



► Statistical Brief

September 2023

► Statistical profile of the wholesale and retail trade sector

A description of employment trends based on the International Standard Industrial Classification of All Economic Activities (ISIC), Rev.4

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Key points

- According to ILO estimates, in 2020 the retail and commerce sector contributed more than 420.5 million jobs to overall global labour markets, the Asia and the Pacific Region contributing the highest number of people to that total (239 million jobs). This sector is highly feminized, contributing 15.5 per cent of the global female workforce as against 11.7 per cent of the global male workforce. While, across the world, there are more male workers (53%) than female workers (46%) in the sector. In Africa, female workers accounted for 58 per cent of total employment in wholesale and retail trade – the largest share of female workforce across ILO regions.
- The data available in the selected countries shows that own-account workers and employees characterize the retail trade workforce, especially in low- and lower-middle-income countries, with the share of own-account workers reducing among upper-middle- and high-income countries as the share of employees increases. Own-account workers and contributing family workers are more numerous in the retail trade subsector, accounting for more than 50 per cent of the retail trade workforce in 12 of the 18 countries.
- This sector is also characterized by a young workforce. The broader grouping of the youth cohort (15 – 34 years) accounted for more than half of its workers in most of the countries where data was available, with youth employment in the retail trade subsector higher than in the wholesale trade subsector. Most of the workers in the overall sector are in micro-enterprises that employ between one and nine persons. In most countries, micro-enterprises account for more than half of the jobs in the sector.
- Broadly, the wholesale and retail trade sector is characterized by a workforce with a medium and low education level. In low and lower-middle-income countries, workers with basic and less than basic education are dominant. In terms of skills, the statistical analysis shows that the sector is characterized mainly by workers with medium skills levels. However, the occupational skills profile shows a stepwise pattern in which high skills are associated with hospitality, retail and other services managers; medium skills with sales workers; and low skills with street and related sales and service workers.

- This profile also offers insights into employment trends by type of retail sale outlet. Some data suggests that employment in certain retail trade outlets was struggling to recover two years into the COVID-19 pandemic, in particular specialized stores, stalls and markets. Different outlets can share similar characteristics: the employment trends for non-specialized and specialized stores, and for retail sales via stalls and markets, all show a prevalence of own-account workers with temporary contracts and long working hours. However, retail sales via stalls and markets are also characterized by a high percentage of “unknown” types of contracts.
- As for retail sales not in stores (including online retail), this segment shows high involvement of young people, the bulk of its workforce comprising own-account workers and contributing family workers.

► 1. Introduction

The International Standard Industrial Classification of All Economic Activities (ISIC), Rev.4., divides the wholesale and retail trade services sector into two subsectors: wholesale trade, except motor vehicles and motorcycles; and retail trade, except motor vehicles and motorcycles (see Annex 2). This statistical profile offers a broad analysis of these two subsectors, where necessary adducing further data in order to deepen understanding of the employment patterns at the subsector level.

In respect of occupational groups, the International Standard Classification of Occupations (ISCO-08) is used to generate data on service managers, sales workers, street and related sales and service workers, and others (see Annex 1 for a detailed breakdown). The words “workers” and “employees” are used interchangeably to refer to categories of people employed in the wholesale and retail trade sector.

The analysis relied on the ILOSTAT microdata for both ISIC_Rev4 and ISCO-08, disaggregated at 2-digit and 3-digit levels. It is important to highlight the limitations of this dataset and their impact on the statistical brief:

- i. Data provision: Not all countries compile employment data.
- ii. Data granularity: For now, ILOSTAT produces microdata only at the 2-digit and 3-digit levels. However, at the 3-digit level, the sample sizes tend to be much smaller

and sometimes unreliable, thus limiting the analysis of specific variables such as street vending and of the various economic activities in retail trade services.

- iii. Completeness: Some countries had incomplete data for certain years, making it difficult to examine trends over time and make other statistical calculations.

The profile begins with an analysis of global and regional estimates for 106 out of 189 ILO Member States, with an average population coverage of 61 per cent, disaggregated by gender. The global estimates were produced by the ILO Statistics Department based on harmonized microdata. The second part analyses country-level estimates at the sectoral and sub-sectoral levels. An attempt is also made to analyse retail trade by type of outlet, such as that conducted in specialized stores, non-specialized stores and installs and markets, rather than simply in stores, stalls or markets. However, at this level of granularity, the data samples are often very small with many unreliable values.

