

In 2020, Timor-Leste made minimal advancement in efforts to eliminate the worst forms of child labor. The Inter-Agency Anti-Trafficking Working Group continued work on the draft decree that outlines the roles and responsibilities of the yet-to-be established Anti-Trafficking Commission, and the National Commission Against Child Labor met regularly throughout the year. However, despite new initiatives to address child labor, Timor-Leste is receiving an assessment of minimal

advancement due to a continued practice that delayed advancement in eliminating the worst forms of child labor. While no law or policy prohibits pregnant girls from attending school, reports during the reporting period indicate that orders from school principals forced girls to leave school when they became pregnant, making them more vulnerable to the worst forms of child labor. Children in Timor-Leste are subjected to the worst forms of child labor, including in commercial sexual exploitation, sometimes as a result of human trafficking. Children also engage in dangerous tasks in agriculture. In addition, there is a lack of training on child labor laws for labor inspectors and criminal investigators.



I. PREVALENCE AND SECTORAL DISTRIBUTION OF CHILD LABOR

Children in Timor-Leste are subjected to the worst forms of child labor, including in commercial sexual exploitation, sometimes as a result of human trafficking. Children also engage in dangerous tasks in agriculture. (1,2) Table 1 provides key indicators on children's work and education in Timor-Leste.

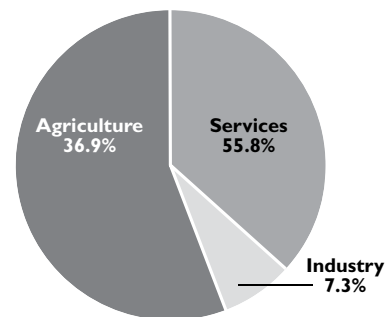
Table 1. Statistics on Children's Work and Education

Children	Age	Percent
Working (% and population)	5 to 14	12.3 (40,337)
Attending School (%)	5 to 14	83.7
Combining Work and School (%)	7 to 14	12.4
Primary Completion Rate (%)		105.2

Source for primary completion rate: Data from 2019, published by UNESCO Institute for Statistics, 2021. (3)

Source for all other data: International Labor Organization's analysis of statistics from Labour Force-Child Labour Survey (LFS-CLS), 2016. (4)

Figure 1. Working Children by Sector, Ages 10-14



These data are not comparable with data presented in last year's report due to changes in survey source, survey questionnaire, or age range surveyed. (4)

Based on a review of available information, Table 2 provides an overview of children's work by sector and activity.

Table 2. Overview of Children's Work by Sector and Activity

Sector/Industry	Activity
Agriculture	Farming, including cultivating and processing coffee† and growing vegetables and other crops (1,2,5,6) Fishing,† including work on boats and repairing nets (1,2,7-9)
Industry	Construction,† including brickmaking (1) Operating weaving and knitting machines (5,10)
Services	Domestic work† (1,2,6,9,11,12) Street work, including vending, begging, and scavenging (1,8,9,13) Shop keeping and selling goods in markets (5)
Categorical Worst Forms of Child Labor‡	Commercial sexual exploitation, sometimes as a result of human trafficking (2,6,8,9,12,14) Domestic and agricultural work, each sometimes as a result of human trafficking (2,6,8)

† Determined by national law or regulation as hazardous and, as such, relevant to Article 3(d) of ILO C. 182.

‡ Child labor understood as the worst forms of child labor per se under Article 3(a)–(c) of ILO C. 182.

Timor-Leste

MINIMAL ADVANCEMENT – EFFORTS MADE BUT CONTINUED PRACTICE THAT DELAYED ADVANCEMENT

In Timor-Leste, some children are trafficked from rural areas to the capital city, Dili, and subjected to commercial sexual exploitation, domestic work, or forced labor in the fishing industry. (2,6,8,12,15-17) Research indicates that data on human trafficking vary across government institutions and are not centralized in a clearinghouse for stakeholder agencies to access, making it difficult to accurately assess human trafficking issues on the ground. (12,16,18) Other children are trafficked transnationally, including to Indonesia. (2,12,16) Although data are limited, it is anecdotally reported that children are sometimes directed to work on family farms against their wishes to supplement family incomes or to pay off family debts. (6,8,9,12,17,19)

Data from the most recent child labor survey identified more than 26,000 children engaged in child labor under "other service activities," including domestic work, and identified 588 children as engaging as street vendors. However, in July the Commission for the Rights of the Child cited a slightly smaller figure of 300 children engaging as street vendors, sometimes in situations of forced labor. (9,20)




