectively). Among adults aged 25-64 years, nine in ten (91.5 per cent) women were identified as subsistence production workers.

In terms of geographic locality, overall, people in urban areas compared to rural areas were less likely to participate in subsistence production work. Women were more likely to be subsistence production workers than men in both urban and rural areas, but the female-male gap in the share of subsistence production workers was greater in urban areas at 45.5 percentage points compared to 16.8 percentage points in rural areas.

In regard to the educational attainment of subsistence production workers, the overall trend showed that people with higher educational attainment were less likely to participate in subsistence work, but this trend was solely driven by men. Among men, the share of subsistence production workers was the lowest (37.6 per cent) among those with tertiary education, and the share was drastically higher among those with less than primary education or no formal education at 71.3 per cent. By contrast, the share of subsistence production workers among women merely varied by their educational qualification (between 86.2 per cent and 88.4 per cent for women with different educational attainment) (see Table 31 for details).

By region, Region 3 is had the lower share of subsistence production workers, at 68.6 per cent, while Region 2 had the higher share at 84.6 per cent.

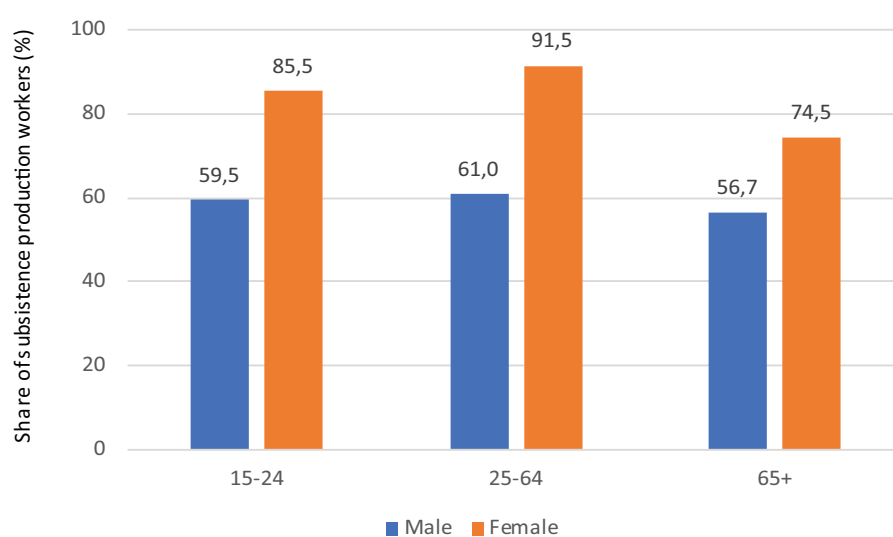
► **Table 31. Total subsistence production work by sex and selected characteristics, Timor-Leste, 2021**

	Male	Female	Total
Subsistence production work (000)	242.7	357.6	600.3
<i>By age group</i>			
15-24	82.2	113.8	196.0
25-64	142.4	219.2	361.6
65+	18.1	24.7	42.8
<i>By geographic location</i>			
Urban	60.2	136.3	196.6
Rural	182.5	221.3	403.8
<i>By educational attainment</i>			
Less than primary or none	85.8	119.8	205.6
Completed primary	75.9	106.6	182.6
Completed secondary	67.4	106.1	173.5
Tertiary (first stage or completed)	13.6	25.1	38.7
Level not stated	-	-	-
<i>By region</i>			
Region 1	54.0	82.1	136.1
Region 2	38.8	44.3	83.0
Region 3	95.7	157.7	253.5
Region 4	42.6	57.7	100.4
Region 5	11.6	15.8	27.3
Subsistence production work (% in the respective working-age population)	60.1	88.1	74.2
<i>By age group</i>			
15-24	59.5	85.5	72.3
25-64	61.0	91.5	76.4
65+	56.7	74.5	65.7
<i>By geographic location</i>			
Urban	38.2	83.7	61.3
Rural	74.3	91.1	82.6
<i>By educational attainment</i>			
Less than primary or none	71.3	88.3	80.3
Completed primary	62.6	88.4	75.5
Completed secondary	53.6	88.3	70.5
Tertiary (first stage or completed)	37.6	86.2	59.2
Level not stated	-	-	-
<i>By region</i>			
Region 1	62.0	88.9	75.8

	Male	Female	Total
Region 2	77.5	92.1	84.6
Region 3	51.1	86.6	68.6
Region 4	68.5	88.1	78.6
Region 5	68.7	88.9	79.1

Source: Timor-Leste Labour Force Survey 2021.

► **Figure 16. Subsistence production work by age group and sex (% of respective WAP), Timor-Leste, 2021**



Source: Timor-Leste Labour Force Survey 2021.

9.2 Subsistence production as the main work

Subsistence production as the main work focuses on persons in subsistence production of work who were not in employment, i.e. whose main current activity is on own-use production. In Timor-Leste, people with subsistence production as the main work were estimated at 439.8 thousand, comprising of 273.4 thousand women and 166.4 thousand men.

Young people aged 15-24 years with subsistence production as the main work totalled 179.2 thousand, representing 66.1 per cent of people of this age group. This share is higher than it of adults aged 25-64 years (47.7 per cent) and elderly adults aged 65 years and above (54.1 per cent). The great amount of young people on subsistence production as main work may explain the high NEETs rate (see section 5.4 for details).

By educational attainment, women and men with completed primary schooling had the highest share of people on subsistence production as main work of 62.8 per cent, while those who reached tertiary schooling had the lowest share of 26.1 per cent.

By geographic locality, people in rural areas compared to urban areas were more likely to carry out subsistence production as the main work (61.2 per cent compared to 43.9 per cent,

respectively). Across the five regions, the share of people on subsistence production as the main work in Region 4 (46.7 per cent) and Region 3 (52.8 per cent) was lower than the national average (54.3 per cent). Conversely, Region 3 showed a greater gender disparity with women's share in subsistence production as the main work exceeding men's share by 31.4 percentage points (see Figure 17).

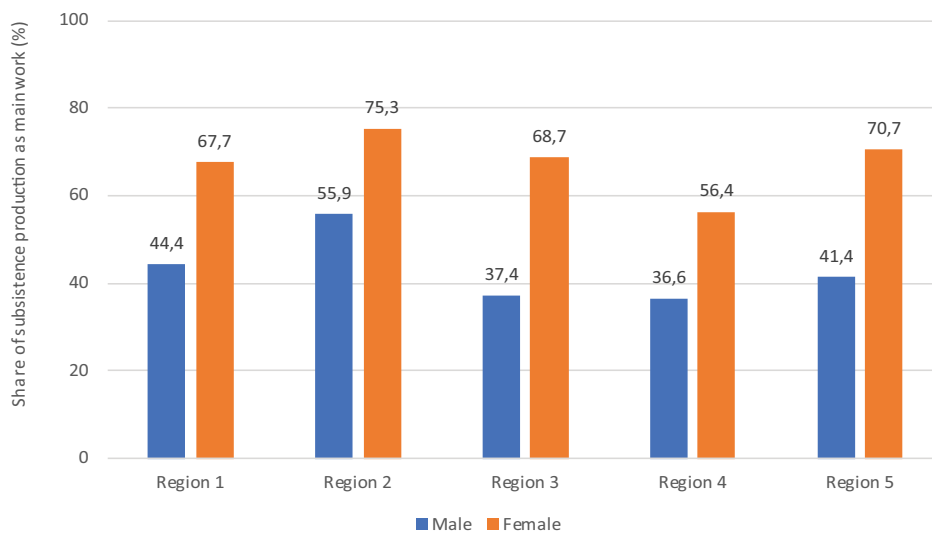
► **Table 32. Subsistence production as main work by sex and selected characteristics, Timor-Leste, 2021**

	Male	Female	Total
Subsistence production as main work (000)	166.4	273.4	439.8
<i>By age group</i>			
15-24	74.0	105.2	179.2
25-64	77.8	147.6	225.4
65+	14.6	20.6	35.2
<i>By geographic location</i>			
Urban	39.3	101.6	140.9
Rural	127.1	171.8	298.9
<i>By educational attainment</i>			
Less than primary or none	58.3	91.2	149.5
Completed primary	61.4	90.5	152.0
Completed secondary	41.2	80.1	121.3
Tertiary (first stage or completed)	5.4	11.6	17.0
Level not stated	-	-	-
<i>By region</i>			
Region 1	38.7	62.6	101.2
Region 2	28.0	36.2	64.2
Region 3	70.0	125.2	195.2
Region 4	22.8	36.9	59.7
Region 5	7.0	12.5	19.5
Subsistence production as main work (% in the respective working-age population)	41.2	67.4	54.3
<i>By age group</i>			
15-24	53.6	79.0	66.1
25-64	33.3	61.6	47.7
65+45.7	62.2	54.1	
<i>By geographic location</i>			
Urban	24.9	62.4	43.9
Rural	51.7	70.7	61.2
<i>By educational attainment</i>			
Less than primary or none	48.5	67.2	58.4

	Male	Female	Total
Completed primary	50.7	75.0	62.8
Completed secondary	32.8	66.6	49.3
Tertiary (first stage or completed)	15.0	39.9	26.1
Level not stated	-	-	-
<i>By region</i>			
Region 1	44.4	67.7	56.4
Region 2	55.9	75.3	65.4
Region 3	37.4	68.7	52.8
Region 4	36.6	56.4	46.7
Region 5	41.4	70.7	56.4

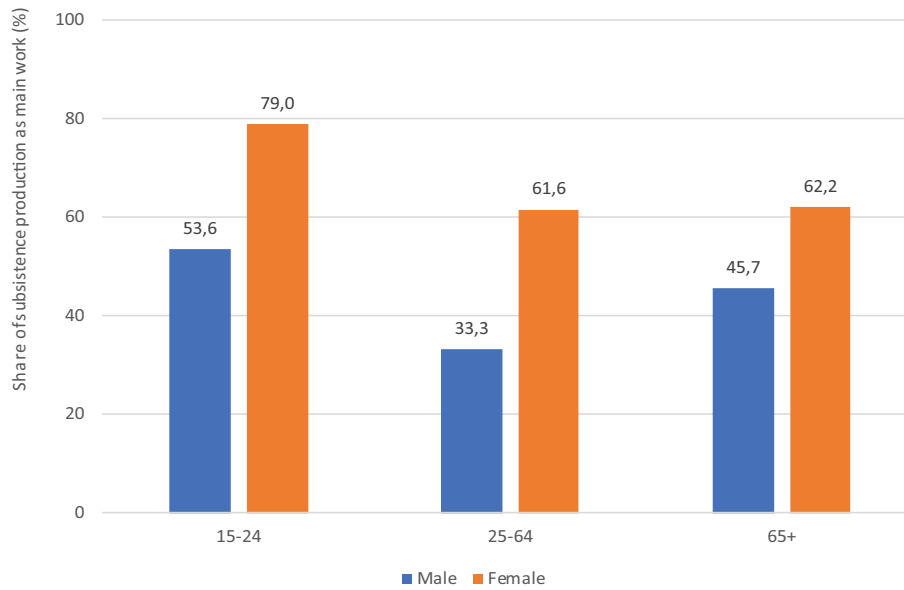
Source: Timor-Leste Labour Force Survey 2021.

► **Figure 17. Subsistence production as main work by region and sex (% of WAP), Timor-Leste, 2021**



Source: Timor-Leste Labour Force Survey 2021.

