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2013 Labour Overview: Latin America and the Caribbean

International Labor Organization

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Abstract

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Keywords

Latin America, Caribbean, labor markets, unemployment, poverty

Comments

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Foreword

Twenty years after the *Labour Overview* was first published, we analyze the challenges facing Latin America and the Caribbean today. We also take a retrospective look at two very distinct decades for the labour markets of the region and envision the immediate future with concern arising from some current features of the region's economies and labour markets.

The loss of economic dynamism affected the labour market in Latin America and the Caribbean. In 2013, labour indicators reveal that advances made in previous years have stagnated.

The region runs the risk of losing an opportunity to advance in the creation of more and better jobs. We are at a positive but challenging point in time.

The urban unemployment rate decreased to a historic low of 6.3% in 2013. However, that slight reduction from the 6.4% recorded in 2012 was not due to job creation, but rather to the decline in labour force participation.

Wages grew less than in previous years, informality is not reduced, productivity is growing at a rate below the world average and unemployment among urban youth is on the rise.

The 20 years of the publication of the *Labour Overview* cover two very different decades in terms of labour markets of the region. The first was characterized by economic fluctuations, instability and labour losses, including a sharp rise in unemployment. The second decade was marked by significant advances that reduced unemployment to historic minima

From 1994 to 2003, growth was interrupted by recurrent crises, both external and internal. During the second decade, 2004-2013, economic and labour indicators in the region began to turn favourable and more stable, interrupted only in 2008/2009 by a new external crisis triggered by the subprime crisis followed by the recession in Europe. The region also learnt lessons from past years. Over the past 10 years, Latin American and Caribbean countries have been in a better position to take advantage of favourable winds and also to weather the storm when necessary.

Will 2014 mark a new decade with a different sign? While labour market performance is not negative, it is of concern.

Economic growth is losing steam. In 2013, a moderate growth rate of 2.7% was recorded. A slight improvement, to 3.1% (IMF), is forecast for 2014 in a context of uncertainty in the world economy.

If that economic forecast is accurate, in 2014, the urban unemployment rate will remain at this year's level.

Although the unemployment rate has declined, we should remember that there are people behind those percentages – we are talking about 14.8 million men and women who cannot find jobs.

Additionally, the problem of quality of employment persists. Among the employed population, there are at least 130 million people who work in conditions of informality. Of every 10 workers in the region, at least three do not have access to any type of social protection coverage.

Nearly half of the urban unemployed are youth. Discouragement and frustration undoubtedly contribute to the fact that 22 million youth neither study nor work. It is no coincidence that youth lead protests against the system and institutions in several cities around the world.

Labour participation among women continues to rise in the region. In 2013, women reached an average rate of labour participation of 50%. However, this figure still does not match that of men. Unemployment and informality continue to affect women more than men.

In 2013, growth of wages also slowed considerably. Average wages increased 1.0%, less than the 2.6% recorded in 2012. Minimum wages followed a similar trend, registering an increase of 2.6%, below the 6.9% recorded in the same period of 2012.

Economic growth is crucial for improving the quantity and quality of jobs but it is not enough, especially when it languishes, as it does currently. That is why it is so important to implement specific measures and policies to address labour challenges.

These measures should respond to the needs and specific contexts of each country. Key among these is the creation of an enabling environment for the development of enterprises that contribute to quality job creation; the strengthening of labour institutions and social dialogue; the timely, adequate design of active labour market policies and policies oriented to maintaining the purchasing power of workers and domestic demand; and the improvement of education and professional training.

The quality of education is crucial, particularly considering that countries of the region fall behind other regions of the world on results of international standardized tests such as the Programme for International Student Assessment (PISA).

Concrete challenges include formalizing informality, increasing social security coverage and incorporating the most vulnerable persons in the labour market.

What is the magnitude of this challenge? It will be necessary to create at least 43.5 million new jobs over the next decade to consolidate the low unemployment rate achieved in the region in recent years and to prevent it from rising above 7%.

To reduce informality from 47.7% to 42.8% over the next decade will require an average growth of at least 3.4%. Moreover, 84% of new jobs will have to be formal.

The ILO’s *2013 Labour Overview* is a call to attention on the need to intensify efforts for improving the quality of employment in Latin America and the Caribbean.

Employment is a fundamental component of growth since it strengthens the domestic market and creates an enabling environment for productive development. And we should not forget that it is a basic tool for social inclusion and the redistribution of wealth, as well as for the fight against poverty and inequality.

Elizabeth Tinoco
ADG
ILO Regional Director for Latin America and the Caribbean

Acknowledgments

The *2013 Labour Overview of Latin America and the Caribbean* marks the 20th consecutive year this report has informed and enriched the discussion on issues related to the labour market situation in the region.

In addition to expressing her gratitude to the work team responsible for preparing the *2013 Labour Overview*, the **ILO Regional Director for Latin America and the Caribbean**, Elizabeth Tinoco, would like to thank the former regional directors of the ILO: Víctor Tokman, Agustín Muñoz, Daniel Martínez and Jean Maninat, for their decisive support and contributions, which laid the foundations for the *Labour Overview* we have today.

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Computextos SAC was responsible for layout whereas Naida Müller was in charge of proofreading the final report and coordinating its printing, with support from Bolivar Pino and Werner Garate.

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Finally, a special acknowledgement goes to the institutes and national statistical offices of the region for their contributions to the development of the Labour Analysis and Information System for Latin America and the Caribbean, which made the publication of the *2013 Labour Overview* possible. We encourage them to continue to strengthen statistics systems in the region.

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Loss of Economic Dynamism Affects the Labour Market

In 2013, the urban unemployment rate in Latin America and the Caribbean once again fell to historic lows. The ILO estimates that the rate will reach 6.3% at the end of the year. This is good news for a region that had a double-digit unemployment rate a decade ago (11.1% in 2003).

However, the impact of the loss of economic dynamism on the labour market became evident in 2013.

Some labour indicators have stagnated while others changed only slightly. If this situation expands and worsens, there is a risk that unemployment will increase and the gaps in decent work and informality will widen.

The decline in unemployment also poses an important political challenge for the countries of the region: it is now necessary to focus on improving the quality of employment. **At least 130 million workers are employed in conditions of informality in Latin America and the Caribbean.**

In this context, countries should intensify efforts to achieve sustained economic growth accompanied by the creation of more and better jobs.

A Clear Trend toward a Slowdown in Growth

Following a period of significant growth during the past decade and a good start to the current decade, the economies of the region have lost dynamism in recent years.

The favourable evolution of the terms of trade was largely responsible for driving growth. This source of growth has been affected by the negative variations in prices of the region's main export commodities, which will not grow at the pace of the previous decade. Declining consumption and the greater international financial volatility are also factors influencing growth levels.

Latin America and the Caribbean was the emerging region that grew least over the past decade. **Since 2012, regional GDP has grown less than the world average**. Economic growth for the period 2013-2017 is expected to be at least a percentage point less than that during the period 2003-2007.

The region is entering into a more complex phase. In response to the reduced dynamism, the region should promote productive investment, which continues to fall below international levels. This would enable the region to achieve satisfactory, sustainable growth rates.

It is estimated that the Latin American and Caribbean region will end 2013 with a growth rate of 2.7%, below the initial forecasts of just above 3%. Although the variation continues to point to economic expansion, it is below the 6% of 2010, 4.6% of 2011 and 2.9% of 2012 (IMF).

Clearly, economic growth has experienced a slowdown. There is uncertainty regarding what will occur in 2014 due to factors associated with the volatility of the international economy, despite the slight improvement expected in the growth rate, of up to 3.1%.

Labour Indicators Have Stagnated

Labour market indicators reflect this loss of economic dynamism.

The urban unemployment rate fell just -0.1 of a percentage point, from 6.4% to 6.3% between 2012 and 2013. In absolute terms, urban unemployment affects 14.8 million persons, of which 7.1 million are men and 7.7 million are women.

Nevertheless, if the region continues to reduce its growth expectations, it is likely that unemployment will not continue to decline and could even experience a reversal in the downward trend of recent years.

The slight decrease in urban unemployment in 2013 occurred as a consequence of the fall in the labour force participation rate more than for reasons of labour demand or job creation since the occupation rate stagnated.

The labour force participation rate declined only slightly in 2013 with respect to 2012, from 59.6% to 59.5%. The occupation rate remained unchanged this year at 55.7%.

Growth of wages experienced a slowdown following notable improvements in the period 2006-2011.

For the nine countries with available information through the third quarter of 2013, **the simple average for average real wages recorded a modest increase of 1.0%, below the 2.1% observed for the same period of 2012**.

The loss of economic dynamism and, in part, the slower growth of minimum wages, contributed to this slowdown. Through the third quarter of 2013, the **weighted average of the real minimum wage rose 2.6%**, less than the 6.9% increase in the same period of 2012. This largely reflects the fact that wage adjustments were made in fewer countries and in most cases, the increases were smaller in the period December 2012 to October 2013.

During the crisis of 2008-2009, several governments of the region complemented monetary and fiscal policies to stimulate their economies with the effective use of minimum wages and the recovery of the purchasing power of workers.

With respect to social protection, the latest available figures indicate that the upward trend in coverage has been quite modest. **Health and/or pension coverage of the employed population was 66.5% in 2011 (65.8% men and 67.5% women) and 67.0% in 2012 (66.1% men and 68.3% women)**. This means that approximately 2.2 million additional workers now have social security.

The rate also indicates that three of every 10 workers in the region do not have any type of social security coverage – neither health nor pensions.

The countries of the region have the important challenge of generating information associated with social security. This would serve both to have more updated information as well as to incorporate aspects that are currently difficult to measure at the regional level, for example, the rate of active contributors to contributory systems.

Labour Force Participation among Women Reaches 50% but Gender Inequality Persists

Latin America and the Caribbean have made important strides in women's participation in labour markets, although challenges remain in terms of gender equality.

At the regional level, with respect to urban unemployment by sex, the change was more positive for women than for men. The urban unemployment rate among women recorded a decline of -0.3 of a percentage point, from 7.9% in 2012 to 7.6% in 2013, whereas that among men declined just -0.1 of a percentage point, from 5.7% to 5.6%.

Even so, **unemployment among women is still 1.35 times higher than that among men**.

An analysis of the evolution of the labour force participation rate by sex demonstrates that the positive trend in reducing the gender gap continues. In 2013, the labour force participation rate among men fell by -0.3 of a percentage point (from 71.4% to 71.1%) whereas that among women rose by 0.1 of a percentage point (from 49.9% to 50.0%).

It is extremely relevant that the regional average of the urban labour force participation rate among women has reached 50%, although it is still below that among men and represents 71.2% of the labour force participation rate among men.

The performance of the urban occupation rate by sex demonstrates that men were more affected by the decline in labour demand. The occupation rate among men recorded a decrease of -0.2 of a percentage point, from 67.3% in 2012 to 67.1% in 2013, whereas that among women saw an increase of 0.2 of a percentage point, from 45.9% to 46.1%.

The Urban Youth Unemployment Rate Increased Slightly

The urban youth unemployment rate increased by 0.3 of a percentage point between 2012 and 2013, from 14.2% a 14.5%. This means that there were some 6.6 million unemployed youth in urban areas of the region in 2013.

Youth continue to be the age group with the most serious employment problems, both in terms of their unemployment rates, which are 2.25 times higher than the total unemployment rate and 3.18 times higher than adult unemployment, and because a large share of youth have informal employment.

The share of youth in the labour force declined, due both to the demographic transition in Latin America, which implies that the number of youth is increasing less than that of adults, as well as to the increased permanence of youth in the educational system since the proportion of enrolled students has risen.

Some youth are at risk for withdrawing from the labour market in response to the discouragement and frustration they feel given their difficulty in finding a job, even more so if they aspire to quality employment.

An estimated 21.8 million youth do not study or work, in other words, 20% of the working-age youth population. Young women represent 70% of youth that neither study nor work (some 15 million). Among these women, a high percentage (71%) engages in domestic work.

Creating better working conditions for youth is a priority objective.

Unemployment, informality, discouragement and frustration form part of a scenario that can perpetuate cycles of poverty in these youth's families and communities, and may lead to a questioning of the system and institutions, which can affect governance.

The Process to Formalize Informality Requires Renewed Impetus

Now that the unemployment rate is approaching historic lows, it is unreasonable to expect it to continue to fall at the same pace. Therefore, it is increasingly difficult to achieve further reductions in this rate.

In this scenario, it is essential to address the quality of jobs, which is reflected in formality, social security coverage, productivity and remuneration of workers, among other considerations.

Indicators associated with these variables, which had been improving in recent years, have also stagnated. This is a reason for concern. In light of the current positive results for unemployment indicators, the variables of employment quality are key criteria for assessing labour market performance.

The most recent data available indicate that advances in the formalization of labour markets have stagnated and **that 47.7% of employed non-agricultural workers continue to work in informal conditions**.

Formalizing informality is a complex, challenging process that requires specific measures to be successful. The initial reductions in informality recorded in recent years, promoted by better information, control or incentives, should be complemented in the medium term with measures designed to improve productivity and the economic capacity of economic units and workers in the informal economy.

Twenty Years of the Labour Overview: Two Decades with Different Signs

The ILO Regional Office for Latin America and the Caribbean published the results of its first analysis of the labour market performance of the region in 1994. Twenty years after the publication of the first *Labour Overview*, it is interesting to observe the evolution recorded in these two decades.

There are two clearly distinct periods. The first decade, from 1994 to 2003, was one of instability and setbacks in key labour indicators, including a sharp rise in urban unemployment, which reached more than 11%. Those were 10 years of highs and lows, of growth without employment. By contrast, the second decade, from 2004 to 2013, was characterized by economic growth with employment (with the exception of 2009 due to the impact of the international financial crisis) and improvements in labour indicators, although the pending challenge is to improve the quality of employment.

From the standpoint of collection of labour statistics, the countries have made notable progress; however, knowledge gaps remain that must be remedied in order to offer a more accurate analysis on labour market performance.

When the *Labour Overview* began publication in 1994, many of the countries of the region had only urban data available. This situation has begun to change in recent years. For the first time, the 2013 *Labour Overview* includes rural employment data. While the share of rural employment in total employment has declined, it continues to represent a significant number of workers.

This report highlights the link between the lack of decent work opportunities and the persistence of poverty in rural areas.

Throughout the years, this annual report of the ILO Regional Office has stressed the need to promote productivity growth and its linkage with wages as a means of improving living conditions and competitiveness in the region.

The low growth of productivity in the region has several causes. The composition of investment and the deficits in infrastructure, technological development, innovation and qualifications of the labour force, among others, are all contributing factors.

If this trend continues, the world average of output per worker will surpass the level in the region by the end of this decade.

Efforts to Create More and Better Jobs Should Be Intensified

If growth forecasts of 3.1% are accurate, the urban unemployment rate will remain stable at about 6.3% in 2014.

But the longer-term challenge is considerable.

The countries of Latin America and the Caribbean will have to create 43.5 million jobs over the next 10 years in order to keep unemployment rates below 7%. In other words, these new jobs will be necessary simply to absorb the workers entering the labour force. Of these jobs, 40% should be for women and 46% for youth.

In terms of the formalization of informality, it is estimated that if a sustained annual growth of 3.4% is achieved, which has not yet been reached, the informal employment (non-agricultural) rate would decline from 47.7% in 2012 to 42.8% in 2023, a reduction of -4.9 percentage points. To achieve this, 84% of the new jobs created in the next decade would have to be formal.

To create more and better jobs, long-term economic growth is essential but insufficient.

When the unemployment rate falls and the problems of the quality of those jobs become evident, which is the situation today, it will be necessary to take measures and design policies to specifically address structural situations such as high informality, the low growth of productivity, gender inequality and the problems of youth employment.

It should be stressed that quality employment is pivotal for continuing to advance in the fight against poverty and inequality.

Labour Report /

2013 Labour Overview

Economic and Labour Situation in Latin America and the Caribbean in 2013

Latin American economies functioned in a more uncertain international context in 2013, which will probably continue until 2014. As a result of this uncertainty, regional economic growth declined to below the world average beginning in 2012. Regional growth for 2013-2017 is expected to be at least a percentage point less than during the period 2003-2007.[1]

Under these conditions, basic variables of the urban labour market – which had improved with respect to their historic levels – became less dynamic: the occupation rate did not vary and the labour force participation and unemployment rates experienced slight decreases whereas the youth unemployment rate rose. Moreover, concern about the quality of jobs continues given that major gaps in decent work and formalization persist in the region.

In light of the reduced dynamism in prices of the region's export commodities and the uncertainty surrounding world liquidity flows, efforts should be intensified to achieve the sustainability of growth and labour improvements. Otherwise, there is a risk that unemployment may again raise and that the gaps in decent work and informality may widen in the years to come.

The Global Economic Context

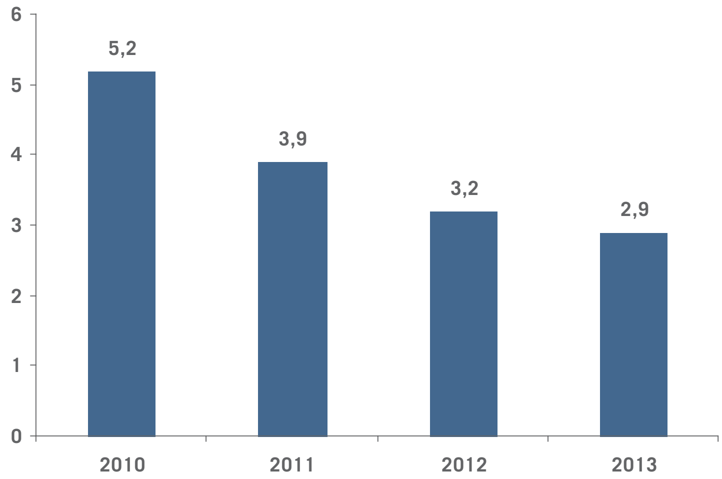
Developing countries continue to drive world economic growth, especially Asia and Sub-Saharan Africa, although at somewhat lower rates than in previous years. Developed countries recorded a slight recovery, especially the United States and Japan. For its part, the Eurozone may come out of recession in 2014, although by a slim margin and with projected low growth rates for the next few years. Thus, the world economy may be entering a stage of less dynamism and is not expected to resume growth rates as vigorous as those recorded before the financial crisis of 2008 -2009.

According to the latest forecasts of the International Monetary Fund (IMF), through October 2013, the world economy is expected to record GDP growth below the level projected last year. Although a rate of about 3.6% was expected, the global economy is now estimated to expand 2.9% in 2013. This forecast confirms that growth trends have slowed since the recovery in 2010 (Figure 1). Additionally, the relative contribution of groups of countries to global economic growth has shifted, with emerging economies contributing a lesser share and developed countries experiencing a slight recovery.

The IMF projects that the global economy will grow 3.6% in 2014, 0.7 percentage points above the 2013 rate. Although this performance could be considered a positive signal, this rate is slightly below the 3.8% average for the post-crisis period (2010-2013). Furthermore, world growth estimates for 2013 and 2014 have been readjusted downward from those made in July 2013 (-0.3% and -0.2%, respectively). These projections indicate a continued weak recovery of global growth in 2014.

A first decisive factor in this fragile recovery is the lack of strong growth of international trade over the past two years. Unlike in the decade before the financial crisis, when the international trade volume

FIGURE 1



World GDP growth. 2010 - 2013 $^{a/}$ (annual percentage change)

Source: International Monetary Fund (IMF), World Economic Outlook, October 2013.

a/ 2013, estimated.

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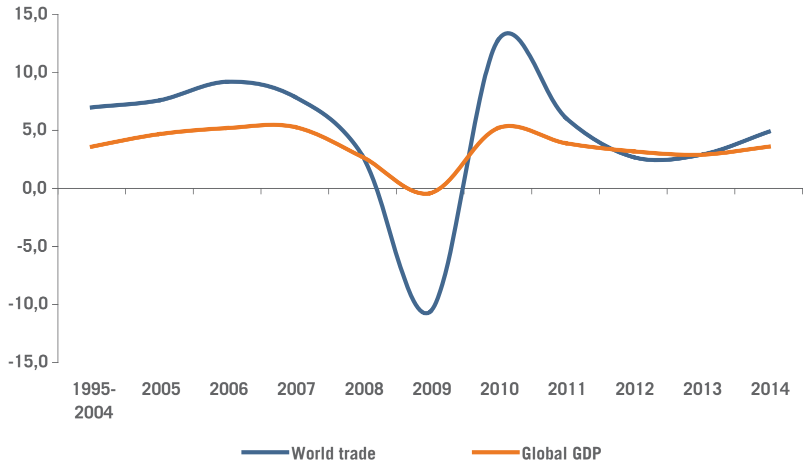
[1] WTO (2013), World Trade Report. Factors shaping the future of world trade, World Trade Organization.

FIGURE 2



World GDP and World Trade. 1995 - 2014 $^{a/}$ (annual percentage change)

Source: International Monetary Fund (IMF), World Economic Outlook, October 2013.

a/ 2013 and 2014, estimated.

grew at rates far above world GDP, in 2012 and 2013, it expanded at similar low rates (Figure 2). According to the World Trade Organization (WTO), the slowdown was concentrated mainly in the developed countries,[2] largely because of a decrease in imports to and trade among European Union countries. This is mainly attributed to the policies of fiscal consolidation applied in several countries, as well as the difficulty in accessing credit. Japan also recorded a significant decline in its exports to China during the second half of 2012 as a result of a territorial dispute between the two countries.

A second decisive factor in the weak recovery is the performance of employment, which globally has failed to recover pre-crisis levels. Taking into account economic growth rates and the increase in the working-age population, the ILO estimates that the employment rate will not recover to pre-crisis levels before 2018.[3] Nevertheless, this deterioration in employment is uneven given that it is concentrated mainly in developed countries. Whereas in 2007, the unemployed population in developed countries accounted for 17% of total unemployment worldwide, in 2012, it represented 22%. Moreover, employment levels were less affected in developing countries during the crisis, although job creation subsequently experienced a slowdown.

Economic Growth and Unemployment in the World´s Leading Economies

Among the developed countries, after a sluggish start to the year resulting from the budget sequestration (automatic public spending cuts applied to meet budget targets when there is no agreement in Congress), the US economy has been improving its pace of expansion. Among the positive signals observed are the initial recovery of the real estate market, more favourable bank lending conditions and an increase in household disposable income. The moderate increase in employment should boost consumption prospects, whereas the solid performance of firms and more favourable financial conditions could have a positive impact on investment. In light of this performance, GDP in the United States will grow an estimated 1.6% and is projected to reach 2.6% in 2014.

Since early 2013, the new government of Japan has applied a programme designed to end deflation, raise economic growth and ease the debt burden. The Japanese economy has reacted favourably to the monetary and fiscal stimulus policies applied. As a result, estimated economic growth will increase to 2% in 2013. Inflation will likely be below expectations, while fiscal consolidation has begun in late 2013 with an initial increase in the consumption tax rate and the announcement of a second increase in 2014. Projections indicate that this fiscal consolidation process will partially reduce growth prospects, for which reason GDP in Japan is expected to grow 1.2% in 2013.

By contrast, the Eurozone is expected to record its second consecutive year of contraction in 2013 (-0.4%). The IMF has pointed out asymmetries between the economies with current account deficits, which should re-establish internal and external balances to improve competitiveness, and the surplus economies, where growth should be driven more by domestic consumption (principally, Germany). In the first group of countries, the lack of economic vigour resulted from contractive fiscal policies and the fragility of the financial system, which limited the expansion of credit. Although adjustment policies applied in deficit countries reduced labour

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[2] WTO (2013), World Trade Report. Factors shaping the future of world trade, World Trade Organization.

[3] ILO (2013), World of Work Report. Repairing the economic and social fabric, International Labour Organization, International Institute for Labour Studies, Geneva.

costs and strengthened productivity, they have been insufficient to reverse the contractive process, except for in Ireland and most recently, Spain, which technically came out of recession when they recorded modest growth rates. Among the surplus countries, advances have been also moderate. Nevertheless, in recent months, the IMF has identified signals of economic stabilization in European periphery countries and some recovery in Eurozone core economies. This allows the IMF estimate a change of sign in GDP growth for 2014, to a modest 1%. At any rate, GDP growth in the Eurozone will most likely remain low for many years.

Despite its social effects and unresolved underlying problems, the crisis in the Eurozone is no longer center-stage given the reduced risk of debt non-payment or the bankruptcy of the Eurozone. Nevertheless, the sluggish economic growth, together with increased debt despite fiscal consolidation measures, fragile banking systems and extremely high unemployment in several periphery economies, continues to create tensions.[4]

Additionally, in 2013, growth rates in the main developing countries were lower than those projected in 2012: GDP grew 7.6% in China (compared with a projected rate of 8.2%), that of Russia expanded 1.5% (compared with the 3.8% projected), the economy of India grew 3.8% (instead of the projected 6.0%) and GDP of Brazil rose 2.5% (below the 4.0% projection). All of the above indicates a global scenario of growth slowdown in emerging markets and developing economies, together with a modest recovery in developed countries.

Unemployment continued to be a key concern in the United States and the Eurozone. Whereas in the United States, job creation reduced the unemployment rate from 10% in October 2009 to 7.2% in September 2013, it remained above the normal long-term rate (between 5.2% and 6.0%).[5] The reduction in unemployment occurred in a context of a very low labour participation rate. In September 2013, the labour force participation rate was 63.2%, in other words, 3 percentage points below that recorded before the crisis and the lowest level since 1978. In the Eurozone, the average unemployment rate has been on the rise since the 2008 crisis and will reach an estimated 12.3% in 2013 (Figure 3). Of the 17 countries in the Eurozone, nine have unemployment rates above 10%, whereas Spain and Greece have rates of 26% or 27%.

TABLE 1

World GDP and World Trade. 2010 - 2014 (annual variations)

	Years				
Region	2010	2011	2012	2013 a/	2014 a/
World GDP	**5,2**	**3,9**	**3,2**	**2,9**	**3,6**
Advanced economies	**3,0**	**1,7**	**1,5**	**1,2**	**2,0**
United States	2,5	1,8	2.8	1,6	2,6
Eurozone	2,0	1,5	-0,6	-0,4	1,0
Japan	4,7	-0,6	2,0	2,0	1,2
Emerging economies and developing countries	**7,5**	**6,2**	**4,9**	**4,5**	**5,1**
Commonwealth of Independent States	4,9	4,8	3,4	2,1	3,4
Developing countries in Asia	9,8	7,8	6,4	6,3	6,5
China	10,4	9,3	7,7	7,6	7,3
India	10,5	6,3	3,2	3,8	5,1
Latin America and the Caribbean	6,0	4,6	2,9	2,7	3,1
Sub-Saharan Africa	5,6	5,5	4,9	5,0	6,0
Volume of world trade	**12,6**	**6,1**	**2,7**	**2,9**	**4,9**

Source: International Monetary Fund (IMF), World Economic Outlook, October 2013.
a/ 2013 and 2014, projected.

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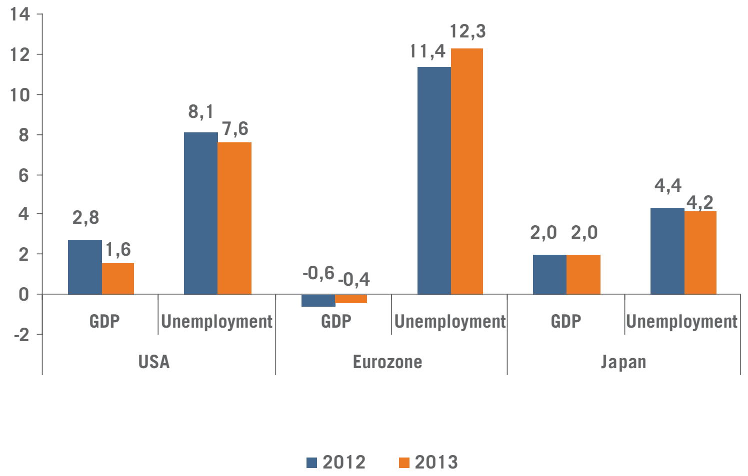
[4] United Nations, Department of Economic and Social Affairs (2013), *Global Economic Outlook*, June.

[5] US monetary policy seeks to promote the highest level of employment possible, price stability and moderate long-term interest rates. In its most recent estimates, the Federal Reserve concluded that the normal rate of long-term unemployment ranged from 5.2% to 6.0%, higher than the corresponding interval several years earlier (FED, *Statement on longer-run goals and Monetary Policy Strategy*, 29 January 2013).

FIGURE 3



GDP growth and unemployment rates in developed countries 2012 - 2013 [a/]

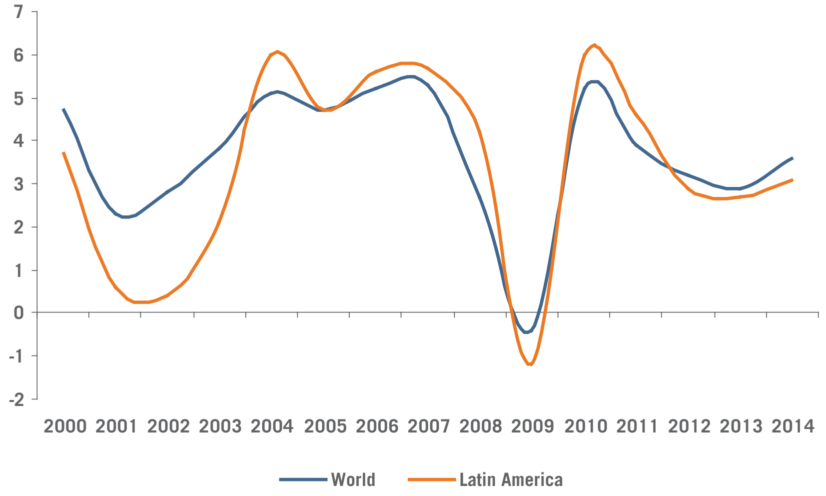
Source: International Monetary Fund (IMF), World Economic Outlook, October 2013.

a/ 2013, estimated.

Economic Context of the Region in 2013

In 2013, the economies of Latin America and the Caribbean will grow an estimated 2.7% on average. Although this likely will be the fourth year of economic expansion after the contraction in 2009, growth has followed a downward trend over the past four years. After a vigorous recovery of 6% in 2010 and 4.6% in 2011, GDP growth was 2.9% in 2012. In addition to the slower pace, another characteristic of growth in the region over the past two years is that it is below the global average, a phenomenon that has not occurred since 2003, except in 2009, when the contraction in the region exceeded the global average (Figure 4). Moreover, the pace of regional growth has fallen behind that of other emerging regions, especially Asia and Sub-Saharan Africa.

FIGURE 4



World GDP and GDP of Latin America. 2000 - 2014 [a/]

Source: International Monetary Fund (IMF), World Economic Outlook, October 2013.

a/ 2013 and 2014, estimated.

Increased consumption is expected to be the predominant factor in the region's growth, although to a lesser extent than in 2012. The weaker performance of private consumption can be attributed to less job creation and the change in real wages. Public consumption also slowed down. Moreover, the contribution of investment is also expected to decline, whereas net exports experienced a negative trend (ECLAC, 2013).

The region's reduced dynamism is partly due to a slowdown and some reversal of export commodity prices. This process began in 2012 and is expected to continue in 2014. Given that more than a quarter of the increase in per capita gross national income in the period 2003-2011 resulted from improved terms of trade,[6] the exhaustion of this source of growth makes it even more pressing to implement

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[6] ECLAC (2013), *Economic Survey of Latin America and the Caribbean. Three Decades of Uneven and Unstable Growth, ECLAC*, Santiago.

TABLE 2

Commodity Price Index. 2010 - 2013 (2005=100)

Primary commodities	Years						
	2010	2011	2012	Year - Quarter			
				2012 / 4	2013 / 1	2013 / 2	2013 / 3
Total primary commodities	152,3	192,4	186,3	182,1	187,4	179,1	184,8
Non-fuel	161,2	190,0	171,1	170,3	175,1	169,7	166,2
Agriculture	144,6	173,9	163,1	163,9	165,2	167,0	161,8
Foods	150,1	179,9	175,9	178,7	181,4	183,0	175,2
Beverages	176,2	205,5	167,4	162,0	152,2	146,8	144,7
Metals	202,3	229,7	191,0	186,1	199,4	176,5	177,1
Energy	147,1	193,8	195,2	189,1	194,5	184,6	195,7

Source: IMF, Commodity Market Monthly, October 2013

efforts to sustainably increase productive investment rates in the region, which are still low compared with international levels.

In 2013, the region's export commodities recorded a moderate price reduction (Table 2) as a result of slower economic growth in China, as well as an increase in the global supply of these commodities. This directly led to a 1.6% decrease in the region's exports during the first semester of 2013 with respect to the same period of the previous year. The decline

TABLE 3

GDP Growth. 2011 - 2014 (annual percentage change)

Countries	Years			
	2011 a/	2012	2013 b/	2014 b/
Argentina	8,9	1,9	3,5	2,8
Bolivia, Plurinational State of	5,2	5,2	5,4	5,0
Brazil	2,7	0,9	2,5	2,5
Chile	5,8	5,6	4,4	4,5
Colombia	6,6	4,0	3,7	4,2
Costa Rica	4,4	5,1	3,5	3,8
Dominican Republic	1,0	-1,7	1,1	1,5
Ecuador	7,8	5,1	4,0	4,0
El Salvador	2,2	1,9	1,6	1,6
Guatemala	4,2	3,0	3,3	3,4
Mexico	4,0	3,6	1,2	3,0
Nicaragua	5,4	5,2	4,2	4,0
Panama	10,8	10,7	7,5	6,9
Paraguay	4,3	-1,2	12,0	4,6
Peru	6,9	6,3	5,4	5,7
Uruguay	6,5	3,9	3,5	3,3
Venezuela, Bolivarian Republic of	4,2	5,6	1,0	1,7
South America		2,6	3,2	3,1
Central America		5,0	3,9	3,9
Caribbean		2,3	1,7	2,9
Latin America and the Caribbean	4,6	2,9	2,7	3,1

Source: International Monetary Fund (IMF), World Economic Outlook, October 2013.
a/ 2011, reference.
b/ 2013 and 2014, projected.

was concentrated mainly in the first quarter, with a recovery in the second quarter, although it was greater in countries that export agro-industrial goods than in those that export hydrocarbons.[7] The value of the region's exports is expected to rise by 4% in 2013, due mainly to the expansion of export volumes rather than to increased prices

During the first part of 2013, the downward trend in remittances continued in the countries of the region whose migrants reside in the Eurozone, particularly Spain. In Central American countries whose migrants live mostly in the United States, remittances increased (Guatemala and Honduras), whereas Nicaragua benefitted from the economic growth of Costa Rica. In Mexico, remittances fell sharply, possibly as a result of the reversal of migration flows in recent years (ECLAC, 2013).

The countries of the region remain vulnerable to the economic performance of the United States, which continues to be their main trade partner, especially Mexico and Central American countries. Nevertheless, US growth perspectives over the next few years do not appear to be a risk. By contrast, a change in US monetary policy, which will begin a cycle of increased interest rates, may indeed pose a threat to the region.

Key risks and challenges of the global economic scenario include the eventual reduction of the monetary stimulus programme applied by the US Federal Reserve since September 2012, which entails the monthly purchase of financial assets to accelerate growth. Beyond this programme's reactivating effect on the US economy, its application triggered a sharp rise in liquidity that led to increased capital flows to emerging markets in the search for better yields. Among other effects, this enabled developing countries to issue bonds at low rates, led to stock increases and stimulated the appreciation of local currencies.

In June 2013, the Federal Reserve announced that if the pace of economic growth and the downward trend in the unemployment rate continue at near-normal levels, it would be possible to progressively reduce the asset purchase programme beginning in late 2013, to finally close in 2014. This announcement led to some speculation on when exactly it would be applied and how quickly it would advance.[8] Since then, an increase in market interest rates and a capital flight from developing countries have been observed, which led to the devaluation of national currencies against the dollar in several of those countries.

This poses a challenge for the region given that it could produce capital flight, a tendency toward devaluation of local currencies and the onset of a cycle of hikes in international interest rates. This would affect liquidity and investment flows, which helped drive growth in the past decade.

While this situation could create volatility, it is expected to be manageable for most of the countries of the region given their ample international reserves and the fact that most of the deficits in the current account are financed by direct investment, which is less vulnerable to external cycles (OECD et al., 2013).

Another challenge for Latin America and the Caribbean created by the global context is the impact that the economic slowdown in China will have on demand for primary commodities, and consequently, on their prices. Over the past decade, trade between the region and China rose sharply, which reached 8% of total exports. A few primary commodities account for most of these exports. The risk is greater for South American countries whereas Mexico and Central America have only limited trade with China. For example, a significant deceleration in growth in China would have a strong impact on metal-exporting countries such as Chile, Peru and Brazil, to a lesser extent.

The slowdown of China economic growth in recent years largely explains the downward trend in primary export commodities of the region. However, the decrease has been moderate to date and prices remain at historic highs. In addition to supply and demand trends for these primary commodities,[9] a strengthening of the dollar or the transfer of financial investments in commodities toward equity markets could further drive down commodity prices. In any case, this trend is a warning signal for future growth expectations of the countries of the region.

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[7] ECLAC (2013), *The current international context and its macroeconomic repercussions for Latin America and the Caribbean*, LC/L.3712, ECLAC, Santiago.

[8] For more information on the impact on Latin American financial markets, see OECD, ECLAC and CAF (2013), *Latin American Economic Outlook 2014. Logistics and Competitiveness for Development*, LC/G.2575, pp. 33 and 34.

[9] United Nations, Department of Economic and Social Affairs (2013), *Global Economic Outlook*, June.

Labour Market Performance in 2013

The Trend toward Improved Key Labour Market Indicators Weakens in the Region

Through the third quarter of 2013, the economic situation described in the previous section generated a less dynamic regional labour market in terms of the positive trends in key labour indicators recorded in previous years. In some countries, unemployment rates are approaching historic lows, for which reason it is increasingly difficult to further reduce this rate. Therefore, the main challenge lies in improving the quality of employment.

In the third quarter of 2013, the average urban unemployment rate of Latin America and the Caribbean was 6.5%, an average representing a year-over-year decline of -0.1 percentage points with respect to the same period in 2012 (6.6%) (See the Statistical Annex, Table 1). In absolute terms, an estimated 14.8 million workers were unemployed in 2013, in a region where nearly 230 million workers comprise the urban labour force. Of the total unemployed, 7.1 million are men and 7.7 million are women. As is discussed in greater detail later in this report, the reduction in the unemployment rate is mainly attributable to a slight decline in the urban labour force participation rate, from 59.6% in the third quarter of 2012 to 59.5% in the same period of 2013, and to the fact that the urban occupation rate remained stable at 55.7% in the year-over-year comparison of the third quarter (See Tables 4 and 5 of the Statistical Annex).

A more in-depth analysis of these indicators in nine countries of the region with available information through the third quarter of 2013[1] confirms the ongoing positive downward trend in the urban unemployment rate. Since 2010, following the external crisis that affected Latin America and the Caribbean in 2009, the region's unemployment rate has experienced a continual decline for 15 consecutive quarters in the year-over-year comparison (Table 4).

TABLE 4

Latin America (9 Countries): Urban Unemployment, Labour Force Participation and Occupation Rates, 1st Quarter 2010 - 3rd Quarter 2013 a/ (Interannual Percentage point change)

Years	Quarter	Unemployment		Labour Participation		Occupation	
		Rate	Change	Rate	Change	Rate	Change
2010	I Quarter	8,1	-0,4	59,6	0,4	54,8	0,6
	II Quarter	7,7	-0,8	59,8	0,4	55,2	0,9
	III Quarter	7,4	-1,1	60,1	0,5	55,6	1,1
	IV Quarter	6,7	-1,0	59,7	-0,1	55,7	0,4
	Annual	7,4	-0,9	59,8	0,3	55,3	0,7
2011	I Quarter	7,3	-0,8	59,6	0,0	55,2	0,4
	II Quarter	7,0	-0,7	59,9	0,1	55,7	0,5
	III Quarter	6,8	-0,6	60,2	0,1	56,1	0,5
	IV Quarter	6,1	-0,6	60,3	0,6	56,5	0,8
	Annual	6,8	-0,6	59,9	0,1	55,9	0,6
2012	I Quarter	6,8	-0,5	59,9	0,3	55,7	0,5
	II Quarter	6,6	-0,4	60,2	0,3	56,2	0,5
	III Quarter	6,4	-0,4	60,4	0,2	56,5	0,4
	IV Quarter	5,9	-0,2	60,5	0,2	56,9	0,4
	Annual	6,4	-0,4	60,2	0,3	56,3	0,4
2013	I Quarter	6,6	-0,2	59,8	-0,1	55,8	0,1
	II Quarter	6,5	-0,1	60,1	-0,1	56,1	-0,1
	III Quarter	6,2	-0,2	60,1	-0,3	56,4	-0,1
2012	Avg. through III Quarter	6,6		60,2		56,1	
2013	Avg. through III Quarter	6,4	-0,2	60,0	-0,2	56,1	0,0

Source: ILO, based on official information of household surveys of the countries.
a/ Selected countries are: Argentina, Brazil, Chile, Colombia, Ecuador, Mexico, Peru, Uruguay and Venezuela (Bolivarian Republic of).

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[1] Data corresponding to nine countries with quarterly information and that represent approximately 90% of the regional economically active population (EAP) (Argentina, Bolivarian Republic of Venezuela, Brazil, Chile, Colombia, Ecuador, Mexico, Peru and Uruguay).

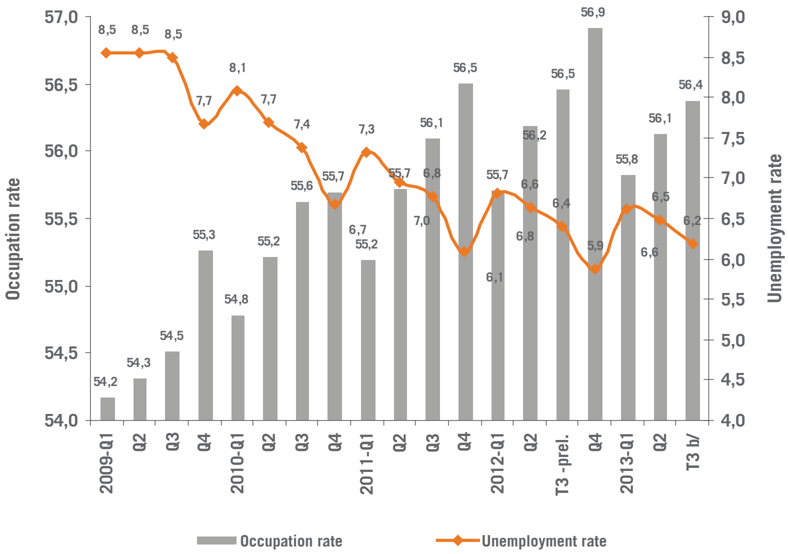
Nevertheless, the moderate decrease in the unemployment rate in the first three quarters of 2013 was driven mainly by the slight year-over-year decline in the labour supply more so than the growth in the occupation in this period. Table 4 shows that the occupation rate for the period January-September 2013 remained unchanged from that recorded in the same period of 2012.

These results indicate that while the capacity to create jobs in the region did not decline in 2013 with respect to 2012, this indicator did decrease beginning in the first quarter of 2013, and further weakened in the second and third quarters, with negative changes. If this trend is not reversed in the fourth quarter of 2013, the year could end with occupation rates similar to or below those of 2012.

Figure 5 shows the downward trend in the urban unemployment rate in Latin America beginning in the first quarter of 2010 and its moderation over the next three quarters. The occupation rate followed a similar trend given that the labour demand level nearly matched that of the first three quarters of 2012.

FIGURE 5

Latin America (9 Countries): Occupation and Unemployment Rates, 1st Quarter 2009-3rd Quarter 2013 a/ (Percentages)



Source: ILO, based on official information of household surveys of the countries.

a/ Selected countries are: Argentina, Brazil, Chile, Colombia, Ecuador, Mexico, Peru, Uruguay and Venezuela (Bolivarian Republic of)
b/ Preliminary data

A variety of factors contributed to the evolution of these key labour market indicators in 2013. On the one hand, the stagnation of the urban occupation rate largely reflects the slowdown in the region's economic growth, which hindered job creation given the close correlation between employment level and the pace of economic activity.

On the other hand, the reduction in the urban labour force participation rate during the first three quarters of 2013 can be attributed to lower expectations of persons in terms of obtaining a job during a period of sluggish economic growth, leading to a proportional slight decline in the number of individuals entering the labour market. Additionally, there is apparently less need or demand for jobs by additional members of the family, mainly of the secondary labour force and of youth, given the high demand for labour recorded in previous years and the priority that youth have given to education over labour market participation in recent years.

Furthermore, the decline in the urban unemployment rate was largely due to the reduced pressure on the labour market resulting from the decrease in the labour force participation rate. In the nine countries analyzed, this phenomenon led to a lower percentage of persons entering the labour market in 2013 as compared with 2012.[2]

Figure 6 shows quarterly trends in the three indicators (unemployment, labour participation and occupation rates) from 2009 through the third quarter of 2013. The gap among the three indicators narrowed in this period. They converge at a point or threshold where the cycle of declining unemployment may end. This could represent the onset of a phase of rising unemployment if economic activity does not rebound over the next few months and if some policies to stimulate aggregate demand are not revised, along

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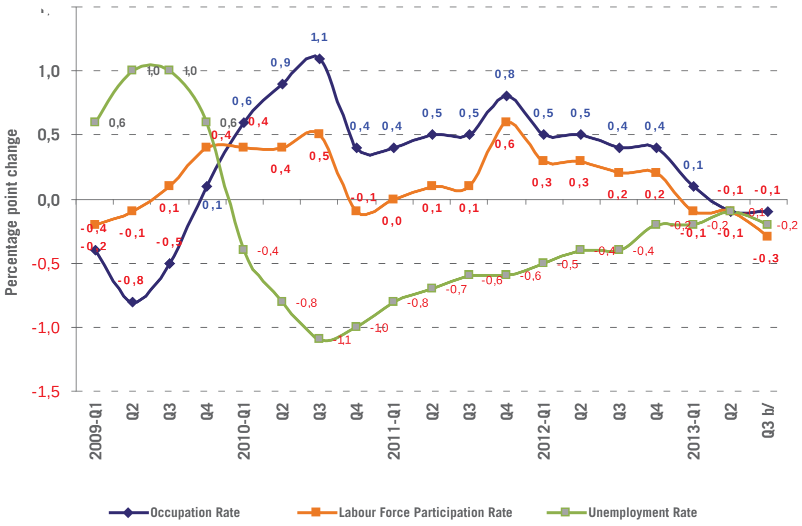
[2] ILO, ECLAC (2013), *Labour Situation in Latin America and the Caribbean*, Bulletin N° 8, October 2013.

FIGURE 6



Latin America (9 Countries): Year-over-Year Change in the Occupation, Unemployment and Labour Force Participation Rates 1st Quarter 2009-3rd Quarter 2013 a/ (Percentage point change with respect to the same period of the previous year)

Source: ILO, based on official information of household surveys of the countries.

a/ Selected countries are: Argentina, Brazil, Chile, Colombia, Ecuador, Mexico, Peru, Uruguay and Venezuela (Bolivarian Republic of)
b/ Preliminary data

with those that may cause possible labour market imbalances.

Links between Economic Growth, Employment and Unemployment

Levels of employment, unemployment and participation of individuals in the labour market are closely related to the vigour of economic activity. Although economic growth is a key factor in job creation, other elements also influence this process. Thus, in addition to identifying the correlation between growth and employment, it is useful to determine the capacity of GDP expansion to create jobs. This relationship between growth and the main explanatory variables of the labour market can be summarized in the estimate of output-employment elasticity, where a specific percentage change in GDP leads to a specific percentage change in employment.

In this regard, between 2002 and 2012, regional GDP grew continually (except in 2009), at an annual average rate of 3.8%, whereas the occupation rate rose 0.81% and the unemployment rate declined 5.48%.

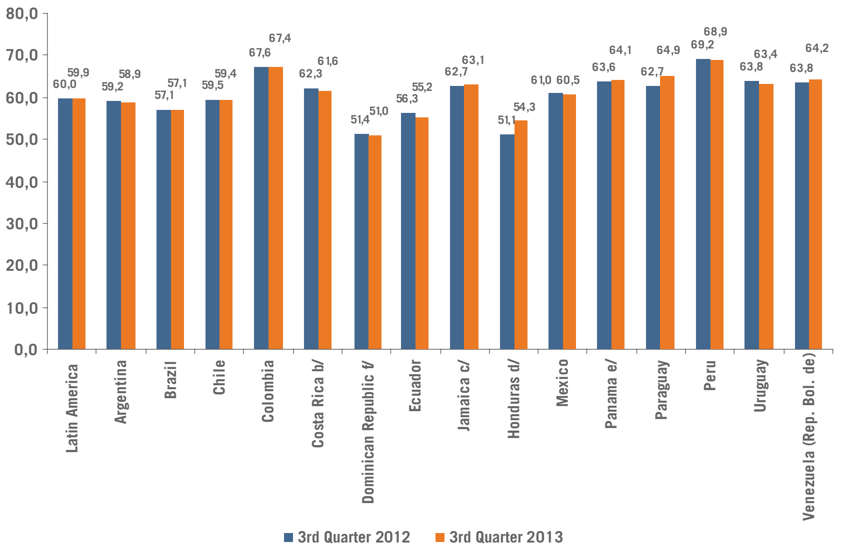
In the period 2002-2012, output-employment elasticity was 0.55%. In other words, on average, one percentage point of GDP growth in this period could lead to an increase in employment of approximately one half of a percentage point. Output-employment elasticity in the region is above the international level (0.32% to 0.37%) (KILM-OIT/2010), a level consistent with a labour productivity development below that of other regions in the world.

Smaller Proportion of Individuals Enter the Labour Market, Given the Slight Decline in the Urban Labour Force Participation Rate between 2012 and 2013

Considering the latest available, comparable information that is disaggregated by sex, the weighted average of the urban labour force participation rate in a group of 15 countries of the region reflects a slight decline, of one-tenth of a percentage point, in the year-over-year comparison between 2012 and 2013. In relative terms, this means that a smaller percentage of individuals joined the labour market in the past year, for which reason regional growth of the labour force was slightly below that of the working-age population.

These trends differed by country. In nine of the 15 countries analyzed, the labour force participation rate declined, as measured in percentage points. Ecuador (-1.1), Costa Rica (-0.7) and Mexico (-0.5) had the largest decreases in this indicator. In the remainder of the countries where labour force participation diminished, declines were less than 0.5 percentage points (Argentina, Chile, Colombia, Dominican Republic, Peru and Uruguay). By contrast, the labour force participation rate rose in the Bolivarian Republic of Venezuela, Honduras, Jamaica, Panama and Paraguay. The largest increases in percentage points were recorded in Honduras (3.2) and Paraguay (2.2) (Figure 7 and Table 5).

FIGURE 7



Latin America and the Caribbean (15 Countries): Urban Labour Force Participation Rate January - September, 2012 and 2013 $^{a/}$ (Percentages)

Source: ILO, based on official information of household surveys of the countries.

a/ In the case of Chile, the Dominican Republic, Jamaica and Venezuela (Bolivarian Republic of) national totals are considered.
b/ Data correspond to July
c/ Data correspond to the first semester
e/ Data correspond to August
f/ Data correspond to April

The weighted average of the regional labour force participation rate for these 15 countries actually fell only slightly between 2012 and 2013 given that Brazil, which has nearly 40% of the economically active population (EAP) and the working age population (WAP) of the region, had a stable labour force participation rate of 57.1%.

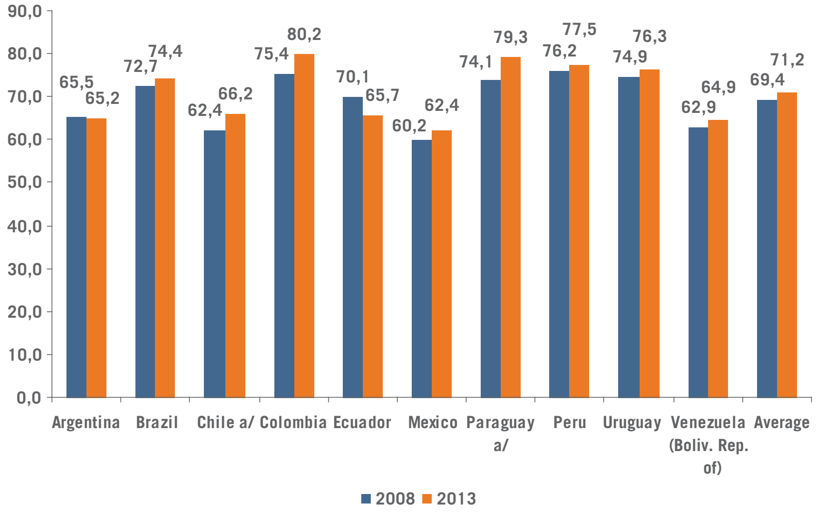
An analysis of the change in the regional labour force participation rate by sex demonstrates that despite the slight decline recorded in this indicator in the past year, the positive long-term trend of reducing the gender gap with respect to labour market participation continues. The narrowing of the gap recorded this year is very slight and reflects a decrease in the labour force participation rate among men of -0.3 percentage points (from 71.4% in 2012 to 71.1% in 2013) whereas that among women rose by just 0.1 percentage points (from 49.9% in 2012 to 50.0% in 2013).

Figure 8 illustrates the positive change favouring women in the gender gap in the labour force participation rate of a group of 10 selected countries between 2008 and 2013. Significant improvements were reported, particularly in Chile, Colombia and Paraguay.

Despite the systematic reduction in the gender gap in labour participation, the female labour force participation rate is still just 71.2% of that of men at the regional level. Five countries are above this average and therefore have smaller gaps: Colombia (80.2%), Paraguay (79.3%), Peru (77.5%), Uruguay (76.3%) and Brazil (74.4%).

The male labour force participation rate rose only slightly in four countries: Argentina, the Bolivarian

FIGURE 8



Latin America (10 Countries): Gender Gap in the Urban Labour Participation Rate, 2008 and 2013 (Average to 3d Quarter)

Source: ILO, based on official information of household surveys of the countries.

a/ 2008 data correspond to 2010.

TABLE 5

Latin America (15 Countries): Urban Unemployment, Labour Force Participation and Occupation Rates, by Sex. January - September 2012 and 2013 [a/] (Percentages)

Countries	Unemployment rate						Labour force participation rate						Occupation rate					
	Total		Men		Women		Total		Men		Women		Total		Men		Women	
	2012	2013	2012	2013	2012	2013	2012	2013	2012	2013	2012	2013	2012	2013	2012	2013	2012	2013
Latin America	6,6	6,5	5,7	5,6	7,9	7,6	60,0	59,9	71,4	71,1	49,9	50,0	56,0	56,0	67,3	67,1	45,9	46,1
Argentina	7,3	7,3	6,2	6,3	8,8	8,8	59,2	58,9	72,0	72,1	47,7	47,1	54,9	54,6	67,5	67,6	43,5	42,9
Brazil	5,7	5,6	4,5	4,6	7,1	6,8	57,1	57,1	66,6	66,3	49,0	49,3	53,8	53,9	63,5	63,3	45,5	46,0
Chile	6,6	6,0	5,5	5,3	8,1	7,0	59,5	59,4	72,0	71,8	47,6	47,5	55,6	55,8	68,0	67,9	43,7	44,2
Colombia	11,5	11,1	9,7	9,3	13,7	13,0	67,6	67,4	75,7	75,3	60,2	60,4	59,8	60,0	68,4	68,3	52,0	52,5
Costa Rica [b/]	7,8	8,2	6,5	6,9	9,6	10,0	62,3	61,6	75,8	75,4	50,3	49,5	57,4	56,5	70,9	70,2	45,4	44,6
Dominican Republic [g/]	5,9	7,0	4,3	5,0	8,7	10,4	51,4	51,0	65,0	64,1	38,0	37,9	48,4	47,4	62,2	60,9	34,7	34,0
Ecuador	4,9	4,7	4,4	4,3	5,6	5,2	56,3	55,2	68,4	67,3	45,1	44,2	53,6	52,7	65,4	64,4	42,6	41,9
Jamaica [c/]	14,2	15,4	10,6	11,3	18,4	20,2	62,7	63,1	70,2	69,9	55,7	56,5	53,9	53,4	62,7	62,0	45,5	45,1
Honduras [d/]	5,6	6,0	5,3	5,7	6,1	6,3	51,1	54,3	62,4	66,1	41,7	44,7	48,3	51,1	59,4	62,3	39,3	41,9
Mexico [e/]	5,9	5,9	5,9	5,8	5,9	6,0	61,0	60,5	76,2	75,5	47,4	47,1	57,4	56,9	71,7	71,1	44,6	44,3
Panama [f/]	4,8	4,7	4,2	3,9	5,5	5,7	63,6	64,1	77,9	77,6	51,1	51,9	60,6	61,1	74,6	74,5	48,3	49,0
Paraguay	8,1	8,0	7,0	6,9	9,6	9,5	62,7	64,9	72,4	72,6	53,7	57,6	57,6	59,7	67,4	67,6	48,6	52,2
Peru	7,2	6,0	5,7	5,1	9,0	7,3	69,2	68,9	78,1	77,9	60,8	60,4	64,2	64,7	73,7	74,0	55,4	56,0
Uruguay	6,8	6,9	5,4	5,6	8,3	8,4	63,8	63,4	73,0	72,6	55,8	55,4	59,5	59,0	69,0	68,5	51,2	50,7
Venezuela (Rep. Bol. de)	8,5	8,0	7,9	7,4	9,4	8,9	63,8	64,2	77,9	78,0	49,9	50,6	58,4	59,1	71,8	72,2	45,3	46,2

Source: ILO based on official information of household surveys of the countries.
a/ In the case of Chile, the Dominican Republic and Venezuela (Bolivarian Republic of), national totals are considered.
b/ Data correspond to July
c/ Data correspond to the first semester
d/ Data correspond to May
e/ Preliminary
f/ Data correspond to August
g/ Data correspond to April

Republic of Venezuela, Honduras and Paraguay; whereas the female labour force participation rate increased in seven countries: the Bolivarian Republic of Venezuela, Brazil, Colombia, Honduras, Jamaica, Panama and Paraguay. Among the countries recording an increase in the female labour force participation rate, Brazil stands out because this indicator increased when the total rate remained constant. In Colombia, the female labour force participation rate rose despite a decline in the total rate. By contrast, in Jamaica and Panama, the increase recorded in the total labour force participation rate was supported by the expansion of this rate among women given that it declined among men. In the Bolivarian Republic of Venezuela and Paraguay, the labour force participation rate among women increased more than that among men (Table 5).