A thorough data cleaning was conducted, and great care was taken in the analytical process, including the removal of all “unreliable” data values from the sample.

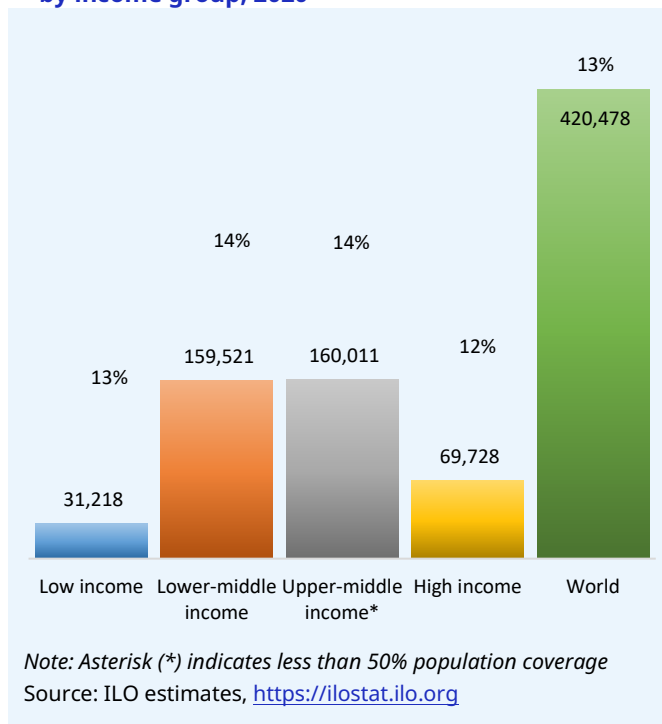
► 2. Global and regional estimates

According to the 2020 ILO estimates, the 420.5 million jobs¹ in the wholesale and retail trade sector account for 13.2 per

¹ Calculations are based on 106 Member countries States out of 189, with average population coverage of 61 per cent. The definition of the wholesale and retail trade sector does not include the repair of motor vehicles and motorcycles.

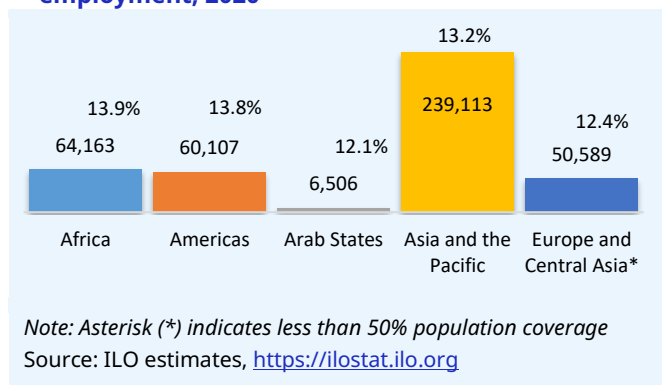
cent of global employment. This sector represented approximately 13.6 per cent of total employment in the upper-middle and lower-middle income countries, 12.8 per cent in low-income countries and 11.9 per cent in high-income countries. In numerical terms, the sector accounted for more than 160 million jobs in upper-income countries followed by lower-middle-income countries (159.5 million), high-income countries (69.7 million), and low-income countries (31.2 million).

► **Figure 1: Wholesale and retail trade employment (thousands) and contribution to total employment by income group, 2020**



Regionally, the Asia and the Pacific Region had the highest number of people working in the wholesale and retail trade sector (estimated 239.1 million jobs), followed by Africa (64.2 million), the Americas (60.1 million), Europe and Central Asia (50.6 million), and the Arab States (6.5 million).

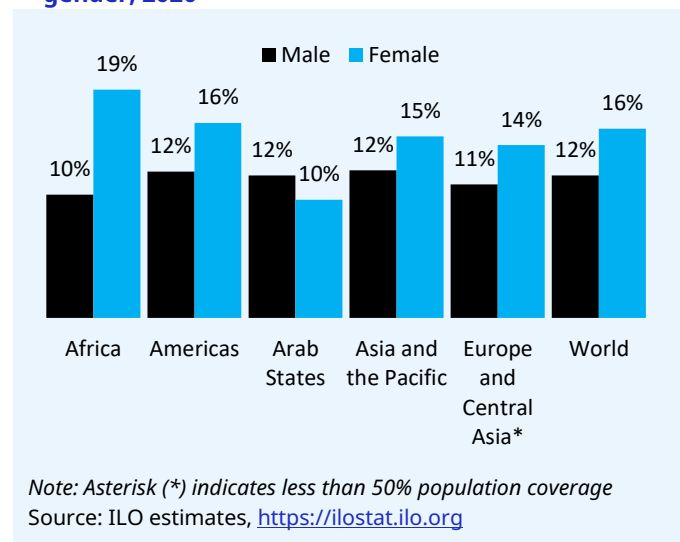
► **Figure 2: Wholesale and retail trade employment (thousands) and contribution to total regional employment, 2020**