► **Figure 18. Subsistence production as main work by age group and sex (% of respective WAP), Timor-Leste, 2021**



Source: Timor-Leste Labour Force Survey 2021.

9.3 Subsistence foodstuff producers

Subsistence foodstuff production consists of subsistence farming, fishing, hunting, and processing food for storage. In this report, subsistence foodstuff producers focuses on persons who were not in employment. Following this logic, the LFS estimates that subsistence foodstuff producers amounted to 190.2 thousand (or 23.5 per cent of the total working-age population), with more women (98.3 thousand) than men (91.9 thousand). Subsistence foodstuff producers were more prevalent among elderly adults aged 65 years and above with a share of 38.1 per cent, compared to 27.6 per cent among adults aged 25-64 years and 12.9 per cent among young people aged 15-24 years.

By geographic locality, in urban areas, one in 13 persons (7.7 per cent) was reported as subsistence foodstuff producers, whereas this rate is significantly higher in rural areas where one-third (33.8 per cent) of the working-age population were subsistence foodstuff producers. Women were more likely to be subsistence foodstuff producers than men in both urban and rural areas.

By educational attainment, the share of subsistence foodstuff producers among people without formal education or with less than primary education was 41.4 per cent. This share was remarkably higher than that of people with higher educational qualifications, namely, only 5.8 per cent for people with tertiary education, followed by 14.1 per cent for those secondary education and 18.9 per cent for those with completed primary education.

Across the five regions, Region 3 had the lowest share of subsistence foodstuff producers, at 19.1 per cent, whereas Region 2 had the highest share at 37 per cent. The largest gender inequality was observed in Region 5 where the share of subsistence foodstuff producers among women was 4.6 percentage points higher compared to that of men.

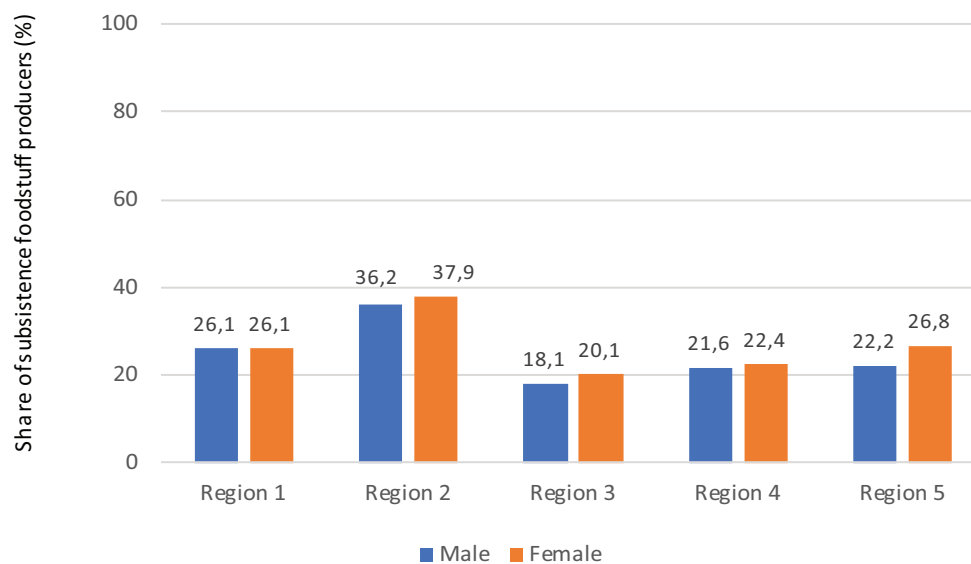
► **Table 33. Subsistence foodstuff producers by sex and selected characteristics, Timor-Leste, 2021**

	Male	Female	Total
Subsistence foodstuff producers (000)	91.9	98.3	190.2
<i>By age group</i>			
15-24	18.3	16.6	34.9
25-64	61.1	69.4	130.5
65+	12.5	12.4	24.8
<i>By geographic location</i>			
Urban	10.4	14.5	24.8
Rural	81.5	83.9	165.4
<i>By educational attainment</i>			
Less than primary or none	49.0	57.0	106.0
Completed primary	23.3	22.5	45.8
Completed secondary	17.6	17.0	34.6
Tertiary (first stage or completed)	2.0	1.8	3.8
Level not stated	-	-	-
<i>By region</i>			
Region 1	22.7	24.1	46.8
Region 2	18.1	18.2	36.3
Region 3	33.8	36.6	70.4
Region 4	13.5	14.7	28.2
Region 5	3.7	4.8	8.5
Subsistence foodstuff producers (% of the respective working-age population)	22.8	24.2	23.5
<i>By age group</i>			
15-24	13.2	12.5	12.9
25-64	26.2	29.0	27.6
65+	39.0	37.3	38.1
<i>By geographic location</i>			
Urban	6.6	8.9	7.7
Rural	33.2	34.5	33.8
<i>By educational attainment</i>			
Less than primary or none	40.7	42.0	41.4
Completed primary	19.2	18.7	18.9
Completed secondary	14.0	14.2	14.1
Tertiary (first stage or completed)	5.5	6.2	5.8
Level not stated	-	-	-

	Male	Female	Total
<i>By region</i>			
Region 1	26.1	26.1	26.1
Region 2	36.2	37.9	37.0
Region 3	18.1	20.1	19.1
Region 4	21.6	22.4	22.0
Region 5	22.2	26.8	24.5

Source: Timor-Leste Labour Force Survey 2021.

► **Figure 19. Subsistence foodstuff producers by regions and sex (% of WAP), Timor-Leste, 2021**



Source: Timor-Leste Labour Force Survey 2021.

▶ 10. Impact of the Covid-19 pandemic on the labour market

Chapter 10 presents an assessment of the Covid-19 impact on the Timor-Leste labour market, using data from the newly developed ILO module for a retrospective measurement of such impact. The module includes impact on both employment and unemployment.

While Timor-Leste has been running rapid assessments of the Covid-19 impact on its economy,⁶ including the labour market, the new LFS module constitutes a first robust national assessment of such impact, and the data contributes to the existing knowledge base on this topic. It should also contribute to other future assessments of the Covid-19 impacts on employment.

10.1 Assessment of the overall Covid-19 impact on the labour market

The overall impact on employment includes reduction in working hours, temporary absences, work breaks, increase in working hours, pay cuts or income loss, telework and home-based work due to Covid-19. It also briefly covers the actual job losses, as well as compensations received because of Covid-19 impact. Table 34 presents persons affected by such various impacts, as well as the proportion in the working-age population.

According to information provided by the LFS, 52.7 thousand people in Timor-Leste had some form of impact on employment due to Covid-19, accounting for 6.5 per cent of the total working-age population. Some 37.2 thousand experienced reduction in working hours, temporary absence from work or work break, 11 thousand had lost their job, 8.5 thousand had to work extra hours or work from home, and 3.6 thousand reported pay cuts or income losses. Some people reported suffering from more than one impact.

The impact of Covid-19 on employment was more likely to affect men than women. One in ten (10.1 per cent) men reported their employment was affected by Covid-19, compared to 2.9 per cent of women. The gender differences were especially notable on working hour reductions where 7.7 per cent of men experienced working hour reductions or temporary absence or work break, which is 6.1 percentage points higher than that for their female counterparts.

6 <https://timorleste.un.org/en/170064-socio-economic-impact-assessment-covid-19-timor-leste-round-2-2021>

By region, most (57.4 per cent) of the workers who suffered employment impacts were concentrated in Region 3, where 30.2 thousand were affected. This is not only as a result of that Region 3 had the largest population and labour force in the country, but also because Region 3 had the highest proportion of employment impacts of 8.2 per cent, whereas the proportion did not exceed 6 per cent in the other regions.

► **Table 34. Covid-19 impact on employment broad brood type of impact and sex, Timor-Leste, 2021**

	Male	Female	Total
Persons whose employment was affected by Covid-19 (000)	40.9	11.8	52.7
<i>By broad type of Covid-19 impact (000)</i>			
Reduction in working hours / temporary absence / breaks	31.0	6.2	37.2
Pay cuts / wage or income losses	3.1	0.6	3.6
Job losses	6.5	4.5	11.0
Other Covid-19 impacts	7.0	1.5	8.5
Proportion affected in the working-age population (% WAP)	10.1	2.9	6.5
<i>By broad type of Covid-19 impact (% of WAP)</i>			
Reduction in working hours / temporary absence / breaks	7.7	1.5	4.6
Pay cuts / wage or income losses	0.8	0.1	0.4
Job losses	1.6	1.1	1.4
Other Covid-19 impacts	1.7	0.4	1.1

Source: Timor-Leste Labour Force Survey 2021.

Note: In this table, the categories of impact are not mutually exclusive, therefore the total number of persons whose employment was affected by Covid-19 does not equal to the sum of different categories of impact.

► **Table 35. Covid-19 impact on employment by broad type of impact and region, Timor-Leste, 2021**

	Region 1	Region 2	Region 3	Region 4	Region 5	Total
Persons whose employment was affected by Covid-19 (000)	10.8	5.9	30.2	4.7	1.1	52.7
<i>By broad types of Covid-19 impact (000)</i>						
Reduction in working hours/ temporary absence/ breaks	8.6	4.3	19.9	3.5	0.9	37.2
Pay cuts/ wage or income losses	0.8 (*)	0.6 (*)	1.6	0.5 (*)	0.1 (*)	3.6
Job losses	0.9	1.0	8.3	0.6 (*)	0.1 (*)	11.0
Other Covid-19 impacts	2.0	1.0	4.2	1.1	0.3 (*)	8.5
Proportions affected in the working-age population (%)	6.0	6.0	8.2	3.7	3.1	6.5

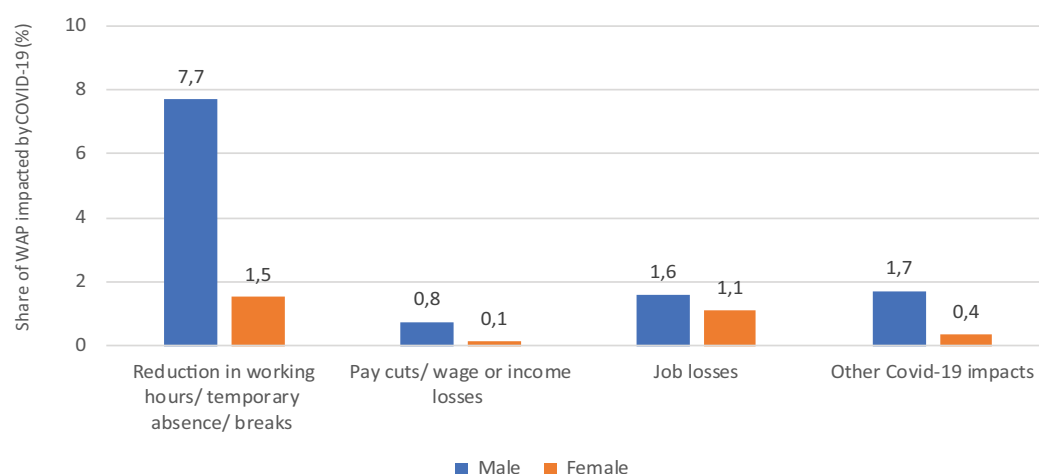
	Region 1	Region 2	Region 3	Region 4	Region 5	Total
<i>By broad types of Covid-19 impact (% of WAP)</i>						
Reduction in working hours/ temporary absence/ breaks	4.8	4.4	5.4	2.7	2.6	4.6
Pay cuts/ wage or income losses	0.4 (*)	0.6 (*)	0.4	0.4 (*)	0.2 (*)	0.4
Job losses	0.5	1.0	2.3	0.5 (*)	0.4 (*)	1.4
Other Covid-19 impacts	1.1	1.0	1.1	0.8	0.8 (*)	1.1

Source: Timor-Leste Labour Force Survey 2021.