Although there is no government policy prohibiting girls from attending school while pregnant, research indicates that there were at least some school principals who forced pregnant girls to leave school. As a result, some pregnant students may also attempt to transfer schools, but they face additional difficulty obtaining transfer documentation, which is at the discretion of school principals. (8,9,17,21,22) This practice may make pregnant girls more vulnerable to involvement in child labor, including its worst forms. The Ministry of Education has drafted a policy to encourage girls to return to school after giving birth, but this policy has remained in draft status for several years, and there is no policy on providing education for girls during their pregnancy. (21)

The law requires 9 years of compulsory education; however, in practice, children must pay additional fees to attend school. Commonly required fees include school uniforms and supplies, which can hinder access to education, particularly for children from poor and rural areas. (7-9,17,23) In addition, the lack of sanitation facilities at schools can result in girls dropping out of school upon reaching puberty, and children with disabilities are often unable to attend school due to accessibility issues. (8,9,17) In an effort to provide educational opportunities to children during the COVID-19 pandemic, the government was one of the first countries in the world to use the UNICEF-developed "Learning Passport" online learning platform. (24)

II. LEGAL FRAMEWORK FOR CHILD LABOR

Timor-Leste has ratified most key international conventions concerning child labor (Table 3).

Table 3. Ratification of International Conventions on Child Labor

	Convention	Ratification
	ILO C. 138, Minimum Age	
	ILO C. 182, Worst Forms of Child Labor	✓
	UN CRC	✓
	UN CRC Optional Protocol on Armed Conflict	✓
	UN CRC Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography	✓
	Palermo Protocol on Trafficking in Persons	✓

The government has established laws and regulations related to child labor (Table 4). However, gaps exist in Timor-Leste's legal framework to adequately protect children from the worst forms of child labor, including the minimum age for hazardous work.

Table 4. Laws and Regulations on Child Labor

Standard	Meets International Standards	Age	Legislation
Minimum Age for Work	Yes	15	Article 68 of the Labour Code (25)
Minimum Age for Hazardous Work	No	17	Article 67 of the Labour Code (25)
Identification of Hazardous Occupations or Activities Prohibited for Children	Yes		List of Hazardous and Prohibited Activities to Children Under the Age of 18 (26)
Prohibition of Forced Labor	Yes		Articles 155, 162–163, and 166 of the Penal Code; Articles 8 and 67 of the Labour Code (25,27)
Prohibition of Child Trafficking	Yes		Article 81 of the Immigration and Asylum Act; Articles 162–164 and 166 of the Penal Code; Article 67 of the Labour Code; Article 18 of the Law on Preventing and Combating Human Trafficking (25,27-29)
Prohibition of Commercial Sexual Exploitation of Children	Yes		Fourth Amendment to Articles 163 and 164 of the Penal Code; Articles 155 and 174–176 of the Penal Code; Article 67 of the Labour Code (25,27,30)
Prohibition of Using Children in Illicit Activities	No		Article 155 of the Penal Code; Article 67 of the Labour Code (25,27)
Minimum Age for Voluntary State Military Recruitment	Yes	18	Article 17 of the Law on Military Service (31)
Prohibition of Compulsory Recruitment of Children by (State) Military	Yes		Article 14 of the Law on Military Service (31)
Prohibition of Military Recruitment by Non-state Armed Groups	Yes		Article 125 of the Penal Code (27)
Compulsory Education Age	Yes	16	Article 11 of the Education System Framework Law (32)
Free Public Education	Yes		Section 59 of the Constitution of the Democratic Republic of Timor-Leste; Article 11 of the Education System Framework Law (32,33)

Research indicates that various sections of the Penal Code only criminalize the use, procuring, and offering of a child for prostitution, production of pornography, and pornographic performances when the child victim is younger than age 17. Research also shows that the Labor Code only protects minors younger than age 17 in its prohibition on the use of child labor in hazardous work. (17,23,25,27,34,35)

Additionally, the 2017 Law on Preventing and Combating Trafficking in Persons raised the age of a minor from under age 17 to age 18 such that it imposes penalties to anyone “recruiting, transporting, transferring, housing, or harboring minors under the age of 18 for the purpose of exploitation.” The amendment states that exploitation includes a person’s labor or services, forced labor or debt bondage, begging, slavery.” (30)

The minimum age of 17 for hazardous work is not in compliance with international standards because Timor-Leste fails to ensure that children receive adequate training in accordance with international standards where the minimum age identified is below age 18. (23,25,27,35) The government has a draft Decree Law that will raise the minimum age of hazardous work to age 18, but it has not yet been submitted for approval to the National Parliament. (9,35) Although Timor-Leste has adopted the List of Hazardous and Prohibited Activities to Children Under the Age of 18, it is uncertain how this law will interact with the Labor Code, which only considers those under age 17 as children. (2,23,26,36) Lastly, although the Labor Code specifies the conditions and number of hours permitted for light work for children ages 13 to 15, it does not specify which activities qualify as light work. (25)