Analyzing the urban labour force participation rate by age groups confirms the continuing downward trend in the labour force participation rate among youth ages 15 to 24. The weighted average for a group of 11 countries with information disaggregated by age group reflects a decline of -0.7 percentage points, placing the youth labour force participation rate of 2013 at 48.5%, below the 49.2% recorded in 2012 (Table 6).

Only in Argentina, Panama and Uruguay were increased youth labour force participation rates observed whereas in Brazil, Chile, Colombia, Ecuador, Mexico and Peru, this indicator fell in 2013 with respect to 2012, unlike in the Bolivarian Republic of Venezuela, where it remained unchanged.

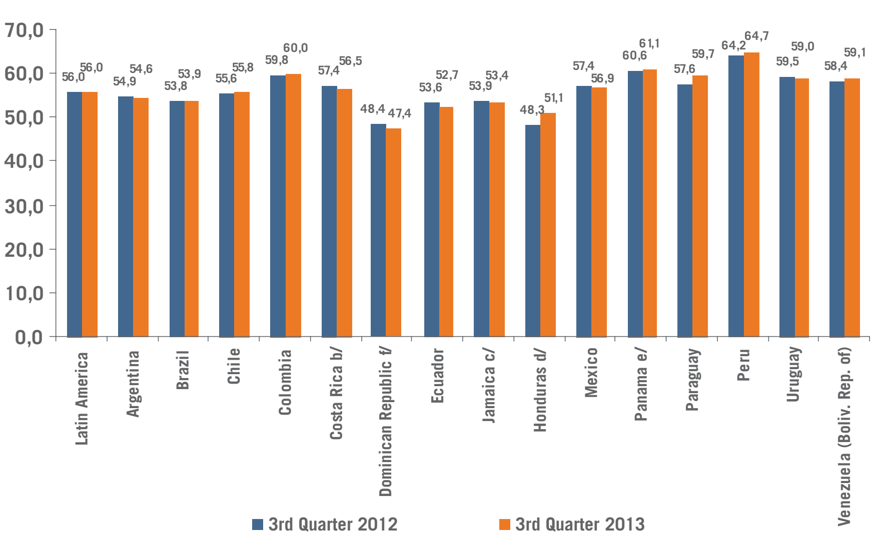
In recent years, trends in this indicator demonstrate that in relative terms, the supply of young workers in the labour market has decreased over time, as discussed in the Feature Article appearing in this edition of the *Labour Overview*, *"Youth Employment in the Region: Main Trends and Employment Policies."* The article states that between 2005 and 2011, the labour force participation rate among youth fell -2.5 percentage points and suggests that this decline can have a positive effect as long as the participation of youth in the educational system rises at the same time.

Job Creation Stagnates

No change was observed in the urban occupation rate in 2013 with respect to 2012 in the 15 countries with the latest available comparable information, disaggregated by sex and measured in percentage points. By country, this indicator rose in Brazil (0.1), the Bolivarian Republic of Venezuela (0.7), Chile (0.2), Colombia (0.2), Honduras (2.8), Panama (0.5), Paraguay (2.1) and Peru (0.5). By contrast, the occupation rate declined in Argentina (-0.3), Costa Rica (-0.9), Ecuador (-0.9), Jamaica (-0.5), Mexico (0.5), Dominican Republic (-1.0) and Uruguay (-0.5).

The largest declines in labour demand were observed in Costa Rica, the Dominican Republic and Ecuador, whereas the most significant increases occurred in the Bolivarian Republic of Venezuela, Honduras and Paraguay (Figure 9).

FIGURE 9



Latin America and the Caribbean (15 Countries): Occupation Rate January - September, 2012 and 2013 a/

Source: ILO, based on official information of household surveys of the countries.

a/ In the case of Chile, the Dominican Republic and Venezuela (Bolivarian Republic of) national totals are considered.
b/ Data correspond to July
c/ Data correspond to May
e/ Data correspond to August
f/ Data correspond to April

The behaviour of the weighted average of the urban occupation rate by sex demonstrates that men were more affected than women by the reduction in labour demand. In effect, the occupation rate among men fell -0.2 percentage points, from 67.3% in 2012 to 67.1% in 2013, whereas that among women rose by 0.2 percentage points in the same period, from 45.9% to 46.1% (Table 6).

In the case of men, the occupation rate rose only in Argentina, the Bolivarian Republic of Venezuela, Honduras, Paraguay and Peru; the remaining countries reported a decrease in the rate. By contrast, the female occupation rate increased in the Bolivarian Republic of Venezuela, Brazil, Chile, Colombia, Honduras, Panama, Paraguay and Peru.

Likewise, in most of the countries where the occupation rate grew, this increase was supported by the expansion of employment among women. In some countries, including Brazil, Chile, Colombia and Panama, the positive performance of the occupation rate among women was wholly responsible for this increase.

As demonstrated in Table 6, the occupation rate for the 15-to-24 age group experienced a decline of -0.7 percentage points in the year-over-year comparison between 2013 and 2012. The rate for adults (ages 25 and over) also fell, but only by -0.1 percentage points.[3] Brazil, the Dominican Republic, Ecuador and Mexico recorded the largest declines in the occupation rate among youth.

Data on the employed population and underemployment are presented below utilizing available information for selected countries of the region, although the concepts used to measure underemployment are not standardized among countries:

- In Argentina, underemployment affects 7.8% of the employed population, which in that country is defined as the employed population that works 35 or fewer hours per week but would like to work more hours.
- In Brazil, according to the General Registry of Employed and Unemployed Persons (CAGED) of the Ministry of Labour and Employment,

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[3] The apparently contradictory fact that the occupation rate of adults and youth declined while the total ratio remained unchanged is explained by the change in the resulting composition of the demographic transition (the lower share of youth in the total population).

TABLE 6

Latin America (11 countries): Urban unemployment, Labour Force Participatioin and Occupation Rates, by Age Group. January-September 2012 and 2013 [a/] (Percentages)

Countries	Unemployment rate				Labour force participation rate				Occupation rate			
	15-24 years		25 years and over		15-24 years		25 years and over		15-24 years		25 years and over	
	2012	2013	2012	2013	2012	2013	2012	2013	2012	2013	2012	2013
Total Countries [b/]	14,2	14,5	4,7	4,5	49,2	48,5	66,4	66,3	42,1	41,4	63,3	63,2
Argentina	18,2	20,1	5,2	5,4	39,8	40,8	65,9	65,7	32,5	32,6	62,5	62,1
Brazil	13,9	14,5	4,0	3,9	53,9	52,9	64,1	64,0	46,3	45,3	61,5	61,5
Chile	16,1	15,7	5,1	4,6	37,3	36,2	65,5	65,5	31,3	30,5	62,2	62,5
Colombia [c/]	19,4	18,5	8,2	7,9	62,4	62,2	70,0	69,9	50,3	50,7	64,3	64,4
Dominican Republic [f/]	13,4	16,7	4,2	4,8	41,1	40,9	65,2	64,5	35,6	34,1	62,5	61,5
Ecuador	13,6	14,3	3,4	3,0	42,1	39,7	71,0	69,1	36,4	34,1	68,6	67,0
Mexico [d/]	9,5	9,5	3,8	3,9	44,1	43,0	65,1	64,8	40,0	38,9	62,7	62,2
Panama [e/]	12,6	12,6	3,3	3,2	44,2	44,8	69,4	70,0	38,6	39,2	67,1	67,8
Peru	14,0	13,2	5,1	3,9	52,8	51,5	76,6	76,7	45,4	44,7	72,7	73,7
Uruguay [d/]	19,9	20,5	4,2	4,3	48,2	48,5	68,1	67,4	38,6	38,5	65,2	64,6
Venezuela (Boliv. Rep. of)	17,8	17,0	6,4	6,1	40,8	40,8	71,9	72,2	33,5	33,9	67,3	67,8

Source: ILO, based on official information of household surveys of the countries.

a/ In the case of Chile, Mexico and Venezuela (Bolivarian Republic of), national totals are considered. In Colombia, Panama and Venezuela (Bolivarian Republic of), hidden unemployment is included.

b/ Weighted average.

c/ Age group corresponds to 14 - 28 years and 28 years and over.

d/ The first age group corresponds to 14 - 24 years.

e/ Data correspond to August.

f/ Data correspond to April.

between January and October of 2013, 1,464,457 new formal jobs (with "carteira") were created, an increase of 3.7% in the year. The sectors of economic activity with the largest share of new jobs are services (40.6%), manufacturing (21.9%) and construction (14.2%).

- In Colombia, through the third quarter of 2013, 12.2% of the employed population was underemployed, representing a year-over-year increase of 0.4 percentage points.
- In Mexico, underemployment affected 7% of the employed population in the third quarter of 2013. Of the employed population, 91% are concentrated in three sectors: manufacturing, trade and services (17.2%, 22.2% and 51.5%, respectively). Of this group, 74% are wage workers and 18% are self-employed workers. In the group of wage workers, 63.7% have an employment contract and 44% of the employed population lacks access to employment benefits.
- In Peru (Metropolitan Lima), underemployment in the third quarter of 2013 affected 11.5% of the employed population, -0.6 percentage points less than in same period of 2012. Of the employed population, 58% have health insurance, 57.7% are wage workers and 32.8% self-employed workers whereas 19.4% work 30 or fewer hours a week.

Information on employment with extremely long working hours was also reported. In Argentina, for example, nearly 30% of workers labour more than 45 hours weekly; in Mexico, 28.8% work more than 48 hours per week; and in Peru (Metropolitan Lima), 37.3% work over 50 hours weekly.

With respect to social protection, the latest available regional data indicate that the upward trend has been modest. Health and/or pension coverage of the employed population was 66.5% in 2011 (65.8% men and 67.5% women) as compared with 67.0% (66.1% men and 68.3% women) in 2012. This means that some 2.2 million additional workers now have social security.

Urban Unemployment Continues to Decline, but at a Slower Pace

At the regional level, the evolution of the labour supply over the past year was a key factor contributing to the reduction of the year-over-year and weighted average of the urban unemployment rate through the third quarter. This indicator contracted by -0.1 percentage points, from 6.6% in 2012 to 6.5% in 2013.

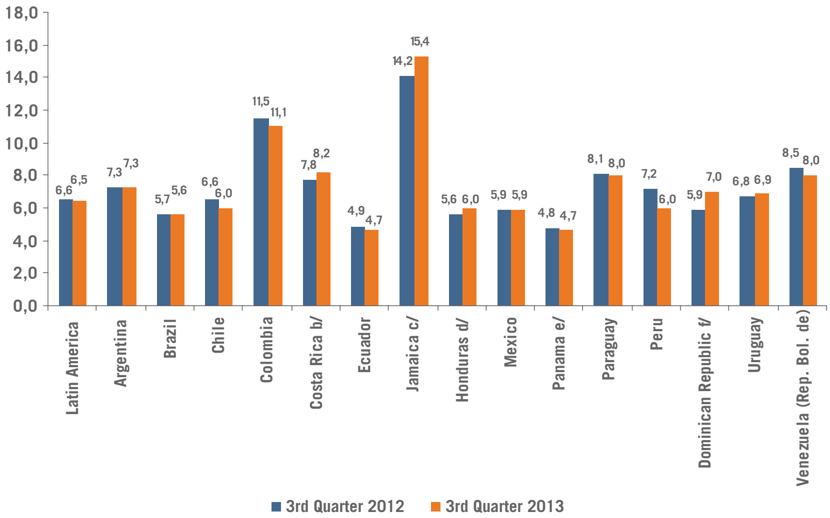
An analysis of the unemployment rate for 15 countries with information disaggregated by sex demonstrates that this indicator fell in most of these countries in 2013 with respect to 2012, as measured in percentage points: Brazil (-0.1), the Bolivarian Republic of Venezuela (- 0.5), Chile (- 0.6), Colombia (-0.4), Ecuador (-0.2), Panama (-0.1), Paraguay (-0.1) and Peru (-1.2). In Argentina and Mexico, the unemployment rate was the same as that of 2012. By contrast, five countries recorded an increase in the unemployment rate in the same period: Costa Rica (0.4), the Dominican Republic (1.1), Jamaica (1.2), Honduras (0.4) and Uruguay (0.1) (Figure 10).

In most of the countries where the unemployment rate fell, there was a decline in the labour force participation rate and moderate increases in the occupation rate. In some cases, the reduction in the labour force participation rate was proportionally higher than the decrease in the occupation rate.

In this regard, in Chile, Colombia and Peru – which recorded the largest reductions in unemployment-, the decline resulted from job creation in the economy and a relative decrease in the labour supply. Brazil also recorded an increase in the occupation rate, but unlike the three aforementioned countries, the labour force participation rate remained unchanged from the previous year.

The decrease in the unemployment rate in Ecuador is attributed to a sharp decline in the labour force participation rate that outweighed the reduction observed in the occupation rate. In the Bolivarian Republic of Venezuela, job creation increased at a faster pace than did the proportion of individuals seeking work. The unemployment rate remained the same as the previous year in Argentina and Mexico, in a context of similar declines in the occupation and labour force participation rates. In the countries recording increases in unemployment rates, including Costa Rica, the Dominican Republic and Uruguay, the reduction in occupation rates was greater than the decline in their respective labour force participation rates.

FIGURE 10



Latin America and the Caribbean (15 Countries): Urban unemployment rate January - September, 2012 and 2013 a/ (Percentages)

Source: ILO, based on official information of household surveys of the countries.

a/ In the case of Chile, Jamaica, the Dominican Republic and Venezuela (Bolivarian Republic of) national totals are considered.
b/ Data correspond to July
c/ Data correspond to the first semester
d/ Data correspond to May
e/ Data correspond to August
f/ Data correspond to April

In Honduras, the occupation and labour force participation rates rose, although job creation in the economy was insufficient to absorb persons entering the labour market, which was reflected in an increase in the unemployment rate.

In Jamaica, the occupation rate decreased proportionately and the labour force participation rate rose, leading to a higher unemployment rate.

Due to their size, some economies of the region have more weight in and impact on regional averages and unemployment trends. In Brazil, the quarterly evolution of the unemployment rate reflects a slight decline in the first quarter of 2013; in the second and third quarters, it remained at the level of the same periods of the previous year. According to the Monthly Employment Survey (PME), which covers the six main metropolitan areas of the country, in the first three quarters of 2013, there were 2,276,000 more employed persons than in 2012, whereas the EAP expanded by 2,224,000, in other words, 52,000 persons less than the increase in the number of jobs created. This contributed to the decline of - 0.1 percentage points in the unemployment rate.

The trajectory of the unemployment rate of Mexico during the first three quarters of 2013 remained practically unchanged from the rate in 2012, except for a slight decrease of -0.1 percentage points recorded in the third quarter. Nevertheless, this decline was insufficient to affect the quarterly average, which remained at 5.9% in the year-over-year comparison of the third quarters of 2012 and 2013.

Since mid-2012, the Mexican economy has experienced a slowdown, yet some indicators of the third quarter of 2013 point to a minor reactivation, according to the Bank of Mexico. This also seems to be reflected in the labour market. Third-quarter data indicate that of the total urban unemployed population in Mexico, 90% are unemployed and the remaining 10% lack previous experience; in other words, they are entering the labour market for the first time. Among the individuals outside of the urban labour force, it is noteworthy that in the third quarter of 2013, some 15% who were available to work abandoned the search for employment because they were discouraged.

In Argentina, unemployment remained stable at 7.3% in the year-over-year comparison of the third quarters of 2012 and 2013. While an increase in unemployment of 0.8 percentage points was recorded, it was offset by a decline in the same measure during the third quarter.

Chile recorded a decrease in the unemployment rate of -0.6 percentage points (the second-largest reduction in the region), from 6.6% to 6.0% between 2012 and 2013. Declines were observed in this indicator in all quarters of the past year, reaching a year-over-year reduction of -0.8 percentage points in the third quarter. In addition to the unemployed population, there is a group of employed persons that also pressure the labour market because they are looking for a new job. Through the third quarter, this last group represented 12.1% of the labour force. Of the individuals outside the labour market, approximately 1.6% does not seek employment because they are discouraged and 15% are potentially active.

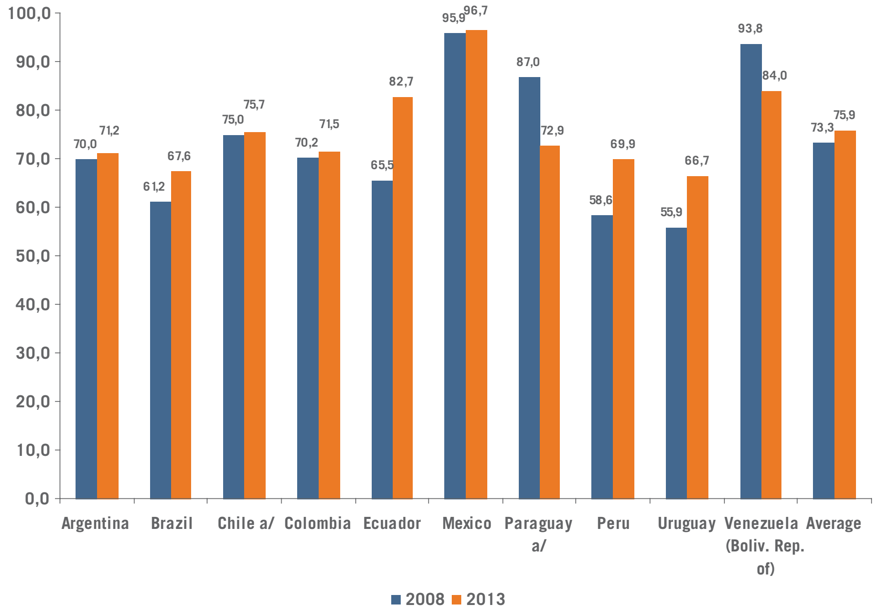
In Colombia, except in the first quarter of 2013, when the unemployment rate increased by 0.1 percentage points, the rate declined consecutively in the second and third quarters, by -0.7 and -0.9 percentage points, respectively.

In Peru, data of the Permanent Employment Survey (EPE), which covers Metropolitan Lima, reflect a reduction in the unemployment rate, from 7.2% to 6.0% in the year-over-year average of the third quarters of 2012 and 2013. At -1.2 percentage points, this represents the largest decrease in the unemployment rate in the region. The first quarter of 2013 experienced a greater reduction than the second and third quarters.

With respect to regional urban unemployment by sex, the decline recorded in the past year was more positive for women than for men, similar to the changes in the occupation and labour force participation rates. In the urban weighted average, the unemployment rate among women recorded a decrease of -0.3 percentage points, from 7.9% in 2012 to 7.6% in 2013, whereas the rate among men declined just -0.1 percentage points, from 5.7% to 5.6% in the same period.

Likewise, of the eight countries where the urban unemployment rate declined, in four (Chile, Colombia, Ecuador and Peru), the rate among women decreased more than that among men. In Brazil, the reduction in unemployment rates was exclusively due to the fall in the unemployment rate among women given that the rate among men increased. The opposite occurred in Panama, where the decrease in the unemployment rate reflected a decline in the unemployment rate

FIGURE 11



Latin America (10 Countries): The Urban Unemployment Rate among Men as a proportion of the Unemployment Rate among Women 2008 and 2013 (Average through 3rd Quarter)

Source: ILO, based on official information of household surveys of the countries.

a/ 2008 data correspond to 2010.

among men given that the rate among women rose. In the Bolivarian Republic of Venezuela and Paraguay, the decline in the unemployment rate was similar for both sexes.

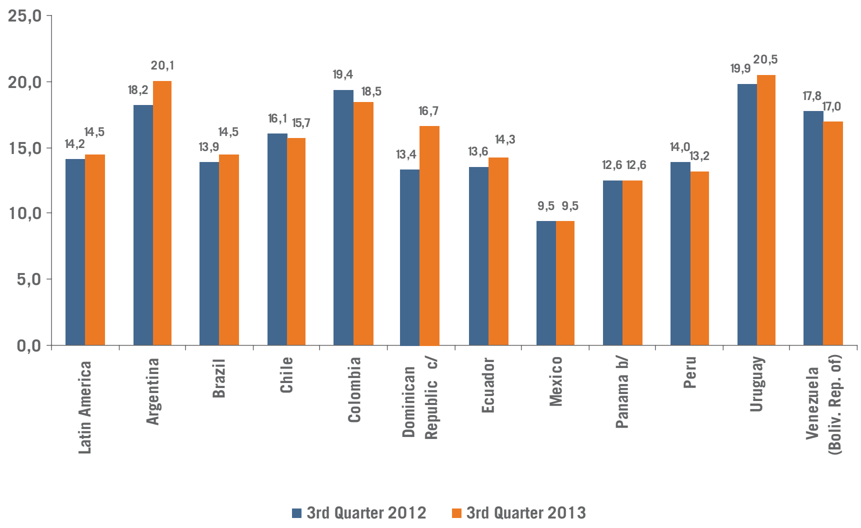
The gender gap in this indicator has also narrowed over time. At the regional level, the unemployment rate among men currently represents 76% of the unemployment rate among women. Countries with averages above that percentage, and consequently smaller gender gaps, include the Bolivarian Republic of Venezuela (84.0%), Ecuador (82.7%) and Mexico (96.7%). On average, the unemployment rate among women is 1.35 times higher than that of men in the region.

Figure 11 illustrates the significant positive shift observed between 2008 and 2013 in the gender gap in the unemployment rate in 10 countries of the region.

With respect to urban unemployment according to age group, in 2013, there was reversal of the positive downward trend in recent years in the rate among youth ages 15 to 24. The youth unemployment rate rose 0.3 percentage points, to 14.5% (the equivalent of approximately 6.6 million youth), as compared with 14.2% in 2012.

FIGURE 12

Latin America (11 Countries): Urban Unemployment Rate of Youth, Ages 15 to 24 January - September 2012 and 2013 a/ (Percentages)



Source: ILO, based on official information of household surveys of the countries.

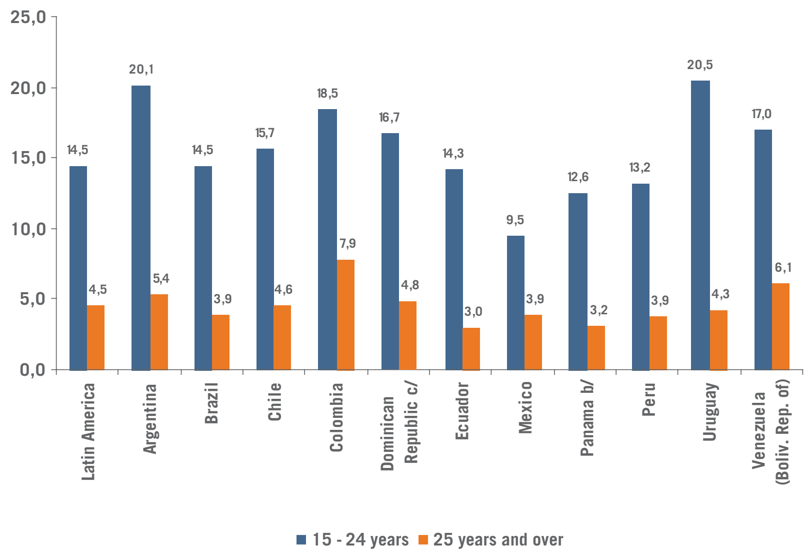
a/ In the case of Chile, Dominican Republic and Venezuela (Bolivarian Republic of) national totals are considered.
b/ Data correspond to August.
c/ Data correspond to April.

Of the 11 countries with available information by age group, five recorded an increase in the youth unemployment rate, measured in percentage points: Argentina (1.9), Brazil (0.6), the Dominican Republic (3.3), Ecuador (0.7) and Uruguay (0.6). By contrast, declines were recorded in the Bolivarian Republic of Venezuela (-0.8), Chile (-0.4), Colombia (-0.9) and Peru (-0.8). The rate remained at 2012 levels in Mexico and Panama.

Youth continue to be the group with the most serious employment problems, both in terms of their high unemployment rates, which are 2.25 times higher

FIGURE 13

Latin America (11 Countries): Urban Unemployment Rate, by Age Group, January - September 2012 and 2013 a/ (Percentages)



Source: ILO, based on official information of household surveys of the countries.

a/ In the case of Chile, the Dominican Republic and Venezuela (Bolivarian Republic of) national totals are considered.
b/ Data correspond to August.
c/ Data correspond to April.

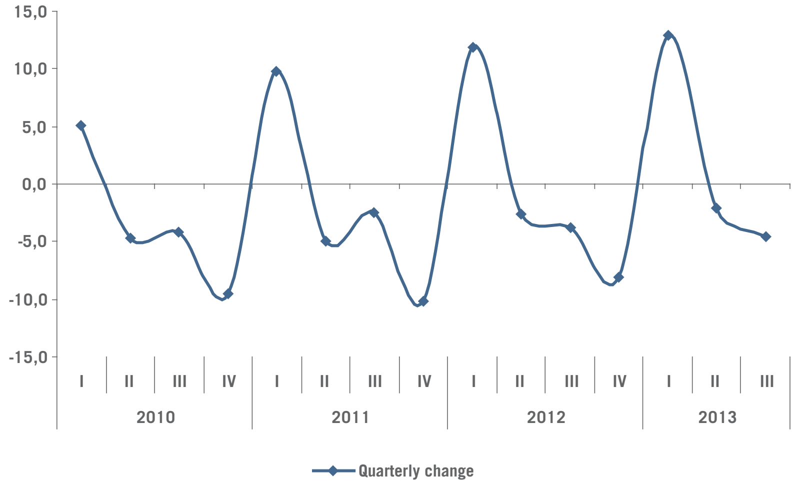
than the total unemployment rate and 3.18 times higher than adult unemployment, and because a large share of youth have informal employment. Moreover, a period of prolonged unemployment for youth can lead to discouragement, with the consequent negative effects on their competencies and work experience.

In the countries where youth and adult unemployment increased (Argentina, the Dominican Republic and Uruguay), youth unemployment rose more than that of adults. There are even some cases, such as Brazil and Ecuador, where the youth unemployment rose while that of adults diminished.

Three countries recorded the largest gaps between youth and adult unemployment rates, measured in percentage points: Ecuador and Uruguay (4.8) and Panama (4.0). The smallest differences were observed in Mexico (2.4) and Colombia (2.3).

With respect to the quarterly evolution of unemployment, the unemployment rate had a cyclical performance, with high rates in the first quarter, which began to descend gradually to reach their lowest point in the last quarter, reflecting growing demand due to increased economic activity at the end of the year. Figure 14 illustrates this performance for the period between the first quarter of 2010 and the third quarter of 2013.

FIGURE 14



Latin America (9 Countries): Quarterly Variation in the Urban Unemployment Rate 1st Quarter 2010 - 3rd Quarter 2013 [a/]

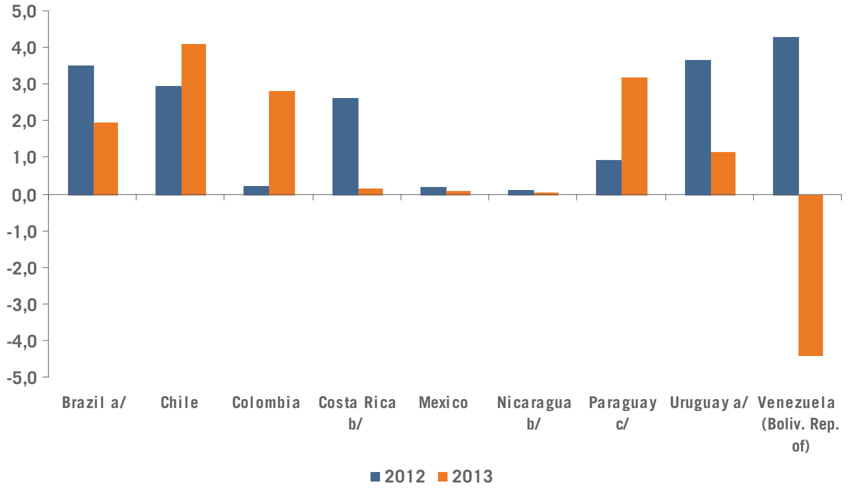
Source: ILO, based on official information of household surveys of the countries.

a/ Selected countries are: Argentina, Brazil, Chile, Colombia, Ecuador, Mexico, Peru, Uruguay and Venezuela (Bolivarian Republic of).

Less Dynamic Growth of Wages

The slower economic growth of the region, coupled with the slight increase in inflation, has contributed to a growth slowdown of real wages in the formal sector. Real wages increased in 2013 at a less vigorous pace than in 2012, with the exception of Chile, Colombia and Paraguay, where they experienced a greater increase. For the nine countries with available information through the third quarter of 2013, the simple average of the real average remunerations rose by a modest 1.0%, below the 2.1% achieved in the same period of 2012.

FIGURE 15



Latin America (9 Countries): Variation in Average Real Wage of Formal Employment by Country, 2012 and 2013 [a/] **(Percentages real change to the 3rd quarter)**

Source: ILO, based on official country information.

a/ Average variation from January to October with respect to the same period the previous year.

b/ Average variation from January to August with respect to the same period the previous year.

c/ Variation in the indicator in June 2013 with respect to June 2012.

In Chile, real wages grew by 4.1% whereas in Brazil, Colombia, Paraguay and Uruguay, growth ranged from 3.2% to 1.2%. The purchasing power of wages was virtually unchanged in Costa Rica, Mexico and Nicaragua. The Bolivarian Republic of Venezuela was the only country that recorded a loss of purchasing power of real wages due to the sharp increase in consumer prices (at an accumulated of 44.5% to October 2013, far surpassing the 13.9% observed in 2012), which in part reflects the impact on domestic prices of the devaluation of the national currency in February 2013 and of the growing scarcity of products.

Minimum Wages Continue to Rise but at a Slower Pace

During the recent crisis and recovery, minimum wage policy in several Latin American countries formed part of a policy designed to stimulate household consumption, thereby contributing to invigorating economies and labour markets. The available space for regular minimum wage increases differed among countries, given that it depends on the evolution of labour productivity, the relationship between the minimum wage and the wage of unskilled workers, as well as on inflation.

Minimum wages continued to rise in the region, although progress slowed in the past year. Through the third quarter of 2013, the weighted average of the real minimum wage increased just 2.6%, as compared with 6.9% in the same period of 2012. This is mainly because fewer countries made wage readjustments between December 2012 and October 2013, and in most cases, these readjustments were lower than those applied in the same period of the previous year.

In just four of the 17 countries of the region, the real minimum wage decreased in the third quarter of 2013: the Bolivarian Republic of Venezuela, Panama, Paraguay and Peru. In the last three countries, no adjustments were made during this period (in Panama, they are made every two years) whereas in the Bolivarian Republic of Venezuela, inflation exceeded the nominal minimum wage adjustment applied in September 2013. As a result, between December 2012 and October 2013, the purchasing power of minimum-wage workers in the Bolivarian Republic of Venezuela deteriorated by -8.7%, whereas in Panama, Peru and Paraguay, these reductions were -3.3%, -2.9% and -2.8%, respectively.

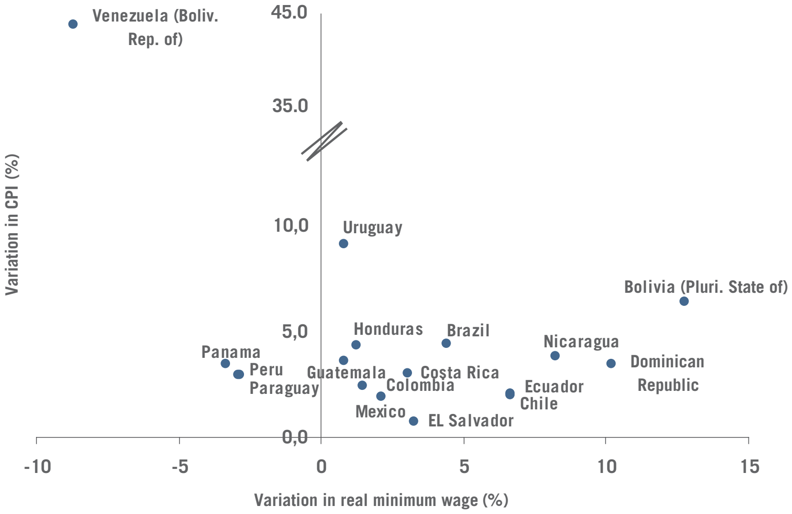
To October 2013, the three countries recording the largest increases in the real minimum wage were the Plurinational State of Bolivia (12.8%), the Dominican Republic (10.2%) -- where a wage readjustment has not been made in the past 24 months-- and Nicaragua (8.2%). Positive but smaller increments were also observed in Chile (6.7%), Ecuador (6.7%), Brazil (4.4%), El Salvador (3.2%) and Costa Rica (3.1%).

Real minimum wages grew less than 3% in five countries: Colombia (2.1%), Mexico (1.4%), Honduras (1.2%), Uruguay (0.8%) and Guatemala (0.8%) (See the Statistical Annex, Table 10).

Long-term Minimum Wage Trends

Examining the trend in the real minimum wage throughout the decade, it is clear that most countries analyzed in the region have implemented active policies to increase this instrument. On average, the regional real minimum wage rose by 54% between 2000 and 2012. Nevertheless, results varied by

FIGURE 16



Latin America (17 countries): Inflation and Real Minimum Wage 2013 (accumulated variation, December to October) (Percentages)

Source: ILO, based on official country information.

country, since half of these increases were less than 25%, while the real minimum wage rose over 50% in another group and in some cases nearly tripled.

Among the countries whose real minimum wage increase surpassed the weighted average of the region, Honduras stands out for the greatest improvement in this indicator. This distinction resulted from the increase mandated at the beginning of 2009, which more than doubled the previous minimum wage. A similar situation occurred in Uruguay. Following a constant decline in the real minimum wage between 2000 and 2004, as a consequence of inflation hikes equivalent to triple the increase in the nominal minimum wage, an interruption of this trend was observed. Brazil and Nicaragua also had real minimum wage increases above the weighted average for the region, in the former case reflecting the annual adjustments applied and in the latter, due to semi-annual adjustments beginning in 2009.

During the period analyzed, Chile, Colombia and Ecuador implemented an ongoing policy of annual increments of the nominal minimum wage whereas Costa Rica made twice yearly adjustments (in January and July). This led to continual improvements in purchasing power. The nominal adjustments ranged from 3.4% to 17.6% annually, although growth rates of the real minimum wage have not surpassed the regional weighted average.

In the Plurinational State of Bolivia, following a stagnation of the nominal minimum wage lasting nearly 40 months (between January 2003 and April 2006), annual readjustments and larger increases were made toward the end of the period. Guatemala had a similar experience. Peru still has no policy of periodic minimum wage adjustments, which explains the stagnation of the nominal minimum wage for many months; however, the real minimum wage did improve by 33.6% during the period analyzed.

The Bolivarian Republic of Venezuela, El Salvador, Mexico and Paraguay have applied a minimum wage policy with neutral effects on its purchasing power given that readjustments of the nominal minimum wage have barely compensated for inflation levels. This explains why growth rates in this indicator for the period 2000-2012 remained below 14%. In Panama, minimum wage adjustments are applied every two years, for which reason the minimum wage significantly recovers at the beginning of each adjustment whereas it deteriorates during the year between adjustments. The last adjustment was made in January 2012.

The Dominican Republic is the only country where the purchasing power of the minimum wage in 2012 was lower than that of 2000, at 97.2%, with fluctuations throughout the decade. This is attributed to a combination of spaced minimum-wage increases (every two years, approximately) and the high inflation during some years (Table 10 of the Statistical Annex).

Gaps between Rural and Urban Employment

Despite the positive economic performance of the region, poverty reduction during the past decade (2002-2011) was slower in rural areas (from 62.4% to 49.8%) than in urban areas (from 38.3% to 24.2%). In general, rural poverty is associated with the existence of small-scale farmers with low productivity and poor land distribution. Whereas in many countries, the highest incidence of poverty is observed among self-employed workers, in several other countries, rural poverty is concentrated among wage workers.[4]

In this context, this edition of the *Labour Overview* examines some gaps between urban and rural labour markets of the region, as a complement to the very urban-focused information that has characterized this publication during its first 20 years of existence.[5] On this occasion, the gaps in 2012 will be analyzed.

An initial finding when comparing rural and urban labour markets is that the gender gap in the occupation rate is much more pronounced in rural areas. While the occupation rate among women approaches that among men in urban areas of several countries –although it does not reach it–, women in rural areas have occupation rates that are less than half that of men in rural areas of Costa Rica, the Dominican Republic, El Salvador, Guatemala, Honduras, Mexico and Panama (See Table 7).

Unemployment rates are lower in rural areas than in urban areas of the 15 countries with available information. Only Costa Rica (7.7%), Colombia (6.4%) and El Salvador (5.8%) have rates above 5% (See Table 8). These open unemployment rates are closely associated with the structure of rural labour markets, where a much higher percentage of the EAP than in urban areas works in activities with lower productivity as unpaid family workers or self-employed workers. Additionally, the percentage of wage workers is lower in rural areas. Table 9 shows the structure of rural and

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[4] ILO and FAO (2013), *Políticas del Mercado Laboral y Pobreza Rural* [Labour Market Policies and Rural Poverty], Notes on Rural Employment N°. 1, Santiago.

[5] In the 1990s, many countries of the region excluded rural areas from their periodic surveys. While this situation has changed significantly, there are still some information constraints that hinder the full incorporation of this component in the analysis of the short-term situation.

TABLE 7

Latin America (15 Countries): Occupation Rate by Geographic Area, Sex and Country, 2012. (Percentages)

Country	National total			Urban area			Rural area		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Bolivia (Pluri. State of) [1/]	63,0	71,4	54,9	57,5	66,1	49,3	74,3	82,4	66,6
Brazil	56,2	67,2	45,9	55,6	66,0	46,2	59,5	73,2	44,5
Colombia	58,2	69,3	47,6	58,7	68,0	50,3	56,3	73,0	37,3
Costa Rica	55,4	71,2	40,6	57,4	70,9	45,4	52,0	71,8	31,6
Dominican Republic	48,1	61,4	34,8	49,0	60,7	37,7	45,7	63,2	27,1
Ecuador [2/]	52,4	64,9	40,5	52,0	62,7	41,9	53,3	69,2	37,4
El Salvador	59,4	75,4	45,8	60,6	71,9	51,4	57,2	81,5	34,8
Guatemala	63,5	85,5	44,1	62,8	80,1	47,7	64,3	91,1	40,1
Honduras	48,9	67,2	32,2	48,3	59,2	39,1	49,5	73,7	25,4
Mexico	56,8	73,8	41,3	57,7	71,1	45,8	55,8	76,4	36,9
Nicaragua [3/]	57,7	69,1	46,8	57,8	65,0	51,2	57,6	74,4	40,0
Panama	61,0	77,4	45,8	60,7	74,8	48,3	61,6	82,7	39,6
Paraguay	61,2	71,7	50,5	59,9	69,2	51,1	63,2	75,3	49,5
Peru	70,8	79,8	61,9	68,1	77,2	59,4	80,0	87,9	71,3
Uruguay [4/]	59,9	69,8	51,1	59,6	69,1	51,5	61,6	74,9	47,8

Source: ILO, based on official information of household surveys of the countries.
1/ 2012 data correspond to 2009.
2/ Data from 4th quarter.
3/ 2012 data correspond to 2010. In 2010, the minimum working age was 10 years.
4/ Urbano: Montevideo and communities with more than 5,000 inhabitants. Rural: Communities and rural areas with fewer than 5,000 inhabitants.

TABLE 8

Latin America (15 Countries): Unemployment Rate, by Geographic Area and Country, 2012. (Percentages)

Country	Total	Urban	Rural
Bolivia (Pluri. State of) [1/]	3,3	4,9	0,6
Brazil	6,2	6,8	2,9
Colombia	10,5	11,7	6,4
Costa Rica	7,8	7,8	7,7
Dominican Republic	6,5	7,1	4,7
Ecuador [2/]	4,1	5,0	2,3
El Salvador	6,1	6,2	5,8
Guatemala	2,9	4,0	1,6
Honduras	3,6	5,6	1,7
Mexico	4,8	5,9	3,7
Nicaragua [3/]	7,6	9,8	4,3
Panama	4,0	4,8	2,4
Paraguay	4,9	6,1	3,0
Peru	3,7	4,7	0,8
Uruguay [4/]	6,1	6,4	4,2

Source: ILO, based on official information of household surveys of the countries.
1/ 2012 data correspond to 2009.
2/ Data from 4th quarter.
3/ 2012 data correspond to 2010. In 2010, the minimum working age was 10 years.
4/ Urban: Montevideo and communities with more than 5,000 inhabitants. Rural: Communities and rural areas with fewer than 5,000 inhabitants.

TABLE 9

Latin America (15 Countries): Employed Population, by Status in Employment, Geographic Area and Country, 2012. (Percentages)

Country	Total	Wage worker (not including domestic service)	Employer	Self employed worker	Auxiliary family worker	Domestic service worker	Others	Vulnerable employment
Bolivia (Pluri. State of) [2/]								
Total	100,0	37,5	4,8	33,4	21,6	2,6	0,1	54,9
Urban	100,0	51,0	5,3	31,1	8,7	3,8	0,1	39,8
Rural	100,0	15,8	4,1	37,1	42,2	0,6	0,1	79,3
Brazil								
Total	100,0	61,8	3,8	24,6	3,0	6,8	0,0	27,7
Urban	100,0	66,6	4,1	20,6	1,4	7,2	0,0	22,1
Rural	100,0	35,6	1,8	46,3	11,7	4,5	0,0	58,0
Colombia								
Total	100,0	42,7	4,8	43,1	5,6	3,7	0,1	48,6
Urban	100,0	46,3	4,9	40,9	3,9	4,1	0,1	44,7
Rural	100,0	30,7	4,7	50,7	11,4	2,4	0,1	62,1
Costa Rica								
Total	100,0	69,1	3,7	18,8	1,4	6,9	0,0	20,2
Urban	100,0	71,1	3,9	17,1	0,9	7,1	0,0	17,9
Rural	100,0	65,4	3,3	22,2	2,4	6,7	0,0	24,6
Dominican Republic								
Total	100,0	46,5	3,4	42,4	2,1	5,6	0,0	44,5
Urban	100,0	51,4	3,5	37,9	1,8	5,4	0,0	39,7
Rural	100,0	32,8	3,0	55,0	2,9	6,2	0,0	57,9
Ecuador [4/]								
Total	100,0	51,2	3,7	32,8	9,9	2,4	0,0	42,7
Urban	100,0	56,3	4,2	31,0	5,6	2,8	0,0	36,6
Rural	100,0	41,0	2,9	36,3	18,2	1,6	0,0	54,5
El Salvador								
Total	100,0	53,9	4,2	29,8	7,7	4,4	0,0	37,5
Urban	100,0	57,9	4,4	27,8	5,8	4,1	0,0	33,6
Rural	100,0	45,9	3,9	33,7	11,6	5,0	0,0	45,3
Guatemala								
Total	100,0	49,3	2,8	30,8	13,7	3,5	0,0	44,5
Urban	100,0	54,7	3,5	27,7	10,2	4,0	0,0	37,9
Rural	100,0	43,6	2,1	34,0	17,3	2,9	0,0	51,3
Honduras								
Total	100,0	39,8	3,2	41,5	13,3	2,1	0,0	54,8
Urban	100,0	51,6	4,1	33,8	7,9	2,7	0,0	41,7
Rural	100,0	29,5	2,5	48,2	18,1	1,6	0,1	66,3
Mexico								
Total	100,0	61,7	4,7	22,7	6,4	4,5	0,0	29,2
Urban	100,0	69,3	4,8	17,9	3,5	4,5	0,0	21,4
Rural	100,0	53,9	4,6	27,6	9,5	4,4	0,0	37,1
Nicaragua [5/]								
Total	100,0	40,2	6,9	30,0	17,7	5,2	0,0	47,7
Urban	100,0	47,1	5,5	30,1	11,5	5,8	0,0	41,6
Rural	100,0	30,4	8,9	30,0	26,4	4,3	0,0	56,4
Panama								
Total	100,0	63,5	2,7	24,4	4,8	4,6	0,0	29,2
Urban	100,0	72,8	3,1	18,1	0,8	5,1	0,0	18,9
Rural	100,0	42,3	1,8	38,4	13,9	3,4	0,1	52,3
Paraguay								
Total	100,0	45,0	5,5	34,8	8,4	6,3	0,0	43,2
Urban	100,0	57,5	7,0	24,0	3,8	7,8	0,0	27,7
Rural	100,0	26,5	3,3	50,9	15,2	4,0	0,0	66,1
Peru								
Total	100,0	45,6	5,4	34,8	11,6	2,6	0,0	46,3
Urban	100,0	53,3	5,7	31,7	6,2	3,2	0,0	37,9
Rural	100,0	23,5	4,6	43,7	27,2	1,0	0,0	70,9
Uruguay [6/]								
Total	100,0	65,9	4,7	21,2	1,3	6,9	0,1	22,4
Urban	100,0	67,6	4,2	20,2	0,9	7,0	0,1	21,1
Rural	100,0	53,7	7,9	28,3	3,6	6,5	0,1	31,8

Source: ILO, based on official information of household surveys of the countries.

1/ Survey covers urban areas only measured through 31 urban clusters.

2/ 2012 data correspond to 2009.

3/ Base does not have fields available for disaggregation by geographic area. 2012 data are not comparable with previous years in this series.

4/ Data from 4 th quarter.

5/ 2012 data correspond to 2010. In 2010, the minimum working age was 10 years.

6/ Urban: Montevideo and communities with more than 5,000 inhabitants. Rural: Communities and rural areas with fewer than 5,000 inhabitants.

urban employment in a comparison that underscores the greater vulnerability and precariousness of employment among rural workers.

Although the proportion of wage workers is lower in rural employment than in urban employment in all countries, levels differ significantly. In most cases, it oscillates between a third and two-thirds of the total, but in Costa Rica, Mexico and Uruguay, wage workers are the majority. In rural areas, non-wage employment is more frequent, particularly self-employment and non-paid employment. This has significant implications for labour policies applicable in rural areas.

It should be stressed that rural employment is not synonymous with employment in agriculture. Although, as expected, the percentage of employment in the primary sector –agriculture and mining– is much higher in rural areas. In seven of the 15 countries with available information, more than half of rural employment is concentrated in the secondary sector (manufacturing, electricity and construction) or services (See Table 10). Consequently, non-agricultural rural employment is a key component for eradicating rural poverty given its capacity to generate income.

TABLE 10

Latin America (15 countries): Employed Population by Geographic Area, Economic Sector and Country, 2012 (Percentages)

	Nacional total				Urban area				Rural area			
	Total	Primary sector	Secondary sector	Tertiary sector	Total	Primary sector	Secondary sector	Tertiary sector	Total	Primary sector	Secondary sector	Tertiary sector
Bolivia (Pluri. State of) 1/	100,0	33,1	19,0	47,9	100,0	5,7	25,4	68,9	100,0	77,1	8,8	14,1
Brazil	100,0	15,0	22,2	62,7	100,0	5,4	24,3	70,2	100,0	66,6	11,2	22,2
Colombia	100,0	18,3	19,5	62,2	100,0	4,9	22,1	73,0	100,0	64,0	10,8	25,1
Costa Rica	100,0	13,5	19,4	67,0	100,0	3,0	20,5	76,5	100,0	33,6	17,3	49,1
Dominican Republic	100,0	15,2	18,5	66,3	100,0	8,2	19,9	71,9	100,0	34,5	14,5	51,0
Ecuador 2/	100,0	28,3	17,3	54,4	100,0	7,6	20,3	72,1	100,0	68,8	11,4	19,8
El Salvador	100,0	21,0	23,0	56,0	100,0	7,3	26,1	66,6	100,0	47,9	16,9	35,1
Guatemala	100,0	32,3	19,4	48,2	100,0	15,6	21,1	63,3	100,0	49,7	17,7	32,6
Honduras	100,0	38,6	19,2	42,2	100,0	8,7	26,8	64,4	100,0	64,6	12,5	22,9
Mexico	100,0	14,1	23,1	62,8	100,0	0,9	23,6	75,5	100,0	27,5	22,5	50,0
Nicaragua 3/	100,0	32,3	16,1	51,5	100,0	8,6	21,5	69,9	100,0	66,0	8,5	25,5
Panama	100,0	16,9	17,9	65,1	100,0	2,4	19,0	78,6	100,0	49,8	15,5	34,8
Paraguay	100,0	27,2	16,7	56,2	100,0	4,4	20,2	75,3	100,0	60,9	11,3	27,7
Peru	100,0	26,0	16,7	57,2	100,0	9,2	20,1	70,7	100,0	74,8	7,0	18,2
Uruguay 4/	100,0	8,8	21,0	70,2	100,0	4,3	21,7	74,0	100,0	39,9	16,1	44,0

Source: ILO, based on official information of household surveys of the countries.

1/ 2012 data correspond to 2009.

2/ Data from 4th quarter.

3/ 2012 data correspond to 2010. In 2010, the minimum working age was 10 years.

4/ Urban: Montevideo and communities with more than 5,000 inhabitants. Rural: Communities and rural areas with fewer than 5,000 inhabitants.

Important data on other characteristics of rural labour markets is lacking, yet this information is crucial for developing labour policies. First is the issue of distances. By definition, rural areas are those with a smaller population, which in Latin America generally means that workplaces or training centres are located at considerable distances from the rural communities. Second is seasonality. Although other activities exist in rural areas, agriculture is crucial for family economies, especially when economic activity is associated with agricultural seasonal cycles. This implies that jobs that can be carried out in a year are related to this seasonality. From a labour market perspective, whereas in urban areas workers specialize to compete, in rural zones the most frequent strategy is diversification. These characteristics clearly affect the type of labour policies that should be implemented in rural areas.

Short-and Medium-term GDP and Employment Trends

It is always difficult to predict what will happen in the coming years, but just as it is feasible to make GDP projections, some estimates of future employment trends can also be made under specific assumptions.

The short term: 2013 and 2014

As mentioned, several specialized entities agree that the international economic context for the next few years is less favourable for Latin America and the Caribbean than during the previous decade. This will have an impact on the region's economic growth rate. Projections for regional GDP growth are around 2.7% in 2013 and 3.1% in 2014.

With respect to the labour market, official results of employment surveys of the countries of the region indicate that the slower economic growth projected for Latin America and the Caribbean has still not adversely affected the employment situation. Through the third quarter of 2013, the urban unemployment rate was 6.5%, slightly below the 6.6% recorded in the first three quarters of 2012. If growth projections continue to decline over the next few years, the trend of lower unemployment may end and even reverse eventually.

Through the third quarter of 2013, the labour force participation rate of the region (59.5%) recorded a slight decrease of -0.1% with respect to the third quarter of 2012 whereas the occupation rate through the third quarter of 2013 remained stable at 55.7%, the level observed in the same period of 2012. The slight decline in the unemployment rate through the third quarter of 2013 in relation to the same period in 2012 is associated with the decrease in the labour force participation rate.

FIGURE 17

Latin America and the Caribbean: GDP Growth and Urban Unemployment Rate 2004-2013 (Percentages)

Source: ILO, based on official country information.

In light of the trends described and a projected regional GDP growth rate of 2.7% in 2013, the ILO estimates that the annual average urban unemployment rate for the end of 2013 (including the fourth quarter) will be 6.3% in Latin America and the Caribbean (representing approximately 14.8 million unemployed people in urban areas). This rate is slightly below the 6.4% recorded in 2012. In 2014, estimates point to a slight improvement in economic activity, with a projected GDP growth of 3.1%, enabling labour market performance to continue at the 2013 rate, for which reason the unemployment rate is expected to remain at around 6.3%.

The Medium Term (2013-2023)

Longer-term projections obviously have greater variance. Nevertheless, certain processes that will affect labour markets of the region can be forecast with some degree of certainty. For example, demographics are expected to favour the labour market of the region in the next decade since the rate of dependence[6] will decline until about 2025. This will create a window of opportunity for productivity growth. Additionally, the consolidation of information and communications technologies will contribute to productivity. The penetration of these technologies is expected to increase from 12.3% in 2000 to 43.4% in 2012 and to surpass 70% by the end of the decade. Output per worker will most likely increase, although it will remain below the world average. If this trend continues, the world average will surpass

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[6] The rate of dependence is the relationship between the dependent population and the working-age population and is expressed as the proportion of dependent persons for every 100 people of working age.

the regional average at the end of this decade unless macroeconomic, mesoeconomic and microeconomic measures are taken to stimulate productivity. A key element guiding these policies should be the increase in the investment rate in Latin America and the Caribbean, which continues to be below that of other emerging regions and also lacks diversification.

Moreover, given long-term demographic and labour participation trends, the challenges ahead will be considerable. The region needs to create 43.5 million jobs over the next 10 years to absorb the workers entering the labour force and to keep the unemployment rate below 7%.

With respect to the formalization of informality, it is estimated that if a sustained annual growth rate of 3.4% can be achieved, which has yet to occur, the informal employment (non-agricultural) rate will decline from 47.7% in 2012 to 42.8% in 2023, a reduction of -4.9 percentage points. To achieve this, 84% of the new jobs created in the next decade will have to be formal.

Box Articles /

2013 Labour Overview

Labour Overview of Latin America and the Caribbean: Twenty years accompanying Development with Equity in the Region

I. Introduction

With this 2013 edition, the ILO's *Labour Overview of Latin America and the Caribbean* celebrates its 20th year of accompanying the countries of the region, their governments, workers and entrepreneurs.

This anniversary finds a fully mature *Labour Overview*. It has established itself as the ILO publication with the broadest coverage and influence in Latin America and the Caribbean. According to Elizabeth Tinoco, ILO Assistant Director-General and Regional Director for Latin America and the Caribbean *"the information contained in the Labour Overview is consulted by an increasingly wide-ranging public, which reflects the increased weight that labour market issues now have in the political debate as well as in the economic debate and the lives of individuals."*

Focusing on the labour market of Latin America and the Caribbean – the region with the highest level of inequality in the world – the *Labour Overview* has become a pragmatic publication over the years, which describes the key challenges and progress observed in a clear, simple manner. In this way, it has encouraged reflection and discussion among ILO constituents, and economic, social and political agents and the general public.

This article examines the trajectory of the region's labour market from 1994 to the present through the prism and perspective of the pages and articles of each year's *Labour Overview*. To complement this important review, former Regional Directors of the ILO and the current Regional Director were asked to comment on the origins and development of this publication.

II. Why Labour Overview?

The *Labour Overview* emerged in a context unquestionably influenced by the events of the previous decade, the 1980s, recorded in history as the "lost decade" for Latin America. The ILO conceptualized this setback as the pending "social debt," whose effects continued through the early 1990s. In the 1990s, the international scenario experienced a major shift. At the beginning of the decade, the collapse of the Soviet Union marked the end of the Cold War that had characterized the post-war political world and led to the spread of capitalism – which as an economic regime had already been imposed in China – throughout most of the world. Huge, unprecedented amounts of short-term capital, known as "flight or swallow capital," originating mainly from the increase in petrodollars since the 1970s and the expansive financial cycle that continued until the Asian crisis interrupted it in 1997, quickly spread in emerging markets, in the search for higher profitability and reduced risks. This generated the volatility characterizing that decade. Additionally, with the application of the Brady Plan, voluntary international credit was re-established in the region beginning in 1989. Together with renewed foreign investment and improved terms of trade, this credit contributed to the reactivation of the economies. As a result, average GDP growth in Latin America and the Caribbean experienced a slight recovery in the 1990s with respect to the 1980s.