Notes: 1) (*) Denotes cells with small sample of less than 30 cases.

2) In this table, the categories of impact are not mutually exclusive, therefore the total number of persons whose employment was affected by Covid-19 does not equal to the sum of different categories of impact

► **Figure 20. Impact of Covid-19 on employment by type of impact and sex (% of WAP), Timor-Leste, 2021**



Source: Timor-Leste Labour Force Survey 2021.

Notes: The categories of impact are not mutually exclusive.

10.2 Working hours losses for persons currently in employment

Working hours losses comprised reduction in working hours and temporary absence or breaks between March 2020 and November 2021. According to the LFS, the 37.2 thousand employed persons who experienced a reduction in working hours, temporary absent from work or work break accumulated losses of 14.6 million working hours since the Covid-19 outbreak, including 12.1 million hours lost by working men and 2.5 million hours lost by working women. Region 3 reported the highest number of workers (19.9 thousand) affected by reduced working hours, while Region 1 had the highest amount of total working hours lost (6.3 million hours).

More than one-fifth (21.6 per cent) of all working-hour losses were in wholesale and retail trade, 18.4 per cent were in education, and 10.7 per cent in public administration. Altogether, 27.1 thousand employed persons in the service sector had a total working-hour reduction of 11.6 million hours, accounting for 79.6 per cent of total working-hour losses caused by Covid-19. Hours reduced in industry and agriculture represented 16.1 per cent and 4.3 per cent of total hours lost, respectively.

Wage employment compared to other types of employment was more likely to experience reduced working hours or temporary work stoppages. In total, 8.9 million hours were reduced from 23.5 thousand wage employees, representing 61 per cent of all hours lost. Additionally, one-third (32.8 per cent) of total working-hour losses were attributed to own-account workers, and 5.3 per cent to contributing family workers.

By broader classification of occupations, 27.7 per cent of working hours losses attributed to professionals, 26.6 per cent to service and sales workers, 18.8 per cent to plant and machine operators, and 13.7 per cent to craft and related trades workers. The total working-hour losses among these four categories of occupations were estimated at 12.6 million hours.

► **Table 36. Working-hour losses due to Covid-19 pandemic for employed persons by sex, region and other socio-economic characteristics, Timor-Leste, 2021**

	Employed persons (000)			Working-hour losses (000)		
	Male	Female	Total	Male	Female	Total
Affected employed persons, aged 15+ years, and working-hour losses	31.0	6.2	37.2	12,111	2,450	14,561
<i>By age group</i>						
15-24	0.8	0.3 (*)	1.0	570	45 (*)	615
25-64	29.2	5.7	34.9	11,148	2,400	13,548
65+	1.1	0.2 (*)	1.3	394	4 (*)	398
<i>By educational attainment</i>						
Less than primary or none	6.6	1.9	8.5	2,113	386	2,499
Completed primary	4.2	0.8 (*)	5.0	1,481	972 (*)	2,454
Completed secondary	10.7	1.7	12.4	4,688	769	5,457
Tertiary (first stage or completed)	9.5	1.8	11.3	3,829	322	4,151
Level not stated	-	-	-	-	-	-
<i>By economic industry</i>						
Agriculture, forestry and fishery	2.8	0.2 (*)	2.9	605	19 (*)	624
<i>Industry</i>						
Manufacturing	1.2	0.9 (*)	2.0	1,675	166 (*)	1,841
Construction	1.8	-	1.8	492	-	492
Other Industry	0.0	-	0.0	4	-	4
<i>Services</i>						
Wholesale and retail trade	4.9	1.8	6.7	1,897	1,251	3,148
Restaurants, food and beverage services	<0.1 (*)	0.2 (*)	0.3 (*)	1 (*)	230 (*)	230 (*)
Administrative and support services	1.8	0.1 (*)	1.9	1,061	5 (*)	1,066
Public administration and defence	5.7	0.5 (*)	6.2	1,457	105 (*)	1,562
Education	6.0	1.6	7.7	2,025	651	2,677

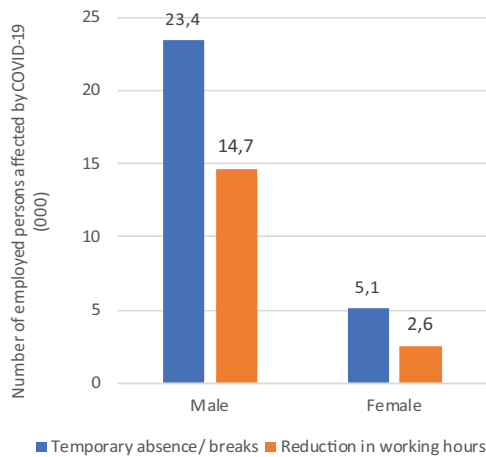
	Employed persons (000)			Working-hour losses (000)		
	Male	Female	Total	Male	Female	Total
Other services	4.1 (*)	0.3 (*)	4.4	2,893	15 (*)	2,907
Economic activity not classified	<0.1 (*)	<0.1 (*)	<0.1 (*)	0 (*)	9 (*)	9 (*)
<i>By status of employment</i>						
Employees	20.5	3.0	23.5	7,828	1,049	8,876
Employers	0.4 (*)	<0.1 (*)	0.4 (*)	126 (*)	2 (*)	127 (*)
Own-account workers	5.9	2.4	8.3	3,675	1,102	4,777
Contributing family workers	1.6	0.2 (*)	1.7	482	289 (*)	771
Workers not classifiable by status	2.6	0.6 (*)	3.3	-	9 (*)	9 (*)
<i>By occupation</i>						
Managers	0.9 (*)	<0.1 (*)	1.0 (*)	299 (*)	15 (*)	314 (*)
Professionals	11.5	2.1	13.5	3,290	741	4,031
Technicians and associate professionals	1.5 (*)	0.3 (*)	1.8 (*)	190 (*)	14 (*)	204 (*)
Clerical support workers	0.1 (*)	-	0.1 (*)	15 (*)	-	15
Service and sales workers	4.8	2.0	6.8	2,522	1,349	3,871
Skilled agricultural, forestry & fishery workers	2.6	0.3 (*)	2.9	559	22 (*)	580
Craft and related trades workers	2.0	0.2 (*)	2.1	1,947	47 (*)	1,993
Plant and machine operators, and assemblers	3.2	-	3.2	2,732	-	2,732
Elementary occupations	1.7	0.7 (*)	2.4	540	254 (*)	794
Armed forces occupations	0.1 (*)	-	0.1 (*)	18 (*)	-	18 (*)
Occupation not classified	<0.1 (*)	<0.1 (*)	<0.1 (*)	<0.1 (*)	9 (*)	9 (*)
<i>By regions</i>						
Region 1	6.9	1.6	8.6	4,980	1,307	6,287
Region 2	3.8	0.5 (*)	4.3	1,107	229 (*)	1,336
Region 3	16.2	3.7	19.9	4,918	877	5,795
Region 4	3.1	0.4 (*)	3.5	656	34 (*)	690
Region 5	0.9	<0.1 (*)	0.9	450	3 (*)	454

Source: Timor-Leste Labour Force Survey 2021.

Notes: (*) Denotes cells with small sample of less than 30 cases

▶ **Figure 21. Working-hour losses due to Covid-19 by reason for changes in working hours and sex, Timor-Leste, 2021**

Panel A: Employment affected



Panel B: Working hours lost



Source: Timor-Leste Labour Force Survey 2021.

10.3 Job losses: actual and full-time equivalent employment losses

Total job losses – comprising actual job losses and full-time equivalent employment losses (based on working-hour losses) – amounted to 314.3 thousand, of which 11 thousand were actual job losses and 303.4 thousand were attributed to full-time equivalent employment losses.⁷ Men reported a significantly higher amount of total job losses of 258.8 thousand compared to that of women (55.5 thousand). The sharp gender differences were mostly driven by full-time equivalent job losses (252.3 thousand among men compared to 51 thousand among women).

Adults aged 25-64 years experienced 292.4 thousand total job losses, of which 10.2 thousand were actual job losses and 282.3 thousand were full-time equivalent job losses. Youth aged 15-24 years experienced 13.4 thousand job losses and elder adults aged 65 years and above experienced 8.5 thousand job losses.

By educational attainment, people with completed secondary education reported the most job losses of 117.5 thousand, including 3.8 thousand actual job losses and 113.7 thousand full-time equivalent employment losses. People with tertiary education experienced the lowest actual job losses at 2 thousand, while people with completed primary education had the least amount of full-time equivalent job losses of 51.1 thousand.

Across three main sectors of economic activity, job losses were concentrated in the service sector (247.1 thousand), representing 78.6 per cent of total job losses due to Covid-19. Job losses in industry and agriculture amounted 49.3 thousand and 13.9 thousand, respectively, corresponding to 15.7 per cent and 4.4 per cent of all job losses.

Among the five regions, 83 per cent of all job losses were in Region 1 (131.8 thousand) and Region 3 (129.1 thousand). On the other hand, Region 3 accumulated 76 per cent of total actual job losses, totalling 8.3 thousand, while other regions reported only 2.6 thousand job losses collectively.

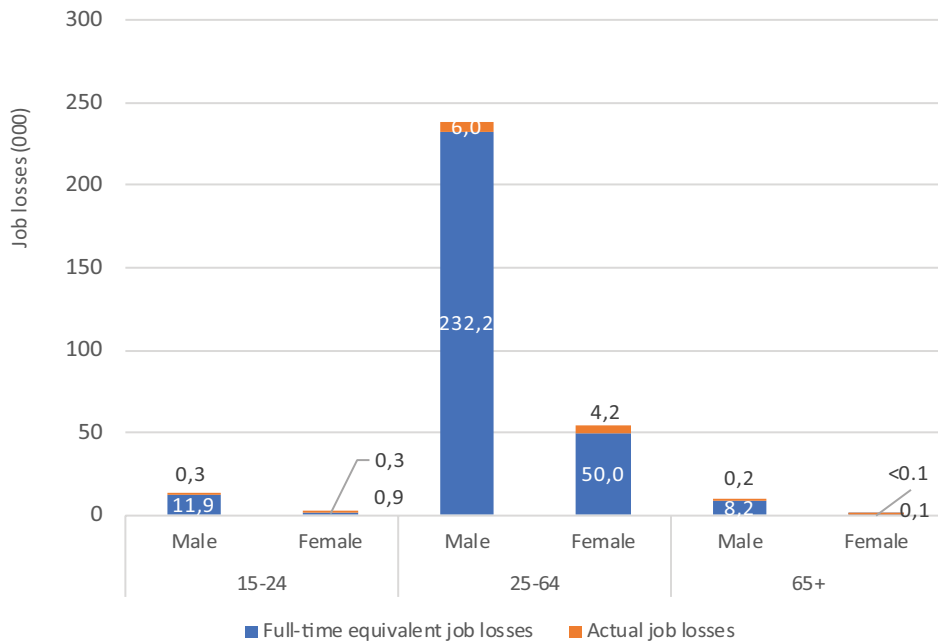
⁷ Full-time equivalent employment losses based on working hours losses is calculated as total working-hour losses divided by 48 hours (or the equivalent of full-time work per week).