The minimum age for work is lower than the compulsory education age, which may encourage children to leave school before the completion of compulsory education. (32,33)

The government has yet to complete drafting implementing regulations and guidance on the 2017 Law on Preventing and Combating Human Trafficking. (6,16)

Timor-Leste

MINIMAL ADVANCEMENT – EFFORTS MADE BUT CONTINUED PRACTICE THAT DELAYED ADVANCEMENT

III. ENFORCEMENT OF LAWS ON CHILD LABOR

The government has established institutional mechanisms for the enforcement of laws and regulations on child labor (Table 5). However, gaps exist within the operations of enforcement agencies that may hinder adequate enforcement of their child labor laws.

Table 5. Agencies Responsible for Child Labor Law Enforcement

Organization/Agency	Role
Secretariat of State for Professional Training and Employment Policy (SEPFPOE)	Receives child labor complaints and passes complaints to the Timor-Leste National Police (PNTL) for further investigation. (7,9) Enforces laws related to child labor. Administers the General Labor Inspectorate Directorate, which is responsible for investigating incidents of forced labor. (7,9)
PNTL	Enforces criminal laws against forced labor, commercial sexual exploitation, and human trafficking. Includes the Vulnerable Persons Unit, the immigration police, and the border police. (7,9)

The Ministry of Social Solidarity and Inclusion receives referrals from agencies, including the Secretariat of State for Professional Training and Employment Police (SEPFPOE), that are responsible for conducting child labor investigations and providing child victims with appropriate support services. (21) The Ministry of Social Solidarity and Inclusion maintains at least 1 technical officer in each of the country's 13 districts and 2 child protection officers in each of the 65 sub-districts, all trained to follow the government's standard operating procedures for identifying and referring victims to service providers. (12,16,37)

Labor Law Enforcement

In 2020, labor law enforcement agencies in Timor-Leste took actions to combat child labor (Table 6). However, gaps exist within the operations of SEPFPOE that may hinder adequate labor law enforcement, including labor inspector training.

Table 6. Labor Law Enforcement Efforts Related to Child Labor

Overview of Labor Law Enforcement	2019	2020
Labor Inspectorate Funding	\$432,074 (8)	\$246,000 (9)
Number of Labor Inspectors	26 (8)	26 (9)
Inspectorate Authorized to Assess Penalties	Yes (25)	Yes (25)
Initial Training for New Labor Inspectors	N/A (8)	N/A (9)
Training on New Laws Related to Child Labor	N/A (8)	N/A (9)
Refresher Courses Provided	N/A (8)	No (9)
Number of Labor Inspections Conducted	2,000 (8)	1,200 (9)
Number Conducted at Worksite	Unknown (8)	Unknown (9)
Number of Child Labor Violations Found	0 (8)	0 (9)
Number of Child Labor Violations for Which Penalties Were Imposed	0 (8)	0 (9)
Number of Child Labor Penalties Imposed that Were Collected	0 (8)	0 (9)
Routine Inspections Conducted	Yes (8)	Unknown (9)
Routine Inspections Targeted	Yes (8)	Yes (9)
Unannounced Inspections Permitted	Yes (25)	Yes (38)
Unannounced Inspections Conducted	Yes (8)	Yes (9)
Complaint Mechanism Exists	Yes (8)	Yes (9)
Reciprocal Referral Mechanism Exists Between Labor Authorities and Social Services	Yes (8)	Yes (9)

During the reporting period, the government was unable to pass a budget for fiscal year 2020 until October 2020, which impeded many government activities and priorities, including the ability of SEPFPOE to conduct labor inspections. (9,16) Due to the lapse in funding, which reduced the labor inspectorate budget from \$432,074 in 2019 to \$246,000 in 2020, the number of labor inspections decreased by 40 percent. (9) Furthermore, labor inspectors did not receive any specialized training related to child labor during the reporting period. (9)

MINIMAL ADVANCEMENT – EFFORTS MADE BUT CONTINUED PRACTICE THAT DELAYED ADVANCEMENT

Although Timor-Leste does meet the ILO’s technical advice of a ratio approaching 1 labor inspector for every 40,000 workers in less developed economies, SEPFOPE reported that the number of labor inspectors is insufficient to conduct the required labor inspections. (7,8,17)

Research found that there are insufficient child labor enforcement protections for children working on family farms or in domestic work, because SEPFOPE inspectors are only empowered to inspect formal workplaces, despite the fact that inspectors with the National Commission Against Child Labor routinely identify child labor in domestic work. (2,8,9,17) SEPFOPE also had limited capacity to conduct inspections in Timor-Leste’s rural areas, where child labor in the agriculture sector is prevalent. This limitation was due to a lack of available transportation, including funds to pay for fuel for government vehicles. (7-9,11,17)

The government did not provide information on the number of inspections conducted at worksites and the number of routine inspections conducted for inclusion in this report.