Another important element of this period was that it coincided with the return to democracy in most of the countries where it had been interrupted. The young democratic regimes had to co-exist with a scenario of formulas for austerity, privatizations and reduction of State, together with the macroeconomic equilibriums advocated by the policies of the so-called Washington Consensus.

In that context, the *Labour Overview* emerged with the objective of *"…collecting available information, placing it in a comparative framework and keeping it up-to-date… covering different aspects of the labour area, from employment and income to other, more qualitative ones, such as working conditions and the protection of workers."* Those words by Labour Overview founder Victor E. Tokman, former ILO Assistant Director-General and Regional Director, appeared in the editorial of the first *Labour Overview*.

In effect, the *Labour Overview* has attempted to contribute to the analysis and international discussion on fundamental issues such as how decent work influences the life and dignity of individuals, the family, society and countries overall; how economic growth framed in an adequate context of economic and social policies contributes to job creation and the effective application of the principles and fundamental rights at work; how social dialogue and tripartism generate trust and strengthen democracy; how the eradication of child labour is indispensable for the present and future lives of millions of children; and how social cohesion can contribute to reducing inequality, discrimination and social gaps.

To this end, the *Labour Overview* examines a series of informative data, variables and statistical indicators based on official figures, derived mainly from household surveys conducted by statistics institutes of the region. For this reason, each edition of the *Labour Overview*, in addition to its rich and useful theoretical-conceptual content, contains abundant complementary quantitative information on the different manifestations of employment and labour market issues in the region.

The statistical content of the *Labour Overview* has changed over time with the addition of new indicators, their updating and adjustment, in accordance with the statistical development of the countries and the latest international recommendations on the subject. Nevertheless, the publication always upholds conceptual and methodological rigour to obtain reliable data and ensure statistical quality to enable accurate knowledge of the changes in and monitoring of the main labour market variables. These variables include status in activity and its different components of labour participation, occupation, unemployment, distribution by sex, age and educational level; levels of underemployment and informal employment; youth and the labour market; and statistics on social security. In other words, it includes statistical series that enable a thorough understanding of aspects of the labour market, the living conditions and social development of the countries.

Of all the ILO publications in Latin America and the Caribbean, the *Labour Overview* is the one that has achieved the greatest impact among its target audience in the region – mainly governments, workers, entrepreneurs, the media, academics, international research centres, universities and ILO offices. It is distributed in 24 countries of the region whose statistics are regularly included in the publication and is available online free-of-charge (http://www.oit.org/americas/publicaciones/panorama-laboral/lang--es/index.htm).

Its production "is a race against time," according to Ricardo Infante, former ILO Regional adviser and ex Director of the ILO Country Office for the South Cone of Latin America, who helped produce the *Labour Overview* for 10 years. "We closed [the publication] in October so we could print it at the end of the year. We obtained the data by telephone or fax, with the problem that many countries conduct semestral rather than quarterly surveys, for which reason we depended heavily on personal contacts," says Infante.[1]

Box 1:

VICTOR E. TOKMAN: "THE PRIORITY WAS TO HAVE UP-TO-DATE INFORMATION"

The immediate predecessor of the *Labour Overview* was *PREALC Informa*, the periodic publication of the Regional Employment Programme for Latin America and the Caribbean (PREALC). It was published between 1983 and 1993. "In 1994, the *Labour Overview* emerged from that accumulated experience in Lima. The *Labour Overview* was a new publication, different, with a broader range of issues and greater distribution," says its founder, Victor E. Tokman. "Its original agenda focused on informality, labour costs, productivity and competitiveness, minimum wages, precarious employment and flexibility."

Key themes of the *Labour Overview* were employment and unemployment, their trends and the comparison between countries and analysis at the regional level. Urban issues predominated, but there was also a space for and references to rural concerns, particularly with respect to agricultural workers. The analysis included the situation in wages and social protection.

For a few years, the publication had two editions. The *Advance Report of the Labour Overview* allowed the rapid dissemination of updated information of the countries, which was very useful during the economic crises, when interest focused on the situation and its economic and social-labour effects.

The main problem was "obtaining data on time." "We were not ambitious: we responded with the data we had available, although we were always rigorous. The important thing was the region and the differences among countries," he says.

The painstaking work, as well as the passion of those who prepare the *Labour Overview*, has made this publication "a great product, effective and valued by the countries and the Organization, and prepared with few resources. It is a great merit and a source of pride for a publication to exist for 20 years," said Tokman.

Source: Interview with the author, 19 August 2013.

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[1] Interview with the author, 9 September 2013.

III. Two Decades, with Different Signs

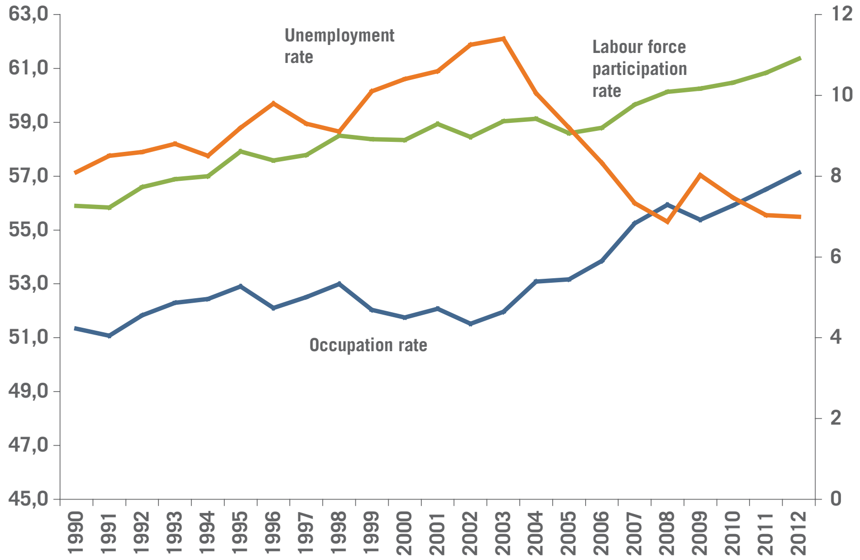
The countries of Latin America and the Caribbean had diverse results for some of the indicators analyzed during the two decades this article covers (1994-2003 and 2004-2013). In the first decade (1994-2003), growth was interrupted by recurring crises, some of which were internal while others were external. Nevertheless, during the second decade (2004-2013), economic and labour indicators of the region became favourable and relatively stable, interrupted only in 2008/2009 by a new crisis originating from outside the region with the subprime mortgage crisis in the United States followed by the recession in Europe.

3.1 The First 10 Years: 1994-2003 - A Decade of Instability

This period was characterized by successive crises of lesser intensity than the external debt crisis of the previous decade. Nevertheless, these crises had a negative impact on economic growth in Latin America and the Caribbean in the 1990s and early 2000s.

The press called the first crisis the "tequila effect," referring to the 1995 financial crisis in Mexico triggered by the unsustainable deficit in the current account and the devaluation of the Mexican peso. Its effects decelerated regional GDP growth, which fell from 4.7% in 1994 to 0.6% in 1995. The worst-affected countries were Mexico (from 4.5% in 1994 to -6.2% in 1995), Argentina (from 5.8% to -2.8% during the same years) and Uruguay (from 7.3% to -1.4% in the same period). The only exceptions to this negative trend were Chile, the Dominican Republic and Honduras (ILO, 1996).

FIGURE 1



Latin America and the Caribbean: Change in Labor Force Participation, Occupation an Unemployment Rate, 1990 - 2012

Source: ILO, based on official information of household surveys of the countries.

In 1994, the first issue of the *Labour Overview* stated that between 1990-1993, during the region's modest recovery of growth (an average of 3.1% annually), eight out of 10 new jobs were created in the informal sector, including microenterprises. Victor Tokman, as ILO Assistant Director-General and Regional Director for Latin America and the Caribbean asked: "Are we entering a stage of growth without employment?" (ILO, 1994). A year later, with the so-called "tequila effect" underway, the scenario had changed. That year, it was one of "fragile economies with lagging employment," according to the *Labour Overview* (ILO, 1995). Job creation, concentrated in the informal sector, was insufficient to deal with the strong pressure of the labour supply. Moreover, real wages did not increase, despite the decline in average real inflation of the region.

In 1996, the *Labour Overview* maintained that *"the labour situation has not improved despite the economic recovery."* This view was based on evidence indicating that while the economies most affected by the 1995 crisis managed to recover, their labour indicators did not. Despite regional GDP growth of 3.5%, unemployment continued to rise, as did informal employment. The ILO qualified this process as a ***"capacity for recovery of growth without labour progress."***[2] Meanwhile, other major transformations were observed: on the one hand, policies of fiscal discipline and moderation of monetary policy helped to stem inflation and the fiscal adjustment combined with privatizations improved macroeconomic equilibriums. Additionally, whereas public employment declined in most of

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[2] Italics and boldface of the original text.

the countries due to privatizations and increased fiscal discipline, private employment was affected by insufficient GDP growth and the need for enterprises to become more competitive.

A second shock came from outside the region and once again had a financial origin. In 1997, the symptoms of the Asian crisis became visible with the devaluation of the local currency of Thailand, the baht, a measure that was soon replicated in other countries of Southeast Asia to resist imbalances in their current accounts and the excessive external debt burden. This crisis, which in Southeast Asia had some similarities with the external debt recession in Latin America in the 1980s, was aggravated in the region by the problems that Russia and Japan also experienced (this last country interrupted over two decades of consecutive growth) as a result of the Asian crisis. The crisis spread throughout the world through its dampening effect on the stock market. Moreover, in Latin America it coincided with the adverse weather effects of El Niño and hurricanes George and Mitch. The crisis spread to Latin America and the Caribbean through its effects on foreign trade (due to the decline in Latin American export prices and volumes and the increased competitiveness of imports from Southeast Asia), as well as through the reduced availability of credit for emerging economies and developing countries and the adjustments most of the countries were forced to make in response to the new international scenario.

The *1998 Labour Overview* editorial recounted this situation: "In the *1997 Labour Overview*, we reported a slight improvement in the labour situation of the region and asked ourselves how long it would last (…), unfortunately, we confirmed what we had anticipated since the crisis endures." The effects were more serious than those of the Mexican crisis: the regional GDP grew 2.4%, on average and the urban unemployment rate remained above 9%. Moreover, the trend toward the informalization of new jobs continued, accompanied by a new process, the precarization of employment, due to the growing use of temporary contracts, which labour reforms introduced as a tool for flexibilization. In addition to these trends, the number of workers without written employment contracts expanded.

The *Labour Overview* reported that prospects for 1999, the last year of the decade, were not encouraging. "The perceptions of key actors in a group of countries who were interviewed for this *Labour Overview* also coincide in predicting a rise in unemployment

Box 2:

AGUSTÍN MUÑOZ: "A VALUABLE SCIENTIFIC TOOL FOR DECENT WORK"

Because of "the quality and rigour of the information delivered, its concern for objectivity and the issues it examines," the *Labour Overview of Latin America and the Caribbean* "has been very well received since its creation" by ILO constituents, the academic world, civil society and the media, according to Agustín Muñoz, former Regional Director for the Americas.

Muñoz recalls that they were difficult years. The countries of the region had not yet fully recovered from the recession of the external debt in the early 1980s when new and successive crises arrived from abroad.

"In this context, top officials of the countries of the region made a public commitment to the decent work objectives established by the ILO in 1999. Very simply, these objectives facilitate the guarantee that every individual has the possibility of accessing productive work in conditions of freedom, equity, security and dignity, with respect for fundamental human rights and without inequalities," said Muñoz.

During that period, the *Labour Overview* was "an extremely valuable scientific tool to accompany those objectives." He stressed the reception and impact of some feature articles published in the *Labour Overview*, especially those on issues that captured the attention of the time.

Muñoz recalled that at the time, forecasts were not very optimistic. Unemployment was high and unrelenting and there was an important growing deficit of decent work. For that reason, the ILO recommended that governments intervene to alleviate the situation of their most vulnerable citizens.

Source: E-mail interview with the author, 21 August 2013

and informality, although wages are not expected to deteriorate. Neither are the number of labour conflicts expected to increase," according to the editorial. These perceptions "converge in pointing to employment as the number one problem facing the countries of the region," (ILO, 1998).

The ILO forecast was right. "The last year of the millennium finds Latin America once again in one of the recurrent adjustments characteristic of the past two decades," according to the analysis of the editorial of the 1999 *Labour Overview*. The crisis was less intense than expected, however. Brazil (along with Russia and Japan) was the country most affected by the imbalances of the Southeast Asian economies, yet the devaluation and adjustment in that country were less intense than anticipated and the recovery in Asia more rapid than expected.

In 1999, the regional urban unemployment rate exceeded 10%. One of every five youth was unemployed. Two factors contributed to preventing further increases in the unemployment rate. First, despite the crisis, employment in the region grew at an average pace of 1.3% annually, although this progress was tempered by growing informalization and the outsourcing of new jobs. Second, there were a growing number of discouraged workers, that is, individuals who withdraw from the labour force because of a lack of opportunities (ILO, 1999).

A feature article of the *1999 Labour Overview* presented another disturbing indicator – social security coverage in the region: 38.4% of wage workers were not covered and protection had declined from 66.6% in 1990 to 61.6% in 1998. These averages hid enormous gaps between countries: whereas in Chile, Costa Rica and Uruguay, 75% of wage workers were protected, in the Bolivarian Republic of Venezuela, Ecuador and Peru, the figure was less than half. Likewise, coverage of informal workers was just a third of that of workers in modern sectors and women were less protected than men, especially female domestic workers.

"We are living through a period of economic recovery with high unemployment,"[3] according to the 2000 *Labour Overview*. Although this seems like a contradiction, it is not. Following the 1999 recession, most indicators began to improve with the recovery (GDP growth, increased wages, lower inflation). However, the report stated that *"Unemployment decrease continues to oppose a stiff resistance"*[4] due to three factors. First, the asymmetry of employment during the economic cycle: in a recession, employment contracts more quickly than GDP, whereas the relationship is reversed in an expansion. "The result is that the product reaches pre-crisis levels faster than the unemployment rate," states the *2000 Labour Overview*. The figures appearing in the publication reflected this in the case of Brazil, Chile and Colombia in the Asian crisis and in Mexico during the "tequila effect" (ILO, 2000).

The second factor is tied to the way enterprises react to the adjustment according to their size. Larger enterprises have greater flexibility, both in terms of laying off workers to keep costs down in the contraction, as well as in hiring workers to meet increased demand during growth periods. By contrast, small and medium-sized enterprises (SMEs) resist employment reduction and seek financing instead, while their capacity to create jobs during the recovery process depends on the level of debt incurred during the previous phase of the cycle. The third factor influencing the resistance of unemployment is the behaviour of the labour supply. This is decisive for identifying the net effect on unemployment but is difficult to predict.

"The region's labour performance in the past decade was an erratic one, albeit in a slightly improving context," according to the publication (ILO, 2000).

The years of shocks did not end with the close of the 20th century. In the United States, terrorist attacks on the Twin Towers and the Pentagon created a scenario of uncertainty that affected the world economy. "The labour situation has not improved," stated the *2001 Labour Overview*, whose foreword was written by Agustín Muñoz, as ILO Assistant Director-General and Regional Director for the Americas. Unemployment rose in most of the countries of the region, with the exception of Brazil. The improvement in Brazil and the persistence of the unemployment level were attributed to a decline in the labour force participation rate caused by the withdrawal of discouraged workers from the labour market. Both phenomena are associated with the deceleration of GDP growth in the region (from 4.4% in 2000 to 0.7% in 2001). By contrast, real wages and minimum wages increased, again as a result of the reduction in inflation, as well as the rise in productivity (ILO, 2001).

The *Labour Overview's* predictions proved accurate yet again. The editorial of the *2002 Labour Overview* stated that: "The world of work in Latin America and the Caribbean today faces a crisis of a depth unheard of in the past quarter of a century." External factors (the slowdown in growth of industrialized economies and the decline in raw material prices), combined with the recession in Argentina, led to an increase in the regional urban unemployment of 11.2%, despite earlier estimates of 9.3%. Unemployment rose among workers of both sexes and young people; average productivity fell, as did the purchasing power of wages; and the deficit in decent work grew. Both

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[3] Original italics.
[4] Original italics.

informality and the number of discouraged workers increased and the situation of formal workers deteriorated" (ILO, 2002).

The ILO proposed that the region would need to grow at rates of 4% to avoid increases in unemployment and lack of protection. It urged the countries to invest at least 2% of GDP in active and passive labour market policies, and announced support for national decent work programmes. The feature articles of the 2002 edition included several associated with the policies needed to face the crisis: a proposed agenda for growth with decent work, a study of new indicators for decent work and an examination of the tensions between decent work and the quality of family life (see Annex 1, Index of Feature Articles of the *Labour Overview*).

The title of the *2003 Labour Overview's* situation report, "Low economic growth without labour progress in the region" described the annual performance of the region's labour market. That year, the report celebrated its 10th year of publication. "Looking back over the road travelled since then, we recognize that this publication has grown, matured and adapted to new challenges. Above all, in response to growing demand, it has become a useful information tool for understanding the annual trend not only of the labour market situation but also of the broader framework of decent work in the region," wrote Muñoz in the foreword (ILO, 2003).

3.2 The Second Decade: 2004-2013 - Years of Growth with a Startle

The year 2004 was a turning point in labour market and economic trends in Latin America and the Caribbean. After a decade of unstable growth and volatility, economic and labour indicators of the region began to turn favourable and somewhat stable, until a new shock arrived in 2008, which originated from outside the region with the subprime mortgage crisis in the United States followed by the recession in Europe. The improved terms of trade, the rise in prices of export commodities of the region, supported especially by GDP growth in China, but also by emerging economies such as India, allowed the region to *"turn the page."*

The region had also learnt lessons from past years. Over the 10 years that followed, the Latin American and Caribbean region was in a better position to take advantage of the favourable winds that were blowing, but also to weather the storm when necessary. In most of the countries, the importance of preserving macroeconomic equilibriums became an accepted idea. The concept of decent work began to be shared

Box 3:

DANIEL MARTÍNEZ: "AN INDISPENSABLE CONSULTATION DOCUMENT"

The Labour Overview of Latin America and the Caribbean "became an indispensable consultation document for public servants, business and union leaders, researchers and university professors. It also had the virtue of promoting the political and technical debate of the period on ever-important themes such as the relationship between labour costs, productivity and competitiveness, the quality of employment, gender and employment, informality, labour precariousness, flexibility in the employment relationship and minimum wages," said Daniel Martínez, former ILO Regional Director for the Americas.

Another issue that generated considerable interest and discussion was that of labour costs and their relationship with competitiveness. According to Martínez, this debate "allowed the *Labour Overview* to introduce a topic about which neither employers nor workers were particularly keen: the impact of productivity and exchange policies on competitiveness." Also important were the special studies conducted on the labour costs of women.

Martínez believes that, in general, "our assessments were correct and our proposals pertinent. In terms of equity, the ILO always maintained that the mechanisms par excellence for redistribution and social inclusion are the labour market and social spending, both public and private.

The core of labour policy was always "the promotion of sufficient, good quality employment, which entails respect for labour standards and adequate worker protection."

Source: E-mail interview with the author, 12 August 2013

by economic agents and governments began to apply it. Nevertheless, deficits persisted in the labour market.

In the foreword to the *2004 Labour Overview*, Daniel Martínez, as the new acting Regional Director for the Americas, conveyed a double message. On the one hand, the economy of the region was recovering for the second year in a row – the GDP growth rate was 5.8%, more than triple that of 2003–, which drove labour progress. On the other hand, this progress was moderate and did not occur in all the countries.

"In many countries, urban unemployment declined, although it remains high. Real wages (minimum and manufacturing) increased, as did productivity. Informal sector employment continued to grow in most of the countries and social protection coverage remained stagnant during the period" (ILO, 2004). The regional urban unemployment rate fell nearly a percentage point, to 10.3%.

In the 2005 edition of the *Labour Overview*, the word "optimism" appeared for the first time in reference to the economic performance of the region that year, although it was qualified by the adjective "cautious." Regional GDP growth was estimated at 4% but was actually 4.5%. This led to another reduction in the unemployment rate, to 8%, as a result of an increase in the occupation rate and a decrease in the labour force participation rate. Thanks to an increase in productivity and a decline in inflation, real wages rose in 2005.

The title the publication used to describe this scenario was: "Healthy Economic Performance Leads to Improvements in the Regional Labour Market, but Unemployment Remains High" (ILO, 2005).

In 2006, the region completed its fourth consecutive year of regional growth, which was projected at 5.1%, below the actual rate of 5.7%. Thus, economic stability led to the improved performance of the labour market: the regional urban unemployment rate was 8.6%, whereas labour supply grew 0.3 percentage points and labour demand rose 0.6 percentage points. Gender and youth unemployment gaps also declined. In addition, wages increased.

"This edition of the *Labour Overview* demonstrates that Latin American and Caribbean countries have made progress in improving key economic and labour indicators in 2006, although they are still far from reaching the goal of welfare and equity," wrote Jean Maninat, as ILO Assistant Director-General and Regional Director for Latin America and the Caribbean. He added that for the ILO, the positive results of recent years "corroborate the ILO's view that economic growth is a necessary condition for achieving labour and social progress, but that it is not enough" (ILO, 2006).

In 2007, the region completed a five-year period of continuous economic growth, something that had not occurred in nearly three decades, since 1980. Countries of Latin America and the Caribbean, which had grown accustomed to experiencing a recessive cycle that interrupted a positive trajectory every two, three or four years, achieved five consecutive years of stability. Regional GDP grew 5.5%.

The *2007 Labour Overview* described this new scenario, which was more positive than that of the 1980s. Most indicators experienced a favourable change although decent work deficits continued. The regional urban unemployment rate was expected to reach 8.5% that year, higher than the actual rate of 7.9%. An improvement in real wages was observed, which contributed to the growth in household consumption. A new measure of informal employment, which covered employment in both the formal and informal sectors based on 2006 data from five countries, demonstrated that one of every two employed persons had informal wage employment. Of the total urban employed in Latin America, 39.2% had no health and/or pension coverage that year. Gaps remained in key labour market indicators by sex, age and ethnicity.

"Latin America and the Caribbean enter 2008 with a good labour market performance reflecting continued healthy economic growth, although greater progress toward decent work is still needed," reported the *2007 Labour Overview*.

The focus changed in the next edition: there was evidence "of the effects of an unprecedented international crisis that has cast a shadow over the global economy and is reflected in the employment situation of the region," wrote Maninat in the foreword to the *2008 Labour Overview*. Although economic and labour indicators continued to be positive and a sixth consecutive year of progress and advances in the region was expected, everything seemed to suggest that this positive cycle would soon be interrupted.

It was estimated that urban unemployment would again decline in the region, to around 7.3% in 2008,[5] whereas GDP growth in the region was 3.8%, and real wages experienced a modest increase. This edition emphasized the persistence of gender and age gaps and the fact that six of every 10 employed persons had informal employment, according to an analysis in selected countries.

"These results mark the end of a positive cycle" in the urban unemployment rate evolution, reported the *2008 Labour Overview*. Signs of deceleration were

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[5] It was actually 7.3%.

Box 4:

JEAN MANINAT: "IT SERVES AS A HUB FOR EXCHANGING EXPERIENCES AND INFORMATION"

Jean Maninat recalls “the birth of the *Labour Overview*” as “a continuous delivery lasting nine months during which information was collected and the corresponding analyses were conducted until there was a publication ready to emerge in the public light at the end of the year.” “It helped reinforce the notion of decent work…a great legacy for social and labour thought in the region.”

Production continued with the team of the Labour Analysis and Information System (SIALC), based in Panama, and an official–for years it was a female official – who served as an antenna in Lima. “They carried out the titanic task of giving life to this important contribution of the ILO.”

The *Labour Overview* is “a very useful tool for monitoring the policies implemented and serves as a hub of exchange of experiences and information.” To expand coverage of the publication, efforts were made to include more data and specific analyses on Central America and the Caribbean. Maninat mentioned the information exchange with other regional entities, particularly ECLAC, an experience that served as the basis for the subsequent development of the joint ECLAC/ILO bulletin on the employment situation in Latin America and the Caribbean, the first of its kind in the region.

Maninat stressed the major contribution of Latin America in demystifying structural adjustment as a Pavlovian response to economic crises. With the launching of the *ILO Briefing Notes* by the Sub-regional Office for the South Cone of Latin America, located in Santiago (Chile), the ILO in the region began to monitor and inform on the policies implemented in the countries. Maninat believes that the ILO was “quite accurate in its analyses and projections on the impact of the financial crisis and the region’s capacity for recovery.” He says that the organization is a powerful tool of social-labour analysis, to which “its tripartite nature gives it a comparative advantage of having a tri-dimensional focus on the problems and their possible solutions.”

Source: E-mail interview with the author, 12 August 2013

already evident beginning in the third quarter of the year. Once again, the shock came from outside the region: the global economy “suffered the most severe financial shock since the 1930s. The economies in most of the developed countries entered into a recession beginning in the third quarter of 2008 and the economic slowdown has now reached developing countries,” stated the *2008 Labour Overview*. The crisis arose in August 2007 in the U.S. financial sector with the collapse of the subprime mortgage market whose effects collapsed banking investments in that country and subsequently affected stock markets around the world. It then extended to developing economies through financial contagion, according to the publication.

Unlike in previous external crises, the region was better prepared for the crisis this time around. Between 2004 and 2008, Latin America and the Caribbean had completed a five-year period where the average GDP growth rate was 5.0%. Additionally, several countries had accumulated international reserves for situations such as this one and had sound macroeconomic and fiscal policies. Meanwhile, most labour market indicators improved. Notwithstanding, the ILO predicted that unemployment would increase in 2009 for the first time since 2003, by between 0.5% and 0.9% percentage points.

“Undoubtedly, 2009 will be remembered as the year we experienced a crisis. It has been a bitter pill for the economies of Latin America and the Caribbean, largely due to the impact of the crisis on the labour market,” Maninat wrote in the foreword to the *2009 Labour Overview*. The estimated 8.1% regional urban unemployment rate for 2009 signified an increase of 0.9 percentage points with respect to 2008, within the range of ILO projections. This percentage meant that 2.2 million people had joined the ranks of the unemployed, which totalled 18.1 million workers at the time. In addition, many others had informal employment (ILO, 2009).

“The *2009 Labour Overview* recognizes that the crisis was not as severe as originally estimated. Unemployment rates could have been higher. Nevertheless, the rate reached is largely attributed to the fact that many people withdrew from the labour market, discouraged by the lack of opportunities. Most of them were young people,” Maninat wrote in the foreword to that edition. He also called attention to the role of the ILO Global Jobs Pact as an urgent, comprehensive response to the effects of the recession that would enable a strong recovery after the crisis (ILO, 2009).

The reduction in employment opportunities reflected a decline in the occupation rate whereas the labour force participation rate for the working-age population remained at 2008 levels, according to the *2009 Labour Overview*. Although unemployment affected men more than women, the gender gap continued to be unfavourable to women. The deterioration in the quality of employment was more intense among youth and informal employment rose, but there was no widespread increase in the precariousness of wage employment.

The year 2010 was one of economic recovery in Latin America and the Caribbean, despite the lingering recession in some developed countries, and especially the climate of uncertainty and volatile expectations. The recovery had a positive impact on the labour market: urban unemployment decreased from 8.1% in 2009 to 7.3% in 2010 and favoured workers of both sexes equally, although the labour force participation and occupation rates among women continued to be lower than those among men. The youth unemployment rate also fell. Nevertheless, the trend towards informalization continued, according to the *2010 Labour Overview*.

On this occasion, the main lesson of the subprime mortgage crisis was that the countries of Latin America and the Caribbean "did not resort to recessive adjustment policies, which are unfavourable to economic growth, employment and labour rights. To the contrary, there was a healthy consensus to promote counter-cyclical policies to stimulate growth and investment, which were made possible by the available fiscal space in the region." According to the publication, these policies and programmes, like the ones implemented in the countries of the region, were part of the Social Protection Floor promoted by the ILO and other international entities (ILO, 2010).

The results of the labour performance of the countries of the region in 2011 confirmed that the recovery was not fleeting. Despite continuing uncertainty regarding the negative consequences that a new international recession could have on growth and unemployment, "in Latin America and the Caribbean, growth and employment ended with a positive balance in 2011," wrote current ILO Assistant Director-General and Regional Director Elizabeth Tinoco in the foreword to the *2011 Labour Overview*.

Tinoco said that "a very positive development" was the continued decline of the regional urban unemployment rate to below 6.7% in 2011, a rate unseen since the 1990s. "Readers of recent editions of the *Labour Overview* will recall that the region entered the 21st century with double digit unemployment rates. Current results reflect a positive economic growth cycle lasting more than five years and which was not interrupted by the crisis," stated the Regional Director. Regional GDP grew 4.3% in 2011 with respect to the previous year.

The decline in the unemployment rate was the result of the slight increase in the occupation rate (from 55.6% in 2010 to 56.3% in 2011) and the stable performance of the labour force participation rate. Unemployment rates by sex and age fell, but the gap continued to be unfavourable to women (the unemployment rate among women was 1.4 times that among men) and youth (14.9% versus 5.0% for adults).

The quality of status in employment also improved given that during the first three quarters of 2011, wage employment grew at a faster pace than did self-employment. Advances were also recorded in social security coverage. Average real wages and real minimum wages also increased. Nevertheless, decent work deficits persisted.

"The ILO's proposal in response to the crisis is based on the approach of prioritizing the real economy over that of the financial system. To this end, it seeks to harmonize macroeconomic policy with the promotion of investment, productivity, economic growth and employment. The objective is to prevent the financial system from responding to speculation, which generates bubbles and crises, and instead put it at the service of the real economy," according to the *2011 Labour Overview* (ILO, 2011).

There was positive news in 2012. "New labour indicators for Latin America and the Caribbean portray a region that is experiencing its finest moment despite the crisis in other latitudes (…) the unemployment rate has continued its decline and real wages, formal employment and social protection coverage have all increased," wrote Tinoco in the foreword to the *2012 Labour Overview*. Under these circumstances, she added, "We face the challenge of taking advantage of this platform to remedy deficits that dampen prospects for development" (ILO, 2012).

The regional urban unemployment rate stabilized, reaching 6.4% in 2012, which is among the lowest percentages ever recorded in the region. This is attributed on the one hand to the continued economic growth in the region, of 3% in 2012, despite international economic turbulence and on the other, to the increase in the occupation and the labour force participation rates (both indicators by approximately one half of a percentage point). Meanwhile, real wages grew more than 3% in several countries and minimum wages increased by over 6% in the regional average. Although gaps remained in terms of unemployment by sex and age group, unemployment once again declined for men, women and youth. Growth of wage employment exceeded that of self-employment, which is an indicator of the modernization of the labour market and the formalization of employment to some extent, according to the *2012 Labour Overview* (ILO, 2012).

The positive outlook for the region offered a window of opportunity to address pending challenges. From a labour perspective, the challenge is to improve the quality of jobs, according to Tinoco. With lower unemployment rates, the region has to face the challenge of employment quality given that 47.7% of employed people worked in conditions of informality. This percentage is the equivalent of nearly 130 million people.

In Latin America and the Caribbean, unemployment and poor working conditions still disproportionally affect youth and women. Social protection coverage remains insufficient given that nearly 40% of workers still have no health coverage and a similar percentage do not contribute to a pension system. Some governments have already announced strategies to formalize informality as part of efforts to create a more just labour market that contributes to reducing inequality and offers better opportunities to youth and adults, while at the same time guaranteeing sustainable growth.

In response to the persistent international climate of uncertainty for 2013, Tinoco said that the situation could shift to “a very volatile globalization” and urged not to give in to the temptation to break with the scheme of discipline in national accounts (ILO, 2012).

IV. Outlook and Challenges for the Third Decade

The *Labour Overview*, the most influential publication of the ILO Regional Office, celebrates 20 years of accompanying countries of Latin America and the Caribbean and their constituents. During these 20 years, the labour market of the region has experienced significant change. In the two decades of the publication’s existence, the labour market performance of Latin America and the Caribbean has exhibited clear-cut differences: the recurrent

Box 5:

ELIZABETH TINOCO: "TO FACE THE CHALLENGES OF THE THIRD DECADE, PARTICULARLY FORMALIZATION"

The *Labour Overview* is “the most important contribution for those who analyze labour market trends in our region and the impact of current economic and social policies on the labour market.” In recent years, it has had “broader repercussions due to the growing desire to continue sustained growth with social inclusion,” says Elizabeth Tinoco, current ILO Assistant Director-General and Regional Director for Latin America and the Caribbean.

The best-performing economies are those that have stimulated productivity, openness and investment, but that have also applied measures to protect the real wage and foster aggregate demand through the rational use of public spending, with a positive government intervention. Minimum wage policy has played an important role as a tool for redistributing income and fighting poverty.

Protecting jobs and income of individuals generates a benefit for the economies. That is what many countries of the region did to face the crisis.

The publication also stresses pending challenges, according to Tinoco. For example, more than a third of workers do not have social protection coverage, youth unemployment doubles the general rate and triples that of adults, and half of all employed workers are informal. Productivity is lagging, and is far below that of other regions.

“One of the most important challenges for the region is the transition to formality,” says Tinoco. In August 2013, the region took the important step of initiating a new era of collaboration with the countries of the region with the launching of the FORLAC Programme to formalize informality. Informality persists in the region. It has declined, but slowly, and continues to be high: it affects 47.7% of workers, in other words, 127 million people have informal employment, according to Tinoco.

Source: E-mail interview with the author, 29 August 2013

crises triggered a deterioration in key indicators whereas stability and economic growth, as well as the application of specific policies in different countries, favoured progress in these indicators.

Today more than ever, social actors value the observance of macroeconomic equilibriums because it gives them greater maneuverability to develop policies to take advantage with flexibility of the cycles of progress and to better resist cycles of setbacks.

The countries are adapting more quickly than in the past to coexisting in a changing environment. In these 20 years, unemployment has fallen and wages have increased, as has social protection. In addition, gender and age gaps have narrowed.

Nevertheless, important challenges remain. Growth forecasts for the coming years are more uncertain than in previous years. Significant changes are also expected. The more widespread penetration of technology, for example, is expected to transform the labour market, as are changes in demographics and the direction of migration flows.

In terms of labour, unemployment among women remains much higher than that among men, a situation that has not changed in decades. In addition, youth unemployment is still around two times higher than total unemployment, and continues to rise. Moreover, youth still have high social security deficits (Annex 2).

Wages grew at a rate of 1.5% annually in the region, below the international average. This is associated with the fact that high productivity sectors with few jobs co-exist with low-productivity sectors that concentrate a large volume of workers.

In this region, the regressive distribution of income and inequality largely originate from that heterogeneous production structure and consequently from labour markets. Different levels of productivity, access to technologies, professional training, external markets and between some sectors of the productive and economic system are manifested in marked asymmetries of wages, social protection and expectations for progress. This tends to reproduce the widespread inequality and informality characterizing the region, according to Tinoco. “There is a link between informality and poverty and inequality. Strategies are needed to reduce these factors because they threaten the stability of our societies and their governance,” says the ILO regional director.

Therefore, the pages of the *Labour Overview* will focus on efforts to strengthen the region’s capacity to address these deficits and new challenges in the third decade of its existence, which begins with this publication in 2014. These include the limited growth of productivity, the magnitude of informality, new forms and modalities of employment and technological changes, among others. The ILO hopes to stimulate discussion on these central topics of labour markets in the region and strengthen our constituents.

ANNEX 1

Nº	Index of Feature Articles of the *Labour Overview*	(Year: Pages)
1	1994 Labour Overview. Latin America and the Caribbean	
	Organization and Protection of Workers in Latin America and the Caribbean	(1994: 14-16)
	Labour Reform in Latin America	(1994: 16-17)
	Strategies for Productivity and Human Resources	(1994: 18-19)
	A Recent Experience of Tripartite Consultation	(1994: 20)
2	1995 Labour Overview. Latin America and the Caribbean	
	Growth and Employment	(1995: 14-15)
	Occupational Situation of Youth	(1995: 16-19)
	Labour Costs and Competitiveness	(1995: 19-22)
	Three Data on the Recent Developments in Labour Market Institutions and Labour Conflicts	(1995: 22-23)
3	1996 Labour Overview. Latin America and the Caribbean	
	Costs of Dismissal of and Laying Off Workers	(1996: 22-26)
	Innovations in Collective Bargaining	(1996: 26)
	Employment and Labour Training Programmes: Recent Experience	(1996: 27)
	Child Labour in Latin America	(1996: 28-30)
4	1997 Labour Overview. Latin America and the Caribbean	
	The Integration of the Informal Sector in the Modernization Process	(1997: 31-34)
	Labour Reform and Wage Employment in the Private Sector	(1997: 34-40)
	Minimum Wage: Where are We?	(1997: 40-44)
5	1998 Labour Overview. Latin America and the Caribbean	--
	1999 Advance Report of the Labour Overview. Latin America and the Caribbean	--
6	1999 Labour Overview. Latin America and the Caribbean	
	Improvement in the Labour Situation of Women, but Significant Inequalities Persist with Respect to Men	(1999: 21-40)
	The Structure of Urban Employment during the Period 1990-1998: New Data	(1999: 41-49)
7	2000 Labour Overview. Latin America and the Caribbean	
	More and Better Employment Opportunities for Youths	(2000: 21-39)
	Labour Costs of Maternity Protection and Childcare	(2000: 40-44)
	Working Conditions: Labour Risks Coverage and Working Days	(2000: 45-49)
8	2001 Labour Overview. Latin America and the Caribbean	
	Income Inequality between Men and Women has Diminished during the Decade, but Continues to be High	(2001: 22-44)
	Decent Work Development Index, 1990-2000	(2001: 45-47)
	Protection to the Unemployed: Unemployment Insurance in Latin America	(2001: 48-51)
9	2002 Labour Overview. Latin America and the Caribbean	
	Latin America and the Caribbean, Growth with Decent Work Agenda: A Proposal	(2002: 30-56)
	New Indicators for the Decent Work Development Index	(2002: 57-64)
	Collective Bargaining and Gender Equality	(2002: 65-73)
	Decent Work and the Quality of Family Life	(2002: 74-86)
	Latin America and the Caribbean. International Migration and the Global Labour Market	(2002:87-96)
10	2003 Labour Overview. Latin America and the Caribbean	
	Social Protection and the Labour Market in Latin America	(2003: 42-62)
	Labour Aspects Associated with Integration Processes and Free Trade Agreements in the Region	(2003: 63-70)
	Labour Adjustment in Latin America: a Gender Perspective (1995-2002)	(2003: 72-79)
	Inequality and Gender and Race Discrimination in the Brazilian Labour Market	(2003: 81-86)
	Political Declarations on Economic Growth, Social Progress and Decent Work	(2003: 87-88)

ANNEX 1

Nº	Index of Feature Articles of the *Labour Overview*	(Year: Pages)
11	2004 Labour Overview. Latin America and the Caribbean	
	Decent Work Creation in MERCOSUR: The Strategy of Growth with Quality Employment	(2004: 47-56)
	Raising Labour Productivity in the Region: the Challenge of Growth and Welfare	(2004: 57-69)
	Child Labour to be Abolished in Latin America and the Caribbean	(2004: 70-82)
12	2005 Labour Overview. Latin America and the Caribbean (First Semester Advance Report)	
	International Migration, Remittances and the Labour Market: The Situation in Latin America and the Caribbean	(2005: 38-53)
	Generating Decent Work in Open Economies: The Strategy of Growth with Quality Employment	(2005: 59-79)
13	2006 Labour Overview. Latin America and the Caribbean.	--
14	2007 Labour Overview. Latin America and the Caribbean	--
	Indigenous People and Afro-Descendants in the Region: Toward Equal Opportunities and Decent Work[6]	(2007: 35-51)
15	2008 Labour Overview. Latin America and the Caribbean	
	Small Businesses and Globalization: the Challenge of Decent Work in Latin America[7]	(2008: 47-76)
16	2009 Labour Overview. Latin America and the Caribbean	
	Challenges for Decent Work in the Crisis: Underutilization and Informal Employment	(2009: 37-55)
	Decent Work and Human Development in Central America and the Dominican Republic	(2009:56-59)
	Recent Economic and Labour Market Trends in the Caribbean	(2009: 60-64)
	Economic Crisis and Employment: Lessons Learned from the Responses of Countries of Latin America and the Caribbean[8]	(2009: 65-74)
17	2010 Labour Overview. Latin America and the Caribbean	
	Crisis, Recovery and Informal Employment in Latin America in 2010	(2010: 39-47)
	Central America and the Dominican Republic: Advances and Challenges in Decent Work for Achieving the Millennium Development Goals	(2010: 48-58)
	Understanding the Growth in Formal Employment in Brazil	(2010: 59-64)
	From Crisis to Economic Recovery: Advances and Challenges in Employment Policies in Latin America and the Caribbean	(2010: 65-68)
	Social Protection Floor: Conceptual Development and Application in Latin America	(2010: 69-84)
	SIMAPRO: Social Dialogue on Productivity and Decent Work Experiences	(2010: 85-88)
18	2011 Labour Overview. Latin America and the Caribbean	
	The Urban Labour Market in Latin America and the Caribbean: Main Trends in the 2000s	(2011: 39-44)
	The Sectoral Dimension of Employment in Latin America	(2011: 45-62)
	Informal Employment in Latin America at the End of the 2000s	(2011: 63-74)
	Best Practices for Minimum Wage Policies in Central America and the Dominican Republic	(2011: 75-83)
	Rural Poverty, the Labour Market and Policies	(2011: 84-95)
19	2012 Labour Overview. Latin America and the Caribbean	
	Trends in Employment and Social Cohesion in Latin America and the Caribbean	(2012: 39-47)
	Employment of Rural Women in Latin America	(2012: 48-53)
	Situation of Paid Domestic Work in Latin America	(2012: 54-62)
20	2013 Labour Overview. Latin America and the Caribbean	
	Labour Overview of Latin America and the Caribbean: Accompanying the Region's Development with Equity for 20 Years	
	Transitioning to Formality in Latin America and the Caribbean: Situation and Trends	
	Youth Employment in the Region: Main Trends and Employment Policies	
	Decent Work Country Programme in the Caribbean: A Response to the Financial Crisis	

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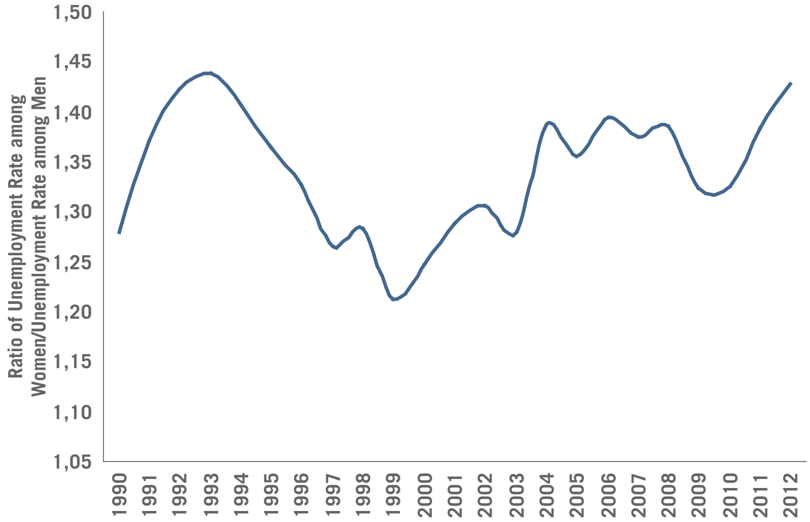
[6] Due to its characteristics, this article was included although it was not referred to as a feature article.
[7] Due to its characteristics, this article was included although it was not referred to as a feature article.
[8] Due to its characteristics, this article was included although it was not referred to as a feature article.

ANNEX 2

FIGURE A2.1

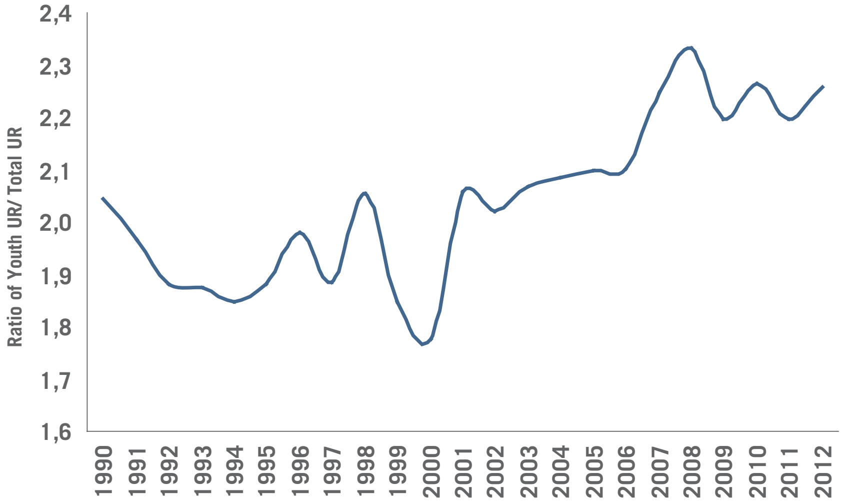


Latin America (16 Countries): Ratio of Unemployment Rate among Women/ Unemployment Rate among Men. 1990-2012 a/

Source: ILO, based on official information of household surveys of the countries.

a/ Includes Argentina, Bolivarian Republic of Venezuela, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Honduras, Mexico, Panama, Paraguay, Peru, Plurinational State of Bolivia and Uruguay.

FIGURE A2.2

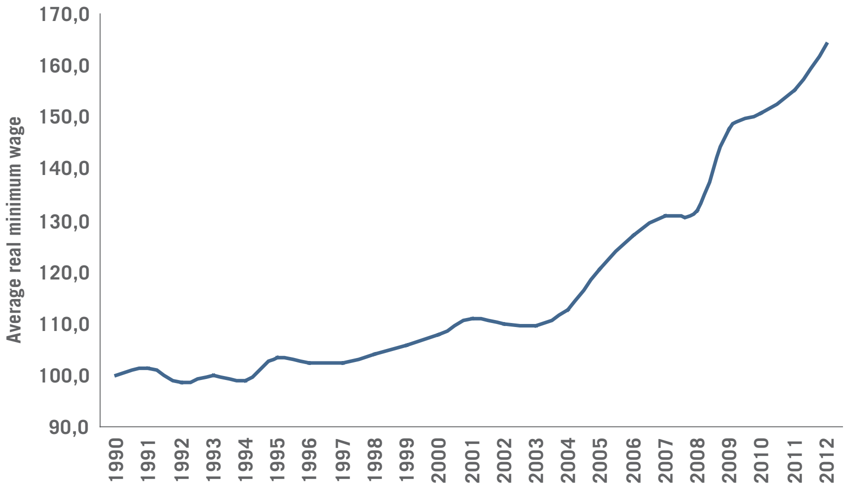


Latin America (16 Countries): Ratio of Youth Unemployment Rate / Total Unemployment Rate. 1990-2012 a/

Source: ILO, based on official information of household surveys of the countries.

a/ Includes Argentina, Bolivarian Republic of Venezuela, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Honduras, Mexico, Panama, Paraguay, Peru, Plurinational State of Bolivia and Uruguay.

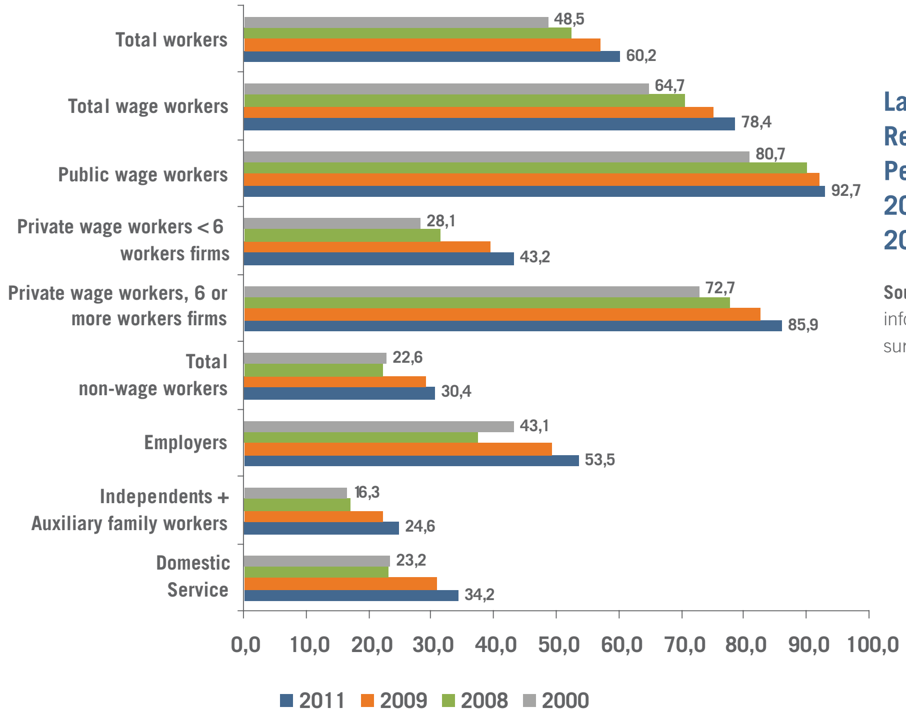
FIGURE A2.3



Latin America: Change in Average Real Minimum Wage 1990-2012 (Base Year 1990=100)

Source: ILO, based on official information of household surveys of the countries.

FIGURE A2.4



Latin America: Regional Average of Pension Coverage 2000, 2008, 2009, 2011.

Source: ILO, based on official information of household surveys of the countries.

Transitioning to Formality in Latin America and the Caribbean: Situation and Trends[1]

Background

The Latin American and Caribbean region experienced significant economic growth during the first decade of the 21st century. At the beginning of the second decade – a time of major international turbulence, especially since 2012– growth expectations have been declining, although the region is expected to grow at an annual rate of approximately 3.4% until 2018.[2] With respect to the labour market, the unemployment rate fell to historic lows in 2012, to 6.4%. In 2013, this rate is expected to decrease again slightly. However, if economic growth continues slowing down in the future, it is likely that this downward trend will change. At any rate, given that many countries have low unemployment rates, the labour market focus is increasingly on the transition to formality.

In the current context, apart from macroeconomic trends, a series of factors combine to favour the transition to formalization of the labour market in the region. On the one hand, there is a political will to do so in several countries, and governments have undertaken important efforts to reduce informal employment. These include the Programme to Formalize Employment of Mexico (2013), the "Colombia Trabaja Formal" Programme of Colombia (2010), the National Plan of Regularization of Labour of Argentina (2004) and the "Regimen Simples" of Brazil (2006),[3] among others. On the other hand, social partners – workers and employers – have focused the international labour debate on formalization. They have also proposed a discussion within the ILO regarding the establishment of an international standard for the transition to formality (one Recommendation of the ILO). This discussion will take place sometime during2014 or 2015.[4]

In other words, there is a growing interest in applying specific strategies to facilitate the transition to formality. In this context, this article examines key dimensions of informality in Latin America and the Caribbean in an effort to identify factors that promote the transition to formality.

Informality: Magnitude and Heterogeneity

The definition of informality has changed over time, as has the method for measuring it. The concept of ***informal sector*** is well known and has been widely disseminated, especially by the ILO's Regional Employment Programme for Latin America and the Caribbean (PREALC), which defined it based on the size of establishments and status in employment, including independent and unpaid family workers, in an attempt to cover low-productivity sectors. In 1993, the International Conference of Labour Statisticians (ICLS) adopted a Resolution concerning statistics of employment in the ***informal sector***, taking into consideration the characteristics of the production unit. In 2003, the ILO developed Guidelines concerning the statistical definition of ***informal employment***,[5] which complemented the 1993 Resolution. These Guidelines are based on job characteristics, which enable informal jobs in the formal sector to be identified. Figure 1 illustrates both concepts with aggregate data for the region. The percentage of workers in the informal sector, that is, in small production units, rose early in the 2000s to later decline in mid-decade. The ILO's Regional Office for Latin America and the Caribbean began to produce data on informal employment beginning in 2005. As Figure 1 shows, the percentage of informal employment has declined since that year.

In accordance with the criteria established in the 1993 Resolution and the 2003 Guidelines, the percentage of informal employment was 47.7% in 2012, similar to the percentage recorded in 2011. Clearly, the economic scenario contributed to ending the downward trend in informality in 2012. If specific policies are not applied to address this issue, informality could begin to increase over the next few years.

Data from 2012 indicate that of total informal employment (47.7%), 31% is in the informal sector, 11.7% in the formal sector and 5.1% in the domestic service sector. Figure 2 demonstrates that informal employment declined in all of these sectors between 2009 and 2012. As discussed later in this article, the same policies are not applicable to each case, or at least do not have similar potential impact.

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[1] This article was written by Juan Chacaltana, Jorge Dávalos and Claudia Ruiz. Caterina Soto provided data processing support.

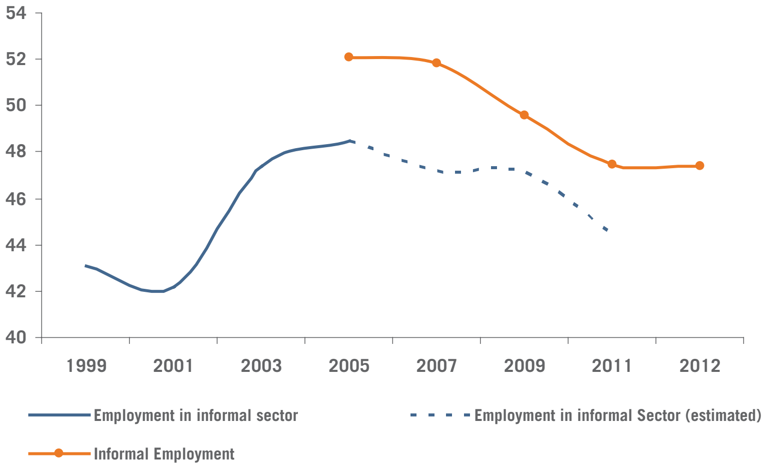
[2] ILO estimate for the period 2012-2018, based on projections of the International Monetary Fund (IMF).

[3] Complementary Law 123 of 14 December 2006 created the Special Unified Tax Collection and Contribution Regime for Micro-, Small and Medium-sized Enterprises in Brazil.

[4] The ILO Regional Office for Latin America and the Caribbean has launched an ambitious Regional Programme for the Promotion of Formalization in Latin America and the Caribbean (FORLAC), with a view to supporting the consolidation of these trends and efforts. For more information on the programme, see:
http://www.ilo.org/americas/temas/econom%C3%ADa-informal/lang-es/index.htm

[5] These guidelines complement the Resolution concerning statistics of employment in the informal sector of the Fifteenth ICLS of 1993. For more information on the statistical definition of employment and the informal sector, see *Measuring Informality: A statistical manual on the informal sector and informal employment*, ILO, First Edition, 2013.

FIGURE 1

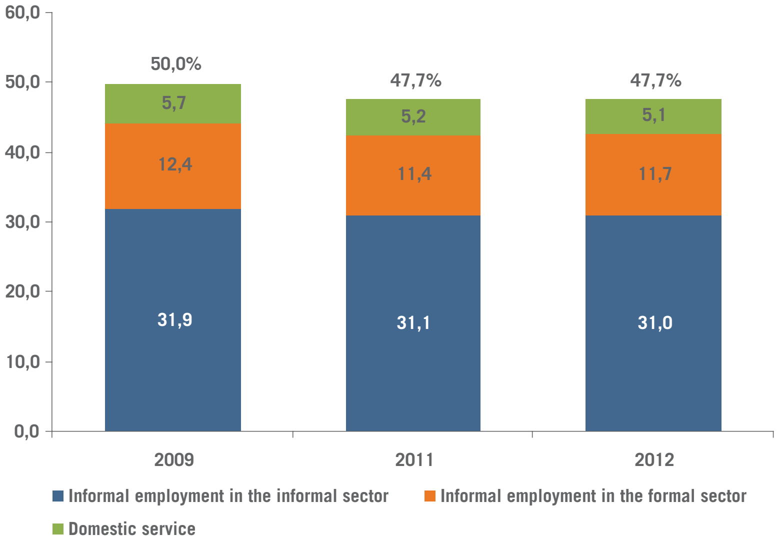


Latin America (13 Countries): The informal Sector and Non-agricultural informal Employment 1999 - 2012 a/ (Percentages)

Source: ILO, based on official information of the household surveys of the countries.

a/ Selected countries are: Argentina, Brazil, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Honduras, Mexico, Panama, Paraguay, Peru and Uruguay.

FIGURE 2



Latin America (13 Countries): Components of Non-agricultural informal Employment 2009 - 2012 a/ (Percentages)

Source: ILO, based on official information of the household surveys of the countries.

a/ Selected countries are: Argentina, Brazil, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Honduras, Mexico, Panama, Paraguay, Peru and Uruguay.