► **Table 37. Job losses due to Covid-19 Pandemic by sex, region and other socio-economic characteristics, Timor-Leste, 2021**

	Actual job losses (000)			Total job losses including full-time equivalent job losses (000)		
	Male	Female	Total	Male	Female	Total
Total employment losses, aged 15+ years	6.5	4.5	11.0	258.8	55.5	314.3
<i>By age group</i>						
15-24	0.3 (*)	0.3 (*)	0.6 (*)	12.1	1.2	13.4
25-64	6.0	4.2	10.2	238.3	54.2	292.4
65+	0.2 (*)	<0.1 (*)	0.2 (*)	8.4	0.1	8.5
<i>By educational attainment</i>						
Less than primary or none	1.9	1.1	3.0	45.9	9.2	55.1
Completed primary	1.3	0.8 (*)	2.1	32.2	21.1	53.3
Completed secondary	2.1	1.7	3.8	99.8	17.7	117.5
Tertiary (first stage or completed)	1.1	0.8 (*)	2.0	80.9	7.5	88.5
Level not stated	-	-	-	-	-	-
<i>By economic industry</i>						
Agriculture, forestry and fishery	0.6 (*)	0.3 (*)	0.9	13.2	0.7	13.9
Industry	0.2 (*)	0.4 (*)	0.6 (*)	45.5	3.8	49.3
Services	2.9	2.7	5.6	197.4	49.7	247.1
Economic activity not classified	2.7	1.1	3.8	2.7	1.3	4.0
<i>By regions</i>						
Region 1	0.4 (*)	0.5 (*)	0.9	104.2	27.7	131.8
Region 2	0.8 (*)	0.2 (*)	1.0	23.9	5.0	28.8
Region 3	4.6	3.8	8.3	107.0	22.0	129.1
Region 4	0.6 (*)	0.1 (*)	0.6 (*)	14.2	0.8	15.0
Region 5	0.1 (*)	<0.1 (*)	0.1 (*)	9.5	0.1	9.6

Source: Timor-Leste Labour Force Survey 2021.

Notes: (*) Denotes cells with small sample of less than 30 cases.

► **Figure 22. Job losses due to Covid-19 pandemic by age and sex, Timor-Leste, 2021**

Source: Timor-Leste Labour Force Survey 2021.

10.4 Income losses: from current employment and from job losses

Covid-19 impacts on employment are also reflected in significant income losses. In Timor-Leste, total income losses caused by Covid-19 were estimated at US\$27.7 million, including US\$7.4 million in pay cut and income reduction for currently employed workers and US\$20.3 due to job losses. Working women had higher total pay cut and income losses from current employment (US\$3.9 million) compared to working men (US\$3.5 million). Furthermore, the average income losses per individual were likely to be much higher among women than among men since the amount of affected employment by pay cut, income losses, and job loss was much lower among women (see Table 34), suggesting particular economic vulnerabilities that women had to face during the Covid-19 pandemic.

Among different age groups, income losses among adults aged 25-64 years were the highest at US\$22.7 million. However, numbers from the LFS indicated that elder adults aged 65 years and above experienced the most pay cut and income reduction for currently employed workers, totalling US\$3.9 million. Among these older persons, women had dramatically higher income reduction of US\$3.8 million compared to men (US\$62 thousand).

In regard to income losses due to Covid-19 by educational attainment, people with no formal education or less than primary education accumulated the most income losses from currently employed workers, totalling US\$4.5 million, followed by people with completed secondary education (US\$2.5 million). Notably, women with no formal education or less than primary education had lost US\$3.9 million, which is significantly higher compared to their male counterparts (US\$0.6 million). Likewise, people with completed secondary education reported the highest total income losses including from job losses of US\$9.3 million, followed those with no formal education or less than primary education (US\$9.1 million).

By sector of economic activity, the largest income losses for currently employed workers came from agriculture (US\$5.9 million), whereas the highest total income losses were recorded in services (US\$14 million), corresponding to the large amount of working hours losses in service sector. In services and agriculture, total income losses among women were higher than among men, while total income losses were higher among men compared to women in industry,

By region, pay cut and income losses from current employment in Region 4 amounted US\$5.9 million, which is much higher than this type of income loss in all other regions combined (US\$1.6 million). Similarly, Region 3 had the highest total income losses including from job losses, totalling US\$17.5 million. Region 1, on the other hand, despite having reported the largest job losses across all regions, accumulated relatively low total income losses, at US\$1.2 million.

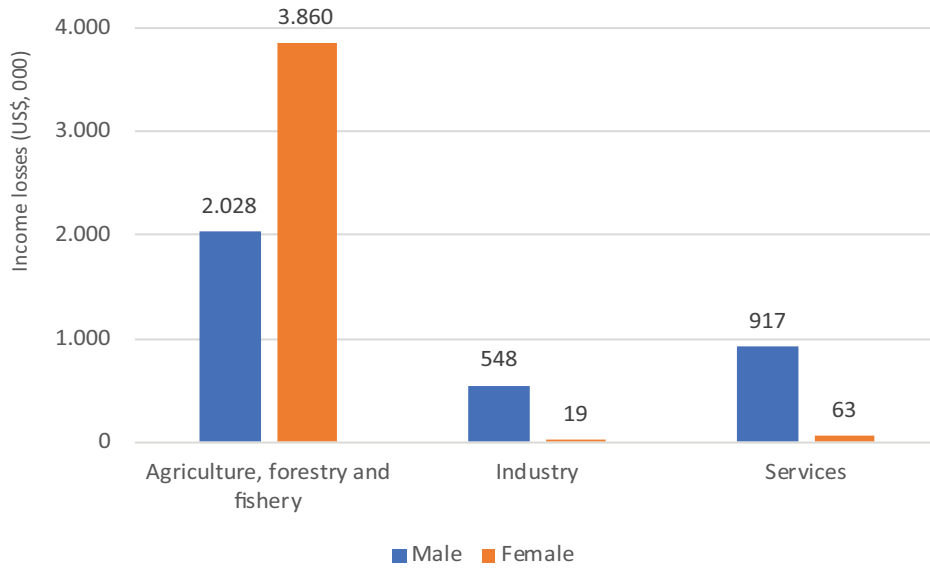
► **Table 38. Income losses due to Covid-19 pandemic by sex, region and other socio-economic characteristics, Timor-Leste, 2021 (US\$)**

	Income losses from currently employed persons (US\$, 000)			Total income losses including from job losses (US\$, 000)		
	Male	Female	Total	Male	Female	Total
Total income losses, aged 15+ years	3,493	3,942	7,435	13,966	13,745	27,711
<i>By age group</i>						
15-24	47	3	51	236	104	341
25-64	3,383	115	3,498	12,922	9,750	22,672
65+	62	3,824	3,887	808	3,890	4,698
<i>By educational attainment</i>						
Less than primary or none	627	3,877	4,504	3,847	5,293	9,140
Completed primary	342	16	358	1,897	1,738	3,635
Completed secondary	2,453	34	2,487	4,864	4,423	9,288
Tertiary (first stage or completed)	71	16	87	3,358	2,291	5,649
Level not stated	-	-	-	-	-	-
<i>By economic activity</i>						
Agriculture, forestry and fishery	2,028	3,860	5,889	2,731	4,748	7,479
Industry	548	19	567	1,562	414	1,975
Services	917	63	980	6,395	7,620	14,014
Economic activity not classified	-	-	-	3,279	963	4,242
<i>By region</i>						
Region 1	374	10	384	621	583	1,204
Region 2	735	28	763	1,908	147	2,055
Region 3	375	56	431	9,039	8,446	17,486
Region 4	2,004	3,845	5,850	2,261	4,561	6,822
Region 5	4	4	8	138	7	144

Source: Timor-Leste Labour Force Survey 2021.

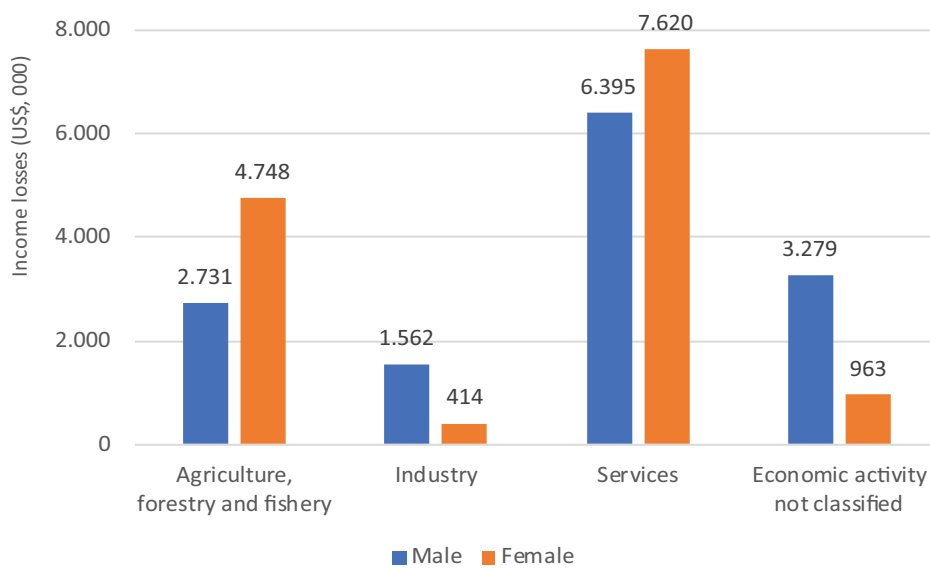
Notes: (*) Denotes cells with small sample of less than 30 cases.

▶ **Figure 23. Income losses from currently employed workers due to Covid-19 pandemic, by main industry and sex, Timor-Leste, 2021 (thousand US\$)**



Source: Timor-Leste Labour Force Survey 2021.

▶ **Figure 24. Total income losses due to Covid-19 pandemic, by main industry and sex, Timor-Leste, 2021 (thousand US\$)**



Source: Timor-Leste Labour Force Survey 2021.

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Appendices

A.1 Main statistical concepts and definitions

The main concepts and definitions of the Timor-Leste LFS 2021 were designed in accordance with the international standards on statistics of work, employment, and labour underutilization adopted by the 19th International Conference of Labour Statisticians (19th ICLS, Geneva, 2013).¹

A.1.1 Labour force statistics concepts

► Work

Work is defined as:

- “Any activity performed by persons of any sex and age to produce goods or to provide services for use by others or for own use.”
- It is “irrespective of its formal or informal character or the legality of the activity.”
- It excludes “activities not involving production of goods or services (begging, stealing), self-care (personal grooming, hygiene) and activities that cannot be performed by another person on one’s own behalf (sleeping, learning, own recreation).”

► Employment

Persons in employment are defined as all of those above a specified age (in the case of Timor-Leste, aged 15 years and above) who, during a specific reference period (in the case of Timor-Leste, the preceding week prior to the interview), were engaged in any activity to produce goods or provide services for pay or profit. It excludes persons engaged solely in activities to produce goods or services for own final use such as producing agricultural, fishing and gathering products for own-consumption or cleaning, decorating, gardening and maintaining one’s own dwelling or premises, durables and other goods.