However, according to the 2020 ILO estimates the relative contributions of the sector to total regional employment did not vary greatly, averaging 13 per cent. Thus, the highest such contribution was in Africa, at 13.9 per cent, followed by the Americas (13.8%), Asia and the Pacific (13.2%), Europe and Central Asia (12.4%) and the Arab States (12.1%).

In 2020, the sector contributed 15.5 per cent of the global female workforce and 11.7 per cent of the total global male workforce. Regionally, in the Arab States, the contribution of the wholesale and retail trade sector to total employment was higher for the male workforce.

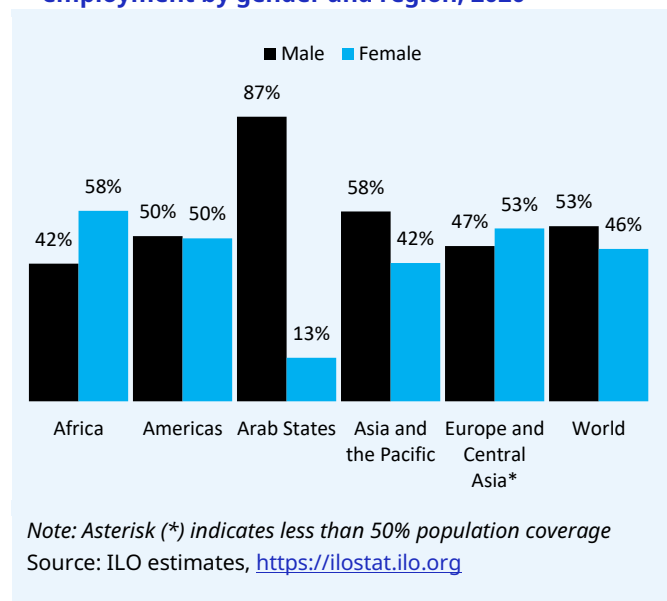
► **Figure 3: Contribution of the wholesale and retail trade sector to total regional employment by gender, 2020**



The sector contributed 18.8 per cent and 10.1 per cent of total female and male employment, respectively, in Africa; 16 per cent and 12 per cent in the Americas; 14.9 per cent and 12.1 per cent in Asia and the Pacific; 14.2 per cent and 11 per cent in Europe and Central Asia; and 9.7 per cent and 11.7 per cent in the Arab States.

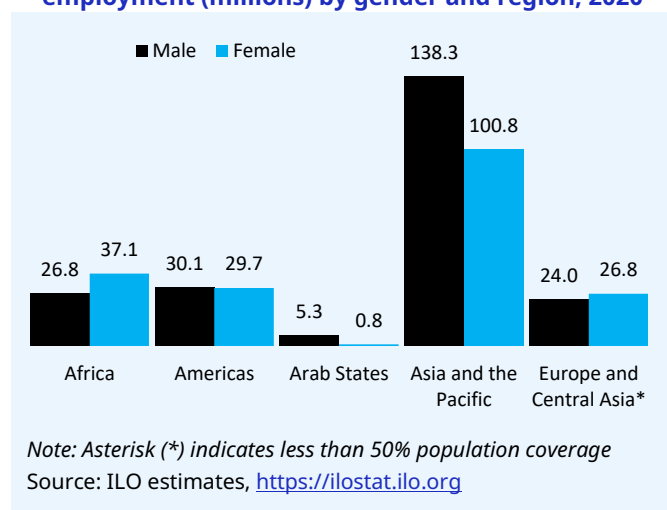
In numerical terms, globally there are more male workers (53%) in the wholesale and retail trade sector than female workers (46%). At the regional level, the share of male workers in the Arab States and Asia and the Pacific regions was higher than that of female workers. This was not the case in the Africa and Europe and Central Asia Regions, where the share of female workers was greater. In the Arab States, the share of male workers in the wholesale and retail trade sector was as high as 87 per cent in 2020. In the Asia and the Pacific Region, the share of male workers was 58 per cent, while in Africa, female workers accounted for 58 per cent of total employment in the wholesale and retail trade sector – the largest share of female workforce across the Regions.