Criminal Law Enforcement

In 2020, criminal law enforcement agencies in Timor-Leste took actions to combat child labor (Table 7). However, gaps exist within the operations of the criminal enforcement agencies that may hinder adequate criminal law enforcement, including training for criminal investigators.

Table 7. Criminal Law Enforcement Efforts Related to Child Labor

Overview of Criminal Law Enforcement	2019	2020
Initial Training for New Criminal Investigators	Yes (8)	N/A (9)
Training on New Laws Related to the Worst Forms of Child Labor	N/A (8)	N/A (9)
Refresher Courses Provided	No (8,22)	Yes (9)
Number of Investigations	0 (8)	0 (9)
Number of Violations Found	0 (8)	0 (9)
Number of Prosecutions Initiated	0 (8)	0 (9)
Number of Convictions	0 (8)	0 (9)
Imposed Penalties for Violations Related to the Worst Forms of Child Labor	N/A (21)	N/A (9)
Reciprocal Referral Mechanism Exists Between Criminal Authorities and Social Services	Yes (8)	Yes (9)

The Vulnerable Persons Unit (VPU) of the Timor-Leste National Police has a staff of 97 investigators charged with the enforcement of criminal laws related to the worst forms of child labor. (6,8,12,21,37) During the reporting period, the VPU had to cancel its training program due to the pandemic, and research noted that there are currently no courses specific to child labor and no training dedicated to victim assistance. (9) Furthermore, the VPU did not receive any funding to carry out investigations during the reporting period. (8,9) In 2020, the VPU handled one international case involving a 16-year-old Indonesian girl who was lured into commercial sexual exploitation under the false pretenses of selling fish in Timor-Leste. The accused couple were detained, and their case is pending. (16)

The curriculum for new and existing members of the judiciary includes trainings on human trafficking that teach steps that criminal prosecutors can use to develop new trafficking investigations and prosecutions. These include methods for handling evidence and questions that prosecutors can ask of witnesses and victims to more clearly delineate whether a case is trafficking-related, thus increasing chances of conviction. (12,18,39) However, the government has not finalized or disseminated comprehensive, government-wide standard operating procedures for victim identification. (6)

There are only 33 judges and 34 prosecutors to handle the criminal and civil caseload of the entire country, and, as a result, cases can remain pending without a court date for long periods of time. (12,16) In addition, potential human trafficking cases are often misclassified due to a lack of evidence confirming trafficking, as well as unfamiliarity with trafficking in persons cases. (12,16,18) During the reporting period, the government collected

Timor-Leste

MINIMAL ADVANCEMENT – EFFORTS MADE BUT CONTINUED PRACTICE THAT DELAYED ADVANCEMENT

only aggregate data on vulnerable persons, not trafficking-specific data. (6) Furthermore, the government failed to obtain any trafficking-related convictions for the fourth consecutive year, and the case against a Liquica district administrator for allegedly raping a 15-year-old trafficking victim in 2018 remained under investigation while the administrator remained in his position. (6,12,16)

IV. COORDINATION OF GOVERNMENT EFFORTS ON CHILD LABOR

The government has established mechanisms to coordinate its efforts to address child labor (Table 8). However, gaps exist that hinder the effective coordination of efforts to address child labor, including continued delays in establishing the Anti-Human Trafficking Commission.