Informal employment involves a large segment of the labour force, is quite diverse and disproportionately affects certain groups of workers. For example, the percentage of informal employment is greater among less-educated workers – affecting 63% of workers who have a primary school education only– and those living in poverty – 72% of workers in the first income quintile (poorest). Additionally, non-agricultural informal employment is more common in certain sectors, including construction (69%), trade, restaurants and hotels (56%), and transportation, storage and communications (57%). It affects 56% of youth ages 15 to 24 and 50% of women (Table1).

Analysis of the structure of employment by status in employment (Table 2) also indicates that own-account workers comprise a large share of informal employment (41.6%), followed by wage workers of private enterprises (37.9%). Among the latter, the largest share is concentrated in establishments with a maximum of 10 workers (27.5% of total informal employment). Domestic workers account for another 10.6% of informal employment whereas auxiliary family workers (where the informality rate is 100%) represent 5.7%. Although informal employment is less widespread in the public sector, it affects 4.3% of workers in this sector. The group composed of workers of small enterprises, domestic workers and own-account workers account for nearly 80% of informal employment in the region.

This distinction is important because it reflects the diversity of informal employment and demonstrates that the policies applicable to some groups are

TABLE 1

Latin America (13 Countries): Non-agricultural informal Employment by Different Categories a/ (Percentages)

Sex	Informal
Women	50%
Men	45%

Educational Level	Informal
No schooling	75%
Primary	63%
Secondary	47%
Higher, non-university	49%
HIgher, university	26%

Income Quintiles	Informal
1st Quintile	72%
2nd Quintile	61%
3rd Quintile	53%
4th Quintile	42%
5th Quintile	31%

Informal Sector	Informal
Primary*	35%
Secondary	49%
Manufacturing	38%
Electricity, gas and waterworks	26%
Construction	69%
Tertiary	47%
Trade, restaurants and hotels	56%
Transport, storage and communications	57%
Financial establishments	26%
Community, social and personal services	42%

Age	
Youth (15-24)	56%
Adults (25 and over)	46%

Source: ILO, based on official information of the household surveys of the countries.
Note: Calculated for 13 countries. Employed population ages 15 and over. (*) Includes only exploitation of mines and quarries.
a/ Selected countries are: Argentina, Brazil, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Honduras, Mexico, Panama, Paraguay, Peru and Uruguay.

TABLE 2

Latin America (13 Countries): Informal Employment, by Status in Employment a/ (Percentages)

Status in Employment	Informal Employment Rate	Share of Informal Employment
Wage and salaried workers (including employers)	33,9	52.7
Of the public sector	15,4	4,3
Of private enterprises	33,2	37,9
1 to 10 workers	59,9	27,5
More than 10 workers	14,6	9,6
Of households	78,9	10,6
Own-account workers	83,6	41,6
Unpaid family workers	100,0	5,7
Others (members of cooperatives, etc.)	98,0	0,0

Source: ILO, based on official information of the household surveys of the countries.
Nota: Calculated for 13 countries. Employed population ages 15 and over.
a/ Selected countries are: Argentina, Brazil, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Honduras, Mexico, Panama, Paraguay, Peru and Uruguay.

not necessarily appropriate in other cases. Thus, for example, policies for the formalization of wage workers in formal enterprises are clearly different from those that can be applied to own-account workers, wage workers of the informal sector or domestic workers. The ILO (2013) has stressed the need to implement a comprehensive approach when defining policies to facilitate the transition to formality.

The transition to formality and its benefits

According to a recent ILO report (2013), even though many countries carry out formalization activities or apply specific formalization strategies, few have developed a comprehensive, integrated approach to curb the spread of informality. Policy responses still tend to be isolated, uncoordinated, ad hoc or limited to certain categories of workers.

The report also observes that in cases where a comprehensive approach has been adopted, there has been a significant reduction in informality and a growth in formal job creation. This integrated approach is framed in a policy and diagnostic framework based on seven key avenues toward formalization (Figure 3). The policy areas are: quality employment generation and growth strategies; the regulatory environment; social dialogue, organization and representation; promoting equality and fighting discrimination; measures to support entrepreneurship, professional competencies and finance; the extension of social protection; and local development strategies. This framework emphasizes the importance of vertical integration and coherence across the range of policies to curb informality, while the horizontal dimension focuses on intensifying action in each policy area.

FIGURE 3

Decent Work Strategies for the Informal Economy

Source: (ILO, 2013).

Facilitating the transition to formality provides several advantages in key dimensions of the life of countries. This is evident in Figure 4, which presents simple aggregate correlations between the level of formality of a group of countries and variables such as poverty, inequality, productivity and support for democracy.

At the macro level, there is a negative correlation between formality and poverty and also between formality and inequality.[6] The negative correlation with poverty (Panel A) is associated with the development level of countries –which influences both variables inversely– and with the fact that the higher the proportion of formal employment in a country, the better the wages and working conditions, which in turn influences poverty indices. The negative correlation with inequality, as measured by the Gini Coefficient (Panel B), is closely related to the heterogeneous productive structure characterizing the region. That structure generates low-productivity sectors which at the same time account for a large share of employment. These sectors have extremely high rates of informal employment. In some cases, this structure can also restrict the possibility that growth will reach all sectors equally, thus hindering increased equality.[7]

In Figure 4, panels C and D show positive correlations between formality and productivity, as well as between formality and support for democracy. There is a direct correlation with productivity –as measured by output per worker. The greater the productivity, the better the capacity of the economic units to generate formal

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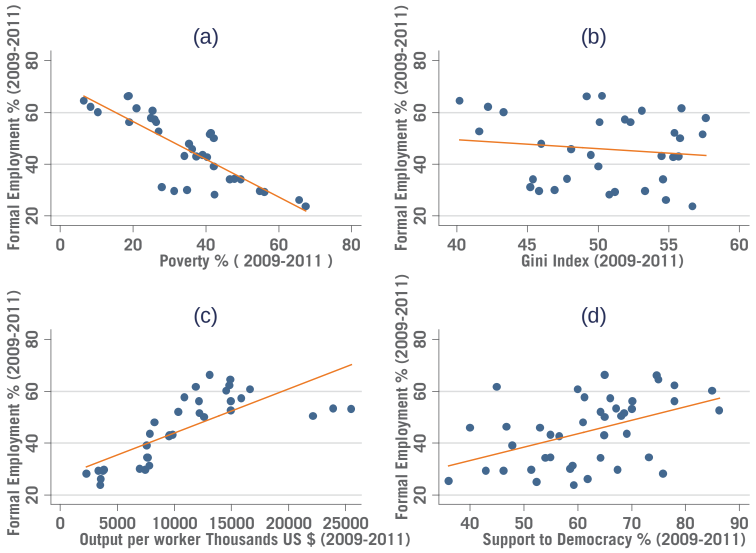
[6] Chong and Gradstein (2004) reported a positive and significant correlation between inequality as measured by the Gini Coefficient and the size of the informal sector for a panel of countries. Additionally, they found evidence of a negative relationship between the size of the informal sector and institutional quality. Results are robust for the different measures of the informal sector, inequality and inclusion of additional variables.

[7] Unequal income distribution is just one side of inequality. This is reflected in personal income once the fruits of production reach the labour market. The other side of inequality is found in the functional distribution of income, in other words, in the amount of income derived from production that finally reaches the labour market. It is possible, as demonstrated in the 2012 *Labour Overview*, for income distribution to improve even when functional distribution worsens.

FIGURE 4



Latin America (13 Countries): Correlations between Formal Employment, Poverty, Inequality, Productivity and Support for Democracy 2009-2012

Source: ILO, based on household surveys of the countries, Cepalstat (a, b and c) and Latinobarómetro 2012 (d).

a/ Selected countries are: Argentina, Brazil, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Honduras, Mexico, Panama, Paraguay, Peru and Uruguay.

employment, especially small production units. This variable is so relevant that according to ILO estimates, productivity in Latin America would have to grow 140% in order to reduce the rate of informality by half.[8] Conversely, high rates of informal employment can also limit productivity growth. Finally, informality markedly affects democratic governance. Countries with higher formality rates have *higher indices* of support for democracy. As Levaggi (2012) pointed out, the lack of decent work –reflected in informality indices– can be viewed as a symptom of social anomie and economic dysfunction, which poses a serious threat to democracy.

Even though these correlations occur at the macroeconomic level and do not necessarily imply a causal relationship, it can be concluded that policies to facilitate the transition to formality would have significant effects on these variables.

The transition to formality also offers benefits at the microeconomic or individual level. One way to visualize these benefits is to estimate the impact that the transition to formality would have on workers in the informal sector, using micro-econometric data and methods. Assuming that all other factors remain constant (including the characteristics of workers), the impact on the income of informal-sector workers if they were to transition to the formal economy can be estimated (in other words, if jobs in the formal economy were available to them). If income differentials resulted, these could be attributed – under the aforementioned assumptions– to the transition to formality.

To test this idea, a preliminary estimate of this methodology was carried out using 2011 data from Peru. Differentials are calculated as the ratio between income that informal-economy workers would receive if jobs were created in the formal economy and the income they currently receive.[9] Figure 5 shows the results of this exercise by quintiles of household spending.[10] The distribution of differentials tends to be positive in favour of formality (in other words, informality causes the loss of these differentials). These differentials fluctuated during the study period by 20%, on average.

Figure 5 also shows that workers from the poorest households exhibit the highest differentials, in other words, they lose more by being informal than workers in the higher quintiles given that their capabilities and labour attributes would be better used if formal jobs were created. The larger differential in the lower quintiles clearly demonstrates the positive effect of formalization on equity. Each stratum has a share of workers where differentials are negative; however, this affects just one of every four workers in the aggregate.

If these preliminary results are confirmed and verified in other countries, it can be concluded that

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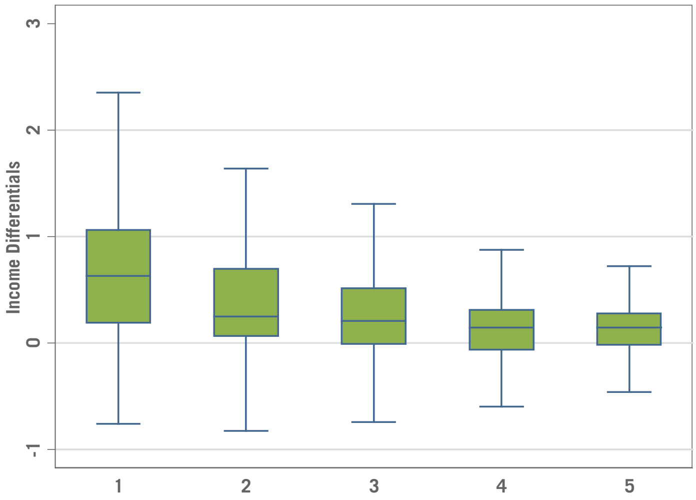
[8] The relationship between informality and output growth is obtained based on an econometric estimate (stochastic) of the long-term correlation between both variables, which can be expressed as output-formal employment elasticity. This relationship translates into productivity terms thanks to the demographic estimates of the economically active population and the working-age population.

[9] A counterfactual analysis was used to estimate the income (spending is used to make these estimates) that workers in the informal economy would receive if there were more jobs in the formal economy (Bourguignon, Ferreira and Lustig, 2005).

[10] The box-plot shows the summary of the distribution of the differentials, in other words, it illustrates differential dispersion and trends. The ends of the distribution estimate the lower and upper ranges while the edges of the box indicate the first and third quartiles. The center line of the box represents the median.

FIGURE 5



Peru 2011: Income Differentials of the Transition to Formality, by Quintiles of Household Spending.

Source: ILO, based on the National Household Survey of Peru, 2011.

NOTE: The income differential is calculated as (Yf/Yi-1), where Yf = estimated income level if the informal worker transitioned to the formal economy and Yi = current income level of the worker with informal employment.

transitioning to formality, particularly based on the generation of increased employment opportunities in the formal economy, is a powerful tool for eradicating poverty and inequality in the region.

Conclusions

The trend towards increased formalization ended in 2012, with respect to 2011, mainly as a result of the international economic context and its effects on the labour market. However, it also results from the fact that as informality declines, efforts to advance with formalization become increasingly difficult to continue this trend. Therefore, efforts should be intensified through the implementation of specific measures to facilitate the transition to formality in the region since growth alone does not necessarily reduce informality. If growth continues at levels similar to those recorded over the past decade and if specific complementary policies are not adopted, it will take more than 50 years to reduce informality by just half.

Transitioning to formality brings tangible benefits in areas such as poverty, inequality, productivity and support for democracy. It also offers substantial advantages in income for the majority of workers, who benefit from this transition because it facilitates the more efficient use of their attributes and qualifications in the labour market.

For these reasons, facilitating the transition to formality has become a key challenge for the region in the coming years.

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Youth Employment in the Region: Main Trends and Employment Policies,[1]

Introduction

In 2013, in a context where economic growth has enabled most Latin American and Caribbean countries to gradually overcome the ravages of the recent international financial crisis, the region's 108 million youth (ages 15 to 24) appear to have extremely favourable conditions for their development in different areas. With more years of education than previous generations, better knowledge of new technologies and more adaptability to the changing conditions of societies as compared with adults, this age group should have greater opportunities to access improved working conditions and begin upwardly labour trajectories.

Nevertheless, according to the ILO study *Decent Work and Youth in Latin America: Policies for Action, 2013*, several obstacles impede them from fully exploiting these advantages. Despite the advances youth have made in some labour indicators, they continue to face precarious labour insertion in the region.

This box article of the *Labour Overview* is divided into three sections. The first briefly assesses key labour indicators among youth whereas the second examines decent work policies that target this age group in an effort to address the unique challenges of youth employment. Finally, the article presents the main conclusions of the Ibero-American Meeting on Youth Employment held in Lima in October 2013.

I. The Situation of Youth Employment

Youth´s participation in the labour market

Labour force participation rates among young men and women declined in the region between 2005 and 2011 according to trends in this indicator in 18 Latin American countries. In effect, the labour force participation rate fell from 55.2% in 2005 to 52.1% in 2011. This regional trend was not interrupted by the economic growth cycle recorded between 2005 and 2008, which could have stimulated increased labour entry, or by the economic crisis, such as that experienced in 2009, which could have compelled youth to leave school to contribute to the household

TABLE 1

Latin America (18 Selected Countries): Labour Force Participation, Occupation and Unemployment Rates among Youth and Adults by Sex, 2005-2011[a/] (Percentages)

Activity condition and sex	Ages 15 to 24							Ages 25 and over						
	2005	2006	2007	2008	2009	2010	2011	2005	2006	2007	2008	2009	2010	2011
Participation rates														
Total	55.2	54.7	54.1	53.7	53.4	52.7	52.1	68.9	69.0	69.1	68.9	69.3	68.8	68.7
Men	66.0	65.4	64.6	64.3	63.9	63.3	62.7	85.7	85.6	85.4	85.1	85.1	84.7	84.5
Women	44.3	44.2	43.6	43.0	42.8	42.0	41.5	53.9	54.2	54.4	54.3	55.2	54.6	54.5
Occupation rates														
Total	46.1	46.4	46.4	46.3	45.2	44.9	44.9	65.0	65.4	65.6	65.7	65.6	65.3	65.5
Men	57.2	57.5	57.2	57.1	55.8	55.6	55.5	81.8	82.1	82.1	82.0	81.3	81.2	81.4
Women	35.0	35.5	35.7	35.3	34.5	34.1	34.1	49.9	50.6	50.9	51.0	51.5	51.1	51.2
Unemployment rates														
Total	16.4	15.2	14.2	13.8	15.3	14.7	13.9	5.7	5.2	4.9	4.6	5.4	5.1	4.6
Men	13.3	12.1	11.5	11.2	12.6	12.2	11.4	4.5	4.1	3.8	3.6	4.4	4.2	3.7
Women	20.9	19.7	18.2	17.8	19.5	18.7	17.7	7.4	6.8	6.5	6.0	6.8	6.5	5.9

Source: ILO, based on official information of household surveys of the countries.

a/ Selected countries are: Argentina, Bolivarian Republic of Venezuela, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Plurinational State of Bolivia and Uruguay.

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[1] This article was written by Guillermo Dema, Specialist on child labour and youth employment, and Werner Gárate, Regional statistics officer of the Work4Youth Project, both of the ILO. It forms part of the upcoming document: *Decent Work and Youth in Latin America: Policies for Action* (ILO).

income.[2] Moreover, opposite trends were observed in the labour force participation rate among adult men and women, since it declined among men but increased among women. This pattern was also observed among youth in previous periods (Table 1).

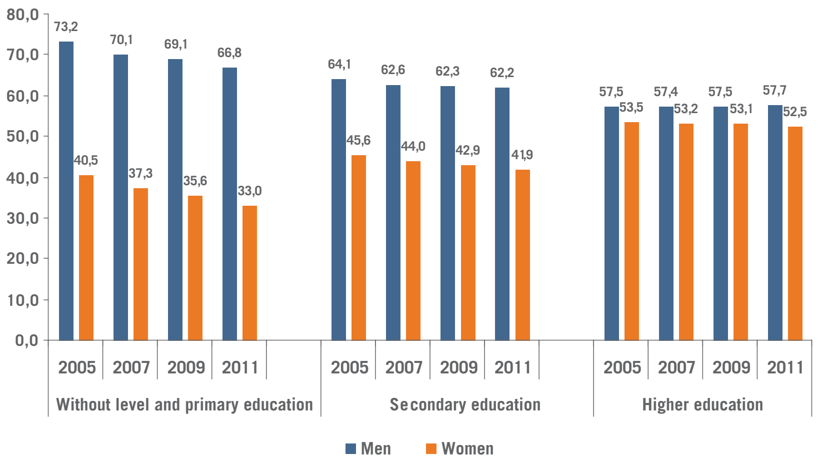
The decline in the youth labour force participation rate is most likely related to this group's increased permanence in the education system. As discussed later in this article, this phenomenon would have a dual effect on the youth labour supply: in quantitative terms, it reduces their labour participation whereas in qualitative terms, it results in more highly-educated youth entering the labour market. Consequently, there is less pressure on the youth labour supply and a better quality of young workers entering the labour market, which would tend to favour their labour market insertion.

Moreover, given that the decrease in the labour force participation rate among young women was greater than that among young men, the gender gap in labour participation in the region increased slightly, from 1.49 percentage points in 2005 to 1.51 percentage points in 2011. Results also demonstrate that this gap was even wider among youth in ages 15 to 19 than among the 20-to-24 age group.

An analysis of statistics on youth participation rates by educational level indicates that the decline in the labour force participation rate among those who have fewer years of schooling exceeded the reduction among those with a higher education. This trend may reflect the tendency of youth enrolled in higher education to study exclusively, as compared with those at other educational levels.

Although the gender gap in the labour force participation rate continues to favour men, the difference declines as educational level rises. This can be attributed both to family and personal options, as well as to cultural patterns associated with the earlier entry of men in the labour market and the division of household labour, where women are generally mainly responsible for domestic and care tasks, which hinders their access to employment (Figure 1).

FIGURE 1



Latin America (18 Selected Countries): Youth Labour Force Participation Rates (15-24 years), by Educational Level and Sex. 2005 - 2011. (Percentages)

Source: ILO, based on official information of household surveys of the countries.

Youth employment and unemployment

Like adult unemployment, the youth unemployment rate in the countries followed economic growth trends. As shown in Table 1, occupation and unemployment rates among youth ages 15 to 24 of both sexes improved between 2005 and 2008: the occupation rate rose from 46.1% in 2005 to 46.3% in 2008 in response to the expansion of regional GDP, which grew at an annual rate of 4.8%. Together with the lower pressure of the labour supply, this economic growth drove the decline in the unemployment rate from 16.4% to 13.8% in the same period. During the 2009 crisis, when regional GDP contracted -1.9%, although the percentage-point increase in the youth unemployment rate between 2008 and 2009 surpassed that among adults (1.5 percentage points versus 0.8 percentage points), the crisis had a similar impact on both groups since the ratio of the two rates declined only slightly, from 3.0% to 2.8%.[3]

During the recovery, from 2009 to 2011, the aggregate difference between youth unemployment and that of adults again rose to 3.0%, which meant that adults

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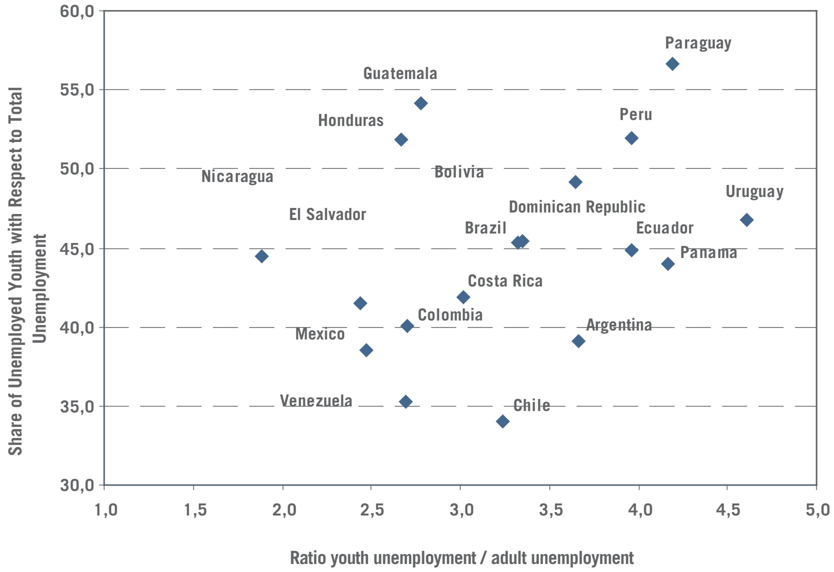
[2] The sharp reduction in the youth labour force participation rate in Brazil, whose labour force accounts for nearly 40% of the regional labour force, influenced the magnitude of the downward decline in this indicator. If that country is excluded from the regional calculation, the youth labour force participation rate decreased from 49% in 2005 to 48.1% in 2008 and subsequently rose to 48.5% in 2011. Other Latin American countries that experienced persistent declines in the youth labour force participation rate were Argentina, Ecuador and Costa Rica since 2007 and Peru and Venezuela (Bolivarian Republic of) beginning in 2009.

[3] This is calculated as the ratio between the youth and adult unemployment rates and expresses the number of unemployed youth for each unemployed adult. A more detailed analysis of this trend in the youth unemployment rate during 2009 crisis can be found in ECLAC/ILO (2012), *The Employment Situation in Latin America and the Caribbean.* Bulletin N° 7, October 2012.

improved their situation more quickly than did youth: the youth unemployment rate reached 13.9% in 2011, tripling that of adults. Between 2009 and 2011, the decline in the occupation rate was due mainly to the reduction in the labour force participation rate, which offset the effect of the decline in the unemployment rate. In other words, job creation grew at a slower pace than did the working-age population. Still, the proportion of the unemployed fell because a larger share of the youth population opted not to join the labour market.

Given that the decline in the youth unemployment rate reflected a decrease in the labour force participation rate more than it did vigorous demand, the importance of youth unemployment should also be analyzed in terms of total unemployment. Figure 2 shows that in four countries (Guatemala, Honduras, Paraguay and Peru), unemployed youth represent more than half of total unemployed persons, with two of these countries belonging to the group of countries with the largest gaps between youth and adult unemployment rates. By contrast, Chile has the lowest percentage of unemployed youth and is closer to the average for the ratio between inter-generational rates. Uruguay recorded the largest inter-generational gap and a high percentage of unemployed youth. Mexico has a relatively smaller gap between youth and adult unemployment rates and also has a small percentage of unemployed youth as a share of total unemployed persons.

FIGURE 2



Latin America (Selected Countries): Comparison of Youth and Adult Unemployment Rates and Share of Unemployed Youth with Respect to Total Unemployed 2011. (Percentages)

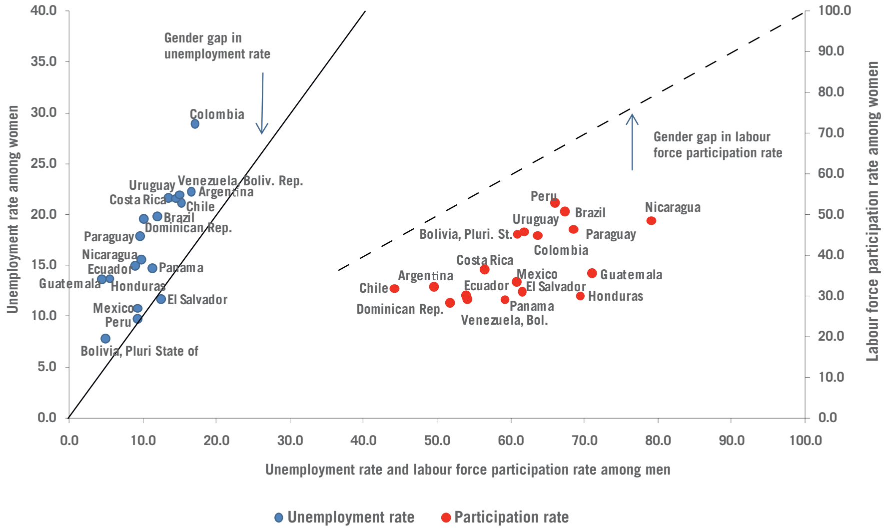
Source: ILO, based on official information of household surveys of the countries.

Gender gaps

Figure 3 shows the gender gaps in youth labour force participation and unemployment rates in the region. The horizontal axis represents both the unemployment and labour force participation rates among men whereas the left and right axes represent those among women. Both lines are located at a 45 degree angle from their axes. To the right, the red dots below the dotted line indicate that the labour force participation rate among women is much lower than that among men in most of the countries. To the left, the blue dots below the line demonstrate that women's unemployment is higher than that of men (except in El Salvador). In 2011, the countries with the widest gender gaps in the youth labour force participation rate were El Salvador, Guatemala, Honduras and Nicaragua, where the rate among men surpassed that among women by 30 percentage points. The countries with the smallest gaps were Bolivia (Plurinational state of) and Peru, with a maximum difference of 13 percentage points. The largest gender gaps in the youth unemployment rate, above nine percentage points, were recorded in Colombia, the Dominican Republic and Guatemala, whereas the smallest gaps (below two percentage points) were in Mexico and Peru, with the aforementioned exception of El Salvador, the only country in the region where unemployment among men exceeded that among women.

It is also important to examine the gap among youth by quintile of per capita household income. Although the youth unemployment rate fell in all quintiles between 2005 and 2011 (especially between 2005 and 2007), the exception occurred in the first quintile -the poorest- where unemployment rate rose from 24.8% in 2005 to 25.5% in 2011. This result mainly reflects the rise in the unemployment rate among young women in the poorest quintile between 2009

FIGURE 3



Latin America (18 Countries): Youth Unemployment and Labour Force Participation Rates by Countries and Sex, 2011. (Percentages).

Source: ILO, based on official information of household surveys of the countries.

and 2011, whereas it declined in the other quintiles. At any rate, an enormous gap remains in youth unemployment for both sexes in the lower-income quintiles with respect to those of higher income: 24.8% versus 10.6% in 2005, respectively, compared with 25.5% versus 8.5% in 2011. The gaps are larger among young women (over 20 percentage points) than among young men (nearly 10 percentage points).

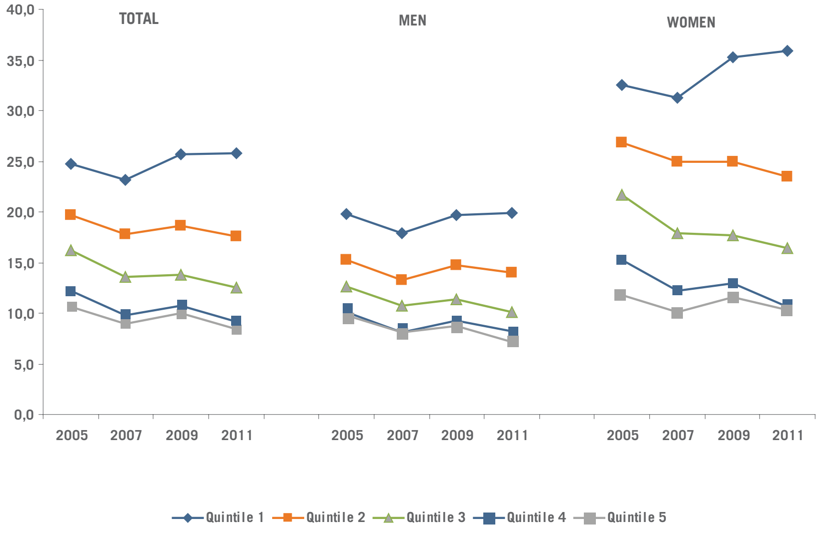
Differences between unemployment levels recorded in the lower-income quintiles and those of higher income have increased rather than declined. Whereas in 2005 this difference was 14.1 percentage points, by 2011 it had risen to 17.3 percentage points. Among men, the gap increased by 2.7 percentage points whereas among women it was 5 percentage points higher during the same period (Figure 4).

These findings underscore the unequal impact of the economic crisis and recovery on households at the different levels of income distribution. Additionally, the evidence indicates that low-income youth have the highest unemployment rates. This group is faced with a lack of opportunities and exclusion. Results also demonstrate that while inconsistencies between education systems and labour demand contribute to the high youth unemployment rate, for specific groups of youth, the challenge is to improve efficiency and equity in the labour market.

Youth between education and employment

Youth who are completing secondary school or higher education and want to enter the labour market have several options for personal development. They have choices based on the economic needs of their households and existing opportunities. Data analysis at the aggregate regional level indicates that during the period when unemployment increased (2007-2009), the rise in the share of youth who studied exclusively was relatively higher than among those who neither studied nor worked (Table 2). This suggests that an important percentage of youth who reduced their labour participation returned to or continued in the educational system as a strategy

FIGURE 4



Latin America (18 Countries): Youth Unemployment Rates by Sex and Quintiles of Per Capita Household Income, 2005 - 2011. (Percentages)

Source: ILO, based on official information of household surveys of the countries.

TABLE 2

Latin America (18 Countries): Employment and Study among Youth Ages 15 to 24, 2005 - 2011 (Percentages) [a/]

Characteristic and sex	2005	2007	2009	2011
Study only				
Total	32.9	33.6	34.6	34.5
Men	30.6	31.3	32.0	32.0
Women	35.2	36.0	37.2	37.1
Work only				
Total	33.5	33.5	32.3	32.8
Men	42.5	42.4	41.2	41.8
Women	24.5	24.6	23.3	23.7
Study and work				
Total	12.5	12.8	12.7	12.4
Men	14.5	14.7	14.5	14.2
Women	10.4	10.9	10.9	10.6
Neither study nor work				
Total	21.1	20.1	20.4	20.3
Men	12.4	11.7	12.3	12.0
Women	29.8	28.6	28.6	28.6

Source: ILO, based on official information of household surveys of the countries.

a/ Selected countries are: Argentina, Bolivarian Republic of Venezuela, Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Plurinational State of Bolivia and Uruguay.

for improving their future employment opportunities rather than withdrew from the labour market for other reasons of labour inactivity.

Among youth, the reduction in employment was associated with a decline in the proportion of individuals who work only and of those who both work and study. Thus, during the economic and employment crisis, youth and their households opted to delay entering the labour market with a view to improving future conditions for labour insertion. The incentives of the conditional cash transfer programmes may also explain this decision as they encourage youth to remain in the education system.

During the post-recovery period (2009-2011), when the overall unemployment rate declined, the only category that experienced a relatively positive change was the group that worked exclusively (both sexes). By contrast, the proportion of youth who both worked and studied fell, as did the group that studied only, to a lesser extent. In the latter case, the decline reflected the reduction in the share of women whereas that of men remained unchanged.

Interestingly, the percentages of youth who study only are consistently higher among women, which coincides with the higher percentage of women's enrolment in the education system overall. This may be because women are aware of their more limited employment opportunities as compared with men, for which reason they make a greater effort to become qualified to improve their possibilities for accessing quality employment. On the other hand, the percentage of young women who neither study nor work is also higher than that of men. This most likely has more to do with the unequal distribution of household tasks than to a question of job prospects.[4] The decline in the percentage of youth who studied and worked during the recovery period could be a positive sign in some cases because engaging in both activities at the same time may affect both academic and work performance whereas in others it represents the loss of useful experience for youths' future employment.

The problem of youth who neither study nor work

Although it is not a recent phenomenon, the problem of youth who are neither in employment nor in education (known as NEET) has figured

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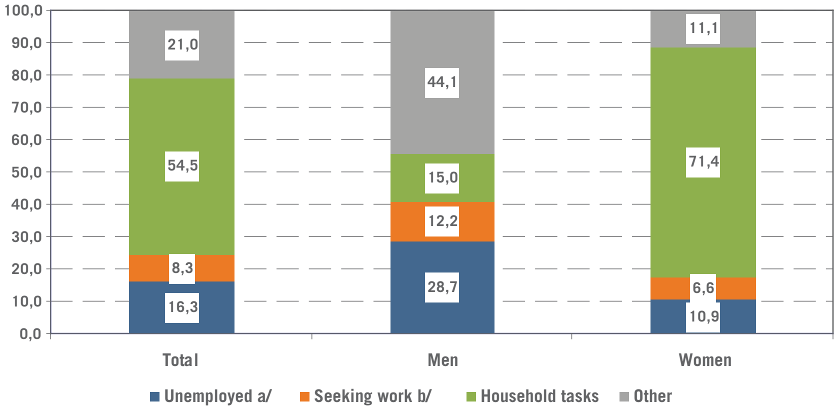
[4] ECLAC/ILO (2012), op. cit.

largely in the press and in different forums. The phenomenon underscores the high social costs of the marginalization of youth from two key social integration mechanisms -school and work- for which reason it is viewed as a problem of social exclusion, limited opportunities and governments' lack of attention to youth.

The NEET group is extremely diverse and comprised of very dissimilar realities. It includes youth who neither study nor work but who seek employment, youth devoted to household chores[5] (mostly women) and other economically inactive youth (mainly men) who do not work, study, seek employment or carry out household tasks. This last group is "hard core," without specific activities. Many youth are temporarily in this situation, or in transition between different employment and educational activities. Figure 5 lists regional estimates for each of these categories by sex, based on information from 2011.

There are nearly 21.8 million youth who neither study nor work in the region, representing 20.3% of the universe of this working-age group. Of these, 30% are men and 70% are women. Of the total of NEET, 24.6% are seeking employment (nearly 4.6 million youth), which represents 69% of total unemployed youth. Most NEET who seek employment have had work experience (66.3%) whereas the remainder are looking for a job for the first time. Of the total NEET who are not seeking work, 11.9 million engage in household chores, mostly young women (91.8%). As mentioned, this trend is associated with cultural patterns, especially the unequal distribution of domestic work among household members, thereby limiting the employment possibilities of young women as compared with young men. It is estimated that there is a hard core of 4.6 million excluded youth (63.5% of men and 36.5% of women) who do not work, study or perform domestic tasks.

FIGURE 5



Latin America (18 Countries): Characteristics of Youth Who are Neither in Employment nor in Education, by Sex, 2011. (Percentages)

Source: ILO, based on official information of household surveys of the countries.

a/ Lost his job.
b/ Seeking work for the first time.

Like other variables analyzed, there is a strong correlation of NEET by level of per capita household income. Youth from lower-income quintiles have more possibilities of being a NEET as compared with those with more resources. The gaps among quintiles are larger in the case of women, by nearly 30 percentage points, whereas for men the difference is 15 percentage points (Figure 6).

Quality of employment

Social protection and availability of contracts

An initial indicator for analyzing the quality of employment for youth of both sexes is access to systems and health insurance and social security systems, which are a fundamental right of workers. Nevertheless, the figures demonstrate that labour markets of the region have not managed to fulfill their role of providing universal access to social protection systems. According to available country information, in 2011, approximately 37% of employed youth report on household surveys that they contribute to health insurance and 39.5% to pension systems. These figures increased from 31.5% and 23.5% in 2005, respectively (Table 3). These averages hide enormous differences among the countries of the region: in Bolivia (Plurinational State of), El Salvador, Guatemala, Paraguay and Peru, less than one out of five youth contributed to social security systems whereas in Brazil, Chile and Costa Rica,

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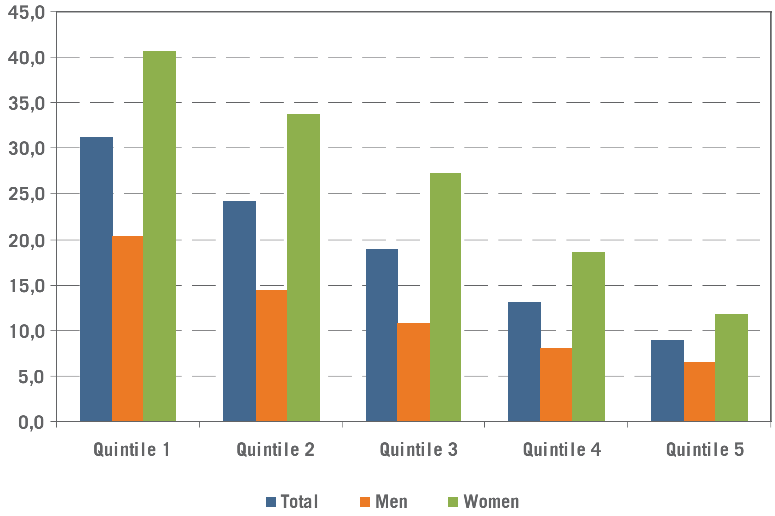
[5] Some controversy exists concerning whether youth who report that they devote themselves to household tasks should be included in the group of NEET because while they neither participate in the labour market nor study, they do make productive use of their time. However, it is not clear whether they engage in this activity as a result of their own preferences, due to labour market restrictions or out of necessity. For example, they may be discouraged, in other words, they have tired of looking for employment that meets their expectations. In that case, they should be included.

FIGURE 6



Latin America (18 Countries): Youth Who are Neither in Employment nor in Education, by Quintiles of Per Capita Household Income, 2011 (Percentages)

Source: ILO, based on official information of household surveys of the countries.

coverage rates exceeded 50% of employed persons.

Another component of employment quality is the existence of a formal written contract, which generally entails a series of legal responsibilities of the employer, for example, the payment of overtime, the protection of wage workers from dismissal and the right to vacations. In countries with available information on written contracts, although formal contracting of youth rose 6.3 percentage points in the period 2005-2011, the proportion remains very low. In 2011, nearly 48.2% of young wage workers had written contracts in 11 countries of the region with information on formal contractual agreements. Male wage workers had a lower percentage (46.5%) of written contracts than did women (51.0%). Again, there is evidence that early labour market entry as a wage worker occurs under extremely precarious conditions, which points to the need for governments to guarantee compliance with labour rights and to promote the full development of youth capabilities beginning in adolescence.

In all countries, a close correlation is observed between level of household income and the rate of social security coverage on the one hand and the existence of a written labour contract on the other. Workers of the households in the wealthiest quintile have contribution rates systematically higher than those of workers of households belonging to the poorest quintile. The lower on the income scale,

TABLE 3

Latin America (18 Countries): Contributors to Health Insurance, Pensions and Wage Workers with Written Employment Contracts, by Sex and Age, 2011 (Percentages)

Characteristic	Ages 15 to 24			Ages 25 and over		
	Total	Men	Women	Total	Men	Women
Contributors to social security [a/]	**37.0**	**35.4**	**39.7**	**47.1**	**47.0**	**47.2**
Contributors to a pension system [b/]	39.5	38.1	41.8	52.8	53.9	51.4
Wage workers with written contracts [c/]	48.2	46.5	51.0	61.1	62.5	58.9

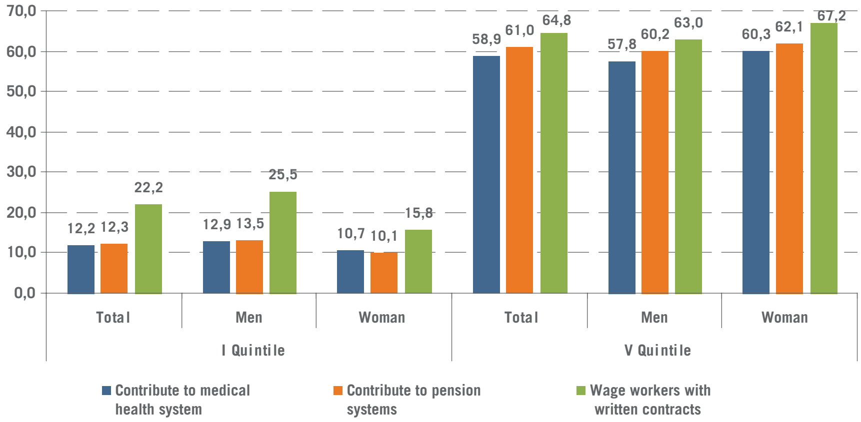
Source: ILO, based on official information of household surveys of the countries.

a/ Includes Argentina, Bolivia (Plurinational State of), Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru and Uruguay.

b/ Includes Argentina, Bolivia, Brazil, Chile, Colombia, Costa Rica, El Salvador, Guatemala, Nicaragua, Panama, Paraguay, Peru and Uruguay.

c/ Includes Brazil, Chile, Colombia, Dominican Republic, El Salvador, Guatemala, Honduras, Mexico, Panama, Paraguay and Peru.

FIGURE 7



Latin America (18 Countries): Contributors to Health insurance and Pensions and Wage Workers with Written Employment Contracts, by Per Capita Income Quintile and Sex, 2011 (Percentages).

Source: ILO, based on official information of household surveys of the countries.

the higher the percentage of own-account workers, which would partially explain the least access to social security coverage. Workers in the lower-income quintiles are less likely to have a written employment contract as compared with those with more resources (Figure 7).

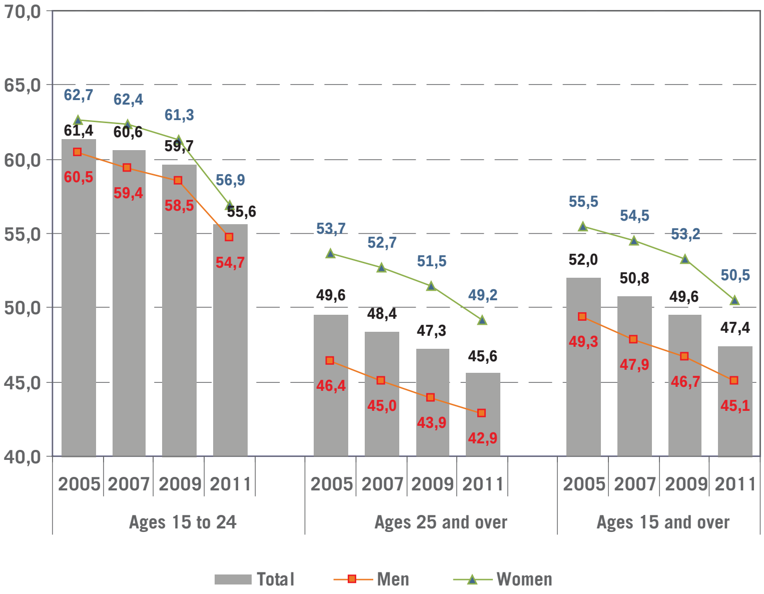
The young face of informal employment

Another indicator for measuring the quality of youth employment is informal employment, in other words, the percentage of jobs that generally lack basic social or legal protection of labour benefits. These jobs can be found in the formal sector, the informal sector or in households. Disaggregated data on non-agricultural informal employment by age in the region confirm that this type of employment has a higher incidence among youth than among adults. Whereas informal employment declined in both age groups for the period 2005-2011, percentages remain high in several countries of the region. In 2011, it was estimated that 55.6% of employed youth ages 15 to 24 years had informal jobs, as compared with 45.6% of employed persons ages 25 and over. In addition, women face greater difficulties in entering the labour market since informal employment is more common among young women, although the gender gaps between youth and adult informal employment are smaller (Figure 8).

Analyzing the structure of employment by age group demonstrates that entering the labour market with informal jobs is more common among men and women ages 15 to 19, then declines in the age groups of 20 to 24 years and 25 to 29 years to again increase for those over age 30. These data indicate that more than 70% of early labour insertion takes the form of informal jobs.

Also noteworthy is that nearly 40% of youth between 25 and 29 years old continue to have informal

FIGURE 8



Latin America (13 Countries): Percentage of Non-Agricultural informal Employment, by Sex and Age, 2005 - 2011 (Percentages).

Source: ILO, based on official information of household surveys of the countries.

NOTE: Preliminary estimates for 2005 and 2007.

TABLE 4

Latin America (13 Countries): Non-Agricultural Informal Employment by Age, Educational Level and Sex, 2011 (Percentages)

Age and educational level	Total	Men	Women
Age			
15 to 19	71.7	70.9	72.8
20 to 24	48.1	46.9	49.7
25 to 29	40.6	39.4	42.3
30 and over	46.6	43.5	50.5
Educational level			
Without level and primary education	58.2	56.4	61.0
Secondary education	54.2	52.3	56.9
Higher education	43.2	43.2	43.1

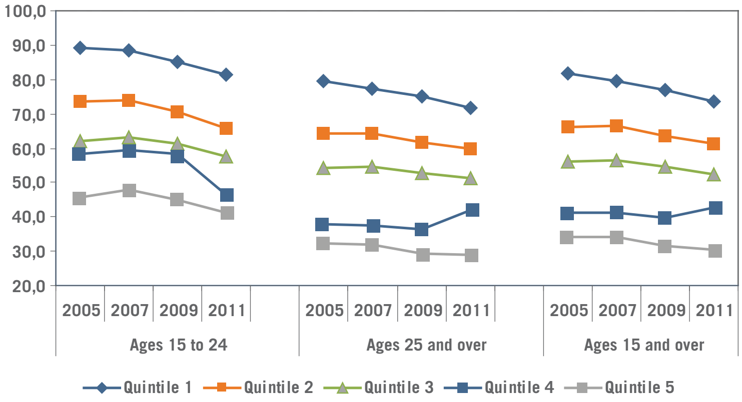
Source: ILO, based on official information of household surveys of the countries.

employment, with the limitations these jobs entail in terms of guaranteeing fundamental labour rights. As educational level increases, informal employment declines. Nevertheless, despite youths' increased educational levels, informal employment among this group remains high, indicating that a large number of well-educated youth cannot find employment commensurate with their educational level (Table 4).

As expected, there is a negative correlation between the percentage of informal employment among youth and the level of household income (Figure 9). Although this correlation has declined recently, with the gap between the first quintile (poorest) and the top quintile (wealthiest) decreasing from 38.4 percentage points in 2005 to 36.2 percentage points in 2011, the high segmentation of youths' access to employment opportunities by quintile of household income persists. Therefore, there is an urgent need to apply policies and programmes that guarantee compliance with labour rights and development of youth capabilities.

In summary, while labour market performance in the region has been positive for both adults and youth as compared with other regions of the world, gaps between youth and adults continue in terms of unemployment rates and quality of employment, as measured by indicators of social security coverage, existence of written employment contracts and formality. These gaps partly reflect job-seeking processes and delays in the transition from initial training to employment that meets decent work criteria. Nevertheless, the wide gaps by income quintile indicate that youth in the poorest socioeconomic strata run the risk of becoming trapped on trajectories between unemployment, economic inactivity and poor quality employment, which poses a major challenge in terms of public policy to support these youth.

FIGURE 9



Latin America (13 Countries): Non-Agricultural Informal Employment, by Quintiles of Per Capita Household Income, 2005 - 2011 (Percentages)

Source: ILO, based on official information of household surveys of the countries.

NOTE: Preliminary estimates for 2005 and 2007.

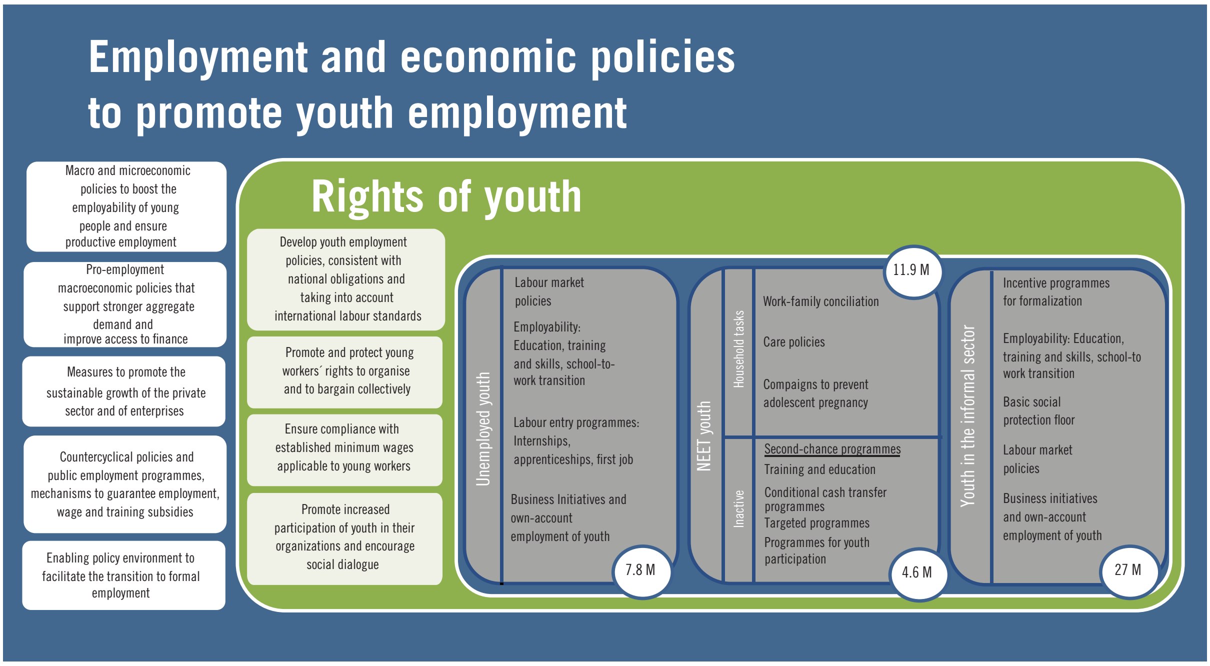
II. Youth Employment Policies in Latin America and the Caribbean

The Resolution concerning youth employment adopted at the 93rd session of the International Labour Conference in 2005 included a wide array of policies and programmes to address the problem of employment in this age group. The proposed policies and programmes ranged from macroeconomic policies and regulatory frameworks to stimulate employment growth to labour market policies and specific interventions targeting disadvantaged groups of youth.

In June 2012, participants of the 101st session of the International Labour Conference discussed the findings of the report *The Youth Employment Crisis: Time for Action* and adopted a set of conclusions that complement and in many cases make operational the Resolution adopted in 2005.

During the period 2005-2013, many Latin American and Caribbean countries have developed policies to promote decent work for youth with a view to addressing the unique challenges of youth employment. This extensive experience suggests that there are no simple, one-size-fits-all solutions to the problem. Rather, reversing these complex structural situations requires diverse, sustained interventions targeting different problems.

FIGURE 10



Source: ILO, *Decent Work and Youth Report 2013*. Regional Office for Latin America and the Caribbean, Lima (upcoming publication).

NOTE: Figures refer to the millions of young men and women who belong to each of these groups. These individuals are the main challenges for public policy design targeting youth.

> "There is no one-size-fits-all. There is a need to take a multi-pronged approach with measures to foster pro-employment growth and decent job creation through macroeconomic policies, employability, labour market policies, youth entrepreneurship and rights to tackle the social consequences of the crisis, while ensuring financial and fiscal sustainability."
>
> **Source:** Resolution and conclusions of the 101st Session of the International Labour Conference, Geneva, 2012.

In recent years, diverse interventions have been implemented to target this age group. At the regulatory level, laws were adopted to improve employment conditions for youth, as well as their labour market access. Such laws were passed in Argentina, Brazil, Colombia, Costa Rica, Honduras, Nicaragua, Paraguay, Peru and Uruguay. In terms of social protection, programmes for youth with problems accessing employment were designed and applied, as were conditional cash transfer programmes to encourage school enrolment and attendance. In the area of labour administration policies, efforts were made to strengthen public employment services, in many cases by tailoring them to the youth population. This occurred in Argentina, Costa Rica, Honduras, Paraguay, Peru and Uruguay.

The formalization of youth informal employment has led to the definition of specific approaches to reverse this situation. Chile has implemented this type of policy by establishing a social security subsidy for young workers while at the same time prioritizing inspection systems. Costa Rica, El Salvador, Honduras, Jamaica, Nicaragua, Paraguay and Peru have adopted or are developing national action plans for youth employment. These are instruments designed to strengthen the institutionalization of youth employment policies and strategies at the national level, and to improve their coordination and integration in an effort to reduce the dispersion and duplication of efforts.

Toward a new generation of youth employment policies

Many countries in the region are implementing initiatives associated with youth employment policies, plans and programmes. This effort points to a regional consensus on the importance of this issue. There is also consensus that fragmented, isolated interventions will not by themselves achieve the objective of decent work for youth.

Youth employment issues are also being included in some national development plans, decent work programmes and sectorial plans of the ministries of labour. Several countries have adopted or are planning to adopt their respective plans for national action on youth employment. These interventions demonstrate that in the short, medium and long term, actions will be implemented to address the challenges of youth employment. Many of these programmes take advantage of the accumulated experience of previous initiatives with the objective of achieving a structural change in youth employment policies.

The many diverse responses of Latin American governments to the problem of youth employment focus on: i) second-chance programmes: school enrolment, employability, school-to-work transition; ii) vocational training programmes; iii) microenterprises and own-account employment; iv) specific legislation; and v) social dialogue and youth participation.

Employability: Education, training and competencies and the school-to-work transition

Education, training and continual learning generate a virtuous circle that promotes employability, productivity, increased income and development. In recent years, much has been achieved and learned in this area. Nevertheless, work must continue given that serious deficiencies remain in terms of access to education and training, their quality and contents, as well as their adaptation to labour market requirements. The mismatch between labour qualifications and skills and the labour market, as well as the lack of opportunities, continues to limit the employability of youth.

In Latin America, learning or training services have promoted a transition from education to employment for several years now. These services include the National Apprenticeship Service (SENA) in Colombia; the Ecuadorian Professional Training Service (SECAP) in Ecuador; the National Industrial Apprenticeship Service (SENAI) in Brazil, and; the National Industrial Work Training Service (SENATI) in Peru. There are also training institutes such as the National Apprenticeship Institute (INA) in Costa Rica; the National Vocational and Human Development Training Institute (INADEH) in Panama; The National Professional and Technical Training Institute (INFOTEP) in the Dominican Republic; the Technical and Productivity Training Institute (INTECAP) in Guatemala; and the Salvadoran Professional Training Institute (INSAFORP) in El Salvador. Since their establishment, these institutes have developed apprenticeship programmes that link enterprises as training locations (dual systems). SENATI in Peru has over 60 specialists in the application of the dual system, along with some 62,000 students and over 9,600 participating enterprises. In Brazil, free training of youth, promoted by the National Trade Apprenticeship Service (SENAC), SENAI and the National Rural Apprenticeship Service (SENAR), are helping to offer youth living in poverty training with practices in firms. In Colombia, 100,000 students receive training at all levels, from basic to highly specialized courses.

Youth who drop out of school represent an increasingly large segment of disadvantaged persons and are an enormous challenge given the many that neither study nor work. With respect to the group of school dropouts, increasing social protection measures help poor households manage risks without threatening their children's education. Cash transfers programmes, so widespread in Latin America, as well as food support programmes, can fulfill this function if they are integrated into a broader social protection strategy. To discourage dropping out of school, the initiatives offering a second chance have proved effective for ensuring that youth complete their studies or some form of training. Experience indicates that these alternative training methods are more successful when their methods and contents are less traditional and are implemented in informal or unstructured environments. An example in the region is Uruguay's Compromiso Educativo Programme.

Labour market policies

Labour market policies can facilitate the insertion or reincorporation of youth in the labour market. If they are well-designed, they can help disadvantaged youth and can produce significant economic and social benefits: greater equality, social integration and aggregate demand.

The absence of labour market information and the lack of job-search skills are two obstacles that prevent correspondence between supply of and demand for young workers. In addition, youth from low-income households generally lack access to social networks, which frequently facilitate entry into the labour market, particularly in the case of women. Employment services should serve as an intermediary and help compensate for the disadvantages in terms of job opportunities since they are the main mechanism for service delivery and application of labour market policies. These services frequently include the registration of job seekers, guidance and advisory services, management of unemployment benefits and incorporation of active labour market programmes. The organizational structure, scope, financing and effectiveness of these services vary by country.[6] Experience indicates that employment services should prioritize groups of youth who most require their assistance and tailor services to their specific needs and disadvantages in the labour market. Documented experiences such as those of Argentina, Costa Rica, Honduras, Peru and Uruguay provide solid evidence for this.

Entrepreneurship and self employment among youth

For some youth, entrepreneurship can be the path to decent work. Entrepreneurship is a relatively recent focus in the region, for which reason it does not enjoy the accumulated experience of other youth employment strategies. For example, compared with job training, there is no significant investment or initiatives. Neither are their evaluations to determine their effectiveness. The issue is also marginal in education policies. There is also a dearth of comparative assessments on the situation of young entrepreneurs. In response to these deficiencies, all youth employment plans and policies of the region have included the promotion of entrepreneurship despite the limited programmes and initiatives in this area.