► **Figure 4: Share of wholesale and retail trade sector employment by gender and region, 2020**



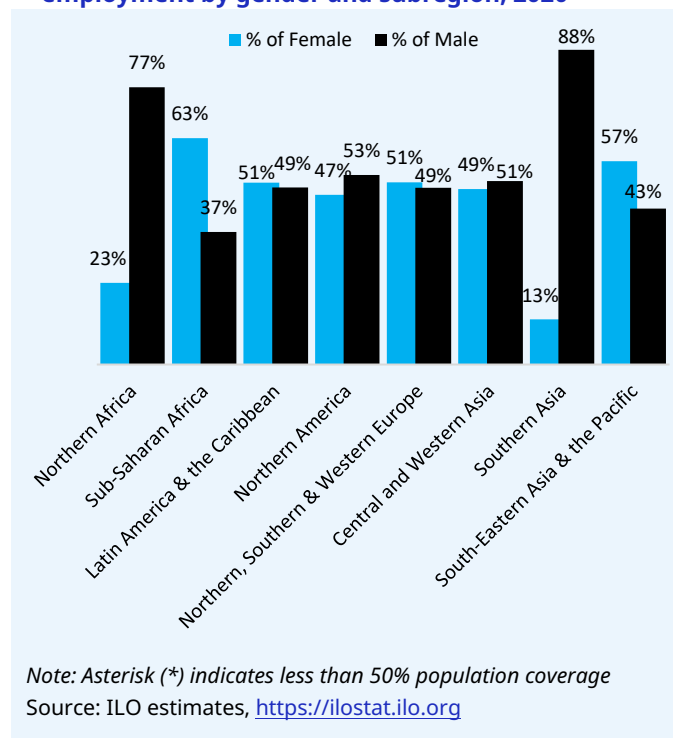
In 2020 the Asia and the Pacific Region had the largest wholesale and retail trade sector in terms of absolute employment numbers (138 million males and 101 million females), followed by Africa, the Americas, Europe and Central Asia and the Arab States. In Africa there were 37 million female and 27 million male workers in the sector, and in the Americas 30 million male workers and 29.7 million female workers. Europe and Central Asia was estimated to have 24 million male workers and 26.8 million female workers.

► **Figure 5: Wholesale and retail trade sector employment (millions) by gender and region, 2020**



At subregional level, Southern Asia had the largest wholesale and retail trade sector in terms of employment numbers. In 2020, the subregion had more than 72.9 million people working in the sector, of whom 88 per cent (63.9 million) were male and 13 per cent (9.2 million) were female.

► **Figure 6: Share of wholesale and retail trade sector employment by gender and subregion, 2020**



In Sub-Saharan Africa, more than 56 million people were working in the sector, mostly females, who accounted for approximately 63 per cent of the workforce. In the South-Eastern Asia and the Pacific subregion, the sector contributed over 54.3 million people to the overall workforce, mostly female workers, who also made up 57 per cent of the sector's workforce.