Table 8. Key Mechanisms to Coordinate Government Efforts on Child Labor

Coordinating Body	Role & Description
National Commission Against Child Labor (CNTI)	Facilitates information sharing on child labor issues among government agencies and serves as the coordinating mechanism for filing and responding to child labor complaints. (9) Develops child labor policies, raises awareness, and contributes to efforts to ratify and implement international conventions related to child protection. Develops the national plan against child labor. (21,35) Disseminates formal information on the normative and technical framework applicable to child labor. Elaborates, approves, and periodically reviews the hazardous work list of jobs prohibited for children under age 18. (21,35) Chaired by SEPFOPE. (8,9,40) Other members include PNTL; Timorese Labor Union Confederation; youth empowerment NGO Forum Tau Matan; Ministry of Tourism, Commerce, and Industry; Ministry of Social Solidarity and Inclusion; Ministry of Education, Youth, and Sports; Ministry of Justice; and Coordinating Ministry for Economic Affairs. (8) Met during the reporting period. (9)
Inter-Agency Anti-Trafficking Working Group	Coordinates the government's efforts to combat human trafficking, develops and implements the National Action Plan on Combating Human Trafficking, and promotes the development of comprehensive anti-trafficking legislation. Chaired by the Ministry of Justice, and includes the participation of the Prime Minister's office. (6,11,12,16) During the reporting period, met twice and continued work on the draft decree law that would establish the roles and responsibilities of the Anti-Trafficking Commission. (9,12,16,17)
Ministry of Social Solidarity and Inclusion (MSSI)—National Commission for Children's Rights	Overseen by MSSI. Responsible for conducting awareness-raising campaigns related to child labor. (8,9) Works to ensure the well-being and healthy development of children. (21) Research was unable to determine whether the National Commission for Children's Rights was active during the reporting period.
Provedor for Human Rights and Justice	Assumes responsibility for sharing information related to child labor with CNTI, SEPFOPE, and PNTL. (8) Members include SEPFOPE, PNTL, the National Commission for Children's Rights, MSSI, the Ministry of Justice, and the Ministry of State and Administration. (21) During the reporting period, assumed responsibility for passing information related to child labor along to CNTI. (9)

The government drafted implementation plans to replace the Inter-Agency Anti-Trafficking Working Group with an Anti-Human Trafficking Commission. These plans, which will have oversight on the Law on Preventing and Combating Human Trafficking, remain pending. (6,9,11,12,41)

V. GOVERNMENT POLICIES ON CHILD LABOR

The government has established policies related to child labor (Table 9). However, policy gaps exist that hinder efforts to address child labor, including implementation.

Table 9. Key Policies Related to Child Labor

Policy	Description
Timor-Leste Project for the Elimination of the Worst Forms of Child Labor	Aims to strengthen implementation of ILO C. 182 by establishing the Child Labor Commission Working Group, developing a hazardous work list, and creating a national action plan against child labor. Launched in 2009 in partnership with ILO and the Government of Brazil. Research was unable to determine whether activities were undertaken to implement Timor-Leste's key policies related to child labor during the reporting period.
Timor-Leste Strategic Development Plan (2011–2030)	Provides short-term and long-term plans for the nation's development, including the eradication of the worst forms of child labor, poverty alleviation, and implementation of social transfer programs. Specifies commitments to improve the educational system over the next 20 years. (42) Research was unable to determine whether activities were undertaken to implement Timor-Leste's key policies related to child labor during the reporting period.

MINIMAL ADVANCEMENT – EFFORTS MADE BUT CONTINUED PRACTICE THAT DELAYED ADVANCEMENT

Although the National Action Plan for the Elimination of Child Labor—which aims to eliminate the worst forms of child labor in Timor-Leste by 2025 and all forms of child labor by 2030—was finalized in 2016, the Council of Ministers has yet to approve it. (2,8,9,35,40,41,43,44) In addition, the government continued working to update the draft National Action Plan on Combating Human Trafficking, whose mandate ended in 2018. (16)

VI. SOCIAL PROGRAMS TO ADDRESS CHILD LABOR

In 2020, the government funded and participated in programs that include the goal of eliminating or preventing child labor (Table 10). However, gaps exist in these social programs, including the adequacy to address the problem in all sectors.

Table 10. Key Social Programs to Address Child Labor

Program	Description
Child Labor Education and Outreach Program†	SEPFPOPE and CNTI education and awareness-raising program, located in five primary schools in Dili that target children who are at risk for involvement in child labor. (45) Research was unable to determine specific activities undertaken during the reporting period.
Services for Street Children†	Government-funded safe house and support services for street children provided by the Youth Communication Forum. (46) Research was unable to determine specific activities undertaken during the reporting period.
Mother's Purse (Bolsa da Mãe)†	MSSI program that provides an annual cash subsidy of \$60 to \$180 to poor families with a female head of household. Aims to improve the well-being of children by conditioning the subsidy on children's school attendance and regular medical visits. (47) Research was unable to determine specific activities undertaken during the reporting period.
Casa Vida†	Joint program between MSSI and the Australian Department of Foreign Affairs and Trade's Nabilian Program and Shelter Initiative. Provides shelter, health assistance, and psychological counseling to minor victims, including victims of child labor and its worst forms. (11) Provides specialized assistance for girls up to age 18 who have escaped situations of sexual violence. (21) Receives referrals from civil society organizations as well as PNTL/Vulnerable Persons Unit. (48) Research was unable to determine specific activities undertaken during the reporting period.
Measurement, Awareness-Raising, and Policy Engagement Project on Child Labor and Forced Labor (MAP16)	USDOL-funded global project implemented by ILO to conduct research and develop new survey methodologies, improve awareness, strengthen policies and government capacity, and promote partnerships to combat child labor and forced labor. (49) In June, finalized and approved the draft Child Labor National Action Plan. (50) Additional information is available on the USDOL website .