Several Latin American countries have established "enterprise incubators" designed to develop new firms, sometimes in industrial or technological parks. Professional training institutes in Colombia (SENA) and Brazil (SENAI) have implemented these initiatives. These incubators provide a relatively protected environment that also allows for the sharing of communications and secretarial, administrative or marketing services. Moreover, entry in a technological or industrial park provides access to applied research, consulting and technical and technological assistance services, as well as professional training. Incubators are extremely important given that enterprises led by youth have high failure rates due to the lack of business and technical skills, the inability to access support services and especially the difficulties inherent in developing business cooperation networks.

In recent years, the region has developed a variety of experiences designed to generate a virtuous circle among components such as the solidary economy, cooperativism and entrepreneurship. These efforts are in response to the fragility of "necessity entrepreneurs" and the survival strategies for self-employed workers in Latin America. Cooperativism[7] and solidary economy are valid alternatives and intermediate steps towards entrepreneurship and the consolidation of elements that enable the generation of sustainable enterprises. A good example of these is the National Decent Work Agenda for Youth in Brazil, which includes different initiatives centred on linkages between entrepreneurship and the popular and solidary economy:

- Support enterprises of the solidary economy and the associativity implemented by groups of youth in different areas, including art and culture, sports and tourism, in both rural and urban areas, through public incubators of popular and solidary enterprises.
- Stimulate and promote the organization of cooperatives and associations formed by youth workers.
- Encourage the incorporation of youth enterprises in networks or associations to support the popular and solidary economy.
- Create mechanisms for certifying products produced by youth solidary enterprises and

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[6] See "The Role of Employment Services in Supporting the Labour Market," in Brief No. 5, *Global Jobs Pact Policy Briefs* (2009).

[7] Although the concern for problems associated with the capabilities of youth entrepreneurs focuses on the promotion of individual small enterprises, business regimes exist that base their strength on cooperation among entrepreneurs. In several countries of the region, cooperatives have solid institutional regimes to promote the active role of youths as protagonists of business associations.

promote their effective inclusion in fair-trade programmes.

- Create mechanisms for access to social protection.
- Promote business incubators with support from university extension services.

Youth employment legislation and promotion

The need to create new jobs and address potential limitations of youth in the labour market, for example, the lack of experience in accessing a first job, is expressed in different laws designed to facilitate access to employment through positive measures, taking into account labour market characteristics.

Box 1

YOUTH EMPLOYMENT LAW IN URUGUAY

The Youth Employment Law adopted in Uruguay in September 2013 “regulates instruments designed to generate opportunities for access to the world of work in a dependent relationship, as well as the realization of labour practices in the framework of education and training programmes and the promotion of autonomous youth enterprises.” The law encourages public and private enterprises to hire youth.

Private enterprises will have benefits such as partial wage subsidies, which in some cases total 25%, calculated on the base salary of 10,800 pesos. The Ministry of Labour and Social Security will define a sliding scale within that maximum, taking into account the family, social and economic situation of the beneficiary, the work period and the presentation of training plans by the enterprise with respect to the beneficiary. In the case of school graduates, the subsidy will be 15%.

The communication channels of the public agencies involved will publicize the participation of the enterprise and its brand.

Workers contracted under this law must be at least 15 years of age and cannot represent more than 20% of the enterprise’s total payroll. Youth under age 18 may not perform any type of work that is hazardous to their health or physical, spiritual, moral or social development. Any work that does not allow them to enjoy well-being in the company of their family or persons responsible for them or that interferes with their education is prohibited.

In enterprises with fewer than 10 workers, a maximum of two workers may be hired under this regime. That limit may be modified in the case of growing enterprises or during the period of installation and the creation of new jobs, with prior approval from the Ministry of Labour and Social Security. Workers will have a trial period not to exceed one month.

Protected employment programmes are also created, whose beneficiaries will be youth under age 30 who are unemployed and belong to households with socioeconomic vulnerability. The duration of the employment contract shall not be less than six months or more than 18 months.

First job: shall not be less than six months or more than one year. The beneficiary may be contracted under this modality just once. Beneficiaries of this are youth ages 15 to 24 who have no formal work experience for a period of more than 90 consecutive days. According to this law, “contributions made in the framework of participation in protected and promoted work programmes will not be considered.”

Internships for graduates: this will apply to youth up to 29 years of age who seek employment in their field. This will be a practical job for applying their theoretical knowledge for a period ranging from six months to one year.

Youth entrepreneurships : the law defines youth entrepreneurships as those headed by a youth or those whose executive staff includes at least 51% of youth ages 18 to 29. The law also stipulates that the entrepreneurship should be no more than five years old. Government credit agencies and non-state public entities may formulate credit access programmes to promote these entrepreneurships “with preferential interest and payment schedules.” Technical assistance for their development will also be provided.

Source: Ministry of Labour and Social Security / National Youth Institute (MTSS/INJU) of Uruguay.

From a legal perspective, youth should enjoy the same rights and responsibilities as all workers and should be treated equally. Young workers should not be excluded or treated like second-class citizens because of their age. Nevertheless, the widespread belief that youths' lack of work experience impedes them from finding a first job and reduces their productivity can justify a series of laws that establish specific labour-insertion mechanisms, which differ from "traditional" contracts in general legislation. Some laws establish first-job contracts (training, apprenticeships and others) in which a special employment relationship exists.[8] With this system, youth do not have access to some benefits as part of their labour rights. Examples of the above include internship and apprenticeship contracts.

III. Principal Agreements of the Ibero-American Meeting on the Youth Employment Crisis

This article will conclude with the main issues discussed during the **Regional Meeting on the Youth Employment Crisis: Priorities and Avenues for Action in** *Ibero-America*, which took place in Lima in October 2013. Drawing on prior experience and efforts, these discussions represent an evaluative framework of ILO constituents to define priorities with a view to making operational "the call for action" adopted at the 101st Session of the International Labour Conference held in 2012.

1. Knowledge generation and dissemination: improve knowledge on the youth labour market

A top priority in the development of more efficacious youth policies and programmes is improved knowledge of the school-to-work transition. Given the lack of labour market information, efforts will be made to analyze and disaggregate information on the main indicators of labour demand. The ILO will also provide technical assistance to statistics institutes and ministries of labour for the definition of indicators that allow for an ongoing analysis of youth labour market trends and will help develop national capacity for the analysis of the youth labour market.

To improve knowledge of youth employment programmes and policies, the ILO will promote south-south cooperation. The YouthPol Platform,[9] which documents public policies designed to promote youth employment and decent work, will serve both for the development of recommendations for national policies and programmes and for the implementation of the ILO's worldwide inventory of youth employment policies. This global inventory will facilitate comparison and review of national and/or regional policies through the identification and documentation of key policies that directly or indirectly promote decent work for youth in Latin America and the Caribbean, for the systematization of innovative experiences on policies and regulatory frameworks that promote decent work for and employability of youth in the region, and for the documentation and dissemination of good practices for youth employment programmes and policies.

2. Technical assistance and capacity-building

With respect to employment and economic policies to promote youth employment, the objective is to continue promoting national youth employment plans, with the participation of social partners. These plans should be fiscally sustainable and able to be evaluated. In addition, the ILO supports the development of policies and strategies for entrepreneurship and creation of green jobs for youth.

- Formalization of youth informality: strategies and policies will be promoted that stimulate the formalization of youth employment relationships, with an emphasis on youth without access to social security and who do not contribute to public or private pension systems. To this end, the ILO will promote the formalization of small and medium-sized enterprises in an enabling environment for their sustainable development, as well as of youth who have informal own-account employment.
- Employability: education, training and competencies and the school-to-work transition will be improved through labour entry and professional competency development programmes, the alignment of education with labour market demand and with the national development strategy, the expansion of technical and professional training opportunities and the strengthening of employment services to increase their capacity for linkage between labour supply and demand.
- With respect to labour market policies, the objective is to incorporate the strategy to formalize enterprises that subsidize internships to favour access to a first job, develop specific programmes to promote the employability of youth who are neither in employment nor in education (NEET)

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[8] An employment relationship is considered special when one that is typically subject to and covered by labour law has special characteristics that require specific regulation. In the case of youth, it is based on the idea of furthering their education and preparing them for a future career.

[9] Platform of youth employment policies developed by the ILO (see: http://www.ilo.org/employment/areas/youth-employment/youth-pol/).

and other vulnerable groups. Finally, the ILO will promote job creation strategies in the care economy in an effort to improve youth's access to the world of work.

- Strengthen business initiatives and own-account employment of youth by increasing the productivity of self-employment initiatives in rural areas, promoting training programmes for development of competencies for productive microentrepreneurships and improving working conditions and productivity of youth employment through the promotion of sustainable enterprises.
- Finally, in the area of youth rights, the ILO will prioritize the promotion and management of employment policies that expand social protection coverage for youth, promote tripartite dialogue mechanisms with youth participation for the advancement of decent work for youth and improve protection of the labour rights of youth who migrate from rural to urban areas or from one country to another.

3. Partnerships and promotion of decent work for youth in Latin America and the Caribbean

- Focus on employment and decent work for youth given that it is a priority of the United Nations System (UNS) in Latin America and the Caribbean. The ILO will work to link and generate synergies with the other UNS agencies through the Regional Inter-agency Group and develop joint initiatives and joint programmes based on accumulated experience with the joint youth employment programmes implemented in the framework of the Millennium Development Goals (MDGs).
- Promote employment and decent work as a priority of youth policy agendas in Latin America and the Caribbean, through youth policies in the region and the promotion of the Bahia Declaration.[10]

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[10] Declaration and priorities established in Salvador de Bahía (2010) by governments of the Americas to promote youth policies.

Decent Work Country Programme in the Caribbean: A Response to the Financial Crisis[1]

Introduction

Caribbean economies, which had been which had been recording very good growth rates before the financial crisis, was seriously affected by the worldwide economic and financial crisis that began with the meltdown in the United States financial system. In September 2008, contagion effects led to the destabilization of economies around the world. The International Financial Crisis then became a global economic crisis, as worldwide, real sector effects materialized. This catastrophe originated in the world's largest economy creating the largest shock to economic growth since the 1930's, which is referred to as the "Great Recession". The impact on most Caribbean countries was felt through a slump in exports that started in late 2008, falling tourist arrivals in the first nine months of 2009 that led to contracting GDP in nearly all countries, rising unemployment, and declining government revenues. Investment activity also declined, manifested by sharp reductions in foreign direct investment flows and a downturn in the construction sector in most countries. Many countries have used different approaches to slow the effects of the financial crisis which incidentally is still having ripple effects. The International Labour Organization, in responding to the economic and financial crisis, has used as one approach, its Decent Work Country Programmes to assist countries in coping with the effects of the crisis.

The Caribbean and the Financial Crisis

The Caribbean countries have been adversely affected by the crisis, partly because of the deep (albeit distorted) level of insertion in the global economy, as reflected in a very high ratio of trade/GDP; foreign investment inflows accounting for a relatively large proportion of total capital formation; a high external debt/GDP ratio; and remittances rapidly emerging as a significant economic category in relation to GDP in many countries (e.g. Guyana, Jamaica).

As expected, therefore, the impact of the global financial and economic crisis on the Caribbean was quite sharp and swift, given the Region's traditional susceptibility and vulnerability to external economic shocks. The impact has been very significant in both its real sector and financial sector, as well as the social fallout. Given the vulnerability impact, governments in the Caribbean introduced a number of interesting countercyclical plans (i.e. expenditure increases and tax relief measures) designed to provide immediate relief and increase the productive capacity of a country to take advantage of the global upturn when it eventually occurred, but they were affected by problems of insufficient fiscal policy space, given the already high levels of indebtedness and declining export revenues of the regional economies. Moreover, the upturn seems to be elusive as developments in Europe in 2012 and in the USA have led to continued uncertainty with respect to growth expectations (see section on the International Outlook or Panorama Laboral 2012).

The Economic Commission for Latin America and the Caribbean (ECLAC) notes that while the impact of the global economic recession was particularly severe on most Caribbean countries, some countries were more deeply affected than others.[2] In most instances the fiscal space available to Caribbean economies was limited and as a result fiscal stimulus packages were inadequate. Some countries such as Antigua and Barbuda, Jamaica, Saint Kitts and Nevis, due to problems with the external and fiscal imbalances, have signed formal Stand-by Agreements with the IMF. Others have received concessionary support from other multilateral agencies for budgetary and balance of payment purposes.

For analytical convenience, ECLAC divides the Caribbean region in two groups – the More developed Countries -MDCs and the Eastern Caribbean Currency Union - ECCU area because the structure of the economies is fundamentally different and also because there was assymetric impact of the crisis on the countries that are largely producers of services compared with primary commodity producers. Among the former group of countries are Belize, Guyana, Suriname and Trinidad and Tobago.

Before the crisis (period 2003-2007), the average real growth rates for the MDCs were slightly lower than the average rates for the ECCU countries (table 1). On the other hand, the MDCs fared significantly better that the ECCU during the crisis and recovery, with a negative growth rate of -1.2% in 2009 and moderate positive rates in 2010 and in the following years. The ECCU, by constrast, suffered a negative growth rate of -6.2% in 2009, and continued to shrink in 2010. This performance was as a result of the downturn in the tourism sector and associated activities as well as offshore banking. In the case of the tourism industry, this was the result of lower visitor arrivals from Europe

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[1] This article was prepared by Kelvin Sergeant, Specialist- Sustainable Enterprise Development and Job Creation with support from the Decent Work Team and Office for the Caribbean.

[2] See ECLAC: Preliminary Overview of the Caribbean, 2010-2011; Economic Survey of the Caribbean. Various Issues. Economic Commission for Latin America and the Caribbean (ECLAC), Subregional Headquarters for the Caribbean, Santiago.

TABLE 1

THE CARIBBEAN (15 COUNTRIES): GDP GROWTH RATES, 2003-2012 (Annual percentage change)

	2003-2007 (yearly average)	2008	2009	2010	2011	2012[a/]
MDCs [a/]	4.3	1.7	-1.2	1.5	2.0	2.4
Bahamas, The	2.5	-1.3	-4.2	1.0	1.6	1.8
Barbados	3.6	-0.2	-4.1	0.2	0.6	0.2
Belize	4.5	3.8	0.3	3.9	2.3	5.3
Guyana	1.9	3.1	3.3	4.4	5.4	4.8
Jamaica	2.0	-0.6	-3.5	-1.5	1.3	-0.3
Suriname	6.0	4.7	3.1	4.1	4.7	4.4
Trinidad and Tobago	9.3	2.3	-4.4	-0.2	-1.4	1.2
ECCU [b/]	5.1	3.0	-6.2	-1.7	-0.2	-1.2
Anguilla	14.9	0.2	-15.9	-3.6	-1.8	-3.8
Antigua and Barbuda	6.8	4.6	-12.0	-7.1	-3.0	2.3
Dominica	2.7	6.6	-1.1	1.2	1.9	-1.5
Grenada	3.0	1.4	-6.7	-0.4	0.4	-0.8
Montserrat	0.4	4.1	-1.4	-3.5	1.8	-3.3
Saint Kitts and Nevis	3.6	6.1	-6.0	0.2	-1.9	-1.1
Saint Lucia	3.6	5.4	0.4	0.2	1.0	-3.0
Saint Vincent and the Grenadines	5.6	1.7	-2.3	-3.4	0.4	1.5

Source: Economic Commission of Latin America and the Caribbean, ECLAC, on the basis of official data.
a/ Preliminary figures.
b/ Regional figure computed as a weighted average.

and the United States which are the major markets for Caribbean tourism. In particular the Bahamas, the ECCU and Jamaica were severely affected and only in 2010 were positive improvements in tourist arrivals recorded.

Meanwhile, during the same period, the major primary producers of goods in the Caribbean namely Guyana, Belize, Suriname and Trinidad and Tobago performed much better on account of elevated export prices and demand, especially for such commodities as gold, sugar, rice, oil and gas, and to some extent bauxite. As a result, these economies recorded positive growth throughout the period, although Trinidad and Tobago was affected by price volatility in the oil and natural gas markets coupled with the lack of robust performance of the non-energy sector and a decline in public sector investments.

In the case of the ECCU countries, growth rates are still negative with a few exception which demonstrate that there are now two distinct growth cycles in the region, one where the service dependent economies are unable to deliver strong growth since the crisis period whereas the others have recovered more satisfactory. As we approach the end of 2013, preliminary data show that the performance of the region will remain modest. The performance is linked to the recession in Europe and policies adopted by the USA and Japan. In the case of the latter countries, this would determine the direction and magnitude of growth.

An analysis of the average sectoral growth across the Caribbean countries also help to show the impact of the crisis on these countries. Table 2 reports the composition of major sectors for 2009 and 2010. Among the MDCs, in terms of sectorial growth, positive growth occurred on average in agriculture but it was lower in 2010 relative to 2009. Growth in mining and oil was positive but no more than 0.1%. Manufacturing and construction growth was negative with construction declining more sharply in 2010 relative to 2009. In the construction sector most of the countries had a decline except for Guyana and Suriname.

In the case of the ECCU, all sectors experienced negative growth except for the service sector which recovered marginally in 2010 and 2011. In fact, apart from the agriculture sector, the decline was larger in all sectors in 2010 than in 2009. The most dramatic decline occurred in construction and mining but given the small share of mining in the economy, the results must be interpreted more carefully in the construction sector. The biggest decline (37%) occurred in Antigua and Barbuda. The services sector showed some resilience as services grew on average for the group by 1.1% in 2009, 1.9% in 2010 and 1.8% in 2011.

The last section of table 2 reports the contribution of the sectors to overall growth in GDP for 2009 and 2010. For the MDCs, positive contributions came from agriculture (1.7%), mining and oil (0.1%) and services (1.7%) while the largest decline came from mining (2.54%). In the ECCU area, the contributions to positive growth came from services (1.57%) while the largest decline was in construction (1.72%).

The results suggest that unlike Latin America, growth in the post crisis period has been weak. Many MDCs continue to benefit from strong commodity prices and the link between the primary commodity sector and other sectors. On the other hand, in the ECCU tourism growth has not been able to sustain overall growth through spillovers among complementary sectors such as mining and construction.

TABLE 2

THE CARIBBEAN (GROUPS OF COUNTRIES): SECTORAL SHARES, SECTORAL GROWTH AND CONTRIBUTION TO GDP GROWTH, 2009-2011 (Annual percentage change)

		Agriculture	Mining & Oil	Manufacturing	Construction	Services
	GDP Shares a/					
MDCs	2009	3.4	19.4	7.5	6.9	62.8
	2010	3.4	14.6	7.3	6.3	50.7
	2011	3.5	15.1	12.0	6.1	50.9
ECCU	2009	4.5	0.6	4.4	9.7	80.9
	2010	4.3	0.6	4.4	7.0	73.1
	2011	3.9	0.8	4.3	7.1	74.4
	Sectoral Growth					
MDCs	2009	3.7	-13.1	0.8	-2.3	-1.6
	2010	1.0	0.1	-1.5	-3.2	3.3
	2011	2.5	8.7	2.7	1.4	3.2
ECCU	2009	1.1	-12.3	-5.2	-18.2	1.1
	2010	-1.7	-5.3	-2.5	-8.9	1.9
	2011	-10.9	-3.8	-2.0	3.5	1.8
	Contribution to GDP Growth					
MDCs	2009	0.1	-2.5	0.1	-0.2	-1.0
	2010	1.7	0.1	-0.1	-0.1	1.7
	2011	0.3	1.3	0.3	-0.1	1.6
ECCU	2009	0.1	-0.1	-0.2	-1.8	0.9
	2010	-0.2	-0.1	-0.1	-1.7	1.6
	2011	-0.4	0.0	-0.1	0.3	1.4

Source: Economic Commission of Latin America and the Caribbean, ECLAC, based on official data.
a/ Contribution to GDP growth is calculated by the multiplying GDP shares and sectoral growth.
MDCs: More developed Countries. ECCU: Eastern Caribbean Currency Union

Unemployment in the Caribbean

The lack of robust growth in the post crisis period has had a significant impact on the labour markets in the Caribbean. While collection of data on employment/unemployment in the Caribbean is always challenging, there is enough evidence which has shown that unemployment increased in all countries with available data except Suriname after 2008. Consistent with the period of expansion for most Caribbean countries from 2003-2007, unemployment rates tended to decline. In the case of Trinidad and Tobago which had near full employment before the crisis, the rates are still relatively low but a significant part of this may reflect disguised unemployment. In Barbados, the rate moved up to 11.2% in 2010. High levels of unemployment still continue to affect labour markets in the Caribbean. The unemployment rate at the end of 2012 was as high as 15.3% in Belize – Figure 1. What should also be noted is that there is a high level of underemployment among young persons between the ages of 18-24 years old[3].

Impact of the Crisis on Tourism and Remittances

Tourism

It has been widely discussed that the tourism sector of the Caribbean has been affected by the crisis during 2008 and 2009, but there was recovery

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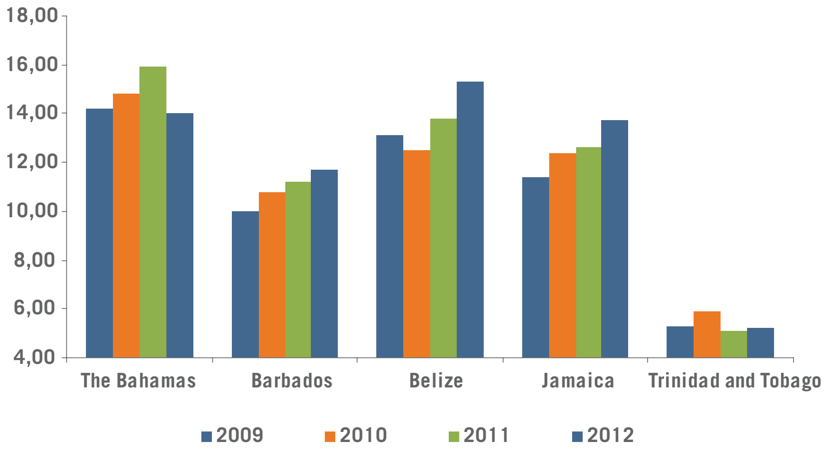
[3] The statistical section for Panorama Laboral 2013 provides data on unemployment by year and country.

FIGURE 1



The Caribbean (5 selected countries): Unemployment rate 2009 - 2012 (annual percentages change)

Source: ILO

in the number of tourist arrivals since 2010 in some countries. However, some countries in the Caribbean still experienced contractions in the number of tourist arrivals during this period. This is the case of St. Vincent & the Grenadines, Trinidad & Tobago and Grenada. This contraction is similar to that experienced recently by Cancun, in Mexico, a tourism competitor for the Caribbean. Other Caribbean economies have experienced a very slow increase in tourist arrivals from 2009, such as Belize, Bahamas, Barbados and Antigua & Barbuda. Only Guyana, Dominica, St. Lucia and Jamaica have shown appreciable signs of a recovery. Although tourist arrivals have been on the increase in some countries, the growth in tourism revenue has been weak as tourist spending declined to the levels which existed in 2004.

Remittances

Flows of remittances are positively correlated with the economic pace of host countries. Consequently, remittances to the Caribbean are estimated to have declined in 2009 but have since recovered. In 2009, the Caribbean experienced a moderate decline in remittance flows, with the region losing an estimate of US$662 million. By 2012, remittances for the whole of the Latin America and Caribbean region increased by 300 million to US$61.3 billion or 0.6%. This occurred after a historic high of almost US$65 billion in 2008, and a 15% drop in 2009 due to the financial crisis. Nevertheless, economic uncertainty and sluggish labour market conditions in Europe will continue to affect the amount of money remitted to the Caribbean. The overall rate of remittances was also affected by the rate of inflation and the exchange rate of the currencies on the countries concerned.

Impact on Poverty

Poverty levels in the Caribbean are relatively high and have been considerably affected by the recent crisis. The stance in terms of poverty is a major concern for these countries, where moderate poverty levels range from 30 % of the population in Jamaica to 90 % in Haiti. In the case of countries like Haiti the situation is more dramatic with more than 70 % of the population considered extremely poor. In St. Lucia, 40 % of its total population in extreme poverty.

Studies[4] on the impact of the crisis indicate that extreme and moderate poverty levels have increased and have not recovered to their pre-crisis levels. The results of the studies show that the more affected countries in terms of poverty levels in the region might have been the English Speaking Caribbean countries, which is consistent with the significant contraction in GDP growth. While under the pre-crisis growth scenarios the English Speaking Caribbean would have been in a downward trend in both extreme and moderate poverty levels, the crisis pushed the countries off-track and by 2011 poverty levels became likely be at similar levels, as in 2008.

The Ilo and Decent Work

In June 1999, tripartite delegations from ILO member states, including the Caribbean Community (CARICOM), adopted the Decent Work Agenda and agreed to promote “Decent Work” as a national and international goal. The ILO described the goal of decent work as ‘not just the creation of jobs, but also the creation of jobs of acceptable quality’. It made it clear that the level of employment (quantity) cannot be divorced from its quality.

The ILO report recognized that all societies had a notion of decent work, but that the quality of employment could mean many things. It could relate to different forms of work, and also to different conditions of work, as well as feelings of value and satisfaction. The ILO saw the need to devise social and economic systems that ensured basic

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[4] See for example ECLAC’s Social Panorama – 2009 and 2009.

security and employment while remaining capable of adapting to rapidly changing circumstances in a highly competitive global market. For the ILO, decent work lies at the 'heart of social progress' and has thus become one of its major strategic policy concepts.

The Decent Work Agenda is defined as being based on an integrated and gender-mainstreamed approach consisting of four strategic objectives, which are:

- Creating jobs;
- Guaranteeing rights at work;
- Extending social protection;
- Promoting social dialogue.

These four integrated pillars are designed to create actions intended to reduce poverty, encourage social inclusion and reinforce the rights-based approach to development by treating rights at work as Human Rights and also respect for international labour standards and national legislation. Furthermore, if there is enhancement of dialogue among social partners and consultations on economic and social issues affecting the work environment, there can be improved policy making and governance. The challenge for all countries that have decent work agendas is to translate policy into action and to link the broad development objectives to the national and regional levels. In the case of the Caribbean, the regional mechanism is the Caribbean Community or CARICOM.

This is where Decent Work Country Programmes (DWCPs) become relevant. DWCPs are the vehicles through which the tripartite constituents of the ILO attempt to operationalize decent work by selecting priority areas at country level which may also be important at the regional and global level. Policy oriented research and advice, technical expertise, advocacy, knowledge sharing and resource mobilization are the main forms of support which the ILO offers under DWCPs.

The Caribbean and the Decent Work Agenda

Member States of the Caribbean Community (CARICOM) have all committed themselves to Decent Work at the global level in 1999, when the concept was introduced by the International Labour Organisation (ILO) and adopted at the 87th Session of the International Labour Conference. Since then, on various occasions Heads of Government of CARICOM Member States have reiterated the commitment of their countries to Decent Work, such as during the Fourth and Fifth Summit of the Americas in Argentina and Trinidad and Tobago, respectively, when the Heads of States stressed that Decent Work was necessary to fight poverty. Similar commitments were made at the level of the United Nations.

At the regional level, Member States signaled their commitment to the Decent Work agenda during various Meetings of the Council for Human and Social Development (COHSOD) in the period 2000 - 2011. For example, in 2006 tripartite delegations to the ILO Caribbean Employment Forum, held in Bridgetown, Barbados, adopted a Tripartite Declaration and Plan of Action for realizing Decent Work in the Caribbean. Apart from this meeting, Caribbean countries have called for the implementation of Decent Work in Member States at other regional fora, such as ILO Caribbean Ministers of Labour Meetings and ILO Tripartite Meetings, which have been held in the past years to discuss the impact of the Global Economic and Financial Crisis in 2009 and the implementation of the Global Jobs Pact in the Caribbean in 2011.

Furthermore, the Conference of Heads of Government during the Thirty-Second Meeting in 2011 and at a Special Retreat also held in Guyana in 2011 decided that the Community must focus on job creation in order for the regional integration process to deliver tangible benefits for all citizens. This decision of the Conference of Heads of Government that focus should be placed on employment creation arose from the fact that many countries have been severely affected by the current global crisis and have witnessed rising unemployment levels. The crisis also had a negative impact on overall socio-economic development in many member States and the region as a whole.

CARICOM Member States have therefore supported the adoption of the Decent Work agenda and its implementation at the global, hemispheric and regional levels. In 2006, in Bridgetown, Barbados, delegations to the ILO Tripartite Caribbean Employment Forum called for the development and implementation of Decent Work Country Programmes with active participation of the social partners to anchor the programme in National Development Plans and Strategies. Furthermore, it was agreed that decent work should be adequately addressed in regional and bilateral trade agreements. Many countries in the Caribbean have since formulated and began the implementation of their Decent Work Country Programme, as important in setting national economic and social priorities.

It should be noted that Jamaica and Trinidad and Tobago prioritized a number of áreas for joint work with the ILO and Suriname is actively pursuing a DWCP with the support of the office for the Caribbean.[5]

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[5] ILO Caribbean website has a list of all the DWCPs which have been signed. See www.ilocarib.org.

Responding to the Global Financial Crisis

The global financial crisis not only showed how vulnerable Caribbean economies are, but also because of the structure of the economy and the lack of skills in many countries to survive external shocks, unemployment quickly increases. As we have seen in the previous section, the region was seriously affected in terms of unemployment and poverty and there was a slow response to fiscal interventions. Therefore, consistent growth in many of the countries remains challenging. In response to the financial crisis, the ILO intervened in a number of areas to build the capacity of the region to withstand the events associated with the financial crisis. The interventions sought to do a number of things:

i. Harmonize labour legislations and strengthen social security systems to protect workers from unacceptable forms of work or unfair dismissals occasioned by the crisis as well as ensure that the poor and vulnerable were taken care of;

ii. Create new opportunities for wage and self-employment through for example enterprise development for job creation and economic diversification;

iii. Train employers and workers organization to negotiate in the economic partnership Agreement (EPA) to assist in the diversification trust of many of the economies;

iv. Strengthening of Labour Market Information System (LMIS);

v. Create opportunities for the use of social dialogue for productivity improvements, industrial peace, policy coherence and OSH standards;

vi. Design programmes for youth employment;

vii. Ensure skills development and lifelong learning for employment;

viii. Strengthen the capacity of labour ministries/ departments, and employers' and workers; organizations to play their roles in realizing decent Work at country level and in CARICOM.

In the area of labour legislation, and to address the CSME and the free movement of labour and entrepreneurs, including capital, all DWCPs signed with countries in the Caribbean have included labour legislations on the agenda. The ILO's Governing Body identifies eight conventions as “fundamental”, covering subjects that are considered fundamental principles and rights at work; freedom of association and the effective recognition of collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation. Eleven of the thirteen member states covered by the ILO Office for the Caribbean have ratified all eight of the fundamental conventions. In addition, there have been ratifications related to Occupation, safety and Health (OSH), employment policy and the maritime sector. Furthermore, there has been strengthening of the capacity of the legal professionals and Ministry of Labour officials through training in International Labour Standards. There have also been awareness raising activities involving the social partners on reporting obligations.

In the area of job creation, some DWCPs which the ILO has undertaken are:

1) the promotion on an Enabling Environment for Sustainable Enterprises in Barbados to promote entrepreneurship and SME development in response to the crisis;

2) the promotion of policies for green jobs in Trinidad and Tobago and Guyana. Clear policies on green jobs have been developed in Trinidad and Tobago;

3) the promotion of policies and programmes for the promotion of co-operatives with emphasis on non-financial co-operatives as a means of promoting entrepreneurship and the encouragement of informal businesses to become formalized (Bahamas, Guyana, Dominica, Grenada Trinidad and Tobago);

4) skills development including curriculum implementation, including programmes for persons with disabilities.

In an attempt to assist with the reduction and poverty and encourage the creation of jobs for youths and vulnerable persons such as women, the ILO Caribbean Office has supported rural employment programmes through training on road maintenance in Guyana and Jamaica.

Labour Market Information System (LMIS)

In responding to the sustained impact of the global financial and economic crisis on the labour markets in the Caribbean, many countries have agreed to an evidenced-based approach to the design of employment policies. This is necessary because of a shortage of resources to fund employment programmes and the impact which labour market policies can have on living standards of the population. In this regard, what is therefore required is a reliable information system which allows stakeholders to analyse, design and monitor labour market policies. The ILO has implemented the Memorandum of Understanding between the OECs to design and implement the Labour Market Information System (LMIS). Countries involved so far include Grenada, St Lucia, St Vincent. Other countries which received LMIS support include Trinidad and Tobago, Suriname, Sint Maarten and the Bahamas.

One of the benefits of the decent work Agenda is that it provides a framework for governments and the social partners to consult and formulate national development policies. This mechanism became very useful during the financial crisis. The Caribbean has used ***social dialogue*** as a vehicle for policy design in a number of the areas mentioned above and the approach as also used in the post-2015 discussions on the new Sustainable development Goals (SDGs) in which Grenada, Jamaica, Saint Lucia and Trinidad and Tobago organized national consultations which addressed areas such as poverty reduction, labour migration, human security, human rights and food security. In addition, several Sub-regional tripartite meetings were held in Jamaica, Barbados and Trinidad and Tobago which addresses policy areas significant to the region in an effort to promote ***policy coherence***. The policy issues developed touched on solutions to the global financial crisis such as the Global Jobs Pact, economic and social development issues, and OSH, productivity and communication rights at work.

Conclusion

Caribbean countries have been affected by the financial crisis of 2008, some more severely than others. The financial crisis has exacerbated some of the challenges in the Caribbean region, among them we can include the lack of diversification of the regional economies, high levels of unemployment, particularly among youth and women, low levels of productivity and inequality and poverty in many countries.

The ILO has used its Decent Work Agenda in a number of areas, some of which have led to the creation of opportunities for wage and self-employment. The ILO's Decent Work Agenda is rights based and advocates social protection, social dialogue and the right to be provided with productive and freely chosen work. The Decent Work Agenda is designed to create actions intended to reduce poverty and encourage development while respecting international labour laws and national legislation. Through the DWCPs, a number of priorities have been developed in the Caribbean, some of which have assisted countries to deal with the financial crisis. Even in those countries where there is no signed Decent Work Country programme, the ILO has provided support because it was aware of the priorities for the country during the crisis.

In the Caribbean, the DWCPs which have been signed with the ILO has allowed for the setting of priorities. DWCPs have also allowed countries to focus on achievable objectives in an agreed timeframe. DWCPs are also inclusive, in that they allow for social dialogue among tripartite partners. This encourages policy coherence and institutional cooperation.

In sum, the ILOs DWCPs have allowed for the promotion of national development strategies in support of providing measures which when implemented have assisted countries in dealing with the impact of the recent financial crisis.

APPENDIX 1

DECENT WORK COUNTRY PROGRAMMES IN THE CARIBBEAN (AS AT SEPTEMBER 2013)

Country	DWCP Priorities	Date Signed
Bahamas	(i) institutional strengthening (labour administration and the social partners) (ii) Strengthening social dialogue(on economic and social issues) (iii) Updating labour legislation and promoting respect for labour standards and rights at work	April 2008 but the programme was reviewed in 2011 with a recommendation to revisit planned work on TVET. There was a recommitment to the DWCP for the period 2012-2015.
Barbados	(i) Strengthening employment policies (ii) Development of skills in competency-based education and training and assessment for Caribbean Vocational Qualification (CVQ) (iii) Develop a culture of entrepreneurship and strengthen local entrepreneurs to be competitive in existing and new economic activities (iv) Strengthening the capacity of the tripartite partners and improving public awareness of their roles and functions (v) Promoting policy coherence	January 2012.
Belize	(i) Modernization and harmonization of national labour legislation in line with international labour standards and CARICOM Model Labour Laws (ii) Strengthening the public employment service and enhancing its contribution to national initiatives for skills development for disadvantaged groups (iii) Institutional strengthening of the social partners	May 2009. Amended in October 2011.
Guyana	(i) Creation of green jobs and decent work (ii) Enhancement of Technical and Vocational Education and Training (iii) Entrepreneurship education and training and cooperatives development (iv) Strengthening the capacity of the labour administration system, the employers' and workers' organizations	April 2012.
Seven Members of the Organization of Eastern Caribbean States (OECS) 1) Antigua and Barbuda 2) Dominica 3) Granada 4) Montserrat 5) Saint Kitts and Nevis 6) Saint Lucia 7) Saint Vincent and the Grenadines	(i) Reviewing and updating of labour legislation (ii) Strengthening labour market information systems (iii) Promoting inclusive workplace policies on HIV and AIDS (iv) Increasing dialogue among government, employers and workers on national and regional economic issues	Document were signed between 2010 and 2011 and renewed in 2012-2013.

Source: ILO - Decent Work Team and Office for the Caribbean.

EXPLANATORY NOTE

The tables in the Statistical Annex constitute one of the main sources used in the analysis provided in the employment situation report of the *Labour Overview.* The ILO prepares these tables using information from different official sources of national statistics of Latin America and the Caribbean. Below is a glossary explaining the concepts and definitions used, as well as information sources, international comparability of the data and reliability of the estimates contained in the Statistical Annex. The statistical information presented refers to urban areas unless otherwise indicated.

I. Concepts and Definitions

The national definitions of several concepts appearing in the *Labour Overview* are generally based on the standards of the International Conferences of Labour Statisticians (ICLS), although some are defined according to standards developed for this publication to the extent that the processes following national criteria imply a partial adherence to international standards.

Employed persons are those individuals above a certain specified age who, during the brief reference period of the survey, worked for at least one hour in: (1) wage or salaried employment, who were working during the reference period for a wage or salary, or who were employed but without work due to temporary absence during the reference period, during which time they maintained a formal tie with their job, or (2) independent employment, who were working independently for profit or family income (includes auxiliary family workers), or who were not working independently due to a temporary absence during the reference period. It should be noted that not all countries of the region require verification of formal ties with the establishments that employ those temporarily absent to consider them employed. In addition, those that confirm this relationship do not necessarily follow the same criteria. Furthermore, some countries do not explicitly include the hour criterion but rather establish it as an instruction in the interviewers' handbook. In the case of auxiliary family workers, these countries establish a minimum number of hours to classify them as employed.

Employment in the informal sector is defined according to the Fifteenth ICLS. It refers to employment created in a group of production units which, according to the United Nations System of National Accounts (Revision 4), form part of the household sector as household enterprises, in other words, units engaged in the production of goods or services which are not constituted as separate legal entities independently of the households owners or household members that own them, and which do not keep complete accounting records. The informal sector comprises *informal own-account enterprises* (which may employ auxiliary family workers and wage employees on an occasional basis, but do not employ wage workers on a continuous basis) and *enterprises of informal employers* which employ wage workers on a continuous basis and may also have auxiliary family workers. These production units typically operate on a small scale and have a rudimentary organization in which there is little or no distinction between work and capital as production factors. Employment relationships, where they exist, are based on occasional employment, family ties or personal and social relations rather than on contractual agreements that provide formal guarantees.

From a methodological standpoint, the following criteria should be applied to identify production units of the informal sector: (1) legal status of the production unit; (2) existence of accounting records; and (3) registration of the production unit in accordance with provisions established by national law.

A production unit that meets at least one of the above criteria is not included in the informal sector. The application of these criteria may vary among countries that follow the provisions of the Resolution concerning statistics on employment in the informal sector adopted at the Fifteenth ICLS in 1993.

Informal employment is defined in accordance with the concept established in the Seventeenth ICLS. In addition to employment in the informal sector, as defined in the Fifteenth ICLS, it includes wage workers with informal employment, either employed in enterprises of the formal sector, enterprises of the informal sector or households that employ them as paid domestic workers.

Wage workers are considered to have informal jobs if their labour relationship is, in law or in practice, not subject to national labour legislation, income taxation, social protection or entitlement to certain employment benefits. In some cases, they are jobs for which labour regulations are not applied, not enforced, or not complied with for any reason.

Own-account workers and employers are considered to have informal employment if their enterprises belong to the informal sector. Auxiliary family workers are considered to have informal employment regardless of whether they work in the informal or formal sectors. Workers who produce exclusively for their own final consumption are also considered to have informal employment.

In terms of operational criteria, the *Labour Overview* uses social security coverage as a reference. In the case of wage and salaried workers, this coverage originates from their employment relationship. This condition should be verified for workers employed in formal and informal enterprises.

In summary, informal employment includes the following types of employed persons: own-account workers employed in their own informal-sector enterprises; employers employed in their own informal-sector enterprises; auxiliary family workers; members of informal producers' cooperatives; wage workers holding informal jobs in formal-sector enterprises, informal-sector enterprises or in households; and own-account workers engaged in the production of goods exclusively for final use by their household.

Unemployed persons are individuals over a specified age that, during the reference period, were (1) without employment, (2) available for wage work or as independent worker, or (3) actively seeking employment, having taken concrete action to obtain employment in a specific recent period. It should be noted that not all countries of the region apply these three criteria to estimate the number of unemployed persons. Some countries include in the unemployed population individuals who did not actively seek employment during the established job-search period.

Economically active population (EAP) or labour force includes all individuals who, being of at least a specified minimum age, fulfill the requirements to be included in the category of employed or unemployed individuals. In other words, it is the sum of the group of employed and unemployed individuals.

Occupation rate or employment-to-population ratio refers to the number of employed individuals divided by the working-age population multiplied by 100 and denotes the level of utilization of the working-age population.

Unemployment rate is the number of unemployed persons divided by the economically active population multiplied by 100 and represents the proportion of the labour force that does not have work.

Labour force participation rate is the economically active population divided by the working-age population multiplied by 100 and represents the proportion of the working-age population that actively participates in the labour market.

Labour productivity is defined in the *Labour Overview* as increases (or decreases) of the average product per worker, which is calculated for each country using the series of the Gross Domestic Product (GDP) at constant prices and the series of total employment.

Wages refer to payments in cash and/or in kind (for example foodstuffs or other articles) given to wage workers, usually at regular intervals, for the hours worked or the work performed, along with payments for periods not worked, such as annual vacations or holidays.

Real average wages in the formal sector are the wages paid to wage workers employed in the formal sector, deflated using the Consumer Price Index (CPI) of each country. In other words, the nominal wage values published by official sources in local currency figures or as an index are deflated using the CPI for the national level or metropolitan area. Diverse data sources are used, including establishment surveys, social security systems and household surveys. Worker coverage varies by country; in some series, all wage workers are included whereas in others data refer only to regular remunerations of wage workers in the private sector, workers covered by social and labour legislation, workers affiliated to the social security system or workers in the manufacturing sector, as indicated in the notes of the corresponding table. The real average wage index was constructed using 2000 as the base year (2000 = 100).

Real minimum wages are defined as the value of the nominal minimum wage deflated using the Consumer Price Index (CPI) of each country. In other words, official data on nominal minimum wages (monthly, daily or hourly) paid to workers covered by minimum wage legislation are deflated using the CPI of each country. The majority of the countries have a single minimum wage. Nonetheless, in some countries, the minimum wage is differentiated according to industry and/or occupation, in which case the minimum wage of the industry is used as the reference. The real minimum wage index was constructed using 2000 as the base year (2000=100).

Urban employed population with health and/or pension coverage refers to the employed population which is covered by health insurance and/or a pension, whether it is through social security or through private insurance, as the primary beneficiary, direct insured, affiliated contributing member or non-contributing member, or non-primary beneficiary.

II. International Comparability

Progress toward harmonizing concepts and methodologies of statistical data that permit international comparisons is directly related to the particular situation of the statistical system in each country of the region. This largely depends on institutional efforts and commitments for implementing resolutions approved in the ICLS and regional integration agreements on statistical issues, as well as on information needs, infrastructure and level of development of the data collection system (based primarily on labour force sample surveys), as well as on available human and financial resources. The comparability of labour market statistics in Latin America and the Caribbean is mainly hampered by the lack of conceptual and methodological standardization of key labour market indicators. This is also true of related variables, since countries may have different geographic coverage and minimum working-age thresholds, different reference periods and may use different versions of international classification manuals, among others. Nevertheless, in recent years, statistics institutes of the countries of the region have made significant efforts to adjust the conceptual framework of employment surveys to comply with international standards, which has led to advances in standardization and international comparability at the regional level.

III. Information Sources

Most of the information on employment indicators, real wages, productivity and GDP growth (expressed in constant monetary units) for the countries of Latin America and the Caribbean presented in the *Labour Overview* originate from household surveys, establishment surveys or administrative records. These are available from the following institutions:

Argentina: Instituto Nacional de Estadísticas y Censos (INDEC) (www.indec.gov.ar) and Ministerio de Trabajo, Empleo y Seguridad Social (www.trabajo.gov.ar).

Barbados: Ministry of Labour (http://labour.gov.bb) and the Central Bank of Barbados (www.centralbank.org.bb).

Bolivia: Instituto Nacional de Estadísticas (INE) (www.ine.gov.bo).

Brazil: Instituto Brasileño de Geografía y Estadísticas (IBGE) (www.ibge.gov.br) and Ministerio do Trabalho e Emprego (www.mte.gov.br).

Chile: Instituto Nacional de Estadísticas (INE) (www.ine.cl), Banco Central de Chile (www.bcentral.cl), Ministerio de Planificación y Cooperación (www.mideplan.cl), Ministerio de Trabajo y Previsión Social (www.mintrab.gob.cl) and Dirección de Trabajo del Ministerio de Trabajo y Previsión Social (www.dt.gob.cl).

Colombia: Departamento Administrativo Nacional de Estadísticas (DANE) (www.gov.dane.co), Banco de la República de Colombia (www.banrep.gov.co) and Ministerio de Trabajo (www.mintrabajo.gov.co/).

Costa Rica: Instituto Nacional de Estadísticas y Censos (INEC) (www.inec.go.cr), Banco Central de Costa Rica (www.bccr.fi.cr) and Ministerio de Trabajo y Seguridad Social (www.ministrabajo.co.cr).

Dominican Republic: Banco Central de la República Dominicana (www.bancentral.gov.do) and Secretaría de Estado de Trabajo (www.set.gov.do).

Ecuador: Banco Central del Ecuador (BCE) (www.bce.fin.ec), Instituto Nacional de Estadística y Censos (www.inec.gov.ec) and Ministerio de Relaciones Laborales (www.mintrab.gov.ec).

El Salvador: Ministerio de Economía (MINEC) (www.minec.gob.sv), Dirección General de Estadística y Censos (www.digestyc.gob.sv) and Ministerio de Trabajo y Previsión Social (www.mtps.gob.sv).

Guatemala: Instituto Nacional de Estadística (www.ine.gob.gt) and Ministerio de Trabajo y Previsión Social (www.mintrabajo.gob.gt).

Honduras: Instituto Nacional de Estadística (INE) (www.ine-hn.org), Banco Central (www.bch.hn) and Secretaría de Trabajo y Seguridad Social (www.trabajo.gob.hn).

Jamaica: Statistical Institute of Jamaica (www.statinja.gov.jm) and Bank of Jamaica (www.boj.org.jm).

Mexico: Instituto Nacional de Estadística, Geografía e Informática (INEGI) (www.inegi.org.mx) and Secretaría de Trabajo y Previsión Social (www.stps.gob.mx).

Nicaragua: Instituto Nacional de Información de Desarrollo (INIDE) (www.inide.gob.ni) and Ministerio de Trabajo (www.mitrab.gob.ni).

Panama: Instituto Nacional de Estadística y Censos (www.contraloria.gob.pa) and Ministerio de Trabajo y Desarrollo Laboral (www.mitradel.gob.pa).

Paraguay: Banco Central del Paraguay (BCP) (www.bcp.gov.py) and Dirección General de Estadística, Encuestas y Censos (www.dgeec.gov.py).

Peru: Instituto Nacional de Estadística e Informática (INEI) (www.inei.gob.pe), Banco Central de Reserva del Perú (www.bcrp.gob.pe) and Ministerio de Trabajo y Promoción del Empleo (www.mintra.gob.pe).

Trinidad and Tobago: Central Bank of Trinidad and Tobago (www.central-bank.org.tt) and Central Statistical Office (www.cso.gov.tt).

Uruguay: Instituto Nacional de Estadística (INE) (www.ine.gub.uy).

Venezuela: Instituto Nacional de Estadística (INE) (www.ine.gov.ve) and Banco Central de Venezuela (www.bcv.gov.ve).

The information on employment, earnings and productivity indicators of the countries not previously mentioned, as well as the indicators on the employment structure indicators for Latin American countries presented in the *Labour Overview*, are obtained from household surveys processed by the ILO/SIALC team (Labour Information and Analysis System for Latin America and the Caribbean) and from administrative records of that entity. All indicators on employment, income, productivity and employment structure of the Caribbean countries presented in the *Labour Overview* are obtained from official data from household surveys of those countries.

The household surveys that periodically collect data on the labour market situation in Mexico (2005 and 2010), Argentina (2003), Brazil (2002), Colombia (2007), Nicaragua, Costa Rica and Guatemala (2010) underwent methodological changes or made adjustments to the sampling frame and weights, for which reason the contents of the series changed with respect to previous years.

Moreover, the unemployment rate and labour force participation rate of Colombia, Ecuador and Panama were estimated excluding the hidden unemployment in order to use these adjusted rates in the calculation of the respective regional series of averages, since official information of these countries includes hidden unemployment in the labour force. In this edition of the *Labour Overview*, the weighted averages in the tables of the Statistical Annex were revised to reflect the new weightings.

IV. Reliability of Estimates

The data in the Statistical Appendix originating from household or establishment surveys of the countries are subject to sampling and non-sampling errors. Sampling errors occur, for example, when a survey is conducted based on a sample of the population instead of a census, for which reason there is the possibility that these estimates will differ from the real values of the target population. The difference, called the sampling error, varies depending on the sample selected. Its variability is measured through the standard error of the estimate. In most countries of Latin America and the Caribbean, estimates of the key labour market indicators presented in the *Labour Overview* have a confidence level of 95%.

Non-sampling errors can also affect estimates derived from household or establishment surveys. These may occur for a variety of reasons, including incomplete geographic coverage, the inability to obtain information for all people in the sample, the lack of cooperation on the part of some respondents to provide accurate, timely information, errors in the responses of survey respondents, and errors introduced during data collection and processing.

Statistical Annex /

2013 Labour Overview

TABLE 1

LATIN AMERICA AND THE CARIBBEAN: URBAN UNEMPLOYMENT RATES, 2003 - 2013
(Average annual rates)

Country	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2012	2013
											Average, third quarter	
Latin America												
Argentina [a/]	17,3	13,6	11,6	10,2	8,5	7,9	8,7	7,7	7,2	7,2	7,3	7,3
Bolivia (Pluri. State of) [b/]	9,2	6,2	8,2	8,0	7,7	6,7	7,9	6,5	…		…	
Brazil [c/]	12,3	11,5	9,8	10,0	9,3	7,9	8,1	6,7	6,0	5,5	5,7	5,6
Chile [d/]	9,5	10,0	9,2	7,8	7,1	7,8	9,7	8,2	7,1	6,5	6,6	6,0
Colombia [e/]	16,6	15,3	13,9	12,9	11,4	11,5	13,0	12,4	11,5	11,2	11,5	11,1
Costa Rica [f/]	6,7	6,7	6,9	6,0	4,8	4,8	8,5	7,1	7,7	7,8	7,8 [r/]	8,2 [r/]
Cuba [g/]	2,3	1,9	1,9	1,9	1,8	1,6	1,7	2,5	3,2		…	
Dominican Republic [g/]	7,3	6,1	6,4	5,5	5,1	4,7	5,3	5,0	5,8	6,5	5,9 [v/]	7,0 [v/]
Ecuador [h/]	11,5	9,7	8,5	8,1	7,3	6,9	8,5	7,6	6,0	4,9	4,9	4,7
El Salvador [i/]	6,2	6,5	7,3	5,7	5,8	5,5	7,1	6,8	6,6	6,2	…	
Guatemala	5,2	4,4	…	…	…	…	…	4,8	3,1	4,0	4,0 [s/]	3,9 [s/]
Honduras	7,7	8,0	6,9	5,2	4,1	3,9	4,9	6,4	6,8	5,6	5,6 [t/]	6,0 [t/]
Mexico [j/]	4,6	5,3	4,7	4,6	4,8	4,9	6,6	6,4	6,0	5,9	5,9	5,9
Nicaragua [k/]	10,2	8,6	7,0	7,0	6,9	8,0	10,5	9,8	…		…	
Panama [l/]	15,9	14,1	12,1	10,4	7,8	6,5	7,9	7,7	5,4	4,8	4,8 [u/]	4,7 [u/]
Paraguay [m/]	11,2	10,0	7,6	8,9	7,2	7,4	8,2	7,2	7,1	8,1	8,1	8,0
Peru [n/]	9,4	9,4	9,6	8,5	8,5	8,4	8,4	7,9	7,8	6,8	7,2	6,0
Uruguay	16,9	13,1	12,2	11,3	9,8	8,3	8,2	7,5	6,6	6,7	6,8	6,9
Venezuela (Boliv. Rep. of) [o/]	18,0	15,3	12,3	10,0	8,4	7,3	7,9	8,7	8,3	8,1	8,5	8,0
The Caribbean												
Bahamas [o/]	10,8	10,2	10,2	7,6	7,9	8,7	14,2	…	…		…	
Barbados [o/]	11,0	9,6	9,1	8,7	7,4	8,1	10,0	10,8	11,2	11,6	12,2 [x/]	11,0 [x/]
Belize [o/]	12,9	11,6	11,0	9,4	8,5	8,2	13,1	12,5	…	15,3	14,4 [y/]	12,1 [y/]
Jamaica [o/]	11,4	11,7	11,3	10,3	9,8	10,6	11,4	12,4	12,6	13,8	14,2 [x/]	15,4 [x/]
Trinidad and Tobago [o/]	10,5	8,3	8,0	6,2	5,5	4,6	5,3	5,9	5,1	5,0 [q/]	…	
Latin America and the Caribbean [p/]	11,1	10,3	9,0	8,6	7,9	7,3	8,1	7,3	6,7	6,4	6,6	6,5

Source: ILO, based on official information from household surveys of the countries.

a/ 31 urban agglomerates. New measurement beginning in 2003.
b/ 2004 data based on the survey conducted between November 2003 and October 2004. New measurement beginning in 2009; data not comparable with previous years. 2010 data correspond to the first semester.
c/ Six metropolitan regions.
d/ National total. New measurement beginning in 2010; data not comparable with previous years.
e/ Thirteen metropolitan areas. Includes hidden unemployment.
f/ July of each year. New measurement beginning in 2009; data not comparable with previous years.
g/ National total.
h/ Beginning in 2004, average of four quarters. Includes hidden unemployment.
i/ Beginning in 2007 the minimum working age changed from 10 to 16 years and over. Includes hidden unemployment.
j/ 32 urban areas.
k/ New measurement beginning in 2010; data not comparable with previous years.
l/ Includes hidden unemployment.
m/ Urban national coverage until 2009. Beginning in 2010 Asunción and urban centre; data not comparable with previous years.
n/ Metropolitan Lima.
o/ National total. Includes hidden unemployment.
p/ Weighted average. Includes data adjustment due to methodological changes in Argentina (2003) and Brazil (2002); as well as for the exclusion of hidden unemployment in Colombia, Ecuador and Panama.
q/ Third quarter.
r/ July
s/ June-July
t/ May
u/ August
v/ April
x/ First semester.
y/ First quarter.