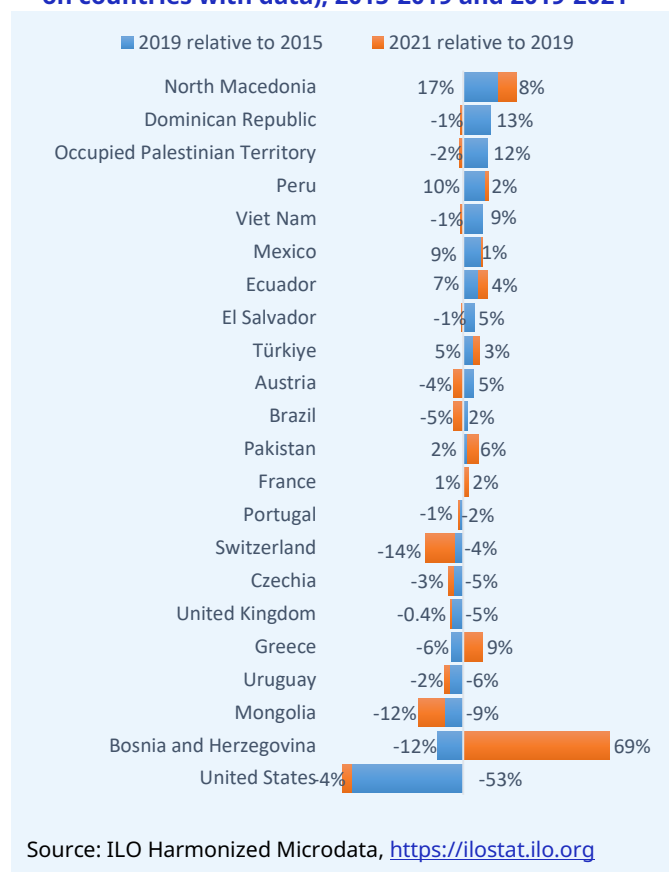
► 3. Country-level employment estimates

This section analyses employment in the wholesale and retail trade sector at country level using the ILO harmonized microdata. Owing to data quality checks, the number of countries analysed is not uniform across indicators. Where countries provide data on several labour indicators, changes across them at country level are analysed to the extent possible.

Overall, between 2015 and 2019 employment in the wholesale and retail trade sector grew in most countries (North Macedonia, Dominican Republic, Occupied Palestinian Territory, Peru, Viet Nam, Mexico, Ecuador, El Salvador, Türkiye, Austria, Brazil, Pakistan and France) but also declined in others. The United States (-53%), Bosnia and Herzegovina (-12%), Mongolia (-9%), Uruguay (-6%), Greece (-6%), the United Kingdom (-5%), Czechia (-5%),

Switzerland (-4%) and Portugal (-2%) all had negative growth rates before the COVID-19 pandemic.

► **Figure 7: Percentage change in employment (based on countries with data); 2015-2019 and 2019-2021**



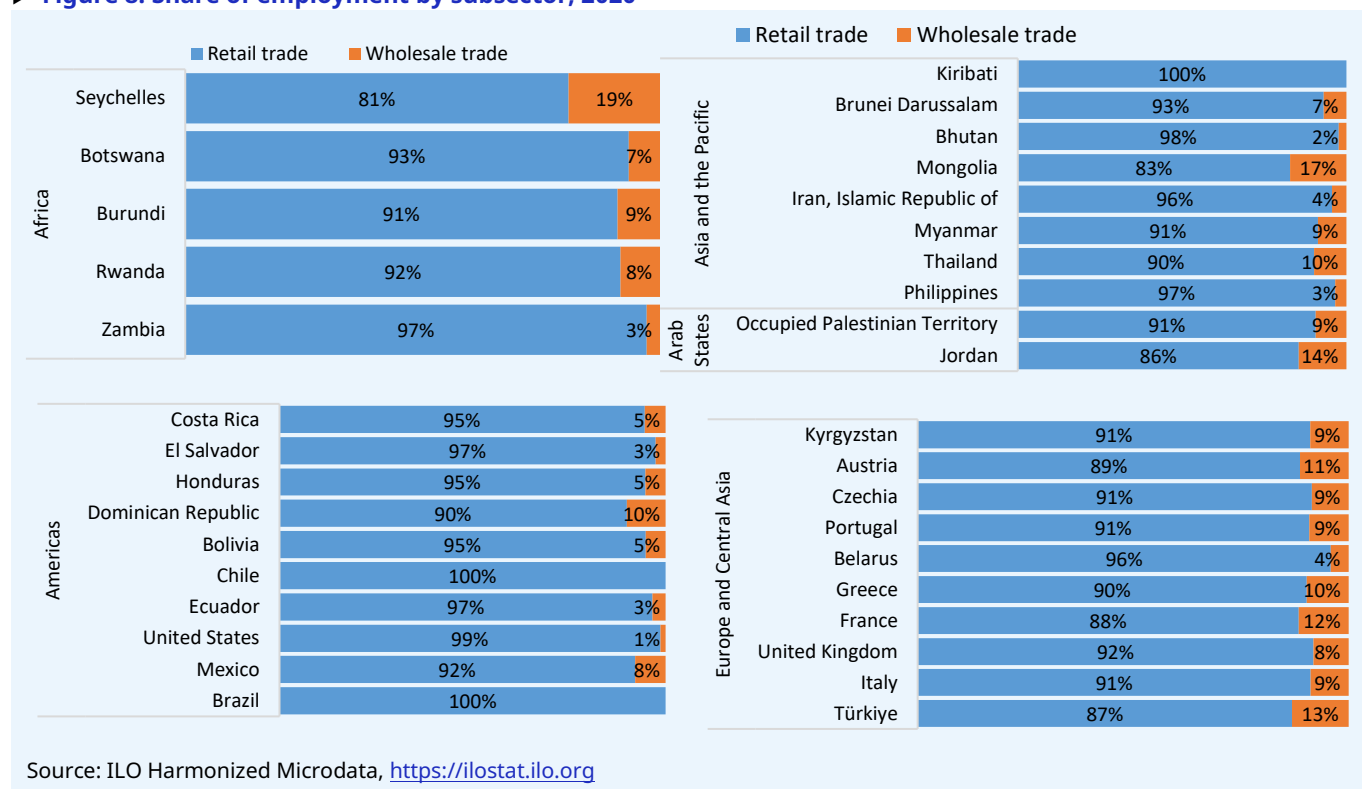
Two years into the COVID-19 pandemic, employment in the wholesale and retail trade sector increased in Bosnia and Herzegovina (69%), Greece (9%), North Macedonia (8%), Pakistan (6%), Ecuador (4%), Türkiye (3%), Peru (2%), France (2%), and Mexico (1%) but declined in Switzerland (-14%), Mongolia (-12%), Brazil (-5%), Austria (-4%), United States (-4%), Czechia (-3%), Occupied Palestinian Territory (-2%), Uruguay (-2%), El Salvador (-1%), Dominican Republic (-1%), Portugal (-1%), Viet Nam (-1%) and the United Kingdom (-0.4%).