† Program is funded by the Government of Timor-Leste.

‡ The government had other social programs that may have included the goal of eliminating or preventing child labor. (51-54)

Although the government has implemented programs to address child labor, research found no evidence that it has developed programs to assist children working in agriculture and on family farms, or children involved in the worst forms of child labor, including commercial sexual exploitation.

VII. SUGGESTED GOVERNMENT ACTIONS TO ELIMINATE CHILD LABOR

Based on the reporting above, suggested actions are identified that would advance the elimination of child labor in Timor-Leste (Table 11).

Table 11. Suggested Government Actions to Eliminate Child Labor

Area	Suggested Action	Year(s) Suggested
Legal Framework	Ensure that the law protects children between the ages of 17 and 18 from engagement in all the worst forms of child labor, such as commercial sexual exploitation, illicit activities, and hazardous work.	2013 – 2020
	Ensure that children receive adequate training specific to the type of work they are undertaking, and ensure that their health, safety, and morals are protected in accordance with international minimum age standards for hazardous work.	2017 – 2020
	Raise the minimum age for hazardous work to 18 to meet international standards.	2020
	Ensure that the List of Hazardous Occupations and Activities Prohibited for Children is harmonized with the Labor Code and Penal Code.	2017 – 2020

Timor-Leste

MINIMAL ADVANCEMENT – EFFORTS MADE BUT CONTINUED PRACTICE THAT DELAYED ADVANCEMENT

Table 11. Suggested Government Actions to Eliminate Child Labor (Cont.)

Area	Suggested Action	Year(s) Suggested
Legal Framework	Ensure that the law's light work provisions specify the activities in which light work may be undertaken.	2016 – 2020
	Finalize the implementation regulations and guidance on the 2017 Law on Preventing and Combating Human Trafficking.	2020
	Raise the minimum age for work to the age up to which education is compulsory.	2018 – 2020
Enforcement	Ensure that a budget is passed in a timely fashion and allows sufficient funding of the Secretariat of State for Professional Training and Employment Policy to carry out labor inspections.	2020
	Ensure that the Secretariat of State for Professional Training and Employment Policy is staffed with the appropriate number of labor inspectors to conduct the targeted number of labor inspections.	2018 – 2020
	Ensure that labor and criminal law enforcement officials receive sufficient training related to the worst forms of child labor, including child trafficking victim assistance.	2016 – 2020
	Ensure that the Secretariat of State for Professional Training and Employment Policy has the legal authority to conduct inspections in the informal sector, including on family farms and domestic work.	2017 – 2020
	Ensure that labor and criminal law enforcement agencies receive sufficient funding to carry out inspections and investigations, especially in rural areas of Timor-Leste, including funding for vehicles and fuel.	2016 – 2020
	Publish labor law enforcement information, including the number of labor inspections conducted at worksites and the number of routine inspections conducted.	2015 – 2020
	Ensure that the Vulnerable Persons Unit receives funding to carry out investigations.	2020
	Finalize and disseminate standard operating procedures related to human trafficking victim identification.	2020
	Ensure that criminal and civil cases are tried in a timely manner, including the 2018 case against the Liquica District Administrator, and that cases of human trafficking are properly classified.	2019 – 2020
	Collect, disaggregate, and publish criminal law enforcement data related to human trafficking.	2020
	Investigate, prosecute, and convict perpetrators of the worst forms of child labor.	2020
Coordination	Ensure that all coordinating bodies are able to carry out their intended mandates.	2020
	Ensure the establishment of the Anti-Human Trafficking Commission.	2018 – 2020
Government Policies	Publish activities undertaken to implement key policies to address child labor during the reporting period.	2017 – 2020
	Adopt the National Action Plan for the Elimination of Child Labor.	2016 – 2020
	Finalize and adopt the National Action Plan on Combating Human Trafficking.	2020
Social Programs	Create a centralized database to capture human trafficking data that is accessible to all relevant government stakeholders.	2019 – 2020
	Improve access to education by eliminating school related fees, making schools accessible for children with disabilities, and providing safe and healthy sanitation facilities, especially for girls.	2018 – 2020
	Ensure that the Ministry of Education draft policy encouraging female students to return to school after giving birth is approved, and that a policy providing education for girls during their pregnancy is drafted.	2020
	Ensure that pregnant girls have access to education, including transfer documents.	2019 – 2020
	Publish activities undertaken to implement the Child Labor Education and Outreach Program, Services for Street Children, Mother's Purse (<i>Bolsa da Mãe</i>), and <i>Casa Vida</i> social programs during the reporting period.	2018 – 2020
	Institute programs to address child labor and the worst forms of child labor, including in agriculture and commercial sexual exploitation.	2017 – 2020