TABLE 2

LATIN AMERICA AND THE CARIBBEAN: URBAN UNEMPLOYMENT BY SEX, 2003 - 2013
(Average annual rates)

Country	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2012	2013
											Average, third quarter	
Latin America												
Argentina [a/]	17,3	13,6	11,6	10,2	8,5	7,9	8,7	7,7	7,2	7,2	7,3	7,3
Men	15,5	11,9	10,0	8,4	6,7	6,6	7,8	6,7	6,3	6,1	6,2	6,3
Women	19,5	15,8	13,6	12,5	10,8	9,7	9,9	9,2	8,5	8,8	8,8	8,8
Bolivia (Pluri. State of) [b/]	9,2	6,2	8,2	8,0	7,7	6,7	7,9	6,5	…	…	…	…
Men	…	5,0	6,8	7,1	6,3	…	6,6	5,5	…	…	…	…
Women	…	7,5	9,9	9,1	9,4	…	9,4	7,6	…	…	…	…
Brazil [c/]	12,3	11,5	9,8	10,0	9,3	7,9	8,1	6,7	6,0	5,5	5,7	5,6
Men	10,1	9,1	7,8	8,1	7,4	6,1	6,5	5,2	4,7	4,4	4,5	4,6
Women	15,2	14,4	12,4	12,2	11,6	10,0	9,9	8,5	7,5	6,8	7,1	6,8
Chile [d/]	9,5	10,0	9,2	7,8	7,1	7,8	9,7	8,2	7,1	6,5	6,6	6,0
Men	9,1	9,4	8,5	6,9	6,3	6,8	9,1	7,2	6,1	5,4	5,5	5,3
Women	10,3	11,2	10,6	9,5	8,6	9,5	10,7	9,6	8,7	7,9	8,1	7,0
Colombia [e/]	16,6	15,3	13,9	12,9	11,4	11,5	13,0	12,4	11,5	11,2	11,5	11,1
Men	14,0	13,0	12,2	10,7	9,7	9,9	11,3	10,7	9,5	9,4	9,7	9,3
Women	19,6	18,1	17,1	15,4	13,3	13,5	15,0	14,4	13,6	13,2	13,7	13,0
Costa Rica [f/]	6,7	6,7	6,9	6,0	4,8	4,8	8,5	7,1	7,7	7,8	7,8	8,2
Men	6,1	5,8	5,6	4,5	3,4	4,3	6,5	6,0	6,3	6,5	6,5	6,9
Women	7,6	8,2	8,8	8,2	6,8	5,6	9,2	8,8	9,7	9,6	9,6	10,0
Dominican Republic [n/]	7,3	6,1	6,4	5,5	5,1	4,7	5,3	5,0	5,8	6,5	5,9 [r/]	7,0 [r/]
Men	5,4	4,2	4,7	3,7	3,7	3,1	4,0	3,9	4,4	4,9	4,3	5,0
Women	10,8	9,8	9,6	8,7	7,4	7,3	7,8	6,9	8,2	9,1	8,7	10,4
Ecuador [g/]	11,5	9,7	8,5	8,1	7,3	6,9	8,5	7,6	6,0	4,9	4,9	4,7
Men	9,1	7,4	6,8	6,2	6,0	5,6	7,1	6,3	5,1	4,5	4,4	4,3
Women	15,0	12,8	10,9	10,6	9,2	8,7	10,4	9,3	7,1	5,5	5,6	5,2
El Salvador [h/]	6,2	6,5	7,3	5,7	5,8	5,5	7,1	6,8	6,6	6,2	…	…
Men	8,6	8,8	9,4	7,6	7,9	7,2	9,0	8,3	8,7	8,0	…	…
Women	3,1	3,7	4,8	3,6	3,4	3,5	4,9	5,1	4,1	4,2	…	…
Guatemala	5,2	4,4	…	…	…	…	…	4,8	3,1	4,0	4,0 [p/]	3,9 [p/]
Men	4,0	4,3	…	…	…	…	…	3,1	2,8	3,7	3,7	3,7
Women	6,8	4,5	…	…	…	…	…	2,3	3,7	4,5	4,5	4,3
Honduras	7,7	8,0	6,9	5,2	4,1	3,9	4,9	6,4	6,8	5,6	5,6 [q/]	6,0 [q/]
Men	7,4	8,6	8,1	7,9	7,3	6,8	6,5	6,4	6,4	5,3	5,3	5,7
Women	6,3	8,2	7,9	8,2	7,6	7,0	6,8	6,8	6,9	6,1	6,1	6,3
Mexico [i/]	4,6	5,3	4,7	4,6	4,8	4,9	6,6	6,4	6,0	5,9	5,9	5,9
Men	3,2	3,5	4,5	4,4	4,5	4,8	6,7	6,5	6,1	5,9	5,9	5,8
Women	3,5	4,2	5,0	4,9	5,2	4,9	6,5	6,3	5,8	5,8	5,9	6,0
Nicaragua [j/]	10,2	8,6	7,0	7,0	6,9	8,0	10,5	9,8	…	…	…	…
Men	11,7	8,6	7,8	8,1	7,6	8,4	…	10,1	…	…	…	…
Women	8,4	8,5	6,1	5,7	6,0	7,6	…	9,4	…	…	…	…
Panama [k/]	15,9	14,1	12,1	10,4	7,8	6,5	7,9	7,7	5,4	4,8	4,8	4,7
Men	13,2	11,5	10,0	8,6	6,5	5,4	6,3	6,5	5,3	4,2	4,2	3,9
Women	19,6	17,6	15,0	13,0	9,6	7,9	9,9	9,3	5,4	5,5	5,5	5,7
Paraguay [l/]	11,2	10,0	7,6	8,9	7,2	7,4	8,2	7,2	7,1	8,1	8,1	8,0
Men	10,5	8,7	7,1	7,7	6,2	6,6	7,9	6,6	6,3	6,7	7,0	6,9
Women	12,2	11,6	8,3	10,4	8,4	8,5	8,7	8,1	8,7	9,9	9,6	9,5
Peru [m/]	9,4	9,4	9,6	8,5	8,5	8,4	8,4	7,9	7,8	6,8	7,2	6,0
Men	8,5	8,1	8,3	7,2	7,3	6,5	6,7	6,5	5,8	5,4	5,7	5,1
Women	10,7	11,1	11,2	10,1	9,9	10,6	10,4	9,6	10,1	8,5	9,0	7,3
Uruguay	16,9	13,1	12,2	11,3	9,8	8,3	8,2	7,5	6,6	6,7	6,8	6,9
Men	13,5	10,3	9,6	8,7	7,2	6,0	6,1	5,7	5,3	5,3	5,4	5,6
Women	20,8	16,6	15,3	14,2	12,7	10,7	10,5	9,4	8,0	8,1	8,3	8,4
Venezuela (Boliv. Rep. of) [o/]	18,0	15,3	12,3	10,0	8,4	7,3	7,9	8,7	8,3	8,1	8,5	8,0 [s/]
Men	16,3	13,1	11,3	9,2	7,9	7,0	7,4	8,5	7,7	7,4	7,9	7,4
Women	21,1	17,9	13,8	11,3	9,3	7,8	8,3	9,0	9,2	9,0	9,4	8,9

(continued)

TABLE 2 (continued)

LATIN AMERICA AND THE CARIBBEAN: URBAN UNEMPLOYMENT BY SEX, 2003 - 2013
(Average annual rates)

Country	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2012	2013
											Average, third quarter	
The Caribbean												
Bahamas [o/]	10,8	10,2	10,2	7,6	7,9	8,7	14,2	…	…	…	…	…
Men	10,0	9,4	9,2	6,9	6,7	…	14,0	…	…	…	…	…
Women	11,7	11,0	11,2	8,4	9,1	…	14,4	…	…	…	…	…
Barbados [o/]	11,0	9,6	9,1	8,7	7,4	8,1	10,0	10,8	11,2	11,6	11,8 [t/]	11,5 [t/]
Men	9,6	8,8	7,4	7,7	6,5	6,9	10,1	10,9	10,2	10,9	10,5	11,8
Women	12,6	10,5	10,8	9,8	8,5	9,5	9,8	10,6	10,6	12,3	13,1	11,1
Belize [o/]	12,9	11,6	11,0	9,4	8,5	8,2	13,1	12,5	…	15,3	14,4	12,1
Men	8,6	8,3	7,4	6,2	5,8	…	…	…	…	…	…	…
Women	20,7	17,4	17,2	15,0	13,1	…	…	…	…	…	…	…
Jamaica [o/]	11,4	11,7	11,3	10,3	9,8	10,6	11,4	12,4	12,6	13,8	14,2 [u/]	15,4 [u/]
Men	7,2	8,1	7,6	7,0	6,2	7,3	8,5	9,2	9,2	10,3	10,6	11,3
Women	15,6	15,7	15,8	14,4	14,5	14,6	14,8	16,2	16,6	17,9	18,4	20,2
Trinidad and Tobago [o/]	10,5	8,3	8,0	6,2	5,5	4,6	5,3	5,9	5,1	5,0	…	…
Men	8,0	6,4	5,8	4,5	3,9	…	…	…	…	…	…	…
Women	13,8	11,2	11,0	8,7	7,9	…	…	…	…	…	…	…

Source: ILO, based on official information from household surveys of the countries.

a/ 31 urban agglomerates. New measurement beginning in 2003.
b/ 2004 data based on the survey conducted between November 2003 and October 2004. New measurement beginning in 2009; data not comparable with previous years. 2010 data correspond to the first semester.
c/ Six metropolitan regions.
d/ National total. New measurement beginning in 2010; data not comparable with previous years.
e/ Thirteen metropolitan areas. Includes hidden unemployment.
f/ Urban national coverage, July of each year. New measurement beginning in 2009; data not comparable with previous years.
g/ Beginning in 2004, average of four quarters. Includes hidden unemployment.
h/ Urban national coverage. Beginning in 2007 the minimum working age changed from 10 to 16 years and over. Includes hidden unemployment.
i/ 32 urban areas.
j/ New measurement beginning in 2010, data not comparable with previous years.
k/ August. Includes hidden unemployment.
l/ Beginning in 2010 Asunción and urban centre; data not comparable with previous years.
m/ Metropolitan Lima.
n/ National total.
o/ National total. Includes hidden unemployment.
p/ June - July
q/ May. 2013 data are preliminary.
r/ April
s/ 2013 data are preliminary.
t/ First quarter.
u/ First semester.

TABLE 3

LATIN AMERICA AND THE CARIBBEAN: URBAN YOUTH UNEMPLOYMENT RATES, 2003 - 2013
(Average annual rates)

Country	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2012	2013
											Average through third quarter	
Latin America												
Argentina [a]												
15-24	35,3	29,3	25,8	23,6	20,3	18,8	21,2	19,4	18,7	18,2	18,2 [o]	20,1 [o]
Bolivia (Pluri. State of) [b]												
10 - 24	11,7	…	14,4	14,0	…	9,6	8,1	…	…	…	…	…
Brazil [c]												
15-17	38,2	35,4	33,3	32,6	31,9	28,8	28,7	25,8	23,0	22,0	22,6	24,9
18-24	23,4	22,5	20,6	21,0	19,8	16,6	17,3	14,9	13,4	12,4	12,9	13,2
15-24	25,3	24,2	22,1	22,4	21,1	18,0	18,5	16,0	14,5	13,5	13,9	14,5
Chile [d]												
15-19	28,9	26,6	25,4	24,9	24,0	26,4	29,4	23,2	21,8	20,6	19,8	21,6
20-24	19,3	19,5	18,3	16,5	16,0	17,5	20,7	16,9	16,0	14,8	14,9	13,9
15-24	…	…	…	18,3	17,8	19,7	22,6	18,5	17,5	16,3	16,1	15,7
Colombia [e]												
14-28	29,3	27,1	25,3	21,2	18,8	19,8	21,6	21,1	19,7	19,0	19,4 [p]	18,5 [p]
Costa Rica [f]												
12 - 24	14,5	15,1	15,9	15,3	11,9	11,2	17,9	17,1	17,3	19,4	19,4	19,6
Dominican Republic [m]												
15-24	14,6	12,8	13,4	10,7	12,2	10,4	12,2	10,5	13,4	13,4	…	…
Ecuador [g]												
15-24	21,6	19,7	17,9	18,2	16,7	16,3	18,6	18,4	15,6	13,7	13,6 [o]	14,3 [o]
El Salvador [h]												
15-24	11,9	12,6	15,0	12,6	11,6	12,3	15,8	15,7	14,5	14,9	…	…
Honduras [i]												
10 - 24	11,1	12,3	12,2	11,8	11,0	10,5	10,3	10,5	10,8	11,0	…	…
Mexico [j]												
15-24	8,5	9,5	6,8	6,9	7,2	7,7	10,1	9,6	9,7	9,3	9,5	9,5
Nicaragua [k]												
10-24	16,4	15,7	11,9	12,1	10,7	13,7	…	15,5	…	…	…	…
Panama [g]												
15-24	33,7	30,0	26,3	23,4	18,9	16,6	18,8	18,0	15,6	12,6	12,6 [q]	12,6 [q]
Paraguay												
14-24	21,5	18,5	16,2	16,9	15,9	15,1	17,1	15,8	11,1	…	…	…
Peru [l]												
14-24	14,8	15,8	16,1	14,9	14,3	15,9	16,7	15,7	16,1	13,5	14,0 [r]	13,2 [r]
Uruguay												
14-24	39,1	33,0	29,5	29,0	25,9	23,2	22,0	21,5	18,7	19,3	19,9	20,5
Venezuela (Boliv. Rep. of) [n]												
15-24	30,0	25,1	21,0	17,8	15,5	14,1	15,6	17,5	17,3	17,0	17,8	17,0

(continued)

TABLE 3 (continued)

LATIN AMERICA AND THE CARIBBEAN: URBAN YOUTH UNEMPLOYMENT RATES, 2003 - 2013 (Average annual rates)

Country	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2012	2013
											Average through third quarter	
The Caribbean												
Jamaica [n/]												
15-24	25,7	26,3	25,5	23,6	23,7	26,5	…	30,8	30,1	…	…	…
Trinidad and Tobago [n/]												
15-24	20,6	18,3	16,5	13,0	11,3	10,4	…	…	…	…	…	…

Source: ILO, based on official information from household surveys of the countries.

a/ 31 urban agglomerates. New measurement beginning in 2003.
b/ 2009 data not comparable with previous years.
c/ Six metropolitan regions.
d/ National total. New measurement beginning in 2010; data not comparable with previous years.
e/ Thirteen metropolitan areas. Includes hidden unemployment.
f/ July of each year. New measurement beginning in 2010; data not comparable with previous years. Beginning in 2010, data are for 15-24 years.
g/ Includes hidden unemployment.
h/ Beginning in 2007 the minimum working age changed from 10 to 16 years and over.
i/ Data correspond to May, except 2008, which corresponds to September. 2012 are preliminary.
j/ 2003 and 2004 data are for 12 to 19 years and coverage of 32 urban areas. Beginning in 2005, data are for 14 to 24 years and national coverage.
k/ New measurement beginning in 2010, not comparable with previous years.
g/ Includes hidden unemployment.
l/ Metropolitan Lima.
m/ National total.
n/ National total. Includes hidden unemployment.
o/ First semester.
p/ July data.
q/ August data.
r/ April data.

TABLE 4

LATIN AMERICA AND THE CARIBBEAN: URBAN LABOUR FORCE PARTICIPATION RATES, 2003 - 2013
(Average annual rates)

Country	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2012	2013
											Average through third quarter	
Latin America												
Argentina [a/]	60,3	60,2	59,9	60,3	59,5	58,8	59,3	58,9	59,5	59,3	59,2	58,9
Bolivia (Pluri. State of) [b/]	60,4	58,6	55,7	58,7	57,1	…	56,9	57,3		…	…	
Brazil [c/]	57,1	57,2	56,6	56,9	56,9	57,0	56,7	57,1	57,1	57,3	57,1	57,1
Chile [d/]	54,4	55,0	55,6	54,8	54,9	56,0	55,9	58,5	59,8	59,5	59,5	59,4
Colombia [e/]	65,0	63,6	63,3	62,0	61,8	62,6	64,6	65,7	66,7	67,6	67,6	67,4
Costa Rica [f/]	56,8	56,3	58,2	58,2	58,5	58,6	62,3	60,7	62,6	62,3	62,3 [r/]	61,6 [r/]
Cuba [g/]	70,9	71,0	72,1	72,1	73,7	74,7	75,4	74,9	76,1		…	…
Dominican Republic [g/]	48,5	48,9	49,0	49,7	49,9	50,1	48,4	49,6	51,0	51,6	51,4 [v/]	51,0 [v/]
Ecuador [h/]	58,9	59,1	59,5	59,1	61,3	60,1	58,9	56,9	55,2	55,9	56,3	55,2
El Salvador [i/]	55,4	53,9	54,3	53,9	63,6	64,1	64,3	64,4	63,7	64,6	…	…
Guatemala	61,6	58,4	…	…	…	…	…		61,0	65,5	65,5 [s/]	61,5 [s/]
Honduras	53,5	52,7	50,3	52,1	51,7	52,7	53,1	53,7	52,5	51,2	51,1 [t/]	54,3 [t/]
Mexico [j/]	58,3	58,9	59,5	60,7	60,7	60,4	60,2	60,1	60,3	60,9	61,0	60,5
Nicaragua [k/]	53,0	52,6	53,7	52,8	50,5	53,8	52,1	71,7			…	…
Panama [l/]	63,5	64,2	63,7	62,8	62,6	64,4	64,4	64,0	63,2	63,6	63,6 [u/]	64,1 [u/]
Paraguay [m/]	59,2	62,4	60,4	57,9	59,6	61,5	62,3	62,5	62,4	62,9	62,7	64,9
Peru [n/]	67,4	68,0	67,1	67,5	68,9	68,1	68,4	70,0	70,0	69,1	69,2	68,9
Uruguay	58,1	58,5	58,5	60,8	62,9	62,8	63,7	63,9	64,3	64,0	63,8	63,4
Venezuela (Boliv. Rep. of) [o/]	69,1	68,5	66,2	65,5	64,9	64,9	65,1	64,5	64,4	63,9	63,8 [o/]	64,2 [o/]
The Caribbean												
Bahamas [o/]	76,5	75,7	76,3	75,1	76,2	…	…	…	72,3	74,6	…	…
Barbados [o/]	69,3	69,4	69,6	67,9	67,8	67,6	67,0	66,6	67,6	66,2	67,2 [x/]	66,6 [x/]
Belize [o/]	60,0	60,3	59,4	57,6	61,2	59,2	…	…		65,8	…	…
Jamaica [o/]	64,4	64,5	64,2	64,7	64,9	65,5	63,5	62,4	62,3	62,5	62,7 [y/]	63,1 [y/]
Trinidad and Tobago [o/]	61,6	63,0	63,7	63,9	63,5	63,5	62,7	62,1	61,6	61,9 q/	…	…
Latin America and the Caribbean [p/]	59,5	59,6	59,2	59,5	59,6	59,7	59,7	60,0	60,3	60,3	59,6	59,5

Source: ILO, based on information from household surveys of the countries.

a/ 31 urban agglomerates. New measurement beginning in 2003.
b/ 2004 data based on survey conducted between November 2003 and October 2004. New measurement beginning in 2009; data not comparable with previous years. 2010 data correspond to first semester.
c/ Six metropolitan regions.
d/ National total. New measurement beginning in 2010; data not comparable with previous years.
e/ Thirteen metropolitan areas. Includes hidden unemployment.
f/ July of each year. New measurement beginning in 2009; data not comparable with previous years.
g/ National total.
h/ Beginning in 2004, average for four quarters. Includes hidden unemployment.
i/ Beginning in 2007 the minimum working age changed from 10 to 16 years and over. Includes hidden unemployment.
j/ 32 urban areas.
k/ New measurement beginning in 2010; data not comparable with previous years.
l/ Includes hidden unemployment.
m/ Urban national coverage until 2009; beginning in 2010, Asunción and urban centre; data not comparable with previous years.
n/ Metropolitan Lima.
o/ National total. Includes hidden unemployment.
p/ Weighted average. Includes data adjustment due to methodological changes in Argentina (2003) and Brazil (2002); as well as for the exclusion of hidden unemployment in Colombia, Ecuador and Panama.
q/ Third quarter.
r/ July
s/ June-July
t/ May
u/ August
v/ April
x/ First quarter.
y/ First semester.

TABLE 5

LATIN AMERICA AND THE CARIBBEAN: URBAN OCCUPATION RATES, 2003 - 2013
(Average annual rates)

Country	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2012	2013
											Average through third quarter	
Latin America												
Argentina [a/]	49,9	52,1	53,0	54,1	54,5	54,2	54,2	54,4	55,2	55,0	54,9	54,6
Bolivia (Pluri. State of) [b/]	54,9	55,0	51,2	54,0	52,7	…	52,4	53,6	…	…	…	…
Brazil [c/]	50,1	50,6	51,0	51,2	51,6	52,5	52,1	53,2	53,7	54,2	53,8	53,9
Chile [d/]	49,3	49,5	50,4	50,5	51,0	51,7	50,5	53,7	55,5	55,7	55,6	55,8
Colombia [e/]	54,2	53,8	54,5	54,0	54,8	55,3	56,2	57,6	59,1	60,1	59,8	60,0
Costa Rica [f/]	53,0	52,5	54,2	54,7	55,7	55,7	57,0	56,4	57,8	57,4	57,4 [p/]	56,5 [p/]
Cuba [g/]	69,2	69,7	70,7	70,7	72,4	73,6	74,2	73,0	73,6	…	…	…
Dominican Republic [g/]	45,2	46,0	45,9	46,9	47,4	47,7	45,8	47,1	48,0	48,2	48,4 [t/]	47,4 [t/]
Ecuador [h/]	52,1	53,4	54,4	54,3	56,8	56,0	53,9	52,5	51,9	53,2	53,6	52,7
El Salvador [i/]	52,0	50,4	50,3	50,8	59,9	60,6	59,7	60,0	59,5	60,6	…	…
Guatemala	58,4	55,8	…	…	…	…	…	…	59,0	62,8	62,8 [q/]	59,1 [q/]
Honduras	49,5	48,5	47,2	49,7	49,7	50,5	50,5	50,3	48,9	48,3	48,3 [r/]	51,1 [r/]
Mexico [j/]	55,6	55,8	56,7	57,9	57,8	57,5	56,2	56,2	56,7	57,4	57,4	56,9
Nicaragua [k/]	47,6	48,1	49,9	49,1	47,1	49,5	46,6	64,7	…	…	…	…
Panama	53,4	55,1	56,0	56,3	57,7	60,2	59,3	59,1	59,8	60,6	60,6 [s/]	61,1 [s/]
Paraguay [l/]	52,5	56,1	55,8	52,7	55,3	57,0	57,1	55,9	56,2	57,8	57,6	59,7
Peru [m/]	61,2	61,6	60,7	61,8	63,0	62,4	62,7	64,5	64,5	64,4	64,2	64,7
Uruguay	48,3	50,9	51,4	53,9	56,7	57,6	58,5	59,1	60,1	59,7	59,5	59,0
Venezuela (Boliv. Rep. of) [g/]	56,7	58,0	58,0	58,9	59,4	60,2	60,0	58,9	59,0	58,7	58,4	59,1
The Caribbean												
Bahamas [g/]	69,7	68,0	…	…	…	…	63,0	…	62,4	64,2	…	…
Barbados [g/]	61,6	62,7	63,2	61,9	62,8	62,1	60,3	59,4	60,0	58,5	59,3 [u/]	59,0 [u/]
Belize [g/]	52,3	53,3	52,8	52,2	56,0	54,3	…	…	…	55,8	…	…
Jamaica [g/]	57,1	57,0	57,0	58,0	58,6	58,5	56,3	54,7	54,4	53,8	53,9 [v/]	53,4 [v/]
Trinidad and Tobago [g/]	55,2	57,8	58,6	59,9	59,9	60,6	59,4	58,4	58,2	58,6 [o/]	…	…
Latin America and the Caribbean [n/]	52,9	53,5	53,9	54,5	55,0	55,4	54,9	55,6	56,3	56,4	55,7	55,7

Source: ILO, based on information from household surveys of the countries.

a/ 31 urban agglomerates. New measurement beginning in 2003.
b/ 2004 data based on survey conducted between November 2003 and October 2004. New measurement beginning in 2009; data not comparable with previous years. 2010 data correspond to first semester.
c/ Six metropolitan regions.
d/ National total. New measurement beginning in 2010; data not comparable with previous years.
e/ Thirteen metropolitan areas.
f/ July of each year. New measurement beginning in 2009; data not comparable with previous years.
g/ National total.
h/ Beginning in 2004, average of four quarters.
i/ Beginning in 2007 the minimum working age changed from 10 to 16 years and over.
j/ 32 urban areas.
k/ New measurement beginning in 2010; data not comparable with previous years.
l/ Urban national coverage until 2009, beginning in 2010 Asunción and urban centre; data not comparable with previous years.
m/ Metropolitan Lima
n/ Weighted average. Includes data adjustment due to methodological changes. in Argentina (2003) and Brazil (2002).
o/ Third quarter.
p/ July
q/ June-July
r/ May
s/ August
t/ April
u/ First quarter.
v/ First semester.

TABLE 6

LATIN AMERICA: URBAN EMPLOYED POPULATION, BY OCCUPATIONAL CATEGORY AND SEX, 2000, 2008 - 2012
(Percentages)

Countries, Year and Sex		Occupational category											
		Wage workers				Non-wage workers					Domestic service	Auxiliary family workers	Others
		Total	Public	Private		Total	Employers		Independents				
				Establishments with a maximum of five workers	Establishments with 6 or more workers		Establishments with a maximum of five workers	Establishments with 6 or more workers	Professionals, technicians or administrators	Not professionals, technicians or administrators			
Latin America													
2000	TOTAL	60,7	12,9	13,5	34,3	27,3	3,3	1,3	1,9	20,8	8,3	3,4	0,3
	Men	65,5	10,3	16,4	38,9	31,0	4,3	1,8	1,8	23,1	0,8	2,4	0,4
	Women	54,1	16,6	9,5	28,0	22,2	2,0	0,7	1,9	17,5	18,6	4,8	0,2
2008	TOTAL	63,5	12,7	12,8	38,0	26,4	3,6	1,3	1,7	19,8	7,2	2,6	0,3
	Men	68,2	10,1	15,2	42,9	29,1	4,6	1,7	1,6	21,3	0,6	1,7	0,4
	Women	57,5	16,1	9,7	31,7	22,8	2,3	0,9	1,8	17,8	15,7	3,8	0,2
2009	TOTAL	63,0	13,0	12,9	37,1	26,5	3,5	1,2	1,7	20,1	7,8	2,4	0,4
	Men	67,6	10,3	15,4	41,9	29,5	4,5	1,6	1,6	21,8	0,8	1,6	0,5
	Women	57,0	16,4	9,7	30,9	22,6	2,2	0,7	1,8	17,8	16,6	3,5	0,2
2010	TOTAL [a/]	62,1	12,9	13,3	36,0	30,3	3,9	1,0	3,1	22,3	4,3	3,3	0,0
	Men	66,1	11,2	15,4	39,5	31,4	5,0	1,4	3,3	21,6	0,5	2,0	0,0
	Women	56,4	15,2	10,2	31,0	28,7	2,2	0,5	2,7	23,4	9,8	5,1	0,0
2011	TOTAL	65,1	13,2	12,7	39,1	25,6	2,7	1,2	2,0	19,7	7,1	1,8	0,4
	Men	68,5	10,3	14,8	43,4	29,1	3,4	1,5	2,0	22,2	0,8	1,1	0,5
	Women	60,7	17,0	10,1	33,6	21,0	1,8	0,7	2,1	16,4	15,3	2,7	0,2
2012	TOTAL	65,5	13,2	12,0	40,3	25,5	3,0	1,2	2,1	19,2	6,7	1,8	0,5
	Men	68,6	10,3	14,0	44,3	29,0	3,7	1,6	2,0	21,7	0,7	1,1	0,6
	Women	61,6	16,8	9,6	35,1	21,2	2,1	0,7	2,3	16,0	14,3	2,7	0,3
Argentina [b/]													
2000	TOTAL	62,0	16,0	15,5	30,5	26,5	3,4	1,2	2,4	19,6	5,9	1,2	4,4
	Men	64,4	12,5	17,7	34,2	29,8	4,2	1,6	2,4	21,6	0,2	0,8	4,8
	Women	58,4	21,1	12,2	25,1	21,6	2,2	0,6	2,3	16,5	14,4	1,8	3,8
2008	TOTAL	66,0	15,2	14,4	36,4	22,6	3,2	1,4	4,1	13,9	7,1	0,8	3,5
	Men	69,6	12,0	16,5	41,1	25,7	3,9	1,8	4,2	15,7	0,1	0,4	4,3
	Women	61,1	19,8	11,6	29,7	18,3	2,2	0,8	4,0	11,3	16,8	1,3	2,4
2009	TOTAL	64,7	15,6	15,2	34,0	23,8	3,1	1,3	4,4	15,1	7,1	0,8	3,5
	Men	67,6	12,4	17,4	37,8	27,5	4,0	1,6	4,0	17,9	0,4	0,5	4,1
	Women	60,8	20,0	12,0	28,7	18,8	1,9	0,8	4,9	11,2	16,4	1,2	2,8
2010	TOTAL	66,6	16,1	14,1	36,4	22,1	3,0	1,1	4,6	13,4	6,9	0,7	3,7
	Men	69,3	12,5	16,0	40,9	25,3	3,7	1,5	4,2	15,9	0,2	0,4	4,8
	Women	62,7	21,4	11,3	30,1	17,5	1,9	0,5	5,2	9,9	16,4	1,2	2,1
2011	TOTAL	66,0	16,8	13,5	35,7	21,9	3,0	1,2	4,2	13,5	7,2	0,6	4,2
	Men	68,7	12,8	15,6	40,3	25,5	3,6	1,8	4,4	15,8	0,3	0,3	5,2
	Women	62,2	22,5	10,6	29,2	16,7	2,1	0,4	4,0	10,2	17,1	1,2	2,8
2012	TOTAL	65,0	17,3	13,9	33,8	22,6	3,2	1,0	4,2	14,1	7,1	0,5	4,9
	Men	67,8	13,6	16,5	37,7	25,6	3,8	1,3	3,9	16,6	0,2	0,3	6,1
	Women	60,9	22,7	10,1	28,2	18,2	2,4	0,7	4,5	10,5	17,0	0,7	3,2
Bolivia [c/], [d/]													
2000	TOTAL	44,5	10,7	10,8	23,0	43,5	1,7	1,3	2,3	38,2	4,2	7,8	0,0
	Men	54,9	11,2	15,2	28,5	39,8	2,2	1,9	3,0	32,7	0,2	5,1	0,0
	Women	31,4	10,0	5,2	16,1	48,1	1,1	0,5	1,4	45,1	9,4	11,1	0,0
2005	TOTAL	47,6	9,8	12,4	25,4	40,1	4,5	1,9	2,7	31,1	3,8	8,5	0,0
	Men	58,4	9,0	16,4	33,0	35,6	5,8	2,4	3,1	24,3	0,1	5,8	0,0
	Women	33,7	10,9	7,3	15,5	45,8	2,7	1,1	2,1	39,8	8,5	12,0	0,0

(continued)

TABLE 6 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION, BY OCCUPATIONAL CATEGORY AND SEX, 2000, 2008 - 2012 (Percentages)

Countries, Year and Sex	Occupational category											
	Wage workers				Non-wage workers					Domestic service	Auxiliary family workers	Others
	Total	Public	Private		Total	Employers		Independents				
			Establishments with a maximum of five workers	Establishments with 6 or more workers		Establishments with a maximum of five workers	Establishments with 6 or more workers	Professionals, technicians or administrators	Not professionals, technicians or administrators			
2008 TOTAL	48,5	11,2	14,5	22,8	38,3	4,3	1,9	2,6	29,5	3,3	9,8	0,0
Men	56,7	10,0	18,2	28,5	36,7	5,7	2,6	3,3	25,1	0,5	6,2	0,0
Women	38,5	12,8	10,0	15,8	40,3	2,6	0,9	1,9	34,9	6,8	14,3	0,0
2009 TOTAL	51,2	12,1	14,5	24,6	36,4	4,5	0,7	2,9	28,1	3,8	8,7	0,0
Men	60,3	11,2	18,2	31,0	33,7	5,7	1,1	3,0	23,8	0,6	5,4	0,0
Women	39,5	13,3	9,7	16,5	39,8	3,1	0,3	2,8	33,6	7,8	12,9	0,0
Brazil [e/]												
2001 TOTAL	59,8	12,7	13,6	33,5	27,8	3,3	1,4	1,9	21,3	8,8	3,5	0,2
Men	64,7	9,9	16,6	38,2	31,7	4,1	1,8	1,7	24,1	0,8	2,5	0,3
Women	52,8	16,5	9,4	26,8	22,2	2,0	0,8	2,0	17,4	20,0	4,8	0,1
2008 TOTAL	64,0	12,6	12,8	38,6	25,8	3,5	1,4	1,4	19,4	7,8	2,4	0,0
Men	68,9	9,8	15,2	43,8	28,8	4,4	1,8	1,2	21,4	0,7	1,6	0,0
Women	57,7	16,3	9,6	31,8	21,9	2,3	1,0	1,7	16,8	17,0	3,5	0,0
2009 TOTAL	63,5	12,9	12,9	37,7	25,8	3,4	1,3	1,4	19,6	8,4	2,2	0,0
Men	68,4	10,0	15,4	42,9	29,3	4,4	1,7	1,2	21,9	0,9	1,5	0,0
Women	57,3	16,6	9,7	31,0	21,4	2,2	0,8	1,7	16,7	18,2	3,1	0,0
2011 TOTAL	66,1	13,2	12,7	40,2	24,7	2,5	1,2	1,8	19,2	7,7	1,5	0,0
Men	69,4	10,0	14,7	44,7	28,7	3,0	1,6	1,6	22,5	0,9	1,0	0,0
Women	61,8	17,3	10,1	34,3	19,4	1,8	0,7	2,0	14,9	16,6	2,2	0,0
2012 TOTAL	66,6	13,2	11,9	41,6	24,8	2,8	1,3	1,9	18,7	7,2	1,4	0,0
Men	69,5	10,0	13,7	45,9	28,7	3,4	1,7	1,6	22,0	0,8	0,9	0,0
Women	62,9	17,2	9,6	36,1	19,6	2,0	0,8	2,3	14,5	15,4	2,1	0,0
Chile [f/]												
2000 TOTAL	65,2	10,7	7,7	46,8	27,6	1,8	1,4	1,3	23,1	5,0	2,3	0,0
Men	67,4	8,5	8,6	50,3	30,8	2,0	1,7	1,2	25,9	0,1	1,6	0,0
Women	60,6	15,3	5,8	39,5	20,9	1,2	0,6	1,5	17,5	14,9	3,6	0,0
2008 TOTAL	69,0	9,9	7,6	51,5	25,2	1,7	1,2	1,4	20,8	4,1	1,7	0,0
Men	71,6	7,3	8,2	56,1	27,1	2,0	1,6	1,2	22,3	0,1	1,1	0,0
Women	64,4	14,4	6,5	43,5	21,7	1,2	0,6	1,6	18,4	11,1	2,7	0,0
2009 TOTAL	68,3	10,2	7,4	50,7	26,0	1,6	1,1	1,5	21,8	4,1	1,7	0,0
Men	70,8	7,7	8,1	54,9	28,1	1,9	1,5	1,4	23,2	0,1	1,1	0,0
Women	64,0	14,3	6,2	43,5	22,5	1,2	0,5	1,6	19,3	10,8	2,7	0,0
2010 TOTAL	68,8	10,5	7,6	50,7	25,0	3,1	1,6	1,8	18,5	4,7	1,5	0,0
Men	72,3	8,0	8,6	55,6	26,5	3,7	2,1	2,1	18,6	0,3	1,0	0,0
Women	63,4	14,4	6,1	42,9	22,7	2,1	0,7	1,5	18,3	11,6	2,3	0,0
2011 TOTAL	68,7	10,0	7,2	51,5	25,0	3,0	1,6	2,1	18,4	4,9	1,4	0,0
Men	73,0	7,7	8,1	57,1	25,8	3,5	2,2	2,3	17,8	0,4	0,8	0,0
Women	62,3	13,5	5,7	43,0	23,8	2,2	0,6	1,7	19,2	11,7	2,2	0,0
2012 TOTAL	70,3	10,6	6,8	52,8	23,8	2,6	1,6	2,0	17,6	4,6	1,3	0,0
Men	74,5	8,2	7,8	58,5	24,5	3,2	2,2	2,1	17,0	0,3	0,8	0,0
Women	64,0	14,2	5,4	44,4	22,7	1,7	0,6	1,9	18,5	11,2	2,1	0,0
Colombia [g/]												
2000 TOTAL	54,2	7,0	13,6	33,5	39,0	4,6	1,3	2,6	30,4	5,2	1,6	0,0

(continued)

TABLE 6 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION, BY OCCUPATIONAL CATEGORY AND SEX, 2000, 2008 - 2012 (Percentages)

Countries, Year and Sex	Occupational category											
	Wage workers				Non-wage workers					Domestic service	Auxiliary family workers	Others
	Total	Public	Private		Total	Employers		Independents				
			Establishments with a maximum of five workers	Establishments with 6 or more workers		Establishments with a maximum of five workers	Establishments with 6 or more workers	Professionals, technicians or administrators	Not professionals, technicians or administrators			
Men	56,2	6,1	15,8	34,3	42,5	6,0	1,7	3,2	31,5	0,5	0,8	0,0
Women	51,6	8,2	10,9	32,5	34,6	2,8	0,8	1,9	29,1	11,2	2,6	0,0
2008 TOTAL	47,0	6,3	10,7	30,0	45,7	3,7	0,9	4,7	36,5	4,1	3,2	0,0
Men	48,8	5,7	11,7	31,5	48,9	4,7	1,2	5,2	37,8	0,2	2,0	0,0
Women	44,6	7,2	9,5	28,0	41,5	2,3	0,4	4,0	34,8	9,0	4,8	0,0
2009 TOTAL	46,0	5,4	11,1	29,4	46,1	4,3	0,8	3,9	37,1	4,3	3,5	0,1
Men	48,4	4,9	12,4	31,1	49,0	5,6	1,1	4,0	38,3	0,4	2,1	0,1
Women	42,8	6,0	9,5	27,3	42,3	2,6	0,3	3,7	35,7	9,3	5,4	0,2
2010 TOTAL	45,5	5,0	10,5	30,0	46,7	4,0	0,8	4,6	37,2	4,0	3,7	0,1
Men	47,7	4,6	11,3	31,8	49,5	5,3	1,0	5,1	38,1	0,2	2,5	0,1
Women	42,9	5,6	9,5	27,8	43,1	2,4	0,5	4,0	36,2	8,7	5,2	0,1
2011 TOTAL	45,5	4,9	10,6	30,1	47,1	4,1	0,9	4,3	37,8	3,8	3,5	0,1
Men	48,3	4,7	11,4	32,2	49,1	5,3	1,3	4,8	37,8	0,3	2,2	0,1
Women	42,1	5,1	9,6	27,4	44,6	2,6	0,5	3,8	37,8	8,1	5,0	0,2
2012 TOTAL	46,3	5,1	10,7	30,5	45,7	4,1	0,7	4,5	36,4	4,1	3,9	0,1
Men	49,6	5,0	12,0	32,6	47,7	5,2	1,1	4,8	36,5	0,3	2,3	0,1
Women	42,1	5,3	9,0	27,8	43,3	2,7	0,3	4,0	36,3	8,7	5,7	0,2
Costa Rica [h/]												
2000 TOTAL	70,1	18,7	13,0	38,4	24,3	4,1	1,6	5,9	12,7	4,5	1,0	0,1
Men	71,5	15,7	13,5	42,3	27,6	5,1	2,0	6,0	14,4	0,3	0,5	0,1
Women	67,8	23,6	12,3	31,9	18,9	2,3	0,9	5,9	9,8	11,4	1,8	0,1
2008 TOTAL	70,0	16,5	11,7	41,8	24,5	5,7	1,6	3,0	14,2	4,4	1,1	0,0
Men	72,6	13,2	12,1	47,2	26,7	7,2	2,1	3,7	13,7	0,2	0,5	0,0
Women	66,3	20,9	11,1	34,4	21,4	3,7	0,9	1,9	14,9	10,2	2,1	0,0
2009 TOTAL	70,0	18,2	11,2	40,6	24,5	5,5	2,0	3,0	13,9	4,5	1,0	0,0
Men	72,7	15,1	12,1	45,6	26,1	6,9	2,9	3,3	13,0	0,6	0,6	0,0
Women	66,2	22,7	10,1	33,4	22,2	3,5	0,8	2,5	15,4	10,0	1,6	0,0
2010 TOTAL	71,3	17,4	11,8	42,1	20,8	2,4	1,1	3,7	13,6	7,1	0,7	0,0
Men	75,5	14,8	12,7	48,0	23,0	3,1	1,5	4,3	14,1	0,9	0,6	0,0
Women	65,3	21,1	10,5	33,8	17,8	1,3	0,5	3,0	13,0	16,0	0,9	0,0
2011 TOTAL	70,5	17,2	11,8	41,4	21,3	2,8	1,3	3,9	13,3	7,5	0,7	0,0
Men	75,2	15,1	13,1	47,0	23,6	3,4	1,8	4,5	13,9	0,7	0,5	0,0
Women	63,9	20,2	10,0	33,7	18,1	2,0	0,6	3,1	12,5	17,0	1,0	0,0
2012 TOTAL	71,1	16,2	11,4	43,5	21,0	2,9	1,0	2,9	14,1	7,1	0,9	0,0
Men	75,1	13,5	13,0	48,7	23,6	3,7	1,5	3,1	15,3	0,5	0,7	0,0
Women	65,5	19,9	9,2	36,4	17,2	1,7	0,3	2,6	12,6	16,1	1,1	0,0
Dominican Republic [c/]												
2000 TOTAL	59,8	13,2	8,4	38,1	34,4	2,0	1,2	1,5	29,7	4,1	1,7	0,0
Men	58,2	11,4	8,5	38,3	40,0	2,2	1,7	1,5	34,6	0,5	1,3	0,0
Women	62,4	16,3	8,3	37,9	25,3	1,6	0,4	1,5	21,8	9,9	2,3	0,0
2008 TOTAL	52,0	13,1	6,4	32,5	39,0	3,7	1,5	2,3	31,5	5,5	3,6	0,0
Men	50,4	11,0	6,2	33,2	46,5	4,2	2,1	2,1	38,2	0,7	2,3	0,0
Women	54,4	16,2	6,7	31,5	27,2	2,9	0,5	2,6	21,2	12,8	5,5	0,0
2009 TOTAL	51,8	14,2	5,9	31,7	41,0	3,5	1,6	3,0	32,8	5,4	1,8	0,0
Men	48,9	11,2	5,8	31,9	49,3	4,4	2,1	3,1	39,8	0,8	1,0	0,0
Women	56,6	19,1	6,1	31,4	27,5	2,2	1,0	2,8	21,5	12,9	3,0	0,0
2010 TOTAL	50,5	13,8	5,6	31,1	42,6	3,0	1,1	2,3	36,2	5,3	1,6	0,0

(continued)

TABLE 6 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION, BY OCCUPATIONAL CATEGORY AND SEX, 2000, 2008 - 2012 (Percentages)

Countries, Year and Sex	Occupational category											
	Wage workers				Non-wage workers					Domestic service	Auxiliary family workers	Others
	Total	Public	Private		Total	Employers		Independents				
			Establishments with a maximum of five workers	Establishments with 6 or more workers		Establishments with a maximum of five workers	Establishments with 6 or more workers	Professionals, technicians or administrators	Not professionals, technicians or administrators			
Men	47,5	11,3	5,6	30,7	50,7	3,2	1,5	2,5	43,4	0,7	1,1	0,0
Women	55,4	17,9	5,8	31,8	29,3	2,6	0,4	1,9	24,4	12,8	2,5	0,0
2011 TOTAL	51,2	14,2	5,9	31,0	41,5	2,6	1,5	2,2	35,2	5,3	2,0	0,0
Men	47,6	11,1	5,8	30,7	50,1	3,3	2,1	2,3	42,5	0,8	1,5	0,0
Women	56,6	18,9	6,0	31,6	28,4	1,7	0,6	2,0	24,1	12,2	2,8	0,0
2012 TOTAL	52,5	15,0	6,9	30,6	40,2	2,6	1,0	2,6	33,9	5,5	1,8	0,0
Men	49,5	12,3	6,8	30,4	48,4	3,0	1,5	3,0	41,0	0,8	1,3	0,0
Women	57,1	19,1	7,0	31,0	27,7	2,0	0,3	2,1	23,2	12,6	2,6	0,0
Ecuador [i/]												
2000 TOTAL	54,3	11,0	15,0	28,3	34,5	3,0	1,5	2,0	27,9	4,7	6,0	0,5
Men	59,3	9,8	18,0	31,4	36,1	3,8	2,0	2,4	27,8	0,7	3,3	0,6
Women	46,3	12,8	10,1	23,4	32,0	1,7	0,8	1,4	28,1	11,1	10,3	0,3
2008 TOTAL	55,5	10,6	15,9	29,0	33,5	4,8	1,1	1,9	25,7	4,2	6,8	0,0
Men	62,7	10,3	19,4	33,0	33,0	6,0	1,6	2,1	23,3	0,3	3,9	0,0
Women	45,4	11,0	11,1	23,4	34,1	3,1	0,3	1,6	29,2	9,6	10,8	0,0
2009 TOTAL	56,0	10,6	15,9	29,4	33,3	3,6	1,0	2,0	26,7	4,1	6,5	0,1
Men	63,2	9,8	19,4	33,9	32,8	4,5	1,4	2,2	24,7	0,5	3,4	0,1
Women	45,8	11,7	11,0	23,1	34,0	2,4	0,4	1,7	29,6	9,3	10,8	0,1
2010 TOTAL	57,5	12,1	15,8	29,7	33,8	3,1	1,1	2,0	27,6	3,4	5,3	0,0
Men	63,4	10,7	19,3	33,4	33,7	3,9	1,6	2,2	26,0	0,2	2,7	0,0
Women	49,1	14,0	10,8	24,3	33,9	1,9	0,4	1,6	30,0	8,0	9,0	0,0
2011 TOTAL	55,7	11,8	13,7	30,3	35,9	3,0	0,6	2,1	30,2	2,7	5,6	0,0
Men	61,5	10,8	16,4	34,3	35,7	3,7	0,9	2,5	28,5	0,2	2,6	0,0
Women	47,6	13,1	9,8	24,6	36,2	1,9	0,2	1,5	32,6	6,3	10,0	0,0
2012 TOTAL	56,3	11,5	13,6	31,3	35,2	3,4	0,7	2,1	28,9	2,8	5,6	0,0
Men	61,6	10,6	16,5	34,5	35,2	4,3	1,0	2,4	27,4	0,3	2,9	0,0
Women	49,0	12,8	9,5	26,8	35,2	2,2	0,3	1,8	30,9	6,4	9,4	0,0
El Salvador [j/]												
2000 TOTAL	58,4	12,5	13,9	32,0	32,4	4,9	0,9	1,0	25,6	4,1	4,6	0,6
Men	69,1	12,9	18,9	37,4	26,8	6,5	1,5	1,4	17,4	0,4	3,1	0,6
Women	46,4	12,0	8,3	26,0	38,6	3,1	0,3	0,5	34,8	8,2	6,2	0,6
2008 TOTAL	58,6	10,0	14,7	33,8	31,9	4,1	0,6	1,3	25,9	4,3	5,1	0,0
Men	69,4	10,1	20,0	39,3	26,3	5,4	1,0	1,6	18,3	0,8	3,5	0,0
Women	46,3	9,9	8,8	27,6	38,4	2,7	0,2	1,0	34,5	8,4	7,0	0,0
2009 TOTAL	56,3	10,1	14,8	31,4	33,6	4,1	0,6	1,6	27,4	4,6	5,3	0,1
Men	66,6	10,0	19,3	37,3	27,9	5,2	0,8	2,0	19,8	0,8	4,5	0,1
Women	44,9	10,3	9,8	24,8	39,9	2,8	0,3	1,1	35,8	8,9	6,2	0,0
2010 TOTAL	57,6	10,2	14,7	32,6	33,2	4,0	0,5	1,7	27,1	3,8	5,2	0,2
Men	68,1	10,1	19,5	38,5	27,6	4,7	0,8	2,1	20,0	0,4	3,6	0,2
Women	45,9	10,4	9,4	26,1	39,4	3,1	0,1	1,4	34,8	7,6	6,9	0,1
2011 TOTAL	58,4	10,0	14,9	33,5	32,5	3,6	0,4	1,8	26,8	3,7	5,4	0,0
Men	68,1	9,7	19,5	39,0	27,6	4,4	0,6	2,6	20,0	0,6	3,8	0,0
Women	47,2	10,3	9,7	27,3	38,2	2,8	0,1	0,8	34,5	7,3	7,2	0,0
2012 TOTAL	57,9	10,1	15,5	32,4	32,2	3,8	0,6	1,3	26,4	4,1	5,8	0,0
Men	67,9	10,0	19,9	38,1	26,6	4,4	0,9	1,8	19,6	0,8	4,7	0,0
Women	46,6	10,2	10,5	25,9	38,5	3,2	0,3	0,8	34,2	7,8	7,1	0,0

(continued)

TABLE 6 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION, BY OCCUPATIONAL CATEGORY AND SEX, 2000, 2008 - 2012
(Percentages)

Countries, Year and Sex		Occupational category											
		Wage workers				Non-wage workers					Domestic service	Auxiliary family workers	Others
		Total	Public	Private		Total	Employers		Independents				
				Establishments with a maximum of five workers	Establishments with 6 or more workers		Establishments with a maximum of five workers	Establishments with 6 or more workers	Professionals, technicians or administrators	Not professionals, technicians or administrators			
Honduras													
2001	TOTAL	57,6	10,9	12,1	34,7	31,8	3,8	1,2	1,1	25,7	4,3	6,0	0,3
	Men	62,8	8,9	15,6	38,2	32,0	4,9	1,7	1,4	24,1	0,3	4,6	0,3
	Women	50,8	13,4	7,4	30,0	31,6	2,5	0,6	0,8	27,8	9,5	7,8	0,3
2008	TOTAL	56,4	11,1	12,1	33,2	34,3	2,8	0,5	2,4	28,6	3,4	5,9	0,0
	Men	60,9	8,8	16,3	35,8	34,5	3,4	0,8	3,0	27,4	0,4	4,2	0,0
	Women	50,9	14,1	6,8	30,0	33,9	2,0	0,2	1,7	30,0	7,0	8,1	0,0
2009	TOTAL	52,9	10,4	13,0	29,5	36,6	3,3	0,6	2,2	30,5	3,5	6,9	0,0
	Men	58,6	8,0	18,2	32,4	35,7	3,9	0,9	2,7	28,3	0,4	5,2	0,0
	Women	45,7	13,5	6,4	25,8	37,7	2,5	0,3	1,6	33,3	7,4	9,2	0,0
2010	TOTAL	51,9	10,3	13,0	28,6	36,4	3,1	0,6	2,2	30,5	4,0	7,7	0,0
	Men	57,7	8,2	17,3	32,2	35,8	3,9	0,9	2,3	28,8	0,5	5,9	0,0
	Women	44,7	12,9	7,6	24,2	37,2	2,2	0,3	2,1	32,6	8,3	9,8	0,0
2011	TOTAL	53,9	11,0	13,0	29,9	34,8	2,8	0,4	2,6	28,9	3,4	7,9	0,0
	Men	59,0	9,0	16,1	33,9	34,7	3,6	0,7	3,4	27,0	0,2	6,1	0,0
	Women	47,6	13,5	9,2	25,0	34,9	1,8	0,0	1,7	31,4	7,3	10,2	0,0
2012	TOTAL	51,6	11,0	13,2	27,4	37,9	3,3	0,8	2,4	31,4	2,7	7,9	0,0
	Men	56,5	9,2	16,7	30,6	36,9	3,7	1,2	2,6	29,4	0,2	6,5	0,0
	Women	45,3	13,3	8,8	23,2	39,2	2,7	0,3	2,2	33,9	5,9	9,6	0,0
Mexico [k/]													
2000	TOTAL	70,5	14,5	13,0	43,0	21,2	3,6	1,2	1,9	14,5	4,4	3,8	0,1
	Men	72,6	12,5	15,3	44,8	24,1	4,7	1,6	2,3	15,5	1,0	2,1	0,1
	Women	66,8	17,9	9,1	39,8	16,1	1,7	0,5	1,2	12,8	10,2	6,7	0,1
2008	TOTAL	67,2	13,8	14,2	39,2	23,1	4,3	0,8	2,1	15,8	4,1	3,7	1,8
	Men	70,5	12,3	16,3	42,0	24,7	5,8	1,2	2,4	15,3	0,5	2,1	2,1
	Women	62,5	16,1	11,2	35,2	20,7	2,2	0,3	1,6	16,6	9,3	6,0	1,5
2009	TOTAL	66,7	14,5	14,0	38,2	23,0	3,7	0,9	2,4	16,0	4,2	3,6	2,4
	Men	70,1	12,7	16,5	40,9	24,4	4,8	1,3	2,8	15,5	0,7	2,0	2,8
	Women	61,7	17,2	10,3	34,2	21,0	2,1	0,3	1,8	16,7	9,4	6,0	1,9
2010	TOTAL	65,9	13,7	14,3	37,9	23,8	3,9	1,0	2,5	16,3	4,3	3,7	2,4
	Men	69,5	12,1	16,7	40,7	24,9	5,2	1,4	2,9	15,3	0,7	2,1	2,8
	Women	60,7	16,0	11,0	33,8	22,2	2,1	0,4	1,9	17,8	9,4	6,0	1,8
2011	TOTAL	66,6	13,9	14,6	38,2	22,8	3,9	0,9	2,4	15,5	4,5	3,5	2,6
	Men	70,2	12,1	17,0	41,1	24,1	5,2	1,3	2,9	14,6	0,7	1,9	3,2
	Women	61,5	16,6	11,0	33,9	20,9	2,1	0,3	1,6	16,9	10,0	5,8	1,9
2012	TOTAL	66,4	13,5	14,2	38,7	22,7	3,9	0,9	2,3	15,7	4,5	3,5	2,9
	Men	70,1	12,1	16,5	41,5	24,0	5,0	1,4	2,8	14,8	0,6	1,9	3,5
	Women	61,3	15,5	11,0	34,8	21,0	2,3	0,3	1,5	16,9	9,8	5,6	2,2
Nicaragua [l/]													
2000	TOTAL	58,3	11,3	19,3	27,7	34,8	1,3	0,8	2,0	30,8	0,0	6,9	0,0
	Men	60,5	9,4	19,0	32,1	33,8	1,6	1,1	2,9	28,3	0,0	5,7	0,0
	Women	55,5	13,9	19,8	21,8	36,1	1,0	0,3	0,7	34,1	0,0	8,4	0,0
2006	TOTAL	51,6	11,9	12,4	27,2	36,7	3,4	1,0	2,3	29,9	6,0	5,5	0,2
	Men	58,2	9,8	16,8	31,6	35,9	4,3	1,5	3,2	26,9	1,7	3,9	0,3
	Women	43,6	14,6	7,1	21,9	37,7	2,3	0,5	1,3	33,6	11,2	7,4	0,1
2007	TOTAL	52,9	11,2	12,7	29,0	36,1	3,2	1,0	2,2	29,7	6,0	4,7	0,2

(continued)

TABLE 6 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION, BY OCCUPATIONAL CATEGORY AND SEX, 2000, 2008 - 2012 (Percentages)

Countries, Year and Sex	Occupational category											
	Wage workers				Non-wage workers					Domestic service	Auxiliary family workers	Others
	Total	Public	Private		Total	Employers		Independents				
			Establishments with a maximum of five workers	Establishments with 6 or more workers		Establishments with a maximum of five workers	Establishments with 6 or more workers	Professionals, technicians or administrators	Not professionals, technicians or administrators			
Men	59,0	9,4	16,7	33,0	35,1	4,4	1,6	3,2	25,9	1,7	4,0	0,2
Women	45,5	13,5	7,7	24,2	37,3	1,8	0,3	0,9	34,3	11,4	5,6	0,2
2008 TOTAL	54,5	11,8	13,6	29,1	35,7	3,0	0,9	2,2	29,6	4,9	4,8	0,1
Men	60,9	9,8	17,6	33,6	34,5	3,9	1,3	3,1	26,2	0,9	3,5	0,1
Women	46,8	14,2	8,8	23,8	37,1	1,9	0,3	1,1	33,7	9,8	6,3	0,1
2010 TOTAL	47,0	10,4	12,4	24,2	35,5	4,9	0,7	1,9	28,0	6,0	11,5	0,1
Men	56,3	9,5	17,5	29,3	32,0	6,9	1,1	2,3	21,7	1,6	10,1	0,1
Women	36,3	11,5	6,6	18,2	39,5	2,6	0,1	1,5	35,2	11,1	13,1	0,1
Panama[b/]												
2000 TOTAL	70,0	22,2	6,8	41,0	23,2	2,2	0,8	1,7	18,5	6,2	0,6	0,0
Men	69,9	19,4	7,2	43,3	28,4	2,7	1,1	2,1	22,4	1,4	0,4	0,0
Women	70,1	26,3	6,2	37,6	15,4	1,3	0,2	1,1	12,7	13,5	1,0	0,0
2008 TOTAL	69,8	18,1	6,3	45,4	22,8	2,3	1,4	1,7	17,3	6,3	1,2	0,0
Men	73,1	15,4	7,6	50,1	25,2	2,8	2,0	1,7	18,6	0,9	0,8	0,0
Women	65,1	21,9	4,6	38,6	19,4	1,6	0,7	1,8	15,3	13,8	1,8	0,0
2009 TOTAL	69,4	18,4	6,5	44,5	24,1	2,2	1,5	2,1	18,3	5,5	1,0	0,0
Men	72,4	15,1	7,7	49,5	26,1	2,8	2,0	1,9	19,4	0,9	0,6	0,0
Women	65,3	23,1	4,7	37,5	21,2	1,3	0,8	2,3	16,8	12,0	1,5	0,0
2010 TOTAL	70,8	19,3	6,7	44,9	23,1	2,2	1,3	2,0	17,6	5,1	1,0	0,0
Men	72,4	15,5	7,9	49,1	26,1	2,8	1,7	2,0	19,5	0,8	0,6	0,0
Women	68,5	24,7	4,9	38,8	18,8	1,4	0,6	1,9	14,9	11,3	1,5	0,0
2011 TOTAL	73,0	19,4	5,8	47,9	21,4	2,3	1,2	1,8	16,1	5,0	0,6	0,0
Men	73,0	15,6	6,3	51,1	25,6	2,8	1,6	2,0	19,2	0,9	0,4	0,0
Women	73,0	24,5	5,0	43,5	15,7	1,7	0,7	1,4	11,9	10,5	0,8	0,0
2012 TOTAL	72,8	18,5	6,4	47,8	21,3	2,0	1,1	2,1	16,0	5,1	0,8	0,0
Men	74,3	14,6	7,4	52,2	24,5	2,5	1,5	2,5	18,0	0,8	0,4	0,0
Women	70,9	23,8	5,1	41,9	16,9	1,3	0,6	1,6	13,4	11,0	1,3	0,0
Paraguay[m/]												
2000-01 TOTAL	49,0	11,1	14,7	23,2	35,0	6,4	1,2	3,6	23,9	10,4	5,1	0,5
Men	58,6	9,9	19,3	29,4	35,2	8,6	1,7	3,6	21,4	1,6	4,1	0,5
Women	36,9	12,6	9,0	15,3	34,8	3,7	0,5	3,5	27,0	21,5	6,2	0,5
2008 TOTAL	49,8	12,3	15,0	22,5	31,4	5,1	1,1	3,0	22,1	9,3	4,3	5,2
Men	59,1	11,4	19,3	28,3	30,7	6,8	1,8	2,8	19,2	1,2	3,0	6,0
Women	36,8	13,5	9,0	14,4	32,3	2,7	0,2	3,2	26,2	20,6	6,1	4,1
2009 TOTAL	50,9	12,4	17,8	20,8	32,3	5,0	1,4	3,4	22,6	8,5	4,6	3,8
Men	59,0	11,8	22,3	24,9	31,0	6,3	2,0	3,0	19,6	1,4	3,7	4,9
Women	39,9	13,3	11,5	15,1	34,0	3,1	0,4	3,8	26,6	18,2	5,7	2,2
2010 TOTAL	54,5	13,1	15,0	26,3	29,7	4,8	1,2	2,6	21,2	9,6	3,4	2,9
Men	64,4	12,5	20,1	31,8	28,0	6,0	1,6	1,9	18,4	0,9	2,8	3,9
Women	40,9	13,9	8,1	18,9	32,1	3,1	0,6	3,5	25,0	21,4	4,1	1,5
2011 TOTAL	57,6	13,4	16,5	27,8	30,4	5,0	1,1	2,8	21,5	7,5	3,2	1,2
Men	65,2	11,7	20,5	32,9	30,1	6,6	1,6	2,8	19,1	1,1	2,1	1,6
Women	47,8	15,5	11,2	21,1	30,8	3,0	0,4	3,0	24,5	15,8	4,7	0,8
2012 TOTAL	55,5	13,0	14,7	27,7	31,0	5,1	1,8	2,0	21,9	7,8	3,8	2,0
Men	63,1	11,8	18,0	33,4	29,8	6,3	2,5	2,5	18,5	1,1	3,2	2,9
Women	45,8	14,6	10,6	20,6	32,5	3,6	1,1	1,5	26,3	16,3	4,5	1,0