3.1. Wholesale and retail trade subsectors

The retail trade subsector was generally larger than the wholesale trade subsector in employment size. The country estimates show that in some countries the retail sector accounted for as much as 99 per cent of employment in the overall wholesale and retail trade sector. In Africa, the retail trade subsector accounted for 97 per cent of sector employment in Zambia; 93 per cent in Botswana; 92 per cent in Rwanda; 91 per cent in Burundi and 81 per cent in the Seychelles in 2020.

In the Americas, the retail trade subsector accounted for more than 90 per cent of total wholesale and retail trade employment across the top 10 countries. Similarly, in Asia and the Pacific, except for Mongolia, the retail trade subsector accounted for over 90 per cent of total employment in the sector.

► **Figure 8: Share of employment by subsector, 2020**

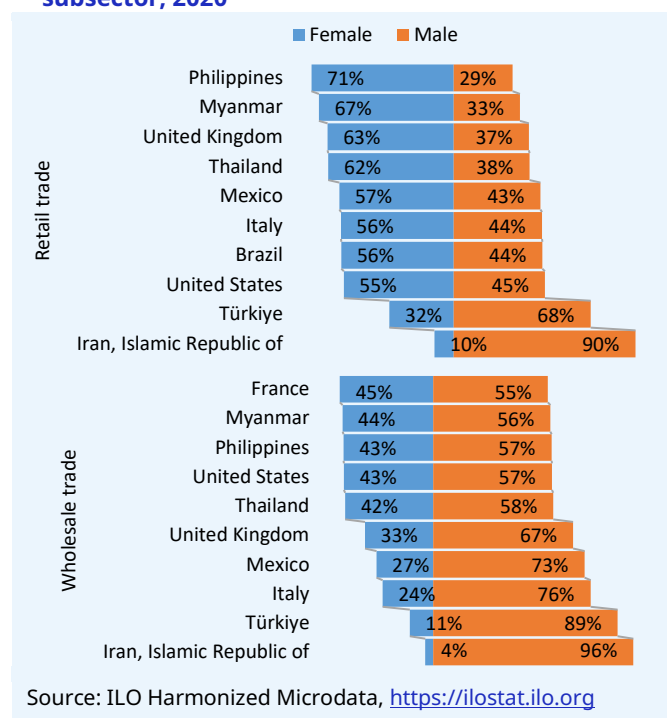


The highest levels here were seen in the Philippines, where retail accounted for 97 per cent of total wholesale and retail trade employment; in Thailand, where it was 90 per cent, and in the Islamic Republic of Iran, where the level was 96 per cent.

In Europe and Central Asia, the share of the retail trade subsector was 96 per cent of total wholesale and retail trade sector employment in Belarus; 92 per cent in the United Kingdom; 91 per cent in Czechia, Italy, Kyrgyzstan and Portugal; and 90 per cent in Greece. The wholesale trade subsector only attained a relatively large share in Türkiye (13%), France (12%) and Austria (11%).