Persons in employment comprise:

- a) employed persons at work, i.e. who worked in a job for at least one hour;
- b) employed persons not at work due to temporary absence from a job, or due to working-time arrangements, such as shift work, flexi-time and compensatory leave for overtime.

► Unemployment (U)

The international standard definition of unemployment should satisfy three criteria simultaneously: “without work”, “currently available for work” and “seeking work”. The “unemployed” comprise all persons of working-age who during the reference period were:

- a) without work – not in paid employment nor self-employed;

¹ International Conference of Labour Statisticians (ICLS). (2013). Resolution Concerning Statistics of Work, Employment, and Labour Underutilization. In 19th International Conference of Labour Statisticians. Geneva: ILO.

- b) currently available for work – available for paid employment or self-employment during the reference period;
- c) seeking work – had taken specific steps in a specified reference period to seek paid employment or self-employment,

The definition of unemployment provides an exception in the case of future job starters. They are considered as unemployed even if they did not carry out activities to seek employment during the specified period.

▶ **Youth and adult**

The term “youth” refers to persons aged 15 to 24 years and “adult” is persons aged 25 years and above.

▶ **Time-related underemployment (TRU)**

Persons in time-related underemployment are defined as all persons in employment who, during a specified reference period:

- a) wanted to work additional hours;
- b) whose working time in all jobs was less than a specified hours threshold;
- c) who were available to work additional hours given an opportunity for more work.

In the Timor-Leste LFS, the underemployment threshold was set at 40 hours usually worked per week.

▶ **Potential labour force (PLF)**

Potential labour force is defined as all persons of working-age who, during the reference period, were neither in employment nor in unemployment but who were considered as:

- a) unavailable jobseekers – who were seeking employment but not currently available; or
- b) available potential jobseekers – who wanted employment, were currently available for employment but did not carry out activities to seek employment.

▶ **Labour underutilization**

Labour underutilization (LU) “refers to mismatches between labour supply and demand, which translate into an unmet need for employment among the population” (ILO, 2013; Resolution I, Para 40). LU comprises three main components: time-related underemployment, unemployment, and potential labour force.

▶ **Working-Age Population (WAP)**

The working-age population comprises persons who are aged 15 years old and above.

$$WAP \text{ (aged 15+)} = LF \text{ (Labour Force)} + NLF \text{ (Not in labour force)}$$

▶ Labour Force (LF)

The total labour force is the sum of the total of employed and unemployed populations of the working-age population.

$$LF = E \text{ (Employed)} + U \text{ (Unemployed)}$$

▶ Population outside of the labour force

Population outside of the labour force are persons of the working-age who are not part of the labour force. It also refers to the working-age population who are neither employed nor unemployed.

▶ Labour Force Participation Rate (LFPR)

Labour force participation rate is defined as the ratio of the labour force to the working-age population (aged 15 years and above), It is a measure of the proportion of the working-age population that actively engages in the labour market, either by working or looking for work.

$$LFPR = \frac{LF}{WAP}$$

▶ Employment to Population Ratio (EPR)

The employment-to-population ratio is defined as the proportion of employed population to the working-age population. A high ratio means that a large share of a country's population is employed, while a low ratio means that a large share of the population is not directly participating in economic activities, as they are either unemployed or out of the labour force.

$$EPR = \frac{\text{Employed population}}{WAP}$$

▶ Labour Underutilization (LU)

The composite measure of all those who are in unemployment (U), in time-related underemployment (TRU) or in the potential labour force (PLF).

$$LU = U + TRU + PLF$$

▶ Extended labour force (Extended LF)

Extended labour force is the total population in the labour force and potential labour force.

$$\text{Extended LF} = LF + PLF$$

▶ **Unemployment Rate (UR or LU1)**

Unemployment rate is the proportion of unemployed population to the total population in labour force.

$$UR = \frac{\text{Unemployed population}}{LF}$$

▶ **Combined rate of time-related underemployment and unemployment (LU2)**

The combined rate of time-related underemployment and unemployment (LU2) refers to the proportion of the labour force that are either in unemployment or time-related underemployment.

$$LU2 = \frac{U + TRU}{LF}$$

▶ **Combined rate of unemployment and potential labour force (LU3)**

The combined rate of unemployment and potential labour force (LU3) represents the share of the extended labour force that are in unemployment or the potential labour force.

$$LU3 = \frac{U + PLF}{\text{Extended LF}}$$

▶ **Composite measure of labour underutilization (LU4)**

The composite measure of labour underutilization (LU4) represents the share of the extended labour force that are in unemployment, time-related underemployment or the potential labour force.

$$LU4 = \frac{U + TRU + PLF}{\text{Extended LF}}$$

▶ **Informal sector**

The informal sector consists of unregistered and/or small unincorporated private enterprises engaged in the production of goods or services for profit. It consists of all economic units (business enterprises) that are not covered or not fully covered by formal requirements by law; or informal arrangements in practice, meaning although the business is operating within the formal reach of the law, the law is not applied or not enforced, or the law discourages compliance because it is burdensome or imposes excessive costs.

Employment in the informal sector contains all jobs in informal sector enterprises.

▶ **Informal employment**

Informal employment is defined as the type of employment where the diversified set of economic activities, enterprises, jobs, and workers are not regulated or protected by the government, have no explicit or written contracts of employment, no certain employment

benefits (such as social protection coverage, severance pay, paid sick and annual leave) or for which labour regulations are not applied nor enforced.

Informal employment comprises all persons with informal jobs, whether carried out in formal or informal sector enterprises, or in households, during a given reference period, which includes:

- Own-account workers (self-employed with no employees) in their own informal sector enterprises;
- Employers (self-employed with employees) in their own informal sector enterprises;
- Contributing family workers, irrespective of type of enterprise;
- Members of informal producers' cooperatives (not established as legal entities);
- Employees holding informal jobs as defined according to the employment relationship (in law or in practice, jobs not subject to national labour legislation, income taxation, social protection or entitlement to certain employment benefits (paid annual or sick leave, etc.);
- Own-account workers engaged in production of goods exclusively for own final use by their household.

► **Subsistence production**

Subsistence production constitutes the subgroup of persons who performed any of the specified activities to:

- produce and/or process storage agriculture, fishing, hunting and gathering products;
- collect and/or process for storage mining and forestry products, including firewood and other fuels;
- fetch water from natural and other sources;
- manufacture household goods (such as furniture, textiles, clothing, footwear, pottery or other durables, including boats and canoes);
- build, or effect major repairs to, one's own dwelling, farm buildings, etc.

that contribute to the livelihood of the household or family. Excluded are persons who engaged in such production as recreational or leisure activities.

► **Reference period**

For the employment section, the reference period is the preceding week prior to the interview.

A.1.2 Main classifications used in this report

▶ Status in employment

Status in employment is classified in accordance with the International Classification of Status in Employment of 1993 (ICSE-93), namely:

- Wage and salaried employee – a person who works in any economic unit such as the government department, private business enterprises or organizations, including family businesses, and receives regular pay;
- Employer – a person who runs a business on his/her own or in partnership and engages at least one paid employee on a continuous basis in operating the business;
- Own account worker – a person who runs a business on his/her own or in partnership but does not engage any paid employee on regular basis (self-employed and not employing others);
- Contributing family worker – a person who works in his/her family business without receiving any regular pay.

▶ Employment by economic sectors

Economic sectors are defined in line with the International Standard Industrial Classification of All Economic Activities (ISIC Rev. 4, of 2008), which classifies economic sectors according to the activity they carry out.

▶ Employment by occupation

The kind of work or group of tasks done during the reference period by the person employed, classified according to the International Standard Classification of Occupations (ISCO-08, of 2008).

A.2 Detailed survey methodology

A.2.1 Introduction

Statistics on the labour force are critical in the measurement of economic growth and development of a country. The Labour Force Survey (LFS) is a large-scale, nationwide survey of households in Timor-Leste. The survey is a research method based on a sample of observed units, using questionnaires to obtain answers about the research subject. The Labour Force Survey collects data on the economically active population, including the labour force in the country, according to the recommendations of ILO (International Labour Organization). The labour force consists of all persons in employment or looking and available for work in order to earn a livelihood. Therefore, the main categories to examine are: total employment, unemployment, persons outside the labour force and demographic, geographic, socio-economic and other characteristics of individuals that are in each of these categories.

The Timor-Leste Labour Force Survey (TLLFS) 2021 is the third survey that has been implemented in Timor-Leste since the country became independent in 2002. TLLFS was conducted by the General Directorate of Statistics (GDS) of the Ministry of Planning and Finance in collaboration with the Secretariat of State for Vocational Training and Employment (SEFOPE) and the technical assistance provided by ILO. The data collection processes took place from September 20th to November 20th, 2021.

A.2.2 Objectives and content of the report

The main objective of the surveys is to provide information on the current employment situation in Timor-Leste. In particular, it provides data on the labour force, employment, unemployment and the potential labour force. The survey also provides data on the branches of economic activity, occupation, status of employment, informal and vulnerable employment, wages of paid employees, youth education and training. The survey equally provides information on persons outside the labour force, as well on persons involved in subsistence production. Considering the survey was implemented just towards the end of the Covid-19 pandemic, the survey was able to capture the impact of the pandemic on Timor-Leste labour market.

A.2.3 Scope and coverage

The TLFLS 2021 covered the entire country. The sample was nationally representative and scientifically chosen using probability proportional to size to determine the distribution of the sample at the national level.

A.2.4 Survey Instruments

The TLLFS 2021 used CAPI (Computer Aided Personal interviews) for data collection. Total number of 55 electronic devices were deployed to 42 Enumerators, and 13 Supervisors. The electronic device model Lenovo Tab 850 4X equipped with CSPro 7.7.1 and data store in CSWeb server 7.7.2. The instruments alongside the programmes on the CAPI devices were pre-tested to ensure logical understanding of both the questions and the coding system hence collect the desired information.

A.2.5 Sampling

A.2.5.1 Sample Design

To achieve the goal of providing reliable estimates at the national, urban, and rural levels, TLLFS 2021 applied a two-stage stratified sampling design: (i) selection of Enumeration Areas (EAs), (ii) selection of households for each sampled enumeration area. Urban and rural areas served as the stratification variable. The calculated sample households were 7,275 households, that is 4 times larger than the sample size taken in the 2016 Child Labour and Labour Force Survey.

► Distribution of sample households and EAs by municipality and urban/rural area

Municipality	Sample EA			Sample households		
	Rural EAs	Urban EAs	Total sample EAs	Rural households	Urban households	Total
Aileu	16	4	20	235	61	297
Ainaro	19	5	24	285	70	355
Baucau	41	10	52	619	157	777
Bobonaro	33	8	41	498	122	619
Covalima	14	15	28	203	224	427
Dili	20	83	103	295	1,252	1,547
Ermera	41	9	50	621	130	751
Lautem	24	4	28	354	61	415
Liquica	17	13	30	257	189	446
Manatuto	12	6	18	176	94	270
Manufahi	16	5	21	233	75	308
Oe-Cusse	25	11	35	368	158	526
Viqueque	27	8	36	412	126	538
Total	304	181	485	4,555	2,720	7,275

A.2.5.2 Sample selection

The primary sampling unit (PSU) was an Enumeration Area (EA). The Enumeration Areas were sampled with probability proportional to the EA size, with the number of households in the EA being the size.