(continued)

TABLE 6 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION, BY OCCUPATIONAL CATEGORY AND SEX, 2000, 2008 - 2012 (Percentages)

Countries, Year and Sex		Occupational category											
		Wage workers				Non-wage workers					Domestic service	Auxiliary family workers	Others
		Total	Public	Private		Total	Employers		Independents				
				Establishments with a maximum of five workers	Establishments with 6 or more workers		Establishments with a maximum of five workers	Establishments with 6 or more workers	Professionals, technicians or administrators	Not professionals, technicians or administrators			
Peru [n/]													
2005	TOTAL	48,3	10,3	13,3	24,7	38,4	4,8	1,0	2,2	30,5	4,9	8,3	0,1
	Men	56,8	10,1	16,6	30,0	37,0	6,0	1,4	2,8	26,8	0,5	5,6	0,1
	Women	37,1	10,5	9,0	17,7	40,3	3,1	0,4	1,3	35,4	10,7	11,9	0,0
2008	TOTAL	51,2	10,8	13,4	26,9	38,0	4,6	1,0	2,0	30,4	4,2	6,5	0,1
	Men	59,2	10,9	15,7	32,5	35,7	6,0	1,4	2,4	25,9	0,4	4,5	0,2
	Women	40,9	10,7	10,5	19,7	41,0	2,9	0,4	1,6	36,1	9,0	9,0	0,1
2009	TOTAL	51,4	11,3	12,7	27,4	37,8	4,8	0,9	2,3	29,7	4,1	6,6	0,1
	Men	59,6	11,6	14,8	33,2	35,5	6,2	1,4	2,9	25,1	0,4	4,3	0,2
	Women	41,0	10,9	10,1	20,0	40,7	3,2	0,4	1,6	35,5	8,7	9,4	0,1
2010	TOTAL	50,7	10,9	12,7	27,1	38,6	5,1	1,0	2,3	30,2	4,0	6,5	0,2
	Men	58,2	10,9	14,6	32,7	36,8	6,5	1,6	3,1	25,7	0,3	4,3	0,3
	Women	41,4	10,8	10,4	20,2	40,9	3,3	0,3	1,4	35,8	8,5	9,1	0,1
2011	TOTAL	52,0	11,2	13,0	27,7	37,8	4,6	0,9	2,0	30,3	3,4	6,5	0,4
	Men	58,2	10,9	14,6	32,7	36,5	6,1	1,3	2,5	26,6	0,3	4,5	0,5
	Women	44,2	11,7	11,0	21,6	39,3	2,8	0,4	1,3	34,8	7,3	8,9	0,3
2012	TOTAL	52,9	11,3	12,8	28,8	37,4	4,7	1,0	2,3	29,4	3,2	6,2	0,4
	Men	59,2	11,1	14,5	33,5	36,1	6,0	1,5	2,9	25,6	0,3	4,0	0,4
	Women	45,0	11,4	10,6	23,0	39,0	3,0	0,3	1,4	34,2	6,7	8,9	0,5
Uruguay [c/]													
2000	TOTAL	64,3	17,4	10,4	36,5	25,5	2,2	1,8	3,9	17,5	8,7	1,5	0,0
	Men	68,3	16,8	10,7	40,8	29,7	2,8	2,5	3,6	20,8	1,1	0,9	0,0
	Women	58,8	18,2	10,0	30,7	19,8	1,3	1,0	4,4	13,1	18,9	2,5	0,0
2008	TOTAL	63,9	15,9	9,4	38,6	26,8	2,9	1,8	6,9	15,2	7,8	1,3	0,2
	Men	68,2	14,6	11,4	42,2	29,6	3,8	2,4	6,5	16,9	1,1	0,8	0,3
	Women	58,7	17,4	7,0	34,3	23,2	1,9	1,0	7,4	13,0	16,0	2,0	0,1
2009	TOTAL	64,3	15,8	9,2	39,4	26,3	3,1	1,5	7,2	14,6	7,8	1,4	0,2
	Men	68,8	14,5	11,3	43,0	29,1	4,0	2,1	6,7	16,4	1,1	0,8	0,2
	Women	58,9	17,3	6,6	34,9	22,9	1,9	0,7	7,8	12,4	16,0	2,1	0,2
2010	TOTAL	65,3	15,3	8,8	41,3	25,2	2,9	1,2	7,2	13,9	7,7	1,1	0,7
	Men	69,5	13,6	10,6	45,3	27,7	3,7	1,6	6,6	15,8	1,2	0,6	0,9
	Women	60,5	17,2	6,7	36,6	22,2	1,9	0,7	7,8	11,7	15,4	1,6	0,4
2011	TOTAL	67,2	15,5	8,2	43,5	24,3	2,9	1,2	7,1	13,1	7,0	0,9	0,7
	Men	71,2	13,7	9,8	47,6	26,3	3,7	1,6	6,3	14,6	1,1	0,5	0,9
	Women	62,4	17,5	6,3	38,6	21,9	1,9	0,7	7,9	11,3	14,1	1,3	0,4
2012	TOTAL	67,6	15,6	8,2	43,8	23,9	2,7	1,1	4,2	15,9	7,0	0,9	0,6
	Men	71,1	13,9	9,8	47,4	26,2	3,5	1,5	4,2	17,1	1,3	0,6	0,8
	Women	63,6	17,5	6,4	39,7	21,2	1,8	0,6	4,3	14,6	13,6	1,3	0,3
Venezuela [ñ/]													
2000	TOTAL	55,9	14,8	11,6	29,6	40,3	3,8	1,3	1,5	33,7	2,1	1,7	0,0
	Men	57,9	10,5	13,9	33,5	40,6	5,1	1,8	1,2	32,5	0,1	1,4	0,0
	Women	52,4	22,3	7,4	22,7	39,7	1,5	0,4	1,9	35,9	5,6	2,3	0,0
2008	TOTAL	58,5	18,1	9,4	31,0	38,7	3,1	1,0	1,9	32,6	1,6	1,2	0,0
	Men	59,1	12,7	11,6	34,8	40,1	4,1	1,3	1,9	32,8	0,0	0,8	0,0
	Women	57,5	26,6	5,9	25,1	36,4	1,5	0,4	2,0	32,5	4,2	1,8	0,0

(continued)

TABLE 6 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION, BY OCCUPATIONAL CATEGORY AND SEX, 2000, 2008 - 2012 (Percentages)

Countries, Year and Sex		Occupational category											
		Wage workers				Non-wage workers					Domestic service	Auxiliary family workers	Others
		Total	Public	Private		Total	Employers		Independents				
				Establishments with a maximum of five workers	Establishments with 6 or more workers		Establishments with a maximum of five workers	Establishments with 6 or more workers	Professionals, technicians or administrators	Not professionals, technicians or administrators			
2009	TOTAL	58,0	18,8	9,5	29,7	39,8	2,9	0,8	2,0	34,0	1,4	0,8	0,0
	Men	58,6	13,6	12,0	33,0	40,9	3,8	1,2	1,8	34,1	0,1	0,5	0,0
	Women	57,1	27,0	5,6	24,5	38,2	1,5	0,4	2,4	33,9	3,5	1,2	0,0
2010	TOTAL	57,3	19,0	9,1	29,2	40,8	2,6	0,9	2,2	35,1	1,3	0,6	0,0
	Men	57,1	13,5	11,3	32,3	42,4	3,5	1,2	1,9	35,8	0,1	0,4	0,0
	Women	57,6	27,7	5,5	24,4	38,3	1,2	0,3	2,7	34,0	3,2	0,9	0,0
2011	TOTAL	57,7	19,8	8,9	28,9	40,4	2,7	0,8	2,2	34,6	1,2	0,7	0,0
	Men	57,1	14,4	11,0	31,7	42,3	3,7	1,1	2,0	35,6	0,1	0,5	0,0
	Women	58,6	28,4	5,6	24,6	37,3	1,3	0,3	2,6	33,1	3,0	1,1	0,0
2012	TOTAL	58,7	20,5	8,9	29,4	39,1	2,6	0,7	2,4	33,4	1,3	0,9	0,0
	Men	58,2	15,1	10,8	32,3	41,1	3,4	1,0	2,2	34,5	0,1	0,6	0,0
	Women	59,6	28,9	5,8	24,9	36,0	1,3	0,3	2,7	31,7	3,1	1,3	0,0

Source: ILO estimates, based on information from household surveys of the countries. Data are for urban coverage.

a/ Weighted average without Brazil because household survey (PNAD) was not conducted in 2010.

b/ 28 urban agglomerates. Data correspond to working-age population ages 14 years and over. 2000 data refer to October. Beginning in 2008, data correspond to fourth quarter of each year. Beginning in 2003, changes were made to the survey that may affect comparability with previous years.

c/ Microenterprises: Establishments with fewer than five workers.

d/ 2000 data correspond to the MECOVI survey of November, for the years 2005, 2008 and 2009, it is the Household Survey, (November-December).

e/ Data are for September of each year. 2000 data correspond to 2001. In 2010, PNAD was not carried out.

f/ National total. Until 2009, data originated from the National Employment Survey (ENE); Beginning in 2010, data are from the New National Employment Survey (NENE) and are not comparable with previous years.

g/ 2000 data correspond to 10 cities and metropolitan areas; they refer to June of the National Household Survey (ENH), Stage 1; Beginning in 2008, data correspond to the second quarter, municipal capitals of the Great Integrated Household Survey.

h/ Until 2009, data are from the Multi-purpose Household Survey, beginning in 2010, data are from the National Household Survey and are not comparable with previous years.

i/ 2000 data correspond to November; 2008 data refer to the fourth quarter of the Survey on Employment, Unemployment and Underemployment.

j/ 2000 data correspond to the working age of 10 years and over. Beginning in 2008, data correspond to the working age of 16 years and over.

k/ 2000 data correspond to the third quarter of the National Urban Employment Survey (ENEU); beginning in 2008, data correspond to the second quarter of the National Occupation and Employment Survey (ENOE).

l/ 2000 data correspond to the Household Survey for the Measurement of Urban Employment of November, 90 municipalities, conducted by the Ministry of Labour. Data from 2008 correspond to the Household Survey for the Measurement of Urban-Rural Employment. 2010 data correspond to the Continuous Household Survey, which are not comparable with previous years.

m/ 2000-2001 data correspond to the period from September 2000 to August 2001; beginning in 2008, data are for the period October-December of the Permanent Household Survey.

n/ Data are from the National Household Survey (ENAHO).

ñ/ National total. Data correspond to the second semester of each year.

TABLE 7

LATIN AMERICA: URBAN EMPLOYED POPULATION BY ECONOMIC ACTIVITY AND SEX, 2000, 2008 - 2012 (Percentages)

Year		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construction	Trade	Transport, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
Latin America											
2000	TOTAL	100,0	6,7	0,9	15,2	7,1	22,3	5,2	2,1	40,4	0,3
	Men	100,0	8,6	1,2	18,0	11,8	21,4	8,1	2,0	28,5	0,4
	Women	100,0	4,1	0,4	11,2	0,5	23,5	1,2	2,1	56,9	0,1
2008	TOTAL	100,0	6,0	0,5	15,9	8,0	25,2	6,0	3,8	34,3	0,3
	Men	100,0	7,9	0,7	17,6	13,8	25,0	9,1	4,0	21,4	0,4
	Women	100,0	3,5	0,2	13,7	0,7	25,5	2,0	3,5	50,8	0,1
2009	TOTAL	100,0	5,9	0,5	15,2	8,0	25,5	5,9	3,8	34,9	0,3
	Men	100,0	8,0	0,7	16,9	13,7	25,2	8,9	4,2	21,8	0,5
	Women	100,0	3,2	0,2	13,1	0,6	25,8	2,0	3,3	51,6	0,1
2010	TOTAL	100,0	3,5	0,5	15,0	7,3	28,8	7,4	5,1	31,9	0,6
	Men	100,0	4,9	0,7	16,7	11,8	25,4	10,6	4,7	24,4	0,7
	Women	100,0	1,4	0,2	12,5	0,7	33,8	2,7	5,5	42,7	0,5
2011	TOTAL [a]	100,0	5,4	0,4	14,1	8,7	26,3	6,4	3,8	34,7	0,2
	Men	100,0	7,4	0,6	15,8	14,9	25,2	9,7	4,0	22,0	0,3
	Women	100,0	2,9	0,2	11,9	0,6	27,7	2,0	3,6	50,9	0,2
2012	TOTAL	100,0	4,9	0,4	14,5	8,9	26,1	6,4	3,9	34,8	0,2
	Men	100,0	6,8	0,6	16,2	15,3	24,9	9,8	4,2	22,0	0,2
	Women	100,0	2,5	0,2	12,3	0,7	27,5	2,0	3,6	51,0	0,1
Argentina [b]											
2000	TOTAL	100,0	0,8	0,6	13,9	7,7	23,7	8,1	9,8	35,4	0,0
	Men	100,0	1,2	0,8	17,1	12,5	24,8	11,8	10,5	21,3	0,0
	Women	100,0	0,3	0,2	9,0	0,6	22,1	2,7	8,7	56,4	0,0
2008	TOTAL	100,0	1,7	0,6	14,8	9,0	23,6	6,8	9,6	33,5	0,3
	Men	100,0	2,6	0,8	18,3	15,2	24,2	10,4	9,4	18,9	0,3
	Women	100,0	0,5	0,3	10,0	0,5	22,9	1,9	9,8	53,7	0,4
2009	TOTAL	100,0	1,9	0,5	13,5	8,8	23,0	6,6	10,1	34,8	0,8
	Men	100,0	2,8	0,7	16,7	14,8	24,1	9,7	9,8	20,5	0,9
	Women	100,0	0,6	0,2	9,2	0,5	21,6	2,3	10,5	54,5	0,7
2010	TOTAL	100,0	1,6	0,5	14,2	8,5	22,8	6,8	10,6	34,2	0,7
	Men	100,0	2,3	0,7	17,9	14,1	24,2	10,1	10,2	19,8	0,7
	Women	100,0	0,6	0,2	9,0	0,6	20,9	2,1	11,2	54,8	0,6
2011	TOTAL	100,0	1,6	0,6	14,0	9,1	22,6	7,3	10,1	34,1	0,6
	Men	100,0	2,4	0,9	17,2	15,2	23,0	10,8	10,7	19,4	0,5
	Women	100,0	0,4	0,2	9,5	0,5	22,0	2,2	9,2	55,3	0,7
2012	TOTAL	100,0	1,7	0,6	13,5	9,0	22,9	7,4	10,0	34,1	0,7
	Men	100,0	2,5	0,8	16,8	15,0	23,8	11,0	10,5	18,7	0,8
	Women	100,0	0,5	0,2	8,8	0,4	21,6	2,3	9,4	56,3	0,5
Bolivia (Pluri. State of) [c]											
2000	TOTAL	100,0	6,6	0,8	15,3	10,4	31,4	6,9	5,5	23,1	0,0
	Men	100,0	8,7	1,2	17,5	17,9	20,4	11,2	7,2	15,9	0,0
	Women	100,0	3,9	0,1	12,6	0,9	45,4	1,4	3,4	32,2	0,0
2005	TOTAL	100,0	8,5	0,6	16,7	9,1	29,6	9,3	4,7	21,6	0,0
	Men	100,0	10,8	0,8	19,6	14,9	18,9	14,7	4,9	15,4	0,0
	Women	100,0	5,5	0,3	13,1	1,6	43,3	2,2	4,5	29,6	0,0
2008	TOTAL	100,0	6,6	0,4	15,3	8,6	31,7	10,7	5,5	21,2	0,1
	Men	100,0	8,4	0,5	17,7	14,9	21,0	16,3	5,9	15,2	0,0
	Women	100,0	4,3	0,2	12,4	0,9	44,9	3,8	4,9	28,5	0,2
2009	TOTAL	100,0	5,7	0,5	14,9	10,1	29,6	9,2	6,5	23,5	0,1

(continued)

TABLE 7 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION BY ECONOMIC ACTIVITY AND SEX, 2000, 2008 - 2012 (Percentages)

Year		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construction	Trade	Transport, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
	Men	100,0	6,8	0,7	17,3	17,2	19,3	14,2	6,5	17,9	0,1
	Women	100,0	4,2	0,1	11,7	0,9	42,8	3,0	6,5	30,7	0,1
Brazil [d/]											
2001	TOTAL	100,0	7,7	0,9	14,1	7,5	21,5	4,9	1,7	41,4	0,3
	Men	100,0	9,8	1,3	17,0	12,5	20,9	7,7	1,6	28,7	0,5
	Women	100,0	4,7	0,4	10,1	0,5	22,2	1,1	1,8	59,2	0,1
2008	TOTAL	100,0	6,7	0,5	15,9	8,3	24,5	5,7	3,5	34,6	0,2
	Men	100,0	8,8	0,7	17,6	14,2	25,2	8,7	3,8	20,7	0,4
	Women	100,0	4,1	0,2	13,7	0,7	23,6	1,8	3,1	52,7	0,1
2009	TOTAL	100,0	6,6	0,5	15,4	8,3	24,9	5,5	3,5	35,2	0,2
	Men	100,0	8,9	0,7	17,0	14,2	25,4	8,3	4,1	21,0	0,4
	Women	100,0	3,6	0,2	13,3	0,6	24,1	1,8	2,8	53,6	0,0
2011	TOTAL	100,0	6,0	0,4	13,9	9,2	25,7	6,2	3,5	35,0	0,1
	Men	100,0	8,1	0,6	15,5	15,7	25,3	9,4	3,8	21,3	0,2
	Women	100,0	3,2	0,2	11,7	0,6	26,3	1,9	3,2	52,9	0,1
2012	TOTAL	100,0	5,4	0,4	14,4	9,5	25,4	6,2	3,5	35,1	0,1
	Men	100,0	7,4	0,6	16,1	16,3	24,9	9,6	3,9	21,2	0,1
	Women	100,0	2,8	0,2	12,3	0,6	26,0	1,9	3,1	53,1	0,0
Chile [e/]											
2000	TOTAL	100,0	15,2	0,6	14,3	7,3	18,8	8,0	7,7	28,1	0,0
	Men	100,0	20,8	0,7	15,7	10,6	15,5	10,3	7,2	19,2	0,0
	Women	100,0	3,9	0,3	11,4	0,5	25,4	3,4	8,6	46,5	0,0
2008	TOTAL	100,0	13,0	0,6	13,0	8,8	19,9	8,5	9,2	27,0	0,0
	Men	100,0	17,5	0,7	14,8	13,2	15,6	11,2	8,5	18,3	0,0
	Women	100,0	5,1	0,3	9,9	1,1	27,3	3,8	10,2	42,2	0,0
2009	TOTAL	100,0	12,6	0,5	12,9	8,3	20,1	8,3	9,5	27,7	0,0
	Men	100,0	17,5	0,6	14,6	12,7	16,0	11,0	9,0	18,6	0,0
	Women	100,0	4,5	0,3	10,0	1,1	27,0	3,6	10,6	43,0	0,0
2010	TOTAL	100,0	13,4	0,8	11,3	8,0	24,5	7,3	8,0	26,5	0,0
	Men	100,0	18,4	1,2	13,0	12,5	21,1	10,1	7,7	16,1	0,0
	Women	100,0	5,6	0,3	8,6	0,9	30,0	3,0	8,6	43,0	0,0
2011	TOTAL	100,0	13,2	0,8	11,5	8,1	24,3	7,2	8,2	26,6	0,0
	Men	100,0	18,2	1,1	13,4	12,8	20,5	10,2	7,9	15,9	0,0
	Women	100,0	5,6	0,3	8,6	1,0	30,0	2,8	8,8	42,9	0,0
2012	TOTAL	100,0	13,3	0,7	11,6	8,3	23,4	7,3	8,1	27,4	0,0
	Men	100,0	18,4	1,0	13,5	13,0	19,5	10,4	7,9	16,4	0,0
	Women	100,0	5,6	0,3	8,7	1,2	29,2	2,8	8,4	44,0	0,0
Colombia [f/]											
2000	TOTAL	100,0	3,4	0,7	17,5	5,0	27,1	6,8	6,4	32,9	0,1
	Men	100,0	5,0	1,1	17,8	8,7	25,5	10,7	6,8	24,3	0,1
	Women	100,0	1,3	0,2	17,2	0,4	29,2	2,0	5,9	43,7	0,1
2008	TOTAL	100,0	5,1	0,5	15,8	5,7	29,6	9,7	9,5	23,9	0,2
	Men	100,0	8,1	0,7	16,1	9,9	28,3	13,4	9,5	13,8	0,2
	Women	100,0	1,2	0,2	15,4	0,4	31,2	4,9	9,5	37,1	0,1
2009	TOTAL	100,0	5,4	0,5	15,4	6,0	30,2	10,0	9,2	23,2	0,1
	Men	100,0	8,4	0,7	15,5	10,4	28,7	14,4	8,5	13,2	0,1
	Women	100,0	1,5	0,3	15,4	0,4	32,1	4,3	10,1	35,8	0,0
2010	TOTAL	100,0	5,3	0,6	14,9	5,9	30,6	9,7	9,6	23,3	0,1

(continued)

TABLE 7 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION BY ECONOMIC ACTIVITY AND SEX, 2000, 2008 - 2012 (Percentages)

Year		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construction	Trade	Transport, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
	Men	100,0	8,3	0,8	14,6	10,3	29,6	14,0	8,8	13,6	0,1
	Women	100,0	1,6	0,3	15,3	0,5	32,0	4,3	10,6	35,5	0,1
2011	TOTAL	100,0	5,4	0,6	15,3	6,2	31,0	9,7	9,7	22,1	0,0
	Men	100,0	8,3	0,8	15,4	10,7	28,7	14,1	9,2	12,9	0,0
	Women	100,0	1,9	0,3	15,1	0,6	33,8	4,3	10,4	33,7	0,0
2012	TOTAL	100,0	4,9	0,5	14,7	6,8	31,1	9,6	9,4	22,9	0,0
	Men	100,0	7,5	0,7	14,5	11,8	28,8	14,4	8,9	13,4	0,1
	Women	100,0	1,8	0,3	14,9	0,7	33,9	3,7	9,9	34,7	0,0
Costa Rica [g/]											
2000	TOTAL	100,0	4,6	0,8	16,8	6,5	24,9	7,4	7,1	31,2	0,7
	Men	100,0	7,0	1,1	18,0	10,1	23,5	10,1	7,8	21,8	0,7
	Women	100,0	0,5	0,4	14,8	0,6	27,2	2,8	6,0	47,0	0,7
2008	TOTAL	100,0	3,5	1,6	13,1	7,0	26,6	8,2	12,3	27,3	0,5
	Men	100,0	4,9	2,0	14,1	11,5	27,1	11,4	12,3	16,1	0,7
	Women	100,0	1,4	1,0	11,7	0,7	26,0	3,8	12,4	42,8	0,3
2009	TOTAL	100,0	3,4	1,3	12,8	6,4	27,0	8,5	11,4	28,9	0,4
	Men	100,0	5,2	1,7	14,2	10,4	27,1	11,3	11,6	18,1	0,4
	Women	100,0	0,8	0,8	10,8	0,6	26,7	4,5	11,2	44,3	0,3
2010	TOTAL	100,0	4,0	1,7	13,7	5,5	26,1	7,2	11,9	28,9	1,1
	Men	100,0	5,8	2,4	15,5	9,1	26,5	9,6	12,8	16,9	1,5
	Women	100,0	1,4	0,8	11,2	0,4	25,5	3,6	10,6	45,9	0,7
2011	TOTAL	100,0	3,6	1,8	13,1	6,2	26,1	7,6	11,9	29,3	0,5
	Men	100,0	5,2	2,4	15,2	10,1	26,3	10,6	12,3	17,2	0,7
	Women	100,0	1,2	0,9	10,2	0,8	25,9	3,3	11,5	46,1	0,2
2012	TOTAL	100,0	3,0	1,8	12,2	6,5	24,7	8,2	14,2	29,2	0,2
	Men	100,0	4,4	2,4	14,2	10,6	25,6	11,7	13,8	17,1	0,2
	Women	100,0	1,0	0,9	9,3	0,9	23,6	3,3	14,8	45,9	0,3
Dominican Republic											
2000	TOTAL	100,0	4,3	0,9	20,2	6,7	24,9	6,6	6,3	25,0	5,2
	Men	100,0	6,4	1,1	20,5	10,5	23,2	9,4	5,9	15,3	7,8
	Women	100,0	1,0	0,6	19,6	0,5	27,6	2,0	6,9	40,7	1,0
2008	TOTAL	100,0	5,0	1,0	14,8	7,0	30,2	7,7	7,1	27,2	0,0
	Men	100,0	7,6	1,1	16,0	10,9	30,6	11,5	7,2	15,2	0,0
	Women	100,0	0,9	0,7	13,0	0,9	29,7	1,8	7,1	45,8	0,0
2009	TOTAL	100,0	5,6	0,9	12,0	6,5	30,7	7,9	7,7	28,8	0,0
	Men	100,0	8,5	1,1	14,2	10,0	31,4	11,3	7,6	15,9	0,0
	Women	100,0	0,8	0,5	8,6	0,7	29,4	2,3	7,8	49,9	0,0
2010	TOTAL	100,0	6,1	1,0	12,6	6,7	30,7	8,5	6,1	28,3	0,0
	Men	100,0	9,1	1,4	14,6	10,5	30,4	12,6	5,9	15,7	0,0
	Women	100,0	1,1	0,5	9,4	0,5	31,2	1,8	6,5	48,9	0,0
2011	TOTAL	100,0	6,6	0,9	11,9	6,1	30,1	7,9	7,5	29,1	0,0
	Men	100,0	10,3	1,2	13,9	9,6	30,0	12,0	7,2	15,8	0,0
	Women	100,0	0,9	0,6	8,7	0,7	30,2	1,7	7,9	49,3	0,0
2012	TOTAL	100,0	5,7	1,4	12,1	5,9	29,7	8,2	7,2	29,8	0,0
	Men	100,0	9,1	1,5	13,5	9,5	30,2	12,6	7,0	16,7	0,0
	Women	100,0	0,7	1,1	9,9	0,4	29,0	1,7	7,5	49,6	0,0
Ecuador [h/]											
2000	TOTAL	100,0	9,1	0,6	15,6	7,1	30,9	6,3	5,1	25,3	0,0
	Men	100,0	12,0	0,8	16,7	11,1	27,8	9,1	5,3	17,2	0,0

(continued)

TABLE 7 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION BY ECONOMIC ACTIVITY AND SEX, 2000, 2008 - 2012 (Percentages)

Year		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construction	Trade	Transport, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
	Women	100,0	4,5	0,3	13,8	0,6	35,9	1,7	4,7	38,3	0,0
2008	TOTAL	100,0	8,2	0,6	13,7	7,3	33,3	7,1	6,9	23,0	0,0
	Men	100,0	11,5	0,8	15,0	12,0	28,2	10,4	7,4	14,6	0,0
	Women	100,0	3,6	0,2	11,9	0,7	40,3	2,5	6,1	34,7	0,0
2009	TOTAL	100,0	8,2	0,8	13,1	8,0	32,7	7,7	7,2	22,4	0,0
	Men	100,0	11,2	0,9	14,7	13,0	27,4	11,0	7,6	14,0	0,0
	Women	100,0	3,8	0,5	10,7	0,8	40,2	3,1	6,6	34,2	0,0
2010	TOTAL	100,0	7,6	0,7	13,6	7,3	32,8	7,6	7,4	23,1	0,0
	Men	100,0	10,3	0,8	15,3	11,8	27,2	11,4	8,2	14,9	0,0
	Women	100,0	3,8	0,4	11,1	0,8	40,7	2,3	6,2	34,7	0,0
2011	TOTAL	100,0	8,1	0,6	13,2	6,7	34,2	8,1	7,7	21,4	0,0
	Men	100,0	11,2	0,8	14,1	10,8	28,1	11,8	8,2	14,9	0,0
	Women	100,0	3,7	0,3	11,9	0,9	42,9	2,7	6,9	30,8	0,0
2012	TOTAL	100,0	7,6	0,6	12,9	6,8	34,1	8,0	8,6	21,5	0,0
	Men	100,0	10,3	0,8	14,1	11,0	27,4	12,1	9,5	14,8	0,0
	Women	100,0	3,9	0,3	11,2	1,0	43,4	2,2	7,2	30,8	0,0
El Salvador[i/]											
2000	TOTAL	100,0	6,1	0,5	21,6	5,3	28,6	5,8	5,2	23,4	3,4
	Men	100,0	10,7	0,9	19,6	9,7	19,6	10,0	6,6	16,9	5,9
	Women	100,0	1,0	0,0	23,8	0,2	38,7	1,1	3,8	30,7	0,6
2008	TOTAL	100,0	7,1	0,6	19,0	5,6	33,8	4,9	6,4	22,7	0,0
	Men	100,0	11,7	1,0	18,0	10,1	26,4	8,6	7,7	16,6	0,0
	Women	100,0	1,9	0,1	20,1	0,5	42,3	0,8	4,8	29,6	0,0
2009	TOTAL	100,0	7,5	0,3	17,7	5,1	34,4	5,2	6,4	23,4	0,0
	Men	100,0	12,8	0,6	17,3	9,4	26,3	9,0	8,0	16,5	0,0
	Women	100,0	1,6	0,0	18,2	0,4	43,3	1,0	4,5	31,1	0,0
2010	TOTAL	100,0	7,3	0,5	18,0	5,3	34,7	5,3	6,9	22,0	0,0
	Men	100,0	12,3	0,9	17,7	9,7	27,2	8,8	8,3	15,0	0,0
	Women	100,0	1,8	0,2	18,2	0,5	42,9	1,3	5,3	29,8	0,0
2011	TOTAL	100,0	7,7	0,6	17,9	5,1	34,3	5,6	7,3	21,4	0,0
	Men	100,0	12,5	1,0	17,5	9,2	26,9	9,1	8,8	15,0	0,0
	Women	100,0	2,1	0,2	18,4	0,4	42,9	1,5	5,6	28,9	0,0
2012	TOTAL	100,0	7,3	0,5	18,0	5,1	34,5	5,4	6,9	22,3	0,0
	Men	100,0	12,2	0,8	18,2	9,3	26,9	8,6	8,3	15,8	0,0
	Women	100,0	1,9	0,3	17,7	0,3	43,1	1,7	5,4	29,7	0,0
Honduras											
2001	TOTAL	100,0	8,2	0,7	22,3	7,4	28,6	5,1	5,4	22,3	0,0
	Men	100,0	13,3	1,1	20,5	12,7	24,9	7,9	5,7	13,8	0,0
	Women	100,0	1,4	0,3	24,6	0,4	33,4	1,3	4,9	33,6	0,0
2008	TOTAL	100,0	7,5	0,6	19,6	8,4	30,5	5,4	6,0	21,9	0,0
	Men	100,0	12,3	0,9	18,0	14,7	25,6	8,4	6,5	13,6	0,0
	Women	100,0	1,4	0,2	21,6	0,5	36,7	1,7	5,4	32,3	0,1
2009	TOTAL	100,0	8,0	0,5	18,2	8,5	31,5	5,5	5,7	22,0	0,1
	Men	100,0	13,2	0,8	16,6	14,9	26,1	8,5	6,5	13,4	0,1
	Women	100,0	1,5	0,2	20,3	0,5	38,2	1,7	4,7	32,8	0,1
2010	TOTAL	100,0	8,1	0,7	17,1	7,2	32,4	5,8	6,4	21,7	0,6
	Men	100,0	13,4	1,1	15,7	12,7	27,6	9,2	6,8	13,1	0,5
	Women	100,0	1,6	0,3	18,9	0,5	38,4	1,6	5,8	32,2	0,6
2011	TOTAL	100,0	7,2	0,7	19,0	6,8	32,7	4,9	5,5	23,1	0,1

(continued)

TABLE 7 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION BY ECONOMIC ACTIVITY AND SEX, 2000, 2008 - 2012 (Percentages)

Year		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construction	Trade	Transport, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
	Men	100,0	12,0	1,0	17,9	11,7	29,1	7,5	5,9	14,8	0,0
	Women	100,0	1,2	0,3	20,4	0,5	37,3	1,5	4,9	33,6	0,3
2012	TOTAL	100,0	8,7	0,7	19,0	7,1	32,0	5,7	5,4	21,3	0,1
	Men	100,0	14,6	1,0	16,0	12,3	27,4	9,0	6,1	13,6	0,1
	Women	100,0	1,2	0,4	22,7	0,6	37,8	1,5	4,5	31,2	0,2
Mexico j/											
2000	TOTAL	100,0	1,3	0,7	23,0	5,7	26,2	6,3	1,6	35,2	0,0
	Men	100,0	1,8	0,9	24,4	8,5	22,9	8,9	1,4	31,1	0,1
	Women	100,0	0,4	0,3	20,7	0,7	32,0	1,8	1,9	42,3	0,0
2008	TOTAL	100,0	1,1	0,6	17,2	7,4	29,6	6,4	2,1	34,6	1,0
	Men	100,0	1,7	0,8	18,7	11,9	25,4	9,2	2,0	29,3	1,1
	Women	100,0	0,4	0,2	15,0	1,0	35,8	2,3	2,4	42,2	0,8
2009	TOTAL	100,0	1,0	0,6	15,7	7,3	29,5	6,6	2,3	36,1	0,9
	Men	100,0	1,5	0,8	17,6	11,6	25,3	9,6	2,2	30,3	1,1
	Women	100,0	0,3	0,3	12,8	1,0	35,6	2,3	2,4	44,5	0,7
2010	TOTAL	100,0	1,0	0,5	16,1	7,1	30,3	6,3	2,1	35,7	0,9
	Men	100,0	1,5	0,7	18,0	11,4	26,3	9,0	2,0	30,1	1,0
	Women	100,0	0,3	0,2	13,2	0,9	36,1	2,4	2,2	43,9	0,8
2011	TOTAL	100,0	0,9	0,5	16,3	7,4	29,4	6,2	2,2	36,2	0,8
	Men	100,0	1,4	0,6	18,3	11,9	25,1	9,1	2,1	30,6	1,0
	Women	100,0	0,4	0,3	13,4	0,8	35,7	2,1	2,3	44,4	0,7
2012	TOTAL	100,0	0,9	0,5	16,2	6,8	29,9	6,1	2,6	36,1	1,0
	Men	100,0	1,4	0,6	18,2	11,0	25,7	9,0	2,4	30,8	0,9
	Women	100,0	0,3	0,2	13,3	1,0	35,7	2,2	2,8	43,5	1,1
Nicaragua k/											
2001	TOTAL	100,0	5,3	1,2	18,5	6,1	29,3	6,4	4,6	28,7	0,0
	Men	100,0	8,5	1,6	19,3	10,9	25,3	10,4	5,5	18,6	0,0
	Women	100,0	1,4	0,7	17,5	0,3	34,0	1,6	3,5	40,9	0,0
2007	TOTAL	100,0	6,2	0,7	19,4	6,5	28,9	5,8	4,9	27,1	0,7
	Men	100,0	10,1	0,8	19,4	11,4	24,6	9,6	6,0	17,5	0,6
	Women	100,0	1,3	0,4	19,3	0,4	34,2	1,1	3,6	38,9	0,8
2008	TOTAL	100,0	5,9	0,7	18,3	6,5	30,2	5,4	5,6	27,2	0,0
	Men	100,0	9,8	1,0	17,7	11,5	25,6	9,1	7,0	18,3	0,0
	Women	100,0	1,2	0,3	19,0	0,4	35,9	1,0	4,0	38,1	0,0
2010	TOTAL	100,0	8,6	0,8	15,5	5,2	34,2	5,5	4,7	25,3	0,2
	Men	100,0	14,6	1,2	14,9	9,7	27,6	9,4	6,0	16,6	0,1
	Women	100,0	1,7	0,3	16,1	0,2	41,9	1,1	3,2	35,3	0,2
Panama											
2000	TOTAL	100,0	2,7	0,8	10,3	7,8	26,4	9,1	9,6	33,3	0,0
	Men	100,0	4,2	1,1	12,5	12,5	26,3	12,5	8,7	22,4	0,0
	Women	100,0	0,4	0,4	7,1	0,9	26,5	4,1	11,0	49,5	0,0
2008	TOTAL	100,0	2,0	0,6	8,9	11,1	28,4	8,8	9,8	30,4	0,0
	Men	100,0	3,2	0,6	10,2	18,3	26,6	13,2	8,7	19,2	0,0
	Women	100,0	0,5	0,5	7,0	0,8	30,9	2,7	11,4	46,2	0,0
2009	TOTAL	100,0	2,4	0,6	8,6	11,2	27,3	9,6	10,3	30,0	0,0
	Men	100,0	3,6	0,8	10,3	18,4	24,9	13,7	9,1	19,1	0,0
	Women	100,0	0,7	0,4	6,2	1,2	30,7	3,6	11,9	45,3	0,0
2010	TOTAL	100,0	2,1	0,6	8,3	10,8	26,9	9,9	10,6	30,8	0,0
	Men	100,0	3,4	0,6	9,9	17,7	24,9	14,3	9,9	19,4	0,0

(continued)

TABLE 7 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION BY ECONOMIC ACTIVITY AND SEX, 2000, 2008 - 2012 (Percentages)

Year		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construction	Trade	Transport, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
	Women	100,0	0,4	0,5	6,1	1,0	29,7	3,7	11,7	47,1	0,0
2011	TOTAL	100,0	2,4	1,3	7,0	11,8	26,9	9,9	11,7	29,0	0,0
	Men	100,0	3,7	1,5	8,3	19,0	24,8	13,8	11,0	17,8	0,0
	Women	100,0	0,7	0,9	5,1	1,9	29,8	4,5	12,8	44,2	0,0
2012	TOTAL	100,0	2,4	0,9	6,6	11,5	27,0	10,4	11,7	29,4	0,0
	Men	100,0	3,7	1,1	8,0	18,5	25,0	14,9	11,1	17,7	0,0
	Women	100,0	0,7	0,6	4,8	2,0	29,8	4,3	12,5	45,3	0,0
Paraguay [l/]											
2000-01	TOTAL	100,0	4,5	0,8	14,2	5,4	34,6	5,3	5,6	29,5	0,0
	Men	100,0	5,9	1,1	17,3	9,6	33,9	8,4	6,8	17,0	0,0
	Women	100,0	2,9	0,4	10,4	0,2	35,5	1,3	4,1	45,2	0,0
2008	TOTAL	100,0	4,0	0,6	14,0	7,7	31,4	5,8	6,7	29,8	0,0
	Men	100,0	5,0	0,9	16,8	13,2	29,9	8,3	7,5	18,5	0,0
	Women	100,0	2,5	0,3	10,1	0,1	33,5	2,3	5,6	45,5	0,1
2009	TOTAL	100,0	5,1	0,7	13,8	7,2	32,6	6,4	6,2	27,7	0,3
	Men	100,0	6,1	0,9	15,7	12,2	31,2	9,5	7,0	17,2	0,2
	Women	100,0	3,8	0,4	11,3	0,3	34,6	2,1	5,0	42,2	0,3
2010	TOTAL	100,0	3,6	0,8	12,9	8,9	31,9	5,2	6,8	29,8	0,1
	Men	100,0	4,4	1,2	15,9	15,0	30,5	7,2	7,5	18,2	0,1
	Women	100,0	2,5	0,3	8,8	0,4	33,8	2,4	5,9	45,8	0,1
2011	TOTAL	100,0	4,0	0,7	13,3	8,1	32,2	5,6	7,0	29,0	0,2
	Men	100,0	4,8	0,9	15,6	14,0	31,3	8,0	7,1	18,0	0,3
	Women	100,0	2,9	0,6	10,4	0,4	33,4	2,4	6,8	43,2	0,1
2012	TOTAL	100,0	4,4	0,9	12,8	6,6	32,7	5,7	7,1	29,7	0,0
	Men	100,0	4,7	1,3	15,1	11,7	32,6	8,9	7,2	18,6	0,0
	Women	100,0	4,1	0,3	9,9	0,2	32,9	1,8	7,0	43,9	0,0
Peru [m/]											
2005	TOTAL	100,0	11,9	0,4	12,7	4,6	32,8	8,6	5,6	23,5	0,0
	Men	100,0	14,8	0,5	14,4	7,8	24,7	13,5	6,7	17,6	0,0
	Women	100,0	8,1	0,2	10,4	0,3	43,6	2,1	4,0	31,3	0,0
2008	TOTAL	100,0	9,4	0,4	13,9	5,6	31,1	10,0	6,4	23,2	0,0
	Men	100,0	12,3	0,6	15,4	9,6	20,7	15,8	7,8	17,8	0,0
	Women	100,0	5,8	0,1	11,9	0,4	44,4	2,6	4,6	30,1	0,0
2009	TOTAL	100,0	10,2	0,3	13,0	6,0	31,0	10,1	6,3	23,1	0,0
	Men	100,0	12,5	0,4	14,9	10,4	21,4	15,6	7,5	17,2	0,0
	Women	100,0	7,2	0,1	10,7	0,5	43,0	3,2	4,8	30,5	0,0
2010	TOTAL	100,0	9,1	0,3	13,0	6,6	31,7	9,6	6,6	23,2	0,0
	Men	100,0	11,4	0,4	14,6	11,5	21,6	15,4	7,8	17,2	0,0
	Women	100,0	6,1	0,1	11,1	0,4	44,2	2,3	5,2	30,6	0,0
2011	TOTAL	100,0	9,6	0,2	12,5	6,7	31,1	9,9	7,1	23,0	0,0
	Men	100,0	12,2	0,4	13,8	11,5	21,0	15,8	7,9	17,5	0,0
	Women	100,0	6,5	0,1	10,8	0,7	43,6	2,6	6,0	29,8	0,0
2012	TOTAL	100,0	9,2	0,2	13,0	6,9	31,6	9,2	7,1	22,8	0,0
	Men	100,0	12,1	0,3	14,6	11,8	20,9	14,8	8,1	17,4	0,0
	Women	100,0	5,6	0,1	10,9	0,8	45,0	2,2	6,0	29,5	0,0
Uruguay											
2000	TOTAL	100,0	4,0	1,2	14,4	8,2	18,9	6,1	9,0	35,1	3,1
	Men	100,0	6,1	1,5	16,4	13,9	18,4	8,9	8,7	21,2	4,8
	Women	100,0	1,2	0,7	11,8	0,4	19,5	2,2	9,4	53,9	0,8

(continued)

TABLE 7 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION BY ECONOMIC ACTIVITY AND SEX, 2000, 2008 - 2012 (Percentages)

Year		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construction	Trade	Transport, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
2008	TOTAL	100,0	5,3	0,9	13,7	7,4	22,6	6,1	9,1	34,6	0,1
	Men	100,0	8,2	1,2	15,9	13,1	23,0	8,9	9,7	19,8	0,1
	Women	100,0	1,9	0,6	11,0	0,5	22,0	2,7	8,4	52,8	0,1
2009	TOTAL	100,0	5,5	0,9	13,7	7,4	23,0	5,9	9,1	34,4	0,1
	Men	100,0	8,3	1,3	16,1	13,0	23,4	8,6	9,4	19,8	0,1
	Women	100,0	2,0	0,5	10,7	0,5	22,4	2,6	8,8	52,3	0,1
2010	TOTAL	100,0	4,8	0,9	13,8	7,5	23,0	5,9	9,7	34,3	0,1
	Men	100,0	7,3	1,2	16,3	13,4	23,5	8,6	10,2	19,4	0,1
	Women	100,0	1,8	0,6	10,9	0,6	22,4	2,8	9,2	51,6	0,1
2011	TOTAL	100,0	4,4	0,9	13,6	7,6	23,0	6,3	9,8	34,3	0,1
	Men	100,0	6,7	1,3	16,1	13,6	23,5	9,2	10,0	19,5	0,1
	Women	100,0	1,7	0,5	10,6	0,7	22,4	2,8	9,5	51,6	0,1
2012	TOTAL	100,0	4,3	0,6	12,4	8,0	22,9	7,1	9,4	34,6	0,7
	Men	100,0	6,6	0,9	15,0	14,2	22,8	10,5	9,1	20,0	1,0
	Women	100,0	1,6	0,4	9,3	0,8	23,2	3,1	9,7	51,7	0,3
Venezuela											
(Boliv. Rep. of) [n/]											
2000	TOTAL	100,0	11,2	0,6	13,3	8,3	25,8	6,8	4,9	29,0	0,1
	Men	100,0	16,5	0,9	14,4	12,4	21,4	9,7	4,8	19,8	0,1
	Women	100,0	1,8	0,3	11,3	0,9	33,6	1,6	5,1	45,3	0,1
2008	TOTAL	100,0	9,4	0,5	11,9	9,7	23,7	8,8	5,2	30,6	0,2
	Men	100,0	13,9	0,6	13,6	15,1	18,4	13,0	5,3	19,8	0,2
	Women	100,0	2,2	0,3	9,4	1,2	31,9	2,2	5,0	47,7	0,2
2009	TOTAL	100,0	9,8	0,5	11,8	9,2	23,6	8,8	5,2	30,8	0,4
	Men	100,0	14,7	0,6	13,2	14,3	18,3	12,9	5,3	20,3	0,4
	Women	100,0	2,1	0,3	9,6	1,1	31,8	2,3	5,1	47,3	0,4
2010	TOTAL	100,0	9,8	0,5	11,5	8,9	23,4	9,2	5,5	30,7	0,3
	Men	100,0	14,6	0,6	12,9	14,0	18,0	13,9	5,5	20,1	0,3
	Women	100,0	2,2	0,3	9,4	1,0	31,9	1,9	5,5	47,5	0,3
2011	TOTAL	100,0	9,0	0,5	11,3	9,0	23,9	9,3	5,6	31,2	0,3
	Men	100,0	13,4	0,6	12,8	14,2	18,4	13,8	5,7	20,8	0,3
	Women	100,0	2,1	0,2	9,0	0,9	32,5	2,2	5,4	47,5	0,2
2012	TOTAL	100,0	8,9	0,5	10,8	8,6	24,5	9,0	5,5	31,8	0,3
	Men	100,0	13,3	0,6	12,4	13,6	19,5	13,5	5,6	21,2	0,3
	Women	100,0	2,1	0,3	8,3	1,0	32,3	2,2	5,4	48,2	0,3

Source: ILO estimates, based on information from household surveys of the countries.

a/ Weighted average without Brazil because household survey (PNAD) was not conducted in 2010.

b/ 28 urban agglomerates. Data correspond to working-age population ages 14 years and over. 2000 data refer to October. Beginning in 2008, data correspond to fourth quarter of each year. Beginning in 2003, changes were made to the survey that may affect comparability with previous years.

c/ 2000 data correspond to the MECOVI survey of November. 2008 and 2009 data originate from the household survey.

d/ Data from September of each year. 2000 correspond to 2001. In 2010, the PNAD survey was not carried out.

e/ National total. Until 2009, data are from the National Employment Survey (ENE); beginning in 2010, data are from the New National Household Survey (NENE) and are not comparable with previous years.

f/ 2000 data correspond to 10 cities and metropolitan areas; they refer to June of the National Household Survey (ENH), Stage 1; Beginning in 2008, data correspond to the second quarter, municipal capitals of the Great Integrated Household Survey (GEIH).

g/ Until 2009, data are from the Multi-purpose Household Survey, beginning in 2010, data are from the National Household Survey and are not comparable with previous years.

h/ 2000 data correspond to November; beginning in 2007, data refer to the fourth quarter of the Survey on Employment, Unemployment and Underemployment.

i/ 2000 data correspond to the working age of 10 years and over. Beginning in 2008, data correspond to the working age of 16 years and over.

j/ 2000 data correspond to the third quarter of the National Urban Employment Survey (ENEU); beginning in 2008, data correspond to the second quarter of the National Occupation and Employment Survey (ENOE).

k/ 2000 data correspond to the Household Survey for the Measurement of Urban Employment of November, 90 municipalities, conducted by the Ministry of Labour. Data from 2007 and 2008 correspond to the Household Survey for the Measurement of Urban-Rural Employment. 2010 data correspond to the Continuous Household Survey of the National Institute of Development Information (INIDE) and are not comparable with previous years.

l/ 2000-2001 data correspond to the period from September 2000 to August 2001; beginning in 2008, data are for the period October-December of the Permanent Household Survey.

m/ Data are from the National Household Survey (ENAHO).

n/ National total. Data correspond to the second semester of each year.