In terms of gender disaggregation, the retail trade subsector was dominated by female employees in most countries. Among the top 10 selected countries, only in Türkiye (68%) and the Islamic Republic of Iran (90%) was this subsector dominated by male workers in 2020.

► **Figure 9: Employment share by gender and subsector, 2020**



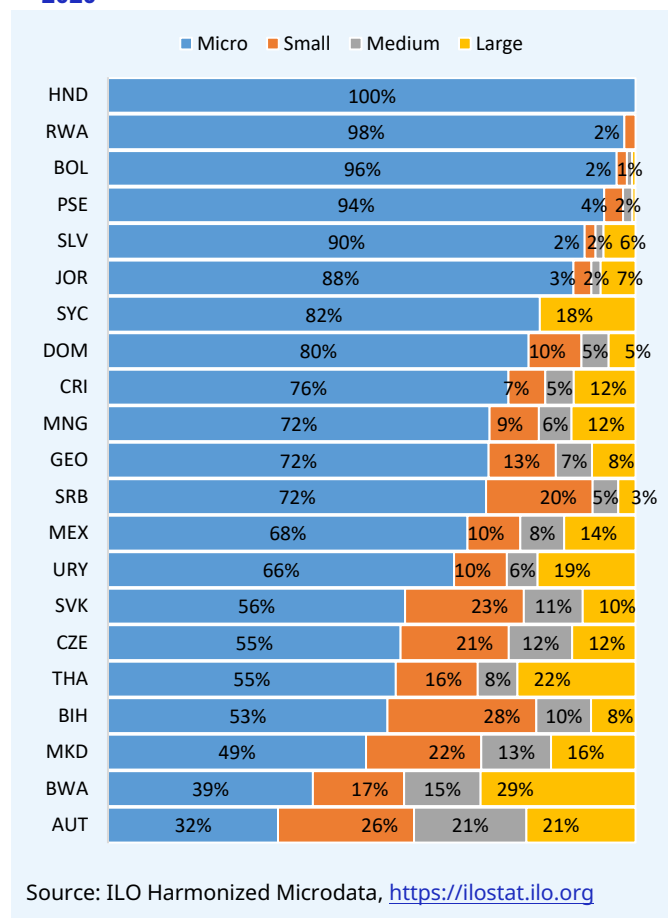
By contrast, the wholesale trade subsector was dominated by male workers in all the top 10 selected countries. For example, in the Philippines, females made up 71 per cent of the retail trade workforce but only 43 per cent of the wholesale trade workforce; in Myanmar, 67 per cent of retail and 44 per cent of wholesale; in the United Kingdom 63 per cent of retail and 33 per cent of wholesale; in Thailand 62 per cent of retail and 42 per cent of wholesale; in Mexico 57 per cent of retail and 27 per cent of wholesale; in Italy 56 per cent of retail and 24 per cent of wholesale; and in the United States 55 per cent of retail and 43 per cent of wholesale.

3.2. Enterprise size

Wholesale and retail trade enterprises were classified according to the number of persons each employed, as follows:

- Microenterprises: 1 – 9 persons
- Small enterprises: 10 – 19 persons
- Medium enterprises: 20 – 49 persons, and
- Large enterprises: 50+ persons