The ultimate sampling unit was the household, a total of 15 households were selected through linear systematic sampling in each enumeration area.

► Distribution of sample households and EAs by municipality and urban/rural area

Sampling frame		
Timor-Leste Agricultural Census 2019	Sampling units	Enumeration areas stratified by municipality and urban/rural area
Sample selection		
First stage	485	Sample enumeration areas selected with probability proportional to size of population within each stratum
Second stage	15	Sample households selected with equal probability in each sample enumeration area
Sample size		
Total number of sample households	7,275	Sample households

A.2.5.3. Sampling Frame

The sampling frame used for TLLFS 2021 was prepared by the National Directorate of Methodology and Data Collection (NDMDC) using information collected from the Timor-Leste Agricultural Census (TLAC) 2019. This frame contains list of all households enumerated during the agricultural census taking.

A.2.5.4. Sampling Weights

The calculation of the sampling weights for extrapolating the sample results to population total was based on the following formula:

$$\text{Extrapolation Weight} = \frac{\text{Basic Weight}}{\text{Response Rate}} \times \text{adj.factor}$$

where the basic weight in the numerator and the response rate in the denominator are given respectively by

$$\text{Probability of selection} = \frac{[\text{Probability of selection of sample enumeration area}] \times [\text{Probability of selection of household in sample enumeration area}]$$

$$\text{Basic Weight} = \frac{1}{\text{Probability of selection}}$$

where the probability of selection is given by the sample design of the survey and

$$\text{Response Rate} = \frac{\text{Completed} + \text{Partially Completed}}{\text{Number Sample Households Selected}}$$

A final adjustment to the pre-calculated basic weights was made to account for population projections for 2021 recently published on the basis of the 2015 Population and Housing Census results.

► Calculation of sampling weights: a numerical example

Item	Calculation	Result
Probability of selection of sample enumeration area (code: 0101010201) in urban Suco Ainaro in Ainaro Administrative post	$P1h = 10 \times 185 / 1845$ 10: total enumeration areas selected in urban Ainaro; 185: total households in the sample enumeration area; 185: total households in urban Ainaro	≈ 1.00
Probability of selection of sample household in sampled enumeration area (code: 0101010201)	$P2h = (15/57)$ 15: total sample households selected in the sample enumeration area; 57: total households listed in the sample enumeration area	$= 0.263$
Overall probability of selection of sample household in the sampled enumeration area	1×0.263	$= 0.263$
Sampling weight (basic weight) of sample household in the sample enumeration area (code: 0101010201)	$1/0.263$	3.8
Sampling weight (adjusted weight) of sample household in the sample enumeration area (code: 0101010201)	3.80×1.5 3.8: basic weight; 1.5: population adjustment factor	5.6

A.2.6 Field organization

A.2.6.1 Survey Management

Position	Name	Institution
Director of General Directorate of Statistics	Elias dos Santos Ferreira	MoF-DGE
Director Executive SENE	Aniceto Leto Soro	SEFOPE
Director of Methodology and Data Collection	Ricardo da Cruz Santos	MoF-DGE
Director of the Labor Market Information Center	Jenifer Antonio da Cruz Pui	SEFOPE
Director of System and Report	Silvino Lopes	MoF-DGE
Statistician	Francisco Crisanto	MoF-DGE
Head of Dept Data Management	Lourenco Soares	MoF-DGE

Position	Name	Institution
I.T. Support	Sergio de Jesus	MoF-DGE
Diretor Nasional Estatistika Ekonomia Sosial	Cristino Gusmao	MoF-DGE
National Consultant	Cesar Martins	MoF-DGE
Data Analysis Staff	Mariano da Costa	SEFOPE
Director of Cartography	Afonso Paixão Martins	MoF-DGE
Mapping Technician	Joao Gusmao	MoF-DGE
Director of Regional and Municipalities Statistics	Maria do Carmo Moreira	MoF-DGE
Head of Dept Statistical Development	Teresinha de Araujo Batista	MoF-DGE
Labor Market Information Center Staff	Jose Bento	SEFOPE
Statistician	Januario dos S. do Rosario	MoF-DGE
Statistician	Joanico Jose Freitas	MoF-DGE
Statistician	Geovania M. Vieira	MoF-DGE
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Statistician	Jacob da Costa	MoF-DGE
Methodology Staff	Ofelia Eugenia C. Freitas	MoF-DGE
Methodology Staff	Luisa Eliana Viegas	SEFOPE
Labor Market Information Center Staff	Natacha M.F. Simoes	SEFOPE
Statistician	Alsindo Martins	MoF-DGE
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Head of Dept Methodology	Eva Fernandes	MoF-DGE
Labor Market Information Center Staff	Miguel de Araujo Malik	SEFOPE
Labor Market Information Center Staff	Beatriz Maria Ximenes	SEFOPE
Head of Dept Administration and Finance	Silvero Martins	MoF-DGE
Resp. Logistic	Anibal Cardoso	MoF-DGE
Resp. Logistic	Jacinta do Rego	SEFOPE

A.2.6.2 Field Staff

Position	Name	Institution
Antonio Sarmiento	Supervisor	Dili
Maria Amelia Sequeira Ferreira	Interviewer	Dili
Estefanio B. Soares Findalin	Interviewer	Dili
Justina Soares	Interviewer	Dili
Cancio Guterres Ximenes	Interviewer	Dili
Deotozo A. P. Reais Carvalho	Supervisor	Dili
Alberto Henrique	Interviewer	Dili

Position	Name	Institution
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Zelinha da Conceição de Deus	Interviewer	Dili
Baltazar da Conceição	Interviewer	Dili
Grenio dos Reis Martins	Supervisor	Ail.Dil,Erm
Carol Otilio Santos de Jesus	Interviewer	Ail.Dil,Erm
Delivio Helva Marteo Mendes	Interviewer	Ail.Dil,Erm
Juliana Mesquita do Rego	Interviewer	Ail.Dil,Erm
Rozendo Helvio Quintao	Supervisor	Ail.Dil,Erm
Aurelia De J. P. da Conceicao	Interviewer	Ail.Dil,Erm
Gabriel Trindade Fatima	Interviewer	Ail.Dil,Erm
Juvenia Moniz Soares	Interviewer	Ail.Dil,Erm
Marzina Henriques	Interviewer	Ail.Dil,Erm
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Aderito dos Santos	Interviewer	Ain,Cov,Dil,Maf
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Milenio Valentim Marques Ferreira	Interviewer	Bac,Dil,Lat
Diamantino Belo	Interviewer	Bac,Dil,Lat
Antonino Ximenes	Supervisor	Bac,Dil,Mat
Maria da Graça	Interviewer	Bac,Dil,Mat
Ipolito Martins Pinto	Interviewer	Bac,Dil,Mat
Zelia Ricardina Soares	Interviewer	Bac,Dil,Mat
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Marfina da Silva	Interviewer	Bob.Dil,Liq
Octavia Mauhoda B. Goncalves	Interviewer	Bob.Dil,Liq
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Leonito Batista Ximenes	Interviewer	Dil.Mat.Viq
Floriana Mendonca	Interviewer	Dil.Mat.Viq
Jose Fernandes Fatima	Interviewer	Dil.Mat.Viq
Americo Sarmento	Supervisor	Dil,Lat,Viq
Clementino Oliveira	Interviewer	Dil,Lat,Viq

Position	Name	Institution
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Deolindo Ximenes da Silva	Interviewer	Bob.Dil,Liq
Julio Leito Viegas de Jesus	Interviewer	Bob.Dil,Liq

A.3 Sample sizes and sampling errors for selected statistics

► **Table 39 . Sample size by sex**

	Male	Female	Total
Total sample	19,446	18,949	38,395
Working-age population, aged 15+ years	12,521	12,393	24,914
<i>By age group</i>			
15-24	4,209	4,005	8,214
25-64	7,282	7,285	14,567
65+	1,030	1,103	2,133
Labour force, aged 15+ years	4,628	3,056	7,684
<i>By age group</i>			
15-24	494	318	812
25-64	3,891	2,551	6,442
65+243	187	430	
Employment, aged 15+ years	4,425	2,893	7,318
<i>By age group</i>			
15-24	452	287	739
25-64	3,734	2,430	6,164
65+239	176	415	
<i>By education</i>			
Less than primary or none	1,342	1,062	2,404
Completed primary	844	570	1,414
Completed secondary	1,554	824	2,378
Tertiary (first stage or completed)	685	435	1,120
Level not stated	0	2	2
<i>By employment status</i>			
Employees	2,416	849	3,265
Employers	72	33	105
Own-account workers	1,209	1,324	2,533
Contributing family workers	717	671	1,388
Workers not classifiable by status	11	16	27
<i>By economic activity</i>			
Agriculture, forestry and fishery	1,212	961	2,173
<i>Industry</i>			
Manufacturing	212	206	418
Construction	438	7	445
Mining and quarrying; Electricity, gas and water supply	38	4	42

	Male	Female	Total
<i>Services</i>			
Wholesale and retail trade	685	920	1,605
Accommodation and food service activities	16	60	76
Administrative and support services	266	96	362
Public administration and defence	763	236	999
Education	291	235	526
Other services	480	135	615
Economic activity not classified	24	33	57
<i>By occupation</i>			
Managers	112	22	134
Professionals	851	475	1,326
Technicians and associate professionals	156	48	204
Clerical support workers	13	4	17
Service and sales workers	887	984	1,871
Skilled agricultural, forestry & fishery workers	1,216	946	2,162
Craft and related trades workers	403	190	593
Plant and machine operators, and assemblers	326	8	334
Elementary occupations	417	183	600
(Armed forces occupations)	20	0	20
Occupation not classified	24	33	57
Unemployment	203	163	366
<i>By age group</i>			
15-24	42	31	73
25-64	157	121	278
65+	4	11	15
Outside labour force	7,893	9,337	17,230
Subsistence work	7,538	10,775	18,313
<i>By age group</i>			
15-24	2,386	3,350	5,736
25-64	4,543	6,620	11,163
65+	609	805	1,414

Source: Timor-Leste Labour Force Survey 2021.