TABLE 8

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 2000, 2008 - 2012 (Percentages)

Countries, Year and Sex				Wage workers				Non-wage workers			Domestic service
			Total	Total	Public	Private		Total	Employers	Independents plus auxiliary family workers	
						Establishments with a maximum of five workers	Establishments with 6 or more workers				
Latin America											
2000	Health	TOTAL	51,6	71,1	88,2	30,4	80,5	17,5	45,4	12,6	25,4
		Men	51,7	67,7	86,3	25,9	79,9	18,7	43,3	13,4	36,1
		Women	51,6	77,1	90,0	41,2	81,7	14,9	49,9	11,0	25,2
2008		TOTAL	55,7	74,0	92,5	35,7	81,5	23,0	44,8	18,5	26,5
		Men	55,8	71,4	91,5	31,6	81,1	22,6	42,8	17,6	35,5
		Women	55,5	78,1	93,3	43,7	82,0	23,6	49,1	19,9	26,6
2009		TOTAL	56,2	74,6	93,0	37,1	81,9	24,0	45,3	19,7	27,5
		Men	56,1	71,6	91,8	32,6	81,4	23,2	42,7	18,5	36,3
		Women	56,4	79,1	94,1	46,1	82,8	24,9	51,4	21,3	27,3
2010[a/]		TOTAL	52,9	70,8	93,0	30,3	79,0	23,2	28,6	22,1	24,2
		Men	51,7	67,9	93,0	25,6	78,0	19,8	25,8	18,2	30,5
		Women	54,5	75,7	93,0	39,3	80,8	28,4	35,4	27,5	24,8
2011		TOTAL	59,6	76,9	93,5	39,8	84,5	27,1	50,1	23,2	31,4
		Men	59,0	74,1	92,7	35,2	83,7	25,8	47,9	21,5	44,5
		Women	60,5	81,0	94,0	48,4	85,7	28,8	54,7	25,5	31,3
2012		TOTAL	59,8	77,0	92,6	39,2	84,6	27,3	49,2	23,2	31,9
		Men	59,2	74,3	91,0	34,7	84,0	26,0	46,7	21,6	45,6
		Women	60,7	81,0	93,8	47,7	85,6	29,0	54,6	25,2	31,7
2000	Pensions	TOTAL	51,3	68,6	86,2	28,8	77,5	21,4	45,4	17,2	23,8
		Men	50,8	65,0	83,6	24,2	76,8	21,6	43,4	17,0	35,3
		Women	51,9	74,8	88,6	39,9	78,8	20,7	49,2	17,5	23,8
2008		TOTAL	52,5	70,8	90,2	31,4	78,5	19,9	37,3	16,4	23,0
		Men	53,3	68,5	89,0	28,1	78,3	20,5	36,6	16,5	32,8
		Women	51,5	74,4	91,2	37,8	78,7	19,2	37,9	16,6	23,0
2009		TOTAL	56,5	75,1	92,6	38,9	82,7	26,6	48,7	22,3	30,1
		Men	57,7	73,0	91,3	35,5	82,9	27,9	48,1	23,0	46,0
		Women	55,1	78,4	93,5	46,0	82,5	25,0	50,4	21,6	29,1
2010[a/]		TOTAL	43,4	67,1	91,7	25,5	75,7	10,1	17,7	9,0	15,5
		Men	46,0	66,3	92,3	24,9	76,1	12,3	19,5	10,9	26,9
		Women	40,2	68,4	91,1	26,9	74,9	7,8	12,5	7,4	15,1
2011		TOTAL	59,7	77,5	93,3	42,2	84,7	28,8	53,7	24,8	33,4
		Men	60,4	75,6	92,2	38,6	84,7	29,6	53,4	25,3	48,5
		Women	58,8	80,3	94,1	49,2	84,7	27,9	54,4	24,6	32,4
2012		TOTAL	60,5	77,7	92,8	41,7	84,9	30,1	53,6	25,8	34,9
		Men	60,8	75,7	90,6	37,9	84,9	30,8	53,4	26,1	56,5
		Women	60,0	80,8	94,4	49,1	84,9	29,4	54,1	25,8	33,7
2000	Health and/or pensions	TOTAL	54,3	71,7	90,0	31,9	80,4	24,0	48,5	19,7	29,2
		Men	53,9	68,1	88,4	27,1	79,6	24,2	46,3	19,4	40,2
		Women	55,0	77,9	91,4	43,4	82,0	23,4	53,2	20,1	29,2
2008		TOTAL	59,0	75,3	93,8	37,8	82,5	30,2	49,6	26,3	30,8
		Men	58,9	72,6	92,9	33,6	82,1	29,0	47,9	24,3	41,3
		Women	59,1	79,4	94,5	46,1	83,3	32,1	53,0	29,2	30,8
2009		TOTAL	63,0	78,1	94,4	45,1	85,0	39,7	64,1	34,9	38,8
		Men	62,8	75,4	92,8	40,5	84,6	38,8	62,3	33,1	49,7
		Women	63,2	82,4	95,6	54,3	85,8	41,2	69,0	37,5	37,9
2010[a/]		TOTAL	61,2	75,9	95,8	43,0	82,6	43,9	57,1	41,5	39,4
		Men	60,1	73,3	95,8	39,0	81,4	40,8	55,6	37,4	43,6
		Women	62,6	80,2	95,9	50,9	84,8	48,6	61,9	47,1	39,0

(continued)

TABLE 8 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 2000, 2008 - 2012
(Percentages)

Countries, Year and Sex				Wage workers				Non-wage workers			Domestic service
			Total	Total	Public	Private		Total	Employers	Independents plus auxiliary family workers	
						Establishments with a maximum of five workers	Establishments with 6 or more workers				
2011		TOTAL	66,5	80,8	95,0	48,8	87,4	42,4	69,0	38,0	44,0
		Men	65,8	78,4	93,9	44,3	86,7	40,9	67,8	35,8	58,8
		Women	67,5	84,5	95,8	57,5	88,5	44,7	72,1	41,3	42,9
2012		TOTAL	67,0	81,1	94,5	48,4	87,6	43,2	69,1	38,4	44,9
		Men	66,1	78,5	92,4	43,6	87,1	41,6	67,5	36,2	62,8
		Women	68,3	84,9	96,1	57,4	88,6	45,7	73,4	41,8	43,8
Argentina b/											
2008	Health	TOTAL	71,2	80,2	94,3	51,4	85,9	56,8	79,2	51,8	40,6
		Men	70,1	76,8	94,7	45,1	84,3	52,9	78,3	46,5	40,8
		Women	72,9	85,6	94,0	63,6	89,2	64,8	81,9	62,0	40,6
	Pensions	TOTAL	49,9	71,9	90,9	31,6	80,3	…	…	…	15,0
		Men	50,9	7…	91,7	28,9	80,2	…	…	…	15,7
		Women	48,6	74,9	90,1	36,9	80,5	…	…	…	15,0
	Health and/or pensions	TOTAL	72,1	81,1	94,8	52,6	87,0	56,8	79,2	51,8	41,7
		Men	71,1	78,0	95,1	46,7	85,6	52,9	78,3	46,5	40,8
		Women	73,4	86,1	94,5	64,0	89,6	64,8	81,9	62,0	41,7
2009	Health	TOTAL	69,8	78,8	94,2	52,0	83,3	55,5	77,5	50,7	4…
		Men	68,2	75,4	94,4	47,2	81,7	50,6	76,0	44,3	19,7
		Women	72,1	84,0	94,0	61,2	86,3	64,8	81,3	62,1	40,3
	Pensions	TOTAL	51,4	73,5	91,6	37,2	80,9	…	…	…	19,7
		Men	51,6	71,5	93,1	34,5	80,8	…	…	…	17,0
		Women	51,1	76,6	90,3	42,4	81,1	…	…	…	19,7
	Health and/or pensions	TOTAL	72,3	81,7	95,4	55,3	86,7	55,5	77,5	50,7	44,7
		Men	70,7	78,8	95,5	50,9	85,6	50,6	76,0	44,3	25,3
		Women	74,4	86,1	95,3	64,0	88,9	64,8	81,3	62,1	44,9
2010	Health	TOTAL	70,4	79,3	94,4	52,3	83,6	55,6	75,1	50,5	43,7
		Men	68,5	75,3	94,5	46,0	81,5	51,6	73,0	45,0	42,3
		Women	73,1	85,7	94,3	65,1	87,8	62,9	81,1	59,7	43,7
	Pensions	TOTAL	51,8	73,9	91,6	36,7	81,3	…	…	…	19,1
		Men	52,5	71,6	92,2	34,3	80,6	…	…	…	32,7
		Women	50,8	77,7	91,0	41,7	82,9	…	…	…	18,9
	Health and/or pensions	TOTAL	72,7	82,0	95,7	55,5	86,8	55,6	75,1	50,5	46,9
		Men	71,1	78,6	95,7	49,7	85,2	51,6	73,0	45,0	42,3
		Women	74,9	87,6	95,8	67,3	90,1	62,9	81,1	59,7	47,0
2011	Health	TOTAL	73,1	81,7	95,0	54,0	86,2	56,2	74,8	51,7	48,2
		Men	71,5	78,6	94,4	47,8	85,5	51,5	73,6	45,0	61,3
		Women	75,4	86,7	95,5	66,5	87,6	65,2	78,4	63,0	48,0
	Pensions	TOTAL	52,8	74,5	91,5	37,2	81,0	…	…	…	19,1
		Men	53,4	72,3	91,8	33,2	81,3	…	…	…	32,0
		Women	51,9	78,1	91,3	45,4	80,4	…	…	…	18,9
	Health and/or pensions	TOTAL	74,0	82,7	95,7	55,5	87,1	56,2	74,8	51,7	50,2
		Men	72,3	79,6	95,0	49,7	86,4	51,5	73,6	45,0	61,3
		Women	76,4	87,6	96,2	67,4	88,7	65,2	78,4	63,0	5…
2012	Health	TOTAL	72,0	80,7	95,9	49,9	86,6	54,2	75,8	49,5	48,0
		Men	69,4	77,0	96,4	44,5	84,9	48,7	72,5	42,8	74,6
		Women	75,7	86,8	95,4	62,1	89,9	65,2	84,6	61,9	47,2
	Pensions	TOTAL	52,0	72,9	92,2	31,7	81,2	…	…	…	17,8
		Men	51,8	7…	94,2	27,4	80,8	…	…	…	48,8

(continued)

TABLE 8 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 2000, 2008 - 2012 (Percentages)

Countries, Year and Sex				Wage workers				Non-wage workers			Domestic service
			Total	Total	Public	Private		Total	Employers	Independents plus auxiliary family workers	
						Establishments with a maximum of five workers	Establishments with 6 or more workers				
		Women	52,2	77,6	90,3	41,4	82,0	…	…	…	16,9
	Health and/or pensions	TOTAL	72,7	81,5	96,5	50,9	87,4	54,2	75,8	49,5	49,0
		Men	70,1	77,9	96,7	45,6	85,9	48,7	72,5	42,8	74,6
		Women	76,3	87,4	96,3	62,7	90,4	65,2	84,6	61,9	48,2
Brazil [c/]											
2001	Health	TOTAL	53,4	72,8	88,1	36,4	81,8	23,0	64,2	15,9	29,2
		Men	54,0	69,2	85,0	31,5	81,5	25,8	63,3	17,9	44,6
		Women	52,4	79,0	90,7	48,6	82,5	18,2	67,0	12,6	28,3
	Pensions	TOTAL	57,9	74,0	88,4	39,0	82,9	33,3	68,8	27,1	35,4
		Men	57,8	70,3	85,1	33,6	82,5	34,4	67,9	27,4	51,9
		Women	57,9	80,4	91,2	52,3	83,7	31,2	71,3	26,5	34,5
	Health and/or pensions	TOTAL	58,3	74,2	88,6	39,2	83,0	34,1	70,2	27,8	35,6
		Men	58,3	70,5	85,5	33,9	82,6	35,3	69,3	28,1	51,9
		Women	58,2	80,6	91,2	52,5	83,9	31,9	72,8	27,2	34,7
2008	Health	TOTAL	58,8	77,7	93,9	41,9	84,2	23,8	61,0	15,9	30,8
		Men	60,3	75,4	91,2	38,2	84,8	26,5	60,3	17,9	42,7
		Women	56,9	81,2	96,1	49,5	83,2	19,6	62,9	13,1	30,1
	Pensions	TOTAL	63,3	78,8	94,1	44,8	85,1	35,2	65,7	28,7	38,1
		Men	63,9	76,4	91,2	40,6	85,5	35,9	65,2	28,4	50,6
		Women	62,7	82,6	96,4	53,4	84,4	34,0	66,9	29,1	37,5
	Health and/or pensions	TOTAL	63,8	79,0	94,3	45,1	85,3	36,1	67,5	29,4	38,3
		Men	64,3	76,6	91,5	40,9	85,7	36,8	66,8	29,1	51,7
		Women	63,0	82,8	96,4	53,8	84,6	35,0	69,2	29,9	37,6
2009	Health	TOTAL	60,2	79,2	93,5	44,4	86,3	25,4	63,3	17,7	32,1
		Men	61,4	76,7	90,8	39,8	86,6	27,8	61,4	19,5	47,0
		Women	58,6	83,1	95,6	53,8	85,7	21,6	68,3	15,1	31,1
	Pensions	TOTAL	64,5	80,3	93,7	47,1	87,1	36,4	67,3	30,1	38,9
		Men	65,0	77,7	91,0	42,1	87,4	37,1	65,4	30,1	55,4
		Women	63,9	84,4	95,8	57,5	86,7	35,2	72,3	30,1	37,9
	Health and/or pensions	TOTAL	65,0	80,5	93,8	47,4	87,3	37,5	69,2	31,1	39,2
		Men	65,5	77,9	91,2	42,3	87,6	38,3	67,2	31,1	55,5
		Women	64,3	84,6	95,8	57,8	86,9	36,3	74,5	31,1	38,2
2011	Health	TOTAL	65,4	82,3	93,7	49,6	88,9	30,8	71,6	24,1	37,9
		Men	65,5	79,9	91,7	44,8	88,8	32,2	70,5	25,1	53,2
		Women	65,3	85,8	95,2	58,5	89,2	28,3	74,1	22,3	36,8
	Pensions	TOTAL	68,8	83,2	93,8	52,0	89,5	39,9	74,9	34,2	43,7
		Men	68,4	80,7	91,8	46,9	89,4	39,9	74,0	33,7	57,3
		Women	69,3	86,8	95,4	61,7	89,8	39,9	77,0	35,0	42,7
	Health and/or pensions	TOTAL	69,2	83,4	94,0	52,3	89,7	40,9	76,4	35,1	44,0
		Men	68,8	80,9	92,1	47,2	89,5	40,8	75,5	34,5	57,5
		Women	69,8	87,0	95,5	62,1	90,1	41,0	78,6	36,1	43,0
2012	Health	TOTAL	66,3	82,4	92,6	49,5	88,6	32,6	71,0	25,4	39,4
		Men	66,1	80,0	89,0	44,4	88,6	34,0	69,4	26,6	55,5
		Women	66,5	86,0	95,3	59,0	88,7	30,1	74,7	23,4	38,3
	Pensions	TOTAL	69,8	83,4	92,8	52,1	89,4	41,7	74,6	35,5	45,9
		Men	69,1	80,9	89,1	46,8	89,2	41,5	73,4	34,8	62,4
		Women	70,7	87,0	95,6	61,7	89,6	42,0	77,4	36,7	44,8
	Health and/or pensions	TOTAL	70,2	83,6	92,9	52,4	89,6	42,8	76,6	36,5	46,3

(continued)

TABLE 8 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 2000, 2008 - 2012 (Percentages)

Countries, Year and Sex				Wage workers				Non-wage workers			Domestic service
			Total	Total	Public	Private		Total	Employers	Independents plus auxiliary family workers	
						Establishments with a maximum of five workers	Establishments with 6 or more workers				
		Men	69,5	81,1	89,4	47,1	89,4	42,6	75,2	35,8	62,6
		Women	71,2	87,2	95,6	62,2	89,8	43,2	80,0	37,7	45,2
Colombia [d/]											
2000	Health	TOTAL	47,4	69,4	94,7	31,5	79,5	20,2	48,8	15,3	31,2
		Men	47,0	65,8	95,8	28,8	77,5	22,8	47,5	17,4	38,1
		Women	47,9	74,2	93,7	36,5	82,0	16,4	52,4	12,5	30,8
	Pensions	TOTAL	34,3	54,7	85,2	17,4	63,4	9,7	28,4	6,5	14,6
		Men	33,3	50,6	84,6	15,1	60,9	11,0	27,6	7,3	18,5
		Women	35,6	60,2	85,7	21,5	66,7	7,8	30,6	5,4	14,4
	Health and/or pensions	TOTAL	47,8	69,7	95,0	32,0	79,8	20,7	49,3	15,8	31,6
		Men	47,4	66,2	96,0	29,2	77,9	23,2	48,0	17,8	38,1
		Women	48,2	74,5	94,0	37,0	82,2	16,9	52,8	13,0	31,2
2008	Health	TOTAL	49,1	74,8	92,1	35,9	85,1	25,7	36,3	24,7	32,0
		Men	45,9	71,6	92,6	30,7	83,1	21,2	32,9	19,6	44,9
		Women	53,2	79,3	91,7	44,3	88,0	32,2	45,5	31,4	31,6
	Pensions	TOTAL	38,8	67,8	91,9	19,9	79,9	12,9	25,4	11,7	15,3
		Men	39,1	65,3	91,1	18,0	78,3	14,0	26,8	12,3	40,9
		Women	38,4	71,3	92,6	22,9	82,3	11,4	21,2	10,8	14,4
	Health and/or pensions	TOTAL	53,9	77,4	96,5	38,1	87,4	33,0	50,5	31,2	33,3
		Men	51,1	74,3	96,5	32,8	85,7	28,9	48,7	26,3	52,4
		Women	57,4	81,7	96,5	46,5	89,9	38,7	55,6	37,7	32,7
2009	Health	TOTAL	47,7	73,9	95,8	33,3	85,4	24,9	32,1	24,1	29,2
		Men	44,8	70,6	96,1	28,3	83,5	20,3	28,1	19,1	49,7
		Women	51,3	78,7	95,4	41,6	88,0	31,1	43,7	30,3	28,2
	Pensions	TOTAL	37,3	66,7	93,9	18,2	80,1	12,2	21,1	11,2	13,4
		Men	38,0	64,4	94,3	17,1	78,7	12,9	22,2	11,5	43,1
		Women	36,5	69,9	93,5	20,1	82,2	11,2	17,8	10,8	11,9
	Health and/or pensions	TOTAL	51,9	75,4	98,1	34,6	86,7	32,0	45,9	30,5	30,4
		Men	49,4	72,2	98,1	29,7	85,1	27,8	43,4	25,4	55,7
		Women	55,2	80,0	98,1	42,7	89,1	37,9	53,5	36,8	29,2
2010	Health	TOTAL	47,6	74,8	96,7	31,5	86,3	24,4	33,5	23,5	29,0
		Men	45,5	73,1	97,1	27,5	85,8	20,1	29,4	18,8	43,0
		Women	50,3	77,2	96,2	37,4	87,1	30,2	44,8	29,3	28,6
	Pensions	TOTAL	38,2	68,3	96,7	18,1	81,1	12,8	23,4	11,7	14,0
		Men	39,3	67,5	96,5	17,6	81,0	13,4	25,4	11,7	22,5
		Women	36,9	69,5	96,9	18,9	81,3	12,1	17,9	11,7	13,7
	Health and/or pensions	TOTAL	52,3	76,2	98,4	33,4	87,5	32,4	47,8	30,8	30,1
		Men	50,5	74,6	98,4	29,9	87,0	28,4	45,1	26,1	43,2
		Women	54,6	78,5	98,5	38,7	88,1	37,7	55,2	36,6	29,7
2011	Health	TOTAL	48,1	75,2	97,4	31,8	87,0	25,1	34,4	24,1	29,1
		Men	46,1	73,8	97,9	28,8	86,3	19,9	31,5	18,2	54,2
		Women	50,7	77,2	96,8	36,2	88,0	31,9	42,1	31,2	27,9
	Pensions	TOTAL	37,9	67,9	97,6	17,0	81,1	12,6	21,5	11,6	14,3
		Men	39,6	67,5	97,2	16,8	81,0	13,4	21,7	12,2	31,7
		Women	35,8	68,6	98,1	17,2	81,3	11,5	21,0	10,9	13,4
	Health and/or pensions	TOTAL	52,6	76,4	99,6	33,2	87,9	32,8	47,8	31,2	30,5
		Men	50,8	74,9	99,6	30,1	87,2	28,0	45,3	25,5	54,5
		Women	54,9	78,5	99,5	37,7	89,0	39,0	54,4	38,0	29,3

(continued)

TABLE 8 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 2000, 2008 - 2012 (Percentages)

Countries, Year and Sex				Wage workers				Non-wage workers			Domestic service
			Total	Total	Public	Private		Total	Employers	Independents plus auxiliary family workers	
						Establishments with a maximum of five workers	Establishments with 6 or more workers				
2012	Health	TOTAL	46,1	74,8	94,8	31,7	86,3	21,1	26,5	20,5	28,3
		Men	44,4	73,1	95,4	29,3	85,5	16,7	23,9	15,7	52,4
		Women	48,3	77,2	94,1	35,4	87,6	26,8	33,2	26,4	27,3
	Pensions	TOTAL	38,9	69,1	97,6	18,2	82,0	12,9	21,2	11,9	14,5
		Men	40,5	67,8	96,2	18,0	81,5	14,0	22,0	12,8	56,9
		Women	36,9	71,0	99,1	18,7	82,6	11,4	19,2	10,9	12,9
	Health and/or pensions	TOTAL	52,5	77,1	99,6	34,6	88,0	31,6	44,2	30,2	30,5
		Men	51,1	75,2	99,3	32,0	87,2	27,8	42,4	25,7	66,7
		Women	54,3	79,8	99,8	38,6	89,3	36,6	49,1	35,8	29,1
Costa Rica [e/]											
2000	Health and/or pensions	TOTAL	81,0	87,2	98,5	65,4	89,0	65,7	71,2	64,2	71,9
		Men	77,6	84,3	98,1	57,8	87,7	60,7	69,9	57,6	64,8
		Women	86,7	92,2	98,9	79,4	92,1	77,1	76,0	77,3	72,3
2008	Health and/or pensions	TOTAL	83,1	89,6	99,6	69,2	91,3	67,3	70,2	66,2	72,0
		Men	80,3	86,7	99,6	61,0	89,7	63,1	70,8	59,1	86,6
		Women	87,0	93,9	99,6	81,6	94,4	74,1	68,4	75,5	71,6
2009	Health and/or pensions	TOTAL	83,7	89,7	100,0	64,8	92,0	69,4	76,7	66,4	71,7
		Men	81,1	86,6	100,0	57,2	90,0	66,6	77,6	60,3	61,8
		Women	87,5	94,6	100,0	78,0	95,9	74,0	73,9	74,0	72,5
2010	Health and/or pensions	TOTAL	86,1	91,2	99,7	71,1	93,3	73,3	82,6	71,6	74,0
		Men	84,0	88,6	99,7	63,8	91,8	69,7	82,4	66,5	71,7
		Women	89,2	95,5	99,8	83,8	96,5	79,9	83,3	79,5	74,2
2011	Health and/or pensions	TOTAL	86,0	89,8	99,7	68,3	91,8	77,7	84,6	76,2	74,3
		Men	83,8	87,0	99,8	60,2	90,3	74,9	84,1	72,3	56,6
		Women	89,0	94,5	99,6	83,2	94,9	82,8	86,0	82,4	75,2
2012	Health and/or pensions	TOTAL	85,9	90,3	100,0	66,5	93,0	75,9	81,9	74,5	72,4
		Men	83,9	87,9	99,9	61,3	91,6	72,4	82,2	69,7	46,0
		Women	88,7	94,2	100,0	76,7	95,5	82,2	80,8	82,3	73,6
Ecuador [f/]											
2000	Health and/or pensions	TOTAL	28,5	42,5	80,1	12,8	43,7	10,7	22,6	9,2	16,9
		Men	27,4	37,8	80,6	10,6	40,0	11,5	20,8	9,8	29,8
		Women	30,2	52,2	79,6	18,9	51,6	9,5	29,2	8,3	15,5
2008	Health and/or pensions	TOTAL	35,9	50,3	89,6	15,5	55,1	17,2	28,1	15,4	24,8
		Men	34,9	45,8	92,2	11,7	51,3	16,5	28,1	13,5	31,8
		Women	37,3	59,1	86,2	24,9	62,7	18,0	28,0	17,2	24,4
2009	Health and/or pensions	TOTAL	38,3	54,1	92,0	15,0	61,7	17,2	36,0	14,7	26,1
		Men	37,2	48,8	92,6	11,4	57,5	17,3	35,2	13,8	23,3
		Women	39,7	64,6	91,2	23,9	70,4	17,0	38,2	15,7	26,3
2010	Health and/or pensions	TOTAL	41,2	59,3	92,9	18,2	67,6	15,9	37,8	13,3	24,4
		Men	40,1	53,7	93,5	14,0	63,8	16,7	37,7	12,9	16,4
		Women	42,7	69,7	92,2	28,6	75,1	15,0	38,3	13,7	24,7
2011	Health and/or pensions	TOTAL	47,5	67,4	96,0	25,6	75,1	20,7	36,8	19,1	47,4
		Men	46,4	62,8	98,2	21,8	71,3	19,9	38,0	17,4	63,7
		Women	49,1	76,0	93,3	34,9	82,7	21,6	33,0	21,1	46,5
2012	Health and/or pensions	TOTAL	50,9	70,4	97,4	28,9	78,5	24,3	47,4	21,7	45,8
		Men	49,5	65,1	97,8	22,4	75,5	24,1	45,3	20,6	59,7
		Women	53,0	79,7	97,1	44,8	83,8	24,7	53,4	22,9	44,8

(continued)

TABLE 8 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 2000, 2008 - 2012 (Percentages)

Countries, Year and Sex				Wage workers				Non-wage workers			Domestic service
			Total	Total	Public	Private		Total	Employers	Independents plus auxiliary family workers	
						Establishments with a maximum of five workers	Establishments with 6 or more workers				
El Salvador [g/]											
2000	Health	TOTAL	44,1	63,9	91,9	15,8	73,9	17,6	32,1	14,9	7,6
		Men	44,5	57,3	90,5	12,5	68,6	15,9	31,0	10,4	11,8
		Women	43,8	74,8	93,6	24,3	82,4	18,9	35,0	17,6	7,3
	Health and/or pensions	TOTAL	45,5	66,0	94,5	17,2	76,1	18,0	32,7	15,2	7,6
		Men	45,8	59,1	93,0	13,2	70,5	16,3	31,9	10,7	11,8
		Women	45,2	77,6	96,3	27,5	85,0	19,2	35,0	17,9	7,3
2008	Health and/or pensions	TOTAL	42,0	64,3	96,3	13,4	77,0	10,8	25,5	8,6	8,1
		Men	43,5	58,1	95,3	10,3	72,9	10,1	25,4	6,0	18,3
		Women	40,3	74,8	97,3	21,4	83,7	11,3	25,9	10,3	7,0
2009	Health	TOTAL	42,4	63,1	94,0	16,7	75,0	16,4	34,7	13,9	9,8
		Men	42,9	57,2	91,9	11,7	71,5	14,3	33,2	9,9	14,1
		Women	41,9	72,7	96,4	27,6	80,8	18,1	37,9	16,7	9,3
	Health and/or pensions	TOTAL	43,3	64,5	95,4	17,7	76,5	16,6	34,8	14,1	10,4
		Men	43,9	58,6	93,5	12,8	72,9	14,5	33,2	10,1	14,1
		Women	42,6	74,1	97,4	28,4	82,5	18,3	38,3	16,8	10,0
2010	Health and/or pensions	TOTAL	42,9	63,6	96,6	15,8	74,8	15,3	28,7	13,6	8,9
		Men	42,9	57,4	95,3	11,6	70,6	12,1	26,3	9,0	16,8
		Women	42,8	73,8	98,0	25,3	81,6	17,8	33,2	16,6	8,4
2011	Health and/or pensions	TOTAL	42,5	62,3	93,1	15,7	73,8	14,9	32,9	12,7	11,9
		Men	42,5	56,4	93,5	10,8	69,9	12,5	32,2	8,8	27,6
		Women	42,4	72,1	92,7	27,2	80,3	16,7	34,2	15,5	10,5
2012	Health and/or pensions	TOTAL	42,2	62,0	93,4	14,3	75,0	15,1	32,2	12,9	12,3
		Men	42,3	56,1	93,1	9,6	70,8	12,5	29,6	9,1	25,7
		Women	42,1	71,7	93,8	24,5	82,1	17,2	36,4	15,6	10,8
Mexico [h/]											
2000	Health	TOTAL	48,9	68,3	85,5	14,4	78,9	...	...	...	12,3
		Men	48,0	65,6	84,9	11,8	78,6	...	...	...	17,5
		Women	50,4	73,5	86,1	22,2	79,4	...	...	...	11,4
	Pensions	TOTAL	44,9	63,4	81,3	11,1	73,2	...	...	...	2,1
		Men	44,2	60,5	79,8	8,9	72,8	...	...	...	8,5
		Women	46,1	68,7	83,1	17,6	73,9	...	...	...	1,0
	Health and/or pensions	TOTAL	49,7	69,5	90,9	14,5	79,0	...	...	...	12,3
		Men	48,9	66,8	91,1	11,8	78,8	...	...	...	17,5
		Women	51,3	74,8	90,8	22,3	79,6	...	...	...	11,4
2008	Health	TOTAL	47,6	68,5	92,5	16,8	78,7	...	...	...	6,7
		Men	48,3	66,2	93,8	14,4	78,3	...	...	...	15,8
		Women	46,7	72,2	91,1	21,8	79,5	...	...	...	5,9
	Pensions	TOTAL	42,2	60,7	83,5	12,4	70,1	...	...	...	1,7
		Men	42,9	58,4	84,3	10,4	69,4	...	...	...	7,2
		Women	41,3	64,4	82,6	16,5	71,3	...	...	...	1,3
	Health and/or pensions	TOTAL	48,9	69,6	93,3	17,8	80,1	...	...	...	6,9
		Men	49,7	67,4	94,5	15,5	79,6	...	...	...	17,7
		Women	47,6	73,3	92,0	22,5	80,8	...	...	...	6,0
2009	Health	TOTAL	46,9	67,2	92,4	17,1	76,0	...	...	...	7,0
		Men	47,2	64,3	92,9	14,4	75,5	...	...	...	16,9
		Women	46,5	72,1	91,9	23,6	76,8	...	...	...	6,0
2010	Health	TOTAL	46,2	67,1	92,4	16,1	77,3	...	...	...	6,4

(continued)

TABLE 8 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 2000, 2008 - 2012 (Percentages)

Countries, Year and Sex				Wage workers				Non-wage workers			Domestic service
			Total	Total	Public	Private		Total	Employers	Independents plus auxiliary family workers	
						Establishments with a maximum of five workers	Establishments with 6 or more workers				
		Men	46,7	64,1	92,7	12,8	76,8	...	...	...	13,0
		Women	45,6	72,0	92,2	23,4	78,2	...	...	...	5,6
2011	Health	TOTAL	47,0	67,2	92,2	15,0	78,0	...	...	...	4,3
		Men	47,3	64,0	93,2	12,1	77,0	...	...	...	12,2
		Women	46,5	72,5	91,2	21,6	79,8	...	...	...	3,5
2012	Health	TOTAL	47,3	67,6	91,4	15,2	78,5	...	...	...	4,5
		Men	48,2	65,1	91,9	13,1	78,0	...	...	...	12,1
		Women	45,9	71,5	90,9	19,5	79,2	...	...	...	3,9
Panama											
2005	Health and/or pensions	TOTAL	63,9	81,8	98,7	33,3	83,0	26,6	43,7	23,9	34,9
		Men	60,4	77,9	98,6	25,7	80,8	21,8	41,0	18,2	48,6
		Women	69,0	87,9	98,7	50,0	87,0	36,6	54,4	35,0	33,4
2008	Health and/or pensions	TOTAL	68,9	84,3	97,6	35,5	85,8	32,0	46,6	29,3	37,9
		Men	66,5	81,3	97,6	29,6	84,2	25,6	43,5	21,5	43,4
		Women	72,2	89,0	97,6	49,3	88,8	43,1	56,1	41,6	37,4
2009	Health and/or pensions	TOTAL	70,0	86,6	99,1	37,5	88,6	30,8	44,4	28,4	38,1
		Men	67,5	83,9	99,1	32,7	87,3	23,8	41,9	19,9	41,1
		Women	73,4	90,8	99,0	48,7	91,1	42,3	52,6	41,2	37,8
2010	Health and/or pensions	TOTAL	70,0	86,3	98,6	40,9	87,8	29,5	39,3	27,8	35,7
		Men	66,4	83,0	98,8	33,2	86,1	22,0	35,4	19,3	38,5
		Women	75,2	91,2	98,5	58,5	90,7	43,5	52,2	42,5	35,4
2011	Health and/or pensions	TOTAL	73,2	87,6	97,8	41,5	89,0	30,4	45,8	27,5	51,2
		Men	69,0	85,3	97,1	31,4	88,3	23,8	43,1	20,0	60,5
		Women	78,9	90,7	98,5	58,8	90,1	44,6	52,5	43,2	50,1
2012	Health and/or pensions	TOTAL	73,7	88,1	99,0	40,6	90,2	32,0	46,9	29,6	48,7
		Men	69,9	85,2	98,9	31,4	89,0	25,0	43,1	21,5	48,8
		Women	78,8	92,1	99,1	58,8	92,2	45,1	57,8	43,6	48,7
Paraguay [i/]											
2000-01	Health	TOTAL	29,9	44,6	75,6	15,1	48,6	17,8	33,5	14,1	6,3
		Men	28,6	38,1	75,1	10,0	44,0	14,7	27,8	10,0	14,6
		Women	31,5	57,7	76,0	29,0	59,5	21,5	50,9	18,1	5,5
	Pensions	TOTAL	19,2	38,2	79,7	6,2	38,7	0,6	3,4	0,0	0,5
		Men	19,9	33,0	78,8	5,6	35,6	0,8	3,2	0,0	3,8
		Women	18,2	48,5	80,6	7,7	46,0	0,4	3,8	0,0	0,2
	Health and/or pensions	TOTAL	31,6	48,0	86,5	15,3	50,3	17,8	33,8	14,1	6,3
		Men	30,1	40,4	86,6	10,2	44,8	14,7	28,0	10,0	14,6
		Women	33,5	62,9	86,5	29,0	63,4	21,6	51,5	18,1	5,5
2008	Health	TOTAL	33,6	44,9	75,3	15,2	48,1	21,5	30,4	19,5	9,7
		Men	31,7	39,1	72,2	11,3	44,7	16,0	24,1	13,2	14,7
		Women	36,3	57,9	79,0	26,9	57,6	28,1	55,7	25,7	9,3
	Pensions	TOTAL	21,7	38,7	80,1	6,3	37,6	1,2	4,2	0,6	0,6
		Men	23,2	34,5	78,5	5,2	36,7	1,4	4,1	0,4	4,4
		Women	19,5	47,9	81,9	9,4	40,1	1,0	4,4	0,7	0,3
	Health and/or pensions	TOTAL	35,0	47,4	84,6	15,2	48,4	21,8	31,0	19,9	9,9
		Men	33,2	41,4	82,9	11,3	45,1	16,3	24,6	13,4	14,7
		Women	37,6	60,7	86,5	26,9	57,6	28,6	56,7	26,2	9,5
2009	Health	TOTAL	35,0	46,5	77,1	20,0	51,2	22,6	33,0	20,4	12,4

(continued)

TABLE 8 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 2000, 2008 - 2012 (Percentages)

Countries, Year and Sex				Wage workers				Non-wage workers			Domestic service
			Total	Total	Public	Private		Total	Employers	Independents plus auxiliary family workers	
						Establishments with a maximum of five workers	Establishments with 6 or more workers				
		Men	33,5	42,0	73,0	19,7	47,7	17,5	29,9	13,5	14,6
		Women	37,1	55,5	81,9	20,8	59,2	28,8	43,1	27,4	12,1
	Pensions	TOTAL	24,8	41,0	82,1	11,3	42,5	5,6	6,1	5,5	0,6
		Men	26,4	37,6	80,3	11,6	41,1	5,5	6,2	5,3	1,1
		Women	22,6	48,1	84,1	10,2	45,6	5,7	5,7	5,6	0,6
	Health and/or pensions	TOTAL	36,7	49,5	86,7	20,6	52,3	23,1	33,2	21,1	12,7
		Men	35,4	44,8	83,9	20,3	48,8	18,2	30,2	14,4	15,8
		Women	38,6	58,9	90,0	21,7	60,2	29,1	43,1	27,7	12,3
2010	Health	TOTAL	36,6	48,1	74,2	17,0	52,9	23,3	29,6	21,8	13,7
		Men	34,0	41,8	71,5	13,0	48,3	17,0	23,3	14,8	16,0
		Women	40,1	61,8	77,7	30,8	63,3	30,6	47,9	28,7	13,6
	Pensions	TOTAL	24,3	42,5	80,0	8,3	43,3	0,0	0,0	0,0	0,0
		Men	26,5	38,8	78,8	7,2	43,0	0,0	0,0	0,0	0,0
		Women	21,1	50,4	81,5	12,1	43,9	0,0	0,0	0,0	0,0
	Health and/or pensions	TOTAL	38,3	51,2	85,0	17,3	53,8	23,3	29,6	21,8	13,7
		Men	35,8	44,7	83,5	13,1	49,3	17,0	23,3	14,8	16,0
		Women	41,6	65,4	86,9	31,4	64,0	30,6	47,9	28,7	13,6
2011	Health	TOTAL	38,0	49,2	76,4	21,7	52,4	23,1	33,3	20,8	17,3
		Men	34,9	42,5	72,5	18,1	47,1	18,9	29,6	15,3	22,7
		Women	42,1	60,9	80,2	30,4	63,0	28,0	45,0	26,2	16,8
	Pensions	TOTAL	26,6	44,6	80,9	13,2	45,8	1,0	3,6	0,5	0,1
		Men	26,6	39,5	79,3	12,3	42,4	0,6	1,7	0,3	0,0
		Women	26,5	53,7	82,6	15,2	52,8	1,5	9,5	0,7	0,1
	Health ^{an}d/or pensions	TOTAL	40,0	52,5	86,5	22,3	54,2	23,2	33,5	20,9	17,3
		Men	36,7	45,3	82,8	18,8	48,5	19,0	29,9	15,3	22,7
		Women	44,3	65,4	90,1	30,6	65,7	28,1	45,0	26,3	16,8
2012	Health	TOTAL	40,3	52,4	76,5	20,3	58,1	26,3	41,5	22,5	13,4
		Men	38,4	46,7	74,0	15,6	53,9	21,6	32,4	17,7	20,1
		Women	42,8	62,3	79,1	30,5	66,8	31,6	63,4	27,0	12,8
	Pensions	TOTAL	26,8	45,2	77,7	12,5	47,3	1,7	5,9	0,6	3,1
		Men	28,1	41,4	78,1	9,6	45,5	1,8	4,5	0,8	14,0
		Women	25,1	51,9	77,3	18,7	51,0	1,5	9,2	0,4	2,1
	Health and/or pensions	TOTAL	41,8	55,0	84,5	21,0	59,2	26,4	41,5	22,6	14,0
		Men	39,9	49,0	83,3	15,8	54,7	21,7	32,4	17,8	27,9
		Women	44,3	65,6	85,8	32,3	68,4	31,6	63,4	27,1	12,8
Peru [j/]											
2005	Health	TOTAL	29,7	42,7	76,1	9,6	46,7	17,7	24,1	16,7	16,1
		Men	29,5	41,7	78,8	9,3	47,1	13,5	21,7	11,7	24,0
		Women	29,8	44,8	72,7	10,5	45,7	22,2	30,8	21,5	15,5
	Pensions	TOTAL	26,7	42,8	73,4	11,9	46,7	11,9	22,2	10,4	9,4
		Men	32,7	44,3	77,7	14,2	49,7	17,4	24,4	16,0	29,6
		Women	18,7	39,8	67,9	6,4	40,2	5,9	16,0	5,2	8,1
	Health and/or pensions	TOTAL	36,6	50,2	80,7	17,9	55,0	24,3	33,5	22,9	20,2
		Men	39,3	50,8	84,6	19,7	56,5	24,0	32,6	22,2	42,7
		Women	33,1	49,2	75,8	13,5	51,6	24,5	36,0	23,7	18,7
2008	Health	TOTAL	43,2	54,5	80,4	24,6	58,9	31,9	32,2	31,9	26,5
		Men	42,0	53,0	80,2	22,0	58,8	26,1	29,0	25,4	28,0
		Women	44,8	57,3	80,7	29,8	59,1	37,9	41,4	37,6	26,4

(continued)

TABLE 8 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 2000, 2008 - 2012
(Percentages)

Countries, Year and Sex				Wage workers					Non-wage workers			Domestic service
			Total	Total	Public	Private		Total	Employers	Independents plus auxiliary family workers		
						Establishments with a maximum of five workers	Establishments with 6 or more workers					
	Pensions	TOTAL	34,3	51,1	80,4	15,2	57,2	17,5	28,2	16,0	7,6
		Men	41,6	52,8	83,1	17,2	59,8	25,5	31,6	24,1	9,1
		Women	25,0	47,9	76,9	11,4	51,6	9,4	18,3	8,8	7,6
	Health and/or pensions	TOTAL	51,3	62,4	86,6	32,5	67,5	40,6	44,3	40,1	30,0
		Men	53,0	62,1	87,6	31,8	68,1	39,9	43,5	39,1	33,5
		Women	49,1	62,9	85,3	33,8	66,1	41,3	46,7	40,9	29,8
2009	Health	TOTAL	50,7	61,5	86,3	32,2	64,8	39,5	33,3	40,4	38,4
		Men	48,7	59,5	85,7	27,9	64,5	32,6	29,8	33,3	33,5
		Women	53,3	65,0	87,1	40,2	65,5	46,4	42,5	46,7	38,7
	Pensions	TOTAL	37,1	54,7	83,8	15,3	61,0	19,3	30,1	17,7	8,5
		Men	44,9	56,5	86,1	17,8	63,5	27,7	34,7	26,0	27,8
		Women	27,3	51,4	80,8	10,6	56,0	11,0	17,9	10,4	7,4
	Health and/or pensions	TOTAL	59,0	69,2	91,4	39,7	73,7	48,9	48,0	49,0	41,0
		Men	60,0	68,5	92,0	37,5	74,1	47,2	47,4	47,2	49,5
		Women	57,8	70,3	90,5	43,8	72,8	50,6	49,4	50,7	40,5
2010	Health	TOTAL	53,8	63,9	88,3	37,5	66,5	43,6	38,9	44,4	41,1
		Men	51,5	62,1	87,4	33,2	66,5	36,6	35,9	36,8	54,5
		Women	56,7	67,2	89,4	44,9	66,7	50,8	47,2	51,0	40,4
	Pensions	TOTAL	37,7	55,2	84,4	19,0	60,6	20,4	31,5	18,6	10,2
		Men	46,1	57,8	87,1	21,4	64,3	29,7	37,4	27,9	22,8
		Women	27,3	50,7	81,0	14,6	53,0	10,8	15,6	10,4	9,6
	Health and/or pensions	TOTAL	62,4	71,7	93,1	46,3	75,0	53,6	52,7	53,7	45,4
		Men	63,3	71,2	93,4	44,2	75,8	52,3	53,4	52,0	55,4
		Women	61,4	72,6	92,8	50,1	73,4	55,0	50,8	55,3	44,9
2011	Health	TOTAL	55,5	65,4	89,0	37,7	68,8	44,4	43,8	44,5	49,2
		Men	52,7	63,5	90,0	35,2	67,3	37,4	39,7	36,9	57,9
		Women	59,0	68,5	87,9	41,7	71,6	51,8	55,4	51,5	48,8
	Pensions	TOTAL	38,7	57,3	85,7	18,6	64,0	18,9	31,9	17,0	10,0
		Men	45,5	58,4	88,6	20,4	65,4	27,3	34,5	25,8	38,4
		Women	30,2	55,6	82,4	15,7	61,4	10,0	24,7	9,0	8,6
	Health and/or pensions	TOTAL	63,8	73,4	93,2	46,7	77,9	53,5	56,2	53,1	52,0
		Men	64,0	72,8	94,5	46,2	77,4	51,7	54,1	51,2	75,5
		Women	63,5	74,5	91,6	47,5	78,9	55,3	62,3	54,8	50,9
2012	Health	TOTAL	55,2	66,2	89,0	35,6	70,9	42,6	44,9	42,2	45,8
		Men	53,1	64,6	88,6	31,7	70,8	36,4	42,7	35,0	39,9
		Women	57,9	69,0	89,5	42,4	71,0	49,0	50,9	48,9	46,1
	Pensions	TOTAL	40,6	58,9	87,1	18,7	65,8	20,2	33,1	18,3	12,4
		Men	47,4	60,5	88,3	20,1	68,8	28,3	37,7	26,1	25,9
		Women	32,0	56,4	85,6	16,2	60,3	11,8	20,3	11,1	11,6
	Health and/or pensions	TOTAL	63,5	74,1	94,2	44,8	79,2	51,7	56,2	51,0	50,5
		Men	63,8	73,4	94,5	42,0	80,0	49,9	55,8	48,5	50,0
		Women	63,2	75,2	94,0	49,7	77,7	53,6	57,4	53,3	50,5
Uruguay											
2001	Health	TOTAL	96,2	97,8	98,4	95,5	98,2	92,3	95,6	91,8	96,4
		Men	95,6	97,7	99,0	94,9	98,0	91,2	95,3	90,3	97,8
		Women	96,9	98,1	97,8	96,7	98,6	94,6	96,7	94,3	96,3
	Pensions	TOTAL	65,0	83,3	98,5	48,3	86,0	34,7	85,6	25,6	33,4
		Men	65,6	80,5	99,1	43,0	84,4	35,0	84,6	24,2	64,9
		Women	64,3	87,6	97,7	59,8	88,4	34,1	89,0	27,9	31,1
	Health and/or pensions	TOTAL	96,9	98,5	99,9	95,9	98,5	93,6	98,0	92,8	96,6

(continued)

TABLE 8 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 2000, 2008 - 2012 (Percentages)

Countries, Year and Sex				Wage workers				Non-wage workers			Domestic service
			Total	Total	Public	Private		Total	Employers	Independents plus auxiliary family workers	
						Establishments with a maximum of five workers	Establishments with 6 or more workers				
		Men	96,3	98,2	100,0	95,2	98,3	92,6	97,9	91,4	97,8
		Women	97,7	99,0	99,9	97,4	98,9	95,4	98,4	95,1	96,5
2008	Health	TOTAL	95,7	97,5	97,9	93,6	98,3	91,5	95,1	90,7	95,8
		Men	94,6	96,9	97,5	92,5	97,9	89,4	94,6	88,0	95,5
		Women	97,0	98,4	98,3	95,9	98,9	94,5	96,3	94,3	95,9
	Pensions	TOTAL	67,5	84,7	98,5	45,6	88,6	35,5	82,9	25,4	42,4
		Men	68,1	81,9	98,5	40,8	87,3	37,3	81,9	25,3	69,1
		Women	66,8	88,7	98,5	55,0	90,6	32,7	85,3	25,5	40,2
	Health and/or pensions	TOTAL	96,5	98,2	99,8	94,1	98,6	92,5	97,7	91,4	96,4
		Men	95,6	97,7	99,8	93,0	98,3	90,8	97,4	89,0	95,5
		Women	97,6	99,0	99,8	96,1	99,1	95,2	98,5	94,7	96,4
2009	Health	TOTAL	95,8	97,7	99,5	92,9	98,1	91,3	94,9	90,5	96,6
		Men	94,7	97,0	99,3	91,6	97,6	89,4	94,3	88,0	96,9
		Women	97,2	98,6	99,6	95,8	98,7	94,1	96,6	93,8	96,6
	Pensions	TOTAL	68,2	85,4	100,0	45,3	89,0	35,2	83,4	25,3	43,6
		Men	68,6	82,4	100,0	40,4	87,4	37,0	83,0	24,8	75,8
		Women	67,6	89,8	100,0	55,7	91,2	32,6	84,4	26,0	41,0
	Health and/or pensions	TOTAL	96,4	98,1	100,0	93,2	98,5	92,3	97,5	91,2	96,9
		Men	95,4	97,5	100,0	91,9	98,1	90,6	97,2	88,9	97,5
		Women	97,6	99,0	100,0	96,0	99,1	94,7	98,2	94,3	96,9
2010	Health	TOTAL	96,6	98,4	99,8	94,6	98,7	92,1	96,4	91,2	97,5
		Men	95,6	97,9	99,8	93,4	98,4	90,0	96,0	88,4	98,0
		Women	97,9	99,1	99,8	96,9	99,1	95,2	97,3	94,9	97,5
	Pensions	TOTAL	70,2	87,1	100,0	48,9	90,6	36,0	82,9	26,0	46,7
		Men	70,7	84,7	100,0	44,3	89,5	37,3	82,0	25,3	72,9
		Women	69,7	90,4	100,0	57,4	92,0	34,1	85,2	26,9	44,3
	Health and/or pensions	TOTAL	97,0	98,6	100,0	94,8	98,9	93,0	98,2	91,8	97,9
		Men	96,0	98,1	100,0	93,7	98,6	91,0	97,9	89,1	98,3
		Women	98,2	99,2	100,0	97,0	99,3	95,7	98,8	95,3	97,9
2011	Health	TOTAL	97,0	98,6	99,9	94,1	98,9	92,7	96,8	91,8	97,4
		Men	96,0	98,1	99,8	92,6	98,7	90,7	96,5	89,0	97,9
		Women	98,1	99,2	100,0	96,8	99,3	95,4	97,4	95,2	97,4
	Pensions	TOTAL	72,9	88,4	100,0	50,7	91,4	38,6	84,7	28,2	50,4
		Men	73,1	86,0	100,0	45,4	90,3	40,0	83,8	27,2	74,0
		Women	72,6	91,7	100,0	60,4	93,0	36,7	86,9	29,5	48,4
	Health and/or pensions	TOTAL	97,3	98,7	100,0	94,3	99,1	93,4	98,5	92,3	97,6
		Men	96,4	98,3	100,0	92,9	98,9	91,7	98,4	89,7	98,1
		Women	98,2	99,3	100,0	96,9	99,4	95,9	98,7	95,4	97,5
2012	Health	TOTAL	97,0	98,5	99,7	94,5	98,9	92,8	96,6	92,0	97,0
		Men	95,9	98,0	99,5	92,6	98,6	90,6	96,0	89,2	97,5
		Women	98,2	99,3	99,8	97,8	99,3	95,9	98,2	95,6	96,9

(continued)

TABLE 8 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 2000, 2008 - 2012 (Percentages)

Countries, Year and Sex			Wage workers				Non-wage workers			Domestic service
		Total	Total	Public	Private		Total	Employers	Independents plus auxiliary family workers	
					Establishments with a maximum of five workers	Establishments with 6 or more workers				
Pensions	TOTAL	74,4	89,8	100,0	54,2	92,9	38,9	86,9	29,1	54,0
	Men	74,3	87,5	100,0	48,4	91,9	40,1	86,4	27,8	81,1
	Women	74,5	92,8	100,0	64,8	94,2	37,4	88,2	30,6	51,0
Health and/or pensions	TOTAL	97,3	98,8	100,0	94,7	99,1	93,4	98,0	92,5	97,1
	Men	96,3	98,2	100,0	93,0	98,8	91,3	97,5	89,6	97,9
	Women	98,4	99,4	100,0	97,8	99,4	96,4	99,1	96,0	97,0

Source: ILO estimates, based on information from household surveys of the countries.

a/ Weighted average without Brazil because household survey (PNAD) was not conducted in 2010.

b/ 31 urban agglomerates. Data correspond to the third quarter.

c/ In 2010, the PNAD was not carried out.

d/ 2000 data correspond to 10 cities and metropolitan areas; they refer to June of the National Household Survey (ENH), Stage 1; Beginning in 2008, data correspond to the second quarter, municipal capitals of the Great Integrated Household Survey (GEIH).

e/ Until 2009, data are from the Multi-purpose Household Survey; beginning in 2010, data are from the National Household Survey and are not comparable with previous years.

f/ 2000 data correspond to November; beginning in 2008, data refer to the fourth quarter and include information on private insurance.

g/ 2000 data correspond to the working age of 10 years and over. Beginning in 2008, data correspond to the working age of 16 years and over.

h/ 2000 data correspond to the third quarter of the National Urban Employment Survey (ENEU); beginning in 2008, data correspond to the second quarter of the National Occupation and Employment Survey (ENOE).

i/ 2000-2001 data correspond to the period from September 2000 to August 2001; beginning in 2008, data are for the period October-December of the Permanent Household Survey.

j/ Data are from the National Household Survey (ENAHO).

TABLE 9

LATIN AMERICA: AVERAGE REAL WAGES, 2003 - 2013
(Index 2000 = 100)

Country	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2012	2013
											Through the third quarter m/	
Latin America												
Brazil [a]	100,0	99,7	98,8	102,2	103,2	105,3	107,7	109,4	110,9	114,7	3,5 [n]	2,0 [n]
Chile [b]	104,6	106,5	108,5	110,6	113,7	113,5	118,9	121,5	124,5	128,6	3,0	4,1
Colombia [c]	101,9	103,8	105,1	109,4	109,2	107,7	109,2	112,3	112,5	113,5	0,2	2,8
Costa Rica [d]	105,5	103,07	100,8	102,5	103,8	101,8	109,5	111,9	118,2	119,8	2,6 [o]	0,2 [o]
Mexico [e]	102,0	103,6	105,5	107,3	108,8	109,1	107,9	107,0	107,9	108,1	0,2	0,1
Nicaragua [f]	105,9	103,6	103,7	106,0	103,7	99,5	105,3	106,6	106,8	107,1	0,1 [o]	0,1 [o]
Panama [g]	92,5	92,5	92,5	92,5	100,3	100,3	99,4	109,1	109,1	…	…	…
Paraguay [h]	95,4	97,1	98,1	98,7	101,0	100,2	104,8	105,5	108,4	109,1	0,9 [p]	3,2 [p]
Peru [i]	…	100,0	99,4	103,8	111,0	115,9	120,8	119,8	124,9	130,4	…	…
Uruguay [j]	77,8	80,1	83,7	86,8	90,4	94,3	99,6	103,0	107,1	112,7	3,7 [n]	1,2 [n]
Venezuela (Boliv. Rep. of) [k]	78,4	78,6	80,7	84,8	85,8	82,2	78,1	76,3	76,5	76,5	4,3	-4,4

Source: ILO, based on official figures of the countries.

a/ Real usual average income of private-sector workers covered by social and labour legislation. Six metropolitan regions (Index 2003 = 100).
b/ General index of hourly wages. Beginning in 2010, real variations correspond to the new series, which is not comparable with previous years.
c/ Manufacturing wages with coffee threshing.
d/ Average wages of affiliates to social security declared to the Caja Costaricense de Seguridad Social.
e/ Wages base of social security contributors (Index 2002 = 100).
f/ Average wages declared to the Instituto Nicaraguense de Seguridad Social.
g/ Average monthly wage reported in August to the Caja de Seguro Social.
h/ General index of wages in sectors public and private.
i/ Average monthly income of urban wage workers. Workers earning more than 25,000 Soles monthly are excluded (Index 2004 = 100).
j/ Real wage index.
k/ General index of private-sector wages.
m/ Variation in the average of the indicator from January to September with respect to the same period of the previous year. Preliminary data.
n/ Variation in the average of the indicator from January to October with respect to the previous year.
o/ Variation in the average of the indicator from January to August with respect to the previous year.
p/ Variation in the indicator from June to June of the previous year.

TABLE 10

LATIN AMERICA: EVOLUTION OF REAL MINIMUM WAGES, 2003 - 2013 (Index 2000 = 100)

Country	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2012	2013
											Change December to October	
Latin America												
Bolivia (Pluri. State of) a/	117,0	112,0	106,3	111,1	110,1	108,0	115,9	119,9	130,9	153,6	18,5	12,8
Brazil a/	117,4	121,4	128,5	145,3	154,7	160,8	172,7	182,0	182,1	197,5	9,3	4,4
Chile a/	108,3	111,3	113,4	116,3	118,4	118,3	124,7	126,6	128,7	132,3	4,0	6,7
Colombia a/	103,7	105,6	107,2	109,9	110,7	110,1	113,7	115,1	115,2	118,8	3,8	2,1
Costa Rica a/	101,4	99,6	99,9	101,6	102,9	102,6	107,8	110,4	112,2	114,4	2,7	3,1
Dominican Republic b/	95,5	80,2	96,3	89,5	93,7	87,7	93,8	93,4	94,6	97,2	-2,5	10,2
Ecuador a/	98,4	99,7	101,9	105,3	109,4	118,7	123,0	130,8	137,7	144,9	6,1	6,7
El Salvador b/	95,7	95,0	90,7	90,1	92,4	92,4	101,5	100,5	100,4	101,5	-1,0	3,2
Guatemala b/	120,0	117,4	115,4	117,2	114,4	107,8	112,3	115,3	121,6	124,1	3,0	0,8
Honduras b/	114,0	114,8	121,6	127,8	132,7	132,3	287,8	275,1	274,3	275,3	0,5	1,2
Mexico a/	101,2	100,8	101,3	101,6	101,6	100,5	99,8	100,5	101,2	101,3	1,5	1,4
Nicaragua b/	109,2	113,5	118,0	128,5	131,6	133,8	156,6	174,6	182,3	191,2	8,8	8,2
Panama b/	106,3	107,9	104,5	107,9	105,9	106,1	103,8	110,2	104,1	113,4	10,6	-3,3
Paraguay a/	105,9	102,3	104,4	106,7	103,9	101,3	102,0	102,5	105,2	103,9	-2,5	-2,9
Peru a/	102,2	106,9	105,2	112,1	111,8	114,5	111,2	110,1	120,7	133,6	8,4	-2,8
Uruguay a/	77,7	77,6	132,1	153,3	159,6	176,9	194,4	196,8	227,7	252,8	11,2	0,8
Venezuela (Boliv. Rep. of) a/	85,1	97,0	108,6	116,9	124,2	119,9	111,7	113,2	107,3	113,0	16,2	-8,7
Average c/	97,7	97,9	103,1	107,8	109,9	110,7	124,0	126,5	130,3	137,2	5,5	2,4
d/	108,4	111,0	115,7	124,8	129,7	131,7	138,8	143,6	144,8	154,0	6,9	2,6

Source: ILO, based on official country information.

a/ National minimum wage.
b/ Lowest minimum manufacturing wage.
c/ Simple average.
d/ Weighted average.

TABLE 11

LATIN AMERICA AND THE CARIBBEAN: GROSS DOMESTIC PRODUCT, 2002 - 2012
(Average annual rates)

Country	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012 a/
Latin America										
Argentina	8,8	9,0	9,2	8,5	8,7	6,8	0,9	9,2	8,9	1,9
Bolivia (Pluri. State of)	2,7	4,2	4,4	4,8	4,6	6,1	3,4	4,1	5,2	5,2
Brazil	1,2	5,7	3,2	4,0	6,1	5,2	-0,3	7,5	2,7	1,0
Chile	3,9	6,0	5,6	4,6	4,6	3,7	-1,0	5,8	5,9	5,6
Colombia	3,9	5,3	4,7	6,7	6,9	3,5	1,7	4,0	6,6	4,2
Costa Rica	6,4	4,3	5,9	8,8	7,9	2,7	-1,0	5,0	4,4	5,1
Cuba	3,8	5,8	11,2	12,1	7,3	4,1	1,5	2,4	2,8	3,0
Dominican Republic	-0,3	1,3	9,3	10,7	8,5	5,3	3,5	7,8	4,5	3,9
Ecuador	2,7	8,2	5,3	4,4	2,2	6,4	0,6	3,5	7,8	5,1
El Salvador	2,3	1,9	3,6	3,9	3,8	1,3	-3,1	1,4	2,2	1,9
Guatemala	2,5	3,2	3,3	5,4	6,3	3,3	0,5	2,9	4,2	3,0
Haiti	0,4	-3,5	1,8	2,3	3,3	0,8	2,9	-5,4	5,6	2,8
Honduras	4,5	6,2	6,1	6,6	6,2	4,2	-2,4	3,7	3,8	3,9
Mexico	1,4	4,2	3,1	5,0	3,2	1,4	-4,7	5,2	3,8	3,9
Nicaragua	2,5	5,3	4,3	4,2	5,0	4,0	-2,2	3,6	5,4	5,2
Panama	4,2	7,5	7,2	8,5	12,1	10,1	3,9	7,5	10,9	10,8
Paraguay	4,3	4,1	2,1	4,8	5,4	6,4	-4,0	13,1	4,3	-1,2
Peru	4,0	5,0	6,8	7,7	8,9	9,8	0,9	8,8	6,9	6,3
Uruguay	2,2	11,8	6,6	4,1	6,5	7,2	2,2	8,9	6,5	3,9
Venezuela (Boliv. Rep. of)	-7,8	18,3	10,3	9,9	8,8	5,3	-3,2	-1,5	4,2	5,6
The Caribbean										
Antigua and Barbuda	5,9	5,3	6,1	13,4	9,5	0,1	-12,0	-7,2	-2,0	3,3
Bahamas	-1,3	0,9	3,4	2,5	1,4	-2,3	-4,2	1,0	1,7	1,8
Barbados	2,0	1,4	4,0	5,7	1,7	0,3	-4,1	0,3	0,8	0,0
Belize	9,3	4,6	3,0	4,7	1,2	3,8	0,3	3,1	2,1	4,0
Dominica	7,7	2,6	-0,3	4,6	6,0	7,8	-1,1	1,2	0,2	-1,1
Granada	9,5	-0,6	13,3	-4,0	6,1	0,9	-6,6	-0,5	0,8	-1,8
Guyana	-0,6	1,6	-2,0	5,1	7,0	2,0	3,3	4,4	5,4	4,8
Jamaica	3,7	1,3	0,9	2,9	1,4	-0,8	-3,4	-1,4	1,4	1,5
Saint Kitts and Nevis	-2,5	4,6	9,3	5,9	2,8	4,1	-5,6	-3,2	1,7	-1,2
Saint Vicent and the Granadines	7,7	4,2	2,5	7,7	3,3	1,6	-2,1	-3,3	-0,4	1,6
Saint Lucia	4,7	7,2	-0,4	7,2	1,4	4,7	-0,1	-0,7	1,4	-1,3
Suriname	6,8	0,5	7,2	11,4	5,1	4,1	3,0	4,1	4,7	4,4
Trinidad and Tobago	14,4	8,0	5,4	14,4	4,5	3,4	-4,4	0,2	-1,6	1,5
Latin America and the Caribbean	1,8	5,9	4,5	5,6	5,5	4,0	-1,6	5,8	4,3	3,1

Source: ILO, based on official country information and ECLAC.

a/ Preliminary data.

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