REFERENCES

- UNICEF. Situation Analysis of Children in Timor-Leste. 2014. http://www.statistics.gov.tl/wp-content/uploads/2014/09/Situation_analysis_of_children_in_Timor-Leste.pdf
- U.S. Embassy- Dili. Reporting. January 19, 2018.
- UNESCO Institute for Statistics. Gross intake ratio to the last grade of primary education, both sexes (%). Accessed: March 3, 2021. For more information, please see "Children's Work and Education Statistics: Sources and Definitions" in the Reference Materials section of this report. <http://data.uis.unesco.org/>
- ILO. Analysis of Child Economic Activity and School Attendance Statistics from National Household or Child Labor Surveys. Original data from Labour Force-Child Labour Survey (LFS-CLS), 2016. Analysis received March 2021. Please see "Children's Work and Education Statistics: Sources and Definitions" in the Reference Materials section of this report.
- Government of Timor-Leste. Timor-Leste Labour Force Survey 2013. 2015. Source on file.

MINIMAL ADVANCEMENT – EFFORTS MADE BUT CONTINUED PRACTICE THAT DELAYED ADVANCEMENT

- 6 U.S. Department of State. Trafficking in Persons Report- 2020:Timor-Leste. Washington, DC, June 20, 2020.
<https://www.state.gov/reports/2020-trafficking-in-persons-report/timor-leste/>
- 7 U.S. Embassy- Dili. Reporting. February 8, 2019.
- 8 U.S. Embassy- Dili. Reporting. January 22, 2020.
- 9 U.S. Embassy- Dili. Reporting. February 2, 2021.
- 10 UNICEF Australia. See how children in Timor-Leste are seizing the chance to learn. November 17, 2016.
<https://www.unicef.org.au/blog/unicef-in-action/november-2016/see-how-children-in-timor-leste-are-seizing-the-chance-to-learn>
- 11 U.S. Embassy- Dili. Reporting. March 5, 2019.
- 12 U.S. Embassy- Dili. Reporting. February 15, 2020.
- 13 Neubauer, Ian Lloyd. Toxic cost of rubbish scavenging in East Timor. November 19, 2017.
<https://www.aljazeera.com/news/2017/11/toxic-cost-rubbish-scavenging-east-timor-171119195511456.html>
- 14 The Asia Foundation. The State of Conflict and Violence in Asia. October 11, 2017.
<https://asiafoundation.org/publication/state-conflict-violence-asia/>
- 15 U.S. Embassy- Dili. Reporting. February 20, 2018.
- 16 U.S. Embassy- Dili. Reporting. March 11, 2021.
- 17 U.S. Department of State. Country Reports on Human Rights Practices- 2020: Timor-Leste. Washington, DC, March 2021
<https://www.state.gov/wp-content/uploads/2021/03/TIMOR-LESTE-2020-HUMAN-RIGHTS-REPORT.pdf>
- 18 U.S. Department of State. Trafficking in Persons Report- 2019:Timor-Leste. Washington, DC, June 2019.
<https://www.state.gov/reports/2019-trafficking-in-persons-report-2/timor-leste/>
- 19 U.S. Embassy- Dili official. E-mail communication to USDOL official. July 10, 2019.
- 20 ILO-IPEC National Child Labour Survey 2016 - Analytical Report - Timor-Leste. 2019. Source on file.
- 21 U.S. Embassy- Dili official. E-mail communication to USDOL official. April 22, 2020.
- 22 U.S. Embassy- Dili official. E-mail communication to USDOL official. June 18, 2020.
- 23 ILO CEACR Direct request concerning Worst Forms of Child Labour Convention, 1999 (No. 182), Timor-Leste (ratification: 2009). Published: 2019.
https://www.ilo.org/dyn/normlex/en/f?p=1000:13100:0::NO::P13100_COMMENT_ID,P13100_LANG_CODE:3963532,en:NO
- 24 Ferguson, Sarah. Getting Students Back To School Safely During The COVID-19 Pandemic. FORBES, October 16, 2020.
<https://www.forbes.com/sites/unicefusa/2020/10/16/getting-students-back-to-school-safely-during-the-covid-19-pandemic/>
- 25 Government of Timor-Leste. Labour Code, Law 4/2012. Enacted: 2012. Source on file.
- 26 Government of Timor-Leste. List of Hazardous and Prohibited Activities to Children Under the Age of 18. Source on file.
- 27 Government of Timor-Leste. Penal Code of Timor-Leste, Law No. 19/2009. Enacted: June 7, 2009. Source on file.
- 28 Government of Timor-Leste. Immigration and Asylum Act. Enacted: 2003. Source on file.