► **Table 40. Sample size by regions**

	Region 1	Region 2	Region 3	Region 4	Region 5	Total
Total sample	8,620	4,995	15,072	7,229	2,479	38,395
Working-age population, aged 15+ years 24,914		5,423	3,178	9,966	4,737	1,610
<i>By age group</i>						
15-24	1,653	972	3,646	1,408	535	8,214
25-64	3,095	1,864	5,821	2,840	947	14,567
65+	675	342	499	489	128	2,133
Labour force, aged 15+ years	1,381	874	2,868	2,079	482	7,684
<i>By age group</i>						
15-24	136	70	297	268	41	812
25-64	1,152	762	2,475	1,632	421	6,442
65+	93	42	96	179	20	430
Employment, aged 15+ years	1,365	822	2,629	2,036	466	7,318
<i>By age groups</i>						
15-24	134	65	241	264	35	739
25-64	1,141	715	2,299	1,598	411	6,164
65+	90	42	89	174	20	415
<i>By education</i>						
Less than primary or none	460	213	602	971	158	2,404
Completed primary	270	175	465	424	80	1,414
Completed secondary	454	296	1,015	462	151	2,378
Tertiary (first stage or completed)	181	137	547	179	76	1,120
Level not stated	0	1	0	0	1	2
<i>By economic activity</i>						
Agriculture, forestry and fishery	560	418	1,534	519	234	3,265
Industry	24	18	26	27	10	105
Manufacturing	673	286	900	479	195	2,533
Construction	97	100	154	1,010	27	1,388
Mining and quarrying; Electricity, gas and water supply	11	0	15	1	0	27
Services						
Wholesale and retail trade	395	196	329	1,136	117	2,173
Accommodation and food service activities	111	61	112	90	44	418
Administrative and support services	82	57	177	92	37	445

	Region 1	Region 2	Region 3	Region 4	Region 5	Total
Public administration and defence	19	3	12	8	0	42
Education						
Other services	294	170	792	271	78	1,605
Economic activity not classified	0	0	0	0	0	0
<i>By status of employment</i>	11	15	37	11	2	76
Employees	66	36	157	67	36	362
Employers	105	143	528	144	79	999
Own-account workers	143	79	187	82	35	526
Contributing family workers	125	60	270	123	37	615
Workers not classifiable by status	14	2	28	12	1	57
<i>By occupation</i>						
Managers	31	22	53	22	6	134
Professionals	246	197	571	203	109	1,326
Technicians and associate professionals	32	35	95	31	11	204
Clerical support workers	4	2	9	2	0	17
Service and sales workers	339	199	880	333	120	1,871
Skilled agricultural, forestry & fishery workers	391	195	327	1,129	120	2,162
Craft and related trades workers	123	68	219	121	62	593
Plant and machine operators, and assemblers	60	39	143	76	16	334
Elementary occupations	118	63	291	107	21	600
(Armed forces occupations)	7	0	13	0	0	20
Occupation not classified	14	2	28	12	1	57
Unemployment	16	52	239	43	16	366
<i>By age group</i>						
15-24	2	5	56	4	6	73
25-64	11	47	176	34	10	278
65+	3	0	7	5	0	15
Outside labour force	4,042	2,304	7,098	2,658	1,128	17,230
Subsistence work	4,075	2,546	6,543	3,848	1,301	18,313
<i>By age group</i>						
15-24	1,151	752	2,293	1,116	424	5,736
25-64	2,469	1,554	3,966	2,396	778	11,163
65+	455	240	284	336	99	1,414

Source: Timor-Leste Labour Force Survey 2021.

► **Table 41. Sampling errors – employed population**

Employed population, aged 15+ years (000)	Estimate	Standard error	95% Confidence interval	
			Lower bound	Upper bound
Total Employment	234.3	15.4	204.0	264.7
<i>By gender</i>				
Male	142.0	9.6	123.2	160.9
Female	92.3	6.3	79.9	104.6
<i>By occupation</i>				
15-24	22.5	2.3	18.1	27.0
25-54	176.1	12.1	152.3	200.0
55-64	24.4	2.2	20.1	28.7
65+	11.2	1.0	9.2	13.2
<i>By occupation</i>				
Managers, professionals, and technicians	59.1	5.5	48.2	70.0
Clerical, service and sales workers	62.3	5.0	52.4	72.2
Skilled agricultural and trades workers	80.0	5.8	68.5	91.4
Plant and machine operators	10.4	1.0	8.3	12.4
Elementary occupations	20.5	2.2	16.1	24.9
Armed forces	0.8	0.3	0.2	1.3
Not elsewhere classified	1.3	0.6	0.0	2.5
<i>By economic industry</i>				
Agriculture	62.9	5.5	52.1	73.7
Manufacturing	15.2	2.0	11.2	19.2
Construction	14.4	1.6	11.2	17.6
Other industry	1.9	0.5	0.9	3.0
Market services	78.3	6.1	66.2	90.3
Non market services	60.3	5.9	48.8	71.8
Not classifiable	1.3	0.6	0.0	2.5
<i>By status of employment</i>				
Employees	113.1	10.0	93.5	132.6
Employers	2.5	0.4	1.7	3.3
Own-account workers	82.1	6.0	70.4	93.9
Contributing family workers	35.8	4.0	27.9	43.6
Workers not classifiable by status	0.8	0.6	-0.4	2.0

Source: Timor-Leste Labour Force Survey 2021.

► **Table 42. Sampling errors – labour force participation rate**

Labour force participation rate (%)	Estimate	Standard error	95% Confidence interval	
			Lower bound	Upper bound
Labour force participation rate	30.5	0.7	29.1	31.9
<i>By sex</i>				
Male	36.9	1.0	35.0	38.9
Female	24.2	0.7	22.8	25.6
<i>By age group</i>				
15-24	9.2	0.8	7.7	10.9
25-54	45.5	0.9	43.7	47.4
55-64	38.3	2.0	34.5	42.2
65+	17.6	1.3	15.3	20.3
<i>By geographic location</i>				
Urban areas	32.4	1.1	30.3	34.5
Rural areas	29.3	1.0	27.4	31.2
<i>By region</i>				
Region 1	27.6	1.8	24.2	31.2
Region 2	26.3	1.9	22.7	30.2
Region 3	29.0	0.8	27.4	30.7
Region 4	42.1	2.2	37.8	46.5
Region 5	31.1	2.4	26.6	35.9
<i>By education attainment</i>				
Less than primary or none	29.6	1.1	27.6	31.8
Completed primary	18.5	0.9	16.8	20.4
Completed secondary	34.4	1.4	31.7	37.3
Tertiary (first stage or completed)	63.6	1.8	60.0	67.1
Level not stated	55.2	22.5	17.1	88.0

Source: Timor-Leste Labour Force Survey 2021.

► **Table 43. Sampling errors – unemployment rate**

Unemployment rate (%)	Estimate	Standard error	95% Confidence interval	
			Lower bound	Upper bound
Unemployment rate	5.1	1.3	3.1	8.3
<i>By sex</i>				
Male	4.6	1.3	2.7	7.8
Female	5.9	1.4	3.7	9.5
<i>By age group</i>				
15-24	9.6	3.6	4.5	19.3
25-54	4.9	1.1	3.2	7.6
55-64	3.3	1.5	1.3	8.1
65+	2.3	0.8	1.1	4.7
<i>By geographic location</i>				
Urban areas	2.6	0.7	1.5	4.4
Rural areas	7.0	2.1	3.8	12.5
<i>By region</i>				
Region 1	0.6	0.2	0.3	1.2
Region 2	6.7	1.7	4.0	11.0
Region 3	9.0	2.8	4.8	16.1
Region 4	1.4	0.4	0.8	2.2
Region 5	2.4	1.0	1.0	5.6
<i>By education attainment</i>				
Less than primary or none	6.3	2.6	2.8	13.6
Completed primary	6.4	1.6	3.9	10.4
Completed secondary	4.7	1.4	2.6	8.3
Tertiary (first stage or completed)	2.4	0.6	1.4	4.0
Level not stated	3.5	4.2	0.3	29.0

Source: Timor-Leste Labour Force Survey 2021.

► **Table 44. Sampling errors – time-related underemployment rate**

Time-related underemployment rate (%)	Estimate	Standard error	95% Confidence interval	
			Lower bound	Upper bound
Time-related underemployment rate	0.6	0.1	0.4	0.9
<i>By sex</i>				
Male	0.8	0.2	0.5	1.3
Female	0.2	0.1	0.1	0.5
<i>By age group</i>				
15-24	0.2	0.1	0.1	0.6
25-54	0.6	0.2	0.4	1.1
55-64	0.5	0.3	0.2	1.4
65+	0.2	0.1	0.0	0.8
<i>By geographic location</i>				
Urban areas	0.3	0.2	0.1	0.8
Rural areas	0.8	0.2	0.5	1.2
<i>By region</i>				
Region 1	0.5	0.3	0.2	1.9
Region 2	0.4	0.3	0.1	1.6
Region 3	0.6	0.2	0.3	1.3
Region 4	0.5	0.2	0.3	1.1
Region 5	0.6	0.3	0.2	1.6

Source: Timor-Leste Labour Force Survey 2021.

► **Table 45. Sampling errors – youth not in employment, education, or training (NEET)**

NEET rate, aged 15-24 years (%)	Estimate	Standard error	95% Confidence interval	
			Lower bound	Upper bound
NEET rate	30.5	1.3	28.1	33.1
<i>By sex</i>				
Male	29.8	1.5	26.9	32.8
Female	31.3	1.5	28.4	34.4
<i>By geographic location</i>				
Urban areas	23.1	1.7	19.8	26.7
Rural areas	36.3	1.6	33.2	39.5
<i>By region</i>				
Region 1	30.7	2.7	25.7	36.2
Region 2	34.7	3.1	28.9	40.9
Region 3	29.8	1.9	26.1	33.6
Region 4	30.6	3.5	24.2	38.0
Region 5	27.3	2.4	22.8	32.2

Source: Timor-Leste Labour Force Survey 2021.

► **Table 46. Sampling errors – potential labour force**

Potential labour force rate (%)	Estimate	Standard error	95% Confidence interval	
			Lower bound	Upper bound
Potential labour force rate	24.7	1.7	21.5	28.2
<i>By sex</i>				
Male	21.6	1.6	18.6	24.9
Female	28.9	2.0	25.1	33.1
<i>By geographic location</i>				
Urban areas	17.4	2.1	13.6	22.0
Rural areas	29.2	2.2	25.1	33.6
<i>By region</i>				
Region 1	15.4	2.1	11.6	20.0
Region 2	34.5	5.4	24.8	45.7
Region 3	27.1	3.0	21.5	33.5
Region 4	16.6	1.7	13.5	20.2
Region 5	42.2	3.1	36.3	48.3

Source: Timor-Leste Labour Force Survey 2021.

► **Table 47. Sampling errors – informal sector**

Informal sector employment, aged 15+ (000)	Estimate	Standard error	95% Confidence interval	
			Lower bound	Upper bound
Population employed in the informal sector	90.4	6.0	78.5	102.2
Population employed in the formal sector	101.2	8.7	84.1	118.3
Population employed in households	42.7	3.9	35.0	50.5
Informal sector employment				
<i>By sex</i>				
Male	48.2	3.4	41.5	54.9
Female	42.1	2.9	36.4	47.9
<i>By age group</i>				
15-24	12.5	1.4	9.6	15.3
25-54	65.0	4.7	55.8	74.3
55-64	7.8	0.9	5.9	9.6
65+	5.1	0.6	4.0	6.2
<i>By geographic location</i>				
Urban areas	33.7	3.8	26.3	41.1
Rural areas	56.6	4.7	47.5	65.8
<i>By region</i>				
Region 1	20.2	2.6	15.1	25.3
Region 2	9.6	1.8	6.1	13.1
Region 3	35.4	4.1	27.4	43.4
Region 4	20.5	2.9	14.8	26.2
Region 5	4.7	0.9	2.9	6.5
<i>By education attainment</i>				
Less than primary or none	37.3	2.7	32.1	42.6
Completed primary	22.6	2.0	18.7	26.6
Completed secondary	27.1	2.5	22.1	32.1
Tertiary	3.3	0.5	2.3	4.4
Level not stated				

Source: Timor-Leste Labour Force Survey 2021.

► **Table 48. Sampling errors – informal employment**

Informal employment, aged 15+ years (000)	Estimate	Standard error	95% Confidence interval	
			Lower bound	Upper bound
Population with formal employment	181.2	11.9	157.7	204.6
Population with informal employment	53.1	5.0	43.3	62.9
Informal employment				
<i>By sex</i>				
Male	107.0	7.4	92.4	121.6
Female	74.2	4.9	64.5	83.9
<i>By age group</i>				
15-24	21.1	2.2	16.9	25.4
25-54	132.8	9.3	114.6	151.0
55-64	17.3	1.6	14.2	20.3
65+	10.0	1.0	8.1	11.9
<i>By geographic location</i>				
Urban areas	67.2	7.6	52.3	82.1
Rural areas	114.0	9.2	95.9	132.1
<i>By region</i>				
Region 1	38.6	5.0	28.7	48.4
Region 2	18.9	2.7	13.5	24.2
Region 3	71.3	8.6	54.5	88.2
Region 4	45.1	5.9	33.5	56.6
Region 5	7.4	1.4	4.7	10.1
<i>By education attainment</i>				
Less than primary or none	68.1	4.7	58.8	77.4
Completed primary	37.8	2.7	32.4	43.2
Completed secondary	56.8	4.8	47.3	66.2
Tertiary	18.5	2.7	13.3	23.7
Level not stated				

Source: Timor-Leste Labour Force Survey 2021.

A.4 Additional statistical tables

► **Table 49. Key indicators of the labour market (KILM) by sex and age group**

	Male	Female	Aged 15-24	Aged 25-64	Aged 65+	Total
Labour force participation rate (%)	36.9	24.2	9.2	44.5	17.6	30.5
Employment-to-population ratio (%)	35.2	22.7	8.3	42.4	17.2	28.9
Employment (000)	142.0	92.3	22.5	200.6	11.2	234.3
<i>By education (% distribution)</i>						
Less than primary or none	28.5	33.2	19.5	28.9	77.8	30.3
Completed primary	16.9	19.4	34.5	16.4	11.5	17.9
Completed secondary	37.2	30.3	43.4	35.1	4.0	34.4
Tertiary (first stage or completed)	17.5	17.0	2.6	19.5	6.7	17.3
Level not stated	-	0.1 (*)	-	0.1 (*)	-	<0.1 (*)
<i>By status in employment (% distribution)</i>						
Employees	59.2	31.5	36.5	51.4	46.9	48.3
Employers	1.4	0.7	0.3	1.2	0.5	1.1
Own-account workers	26.6	48.0	33.5	34.4	36.4	35.1
Contributing family workers	12.7	19.2	28.6	12.9	16.2	15.3
Workers not classifiable by status	0.2 (*)	0.6 (*)	1.2 (*)	0.2 (*)	-	0.3 (*)
<i>By economic activity (% distribution)</i>						
Agriculture, forestry and fishery	24.2	31.0	37.8	24.1	33.6	26.9
Industry	16.5	8.7	18.1	13.2	10.5	13.5
Services	59.0	59.3	41.5	62.4	55.8	59.1
Economic activity not classified	0.3 (*)	1.0	13.2 (*)	28.3 (*)	35.6 (*)	0.5
<i>By occupation (% distribution)</i>						
Managers	2.7	0.6 (*)	0.5 (*)	2.1	0.3 (*)	1.9
Professionals	20.6	18.5	3.9	22.1	10.7	19.8
Technicians and associate professionals	4.8	1.7	4.7	3.6	0.4 (*)	3.6
Clerical support workers	0.2 (*)	0.1 (*)	0.4 (*)	0.2 (*)	0.2 (*)	0.2 (*)
Service and sales workers	21.2	34.5	25.0	27.0	19.3	26.4
Skilled agricultural, forestry & fishery workers	23.5	29.9	39.0	23.0	54.7	26.0
Craft and related trades workers	8.7	7.1	7.2	8.2	7.9	8.1
Plant and machine operators, and assemblers	7.3	0.1 (*)	4.5	4.6	0.4	4.4
Elementary occupations	10.2	6.4	12.0	8.6	5.3	8.7
(Armed forces occupations)	0.5 (*)	-	-	0.4 (*)	-	0.3 (*)
Occupation not classified	0.3 (*)	1.0 (*)	2.6 (*)	0.3 (*)	0.8 (*)	0.5

	Male	Female	Aged 15-24	Aged 25-64	Aged 65+	Total
Average actual hours of work per week	35.6	33.5	30.7	35.9	24.1	34.8
Informal employment rate (%)	75.3	80.4	93.8	74.8	89.1	77.3
Unemployment rate (%)	4.6	5.9	9.6	4.7	2.3	5.1
Youth unemployment rate, aged 15-24 (%)	7.4	12.4	9.6			9.6
Composite rate of labour underutilization (%)	25.8	33.3	56.1	23.4	32.8	28.9
Youth NEET rate, aged 15-24 (%)	31.1	33.6	32.4			32.4
Time-related underemployment rate (%)	0.8	0.2	0.2	0.6	0.2	0.6

Source: Timor-Leste Labour Force Survey 2021.

Note: Time-related underemployment rate is based on less than 40 actual hours of work per week.

► **Table 50. Key indicators of the labour market (KILM) by region**

	Region 1	Region 2	Region 3	Region 4	Region 5	Total
Labour force participation rate (%)	27.6	26.3	29.0	42.1	31.1	30.5
Employment-to-population ratio (%)	27.4	24.5	26.4	41.5	30.3	28.9
Employment (000)	49.2	24.1	97.5	53.1	10.5	234.3
<i>By education (% distribution)</i>						
Less than primary or none	31.6	24.9	24.0	43.1	30.5	30.3
Completed primary	18.2	23.1	14.6	20.1	23.6	17.9
Completed secondary	38.0	34.3	37.7	26.1	29.5	34.4
Tertiary (first stage or completed)	12.1	17.6	23.6	10.7	15.7	17.3
Level not stated	-	0.2 (*)	<0.1 (*)	-	0.6 (*)	<0.1 (*)
<i>By status in employment (% distribution)</i>						
Employees	42.7	50.2	60.4	29.9	50.2	48.3
Employers	1.5	1.5	0.5	1.4	1.7	1.1
Own-account workers	47.5	35.4	32.8	25.8	43.4	35.1
Contributing family workers	7.0	12.9	6.2	42.9	4.7	15.3
Workers not classifiable by status	1.3 (*)	-	0.1 (*)	<0.1 (*)	-	0.3 (*)
<i>By economic activity (% distribution)</i>						
Agriculture, forestry and fishery	27.0	22.2	13.2	54.2	25.4	26.9
Industry	17.8	18.7	11.5	9.5	19.0	13.5
Services	53.6	59.1	74.9	36.0	55.2	59.1
Economic activity not classified	1.5 (*)	<0.1 (*)	0.3	0.3 (*)	0.3 (*)	0.5

	Region 1	Region 2	Region 3	Region 4	Region 5	Total
<i>By occupation (% distribution)</i>						
Managers	2.2	2.2 (*)	1.9	1.5 (*)	1.4 (*)	1.9
Professionals	19.4	24.9	23.2	11.0	22.9	19.8
Technicians and associate professionals	2.7	3.1	4.7	2.8	2.7	3.6
Clerical support workers	0.2 (*)	0.3 (*)	0.3 (*)	<0.1 (*)	-	0.2 (*)
Service and sales workers	23.7	26.9	32.4	18.2	24.2	26.4
Skilled agricultural, forestry & fishery workers	25.6	22.7	12.7	52.5	26.0	26.0
Craft and related trades workers	10.7	7.0	7.6	5.4	16.0	8.1
Plant and machine operators, and assemblers	4.3	5.0	5.3	3.2	2.0	4.4
Elementary occupations	9.2	7.7	11.1	5.2	4.5	8.7
(Armed forces occupations)	0.5 (*)	-	0.5 (*)	-	-	0.3 (*)
Occupation not classified	1.5 (*)	<0.1 (*)	0.3 (*)	0.3 (*)	0.3 (*)	0.5
Average actual hours of work per week	34.9	39.7	37.2	29.6	29.7	34.8
Informal employment rate (%)	78.5	78.3	73.1	84.9	70.3	77.3
Unemployment rate (%)	0.6	6.7	9.0	1.4	2.4	5.1
Youth unemployment rate, aged 15-24 (%)	0.7 (*)	4.3 (*)	19.8	1.2 (*)	7.6 (*)	9.6
Composite rate of labour underutilization (%)	16.3	39.1	34.0	18.2	43.9	28.9
Youth NEET rate, aged 15-24 (%)	31.9	37.9	31.7	31.9	29.9	32.4
Time-related underemployment rate (%)	0.5	0.4	0.6	0.5	0.6	0.6

Source: Timor-Leste Labour Force Survey 2021.

Note: Time-related underemployment rate is based on less than 40 actual hours of work per week.

► **Table 51. Subsistence work by region (number)**

	Region 1	Region 2	Region 3	Region 4	Region 5	Total
Subsistence work (000)	136.1	83.0	253.5	100.4	27.3	600.3
<i>By age group</i>						
15-24	41.7	24.6	90.0	31.4	8.4	196.0
25-64	80.6	49.0	153.2	61.4	17.3	361.6
65+	13.8	9.4	10.3	7.6	1.7	42.8
<i>By education attainment</i>						
Less than primary or none	50.3	29.5	75.9	39.6	10.3	205.6
Completed primary	43.7	27.6	68.7	32.8	9.7	182.6
Completed secondary	35.8	21.1	87.4	23.3	6.0	173.5
Tertiary (first stage or completed)	6.3	4.9	21.5	4.6	1.4	38.7
Level not stated	-	-	-	-	-	-

Source: Timor-Leste Labour Force Survey 2021.

► **Table 52. Summary of SDG indicators from the LFS 2021**

SDG Indicator	Male	Female	Total
INDICATORS FOR WHICH ILO IS THE CUSTODIAL AGENCY OR INVOLVED			
4.3.1 Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex (%) (*)	25.2	23.8	24.5
5.5.2 Proportion of women in managerial positions (%)	-	13.3	-
8.2.1 Annual growth rate of real GDP per employed person (%)			2.2 (**)
8.3.1 Proportion of informal employment in total employment (%)			
<i>By sex</i>	75.3	80.4	77.3
<i>By economic activity</i>			
Agriculture, forestry and fishery	92.4	98.8	95.3
Industry	90.4	91.0	90.6
Services	64.0	69.0	66.0
8.5.1 Average hourly earnings of employees, by sex (age, occupation and persons with disabilities) (US\$)	2.6	3.0	2.7
8.5.2 Unemployment rate, by sex, age and persons with disabilities (%)			
<i>By sex</i>	4.6	5.9	5.1
<i>By age</i>			
15-24	7.4	12.4	9.6
25-64	4.5	5.2	4.7
65+	1.4	3.5	2.3
<i>By disability status</i>			
With any disability	27.8	3.1	19.6
No disability	4.5	6.0	5.1
8.6.1 Proportion of youth (aged 15-24 years) not in education, employment, or training (%)	29.8	31.3	30.5
OTHER EMPLOYMENT RELATED SDG INDICATORS			
9.2.2 Manufacturing employment as a proportion of total employment (%)	5.3	8.4	6.5

Source: 1) Timor-Leste Labour Force Survey 2021; 2) The World Bank Open Data.

Note: (*) Data on training and courses are restricted to preceding 4 weeks prior to the interview

(**) due to data limitations, SDG indicator 8.2.1 in this report measures the compound annual growth rate (CAGR) of real GDP per employed person between 2013 and 2022 (at constant 2015 US\$).