- 29 Government of Timor-Leste. Law on Preventing and Combatting Trafficking in Persons. Enacted: January 23, 2017. Source on file.
- 30 Government of Timor-Leste. Law No. 3/2017 on Prevention and Fight against Trafficking in Persons and Fourth Amendment to the Penal Code. Enacted: January 25, 2017. Source on file.
- 31 Government of Timor-Leste. Regulation of the Military Service Law. Enacted: April 8, 2009. Source on file.
- 32 Government of Timor-Leste. Education System Framework Law, No. 14. Enacted: October 29, 2008.
http://www.ilo.org/dyn/natlex/natlex_browse.details?p_lang=en&p_isn=89748
- 33 Government of Timor-Leste. Constitution of the Democratic Republic of Timor-Leste. Enacted: November 28, 1975.
http://timor-leste.gov.tl/wp-content/uploads/2010/03/Constitution_RDTL_ENG.pdf
- 34 ILO Committee of Experts. Individual Direct Request concerning Worst Forms of Child Labour Convention, 1999 (No. 182) Timor-Leste (Ratification: 2009) Published: 2018. Accessed: March 29, 2018.
http://www.ilo.org/dyn/normlex/en/f?p=1000:13100:0::NO:13100:P13100_COMMENT_ID:3339704
- 35 ILO CEACR. Direct request concerning Worst Forms of Child Labor Convention, 1999 (no. 182), Timor-Leste (Ratification: 2009). Published: 2021.
https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:13100:0::NO:13100_COMMENT_ID:4004139
- 36 U.S. Embassy- Dili official. E-mail communication to USDOL official. April 11, 2018.
- 37 U.S. Embassy- Dili official. E-mail communication to USDOL official. February 9, 2016.
- 38 Government of Timor-Leste. Decree Law. No. 19/2010, Statute of the General Labor Inspectorate. December 1, 2010.
<http://ilo.org/dyn/natlex/docs/ELECTRONIC/89766/103187/F-1968336191/TMP89766.pdf>
- 39 U.S. Embassy- Dili official. E-mail communication to USDOL official. April 20, 2020.
- 40 U.S. Embassy- Dili. Reporting. January 8, 2017.
- 41 U.S. Embassy- Dili official. E-mail communication to USDOL official. February 20, 2019.
- 42 Government of Timor-Leste. Timor-Leste Strategic Development Plan 2011-2030. 2011. Source on file.
- 43 Government of Timor-Leste. Let's Commit to the Betterment of our Children! Draft National Action Plan to Eliminate the Worst Forms of Child Labour in Timor-Leste, Phase I 2017-2021. August 16, 2016. Source on file.
- 44 ILO-IPEC. National workshop and drafting process to develop the National Action Plan (NAP) on Child Labour and Forced Labour in Timor-Leste 2016.
http://www.ilo.org/jakarta/whatwedo/eventsandmeetings/WCMS_514115/lang-en/index.htm
- 45 U.S. Embassy- Dili. Reporting. January 15, 2016.
- 46 U.S. Embassy- Dili official. E-mail communication to USDOL official. January 24, 2017.
- 47 U.S. Embassy- Dili. E-mail communication to USDOL official. February 6, 2017.
- 48 U.S. Embassy- Dili official. E-mail communication to USDOL official. April 7, 2019.
- 49 ILO-IPEC. MAPI6 Concept Note. August 2019. Source on file.
- 50 ILO-IPEC The Measurement, Awareness Raising, and Policy Engagement Project to Accelerate Action against Child Labor and Forced Labor. October 30, 2020: Technical Progress Report. Source on file.
- 51 ILO-IPEC. Global Action Program on Child Labor Issues. Technical Progress Report. October 2016. Source on file.
- 52 UNICEF. Strengthening Justice and Welfare Systems for Children in Timor-Leste: End-of-project Review, Summary version. May 2016.
<http://www.iccwtnspanarc.org/upload/pdf/5789414528StrengtheningJusticeandWelfareSystemsforChildreninTimor-Leste.pdf>
- 53 ILO-IPEC. Estudo Sobre a Aplicação das Convenções N.º 138 e N.º 182 da OIT e suas Recomendações na Legislação Nacional dos Países da CPLP Programa Internacional para a Eliminação do Trabalho Infantil (IPEC). 2012. Source on file.
- 54 U.S. Department of State. Office to Monitor and Combat Trafficking in Persons: Anti-Trafficking Projects Funded in FY 2015. November 2, 2015. Source on file.