► **Figure 10: Employment share by enterprise size, 2020**



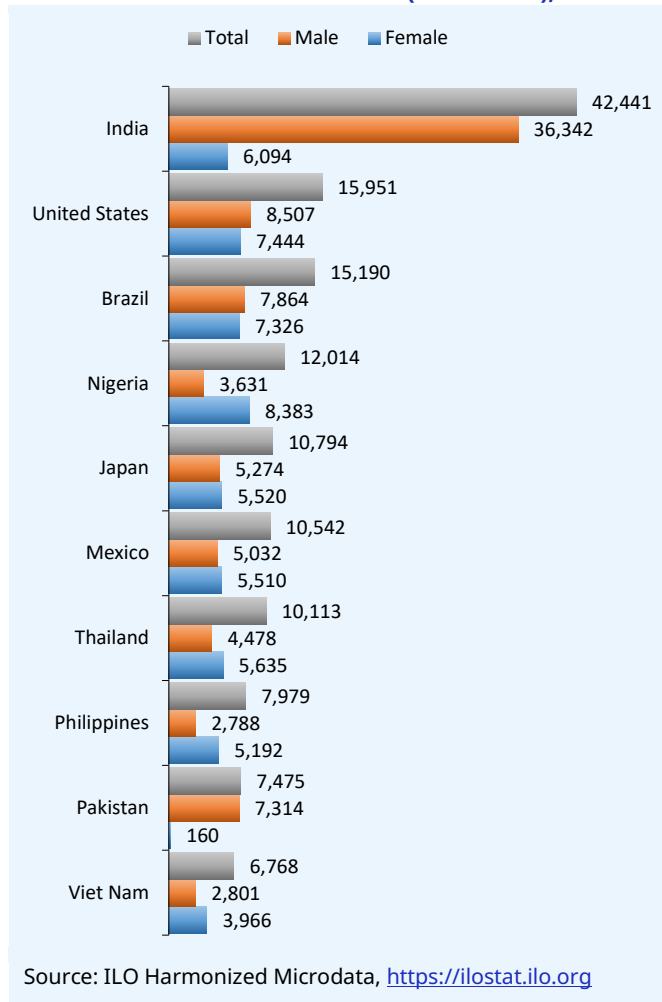
Most of the workers in the wholesale and retail trade sector are in micro-enterprises. In Mali, these enterprises account for 99 per cent of employment in the sector with a further one per cent attributed to small enterprises. The predominance of microenterprises was also evident in lower-middle-income countries, but less so in upper-middle-income- and high-income countries. The prevalence and contribution of large wholesale and retail trade enterprises increases in upper-middle-income countries and high-income countries. In Costa Rica, large enterprises employed 25 per cent of the entire wholesale and retail trade workforce, in Botswana 18 per cent, in Peru 14 per cent, in North Macedonia 13 per cent and in Thailand 12 per cent. Among the high-income countries, large wholesale and retail trade enterprises in Austria contributed 30 per cent of the sector's total employment in 2020.

3.3. Gender

A total of 69 countries² compiled data for 2019.³ The top 10 countries in terms of employment in the wholesale and retail sector were India (42.44 million), the United States (15.95 million), Brazil (15.2 million), Nigeria (12.01 million), Japan (10.8 million), Mexico (10.54 million), Thailand (10.1 million), the Philippines (7.98 million), Pakistan (7.48 million) and Viet Nam (6.77 million).

In India, the sector showed high gender disparity, with male workers accounting for 86 per cent (36.34 million) of the total workforce compared with 14 per cent (6.1 million) for female workers (see Figure 11).

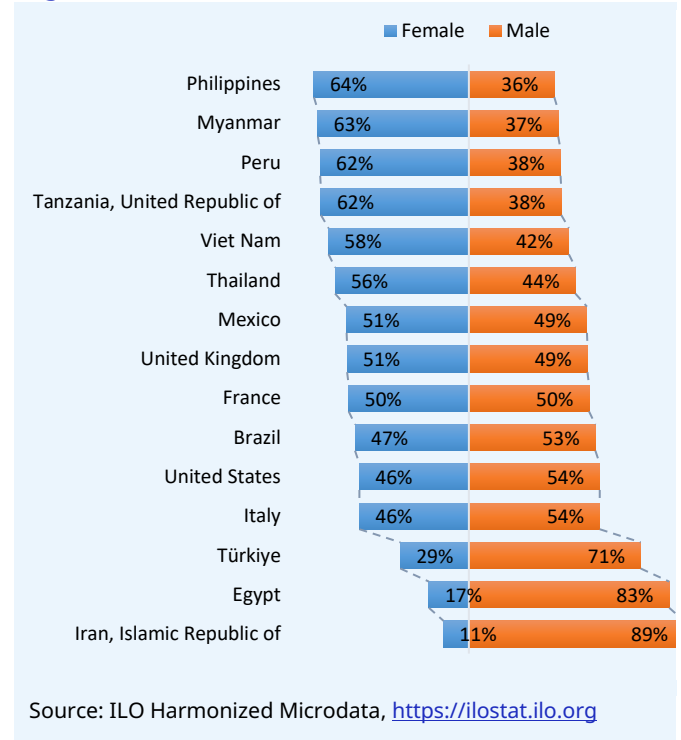
► **Figure 11: Top 10 countries: Employment by gender in overall wholesale and retail (thousands), 2019**



In the United States, the workforce comprised 16 million employees, with the male share (53%) slightly greater than

that of female employees (47%) – 8.5 million and 7.4 million in absolute terms, respectively.

► **Figure 12: Top 10 countries: Share of employment by gender in overall wholesale and retail, 2020**



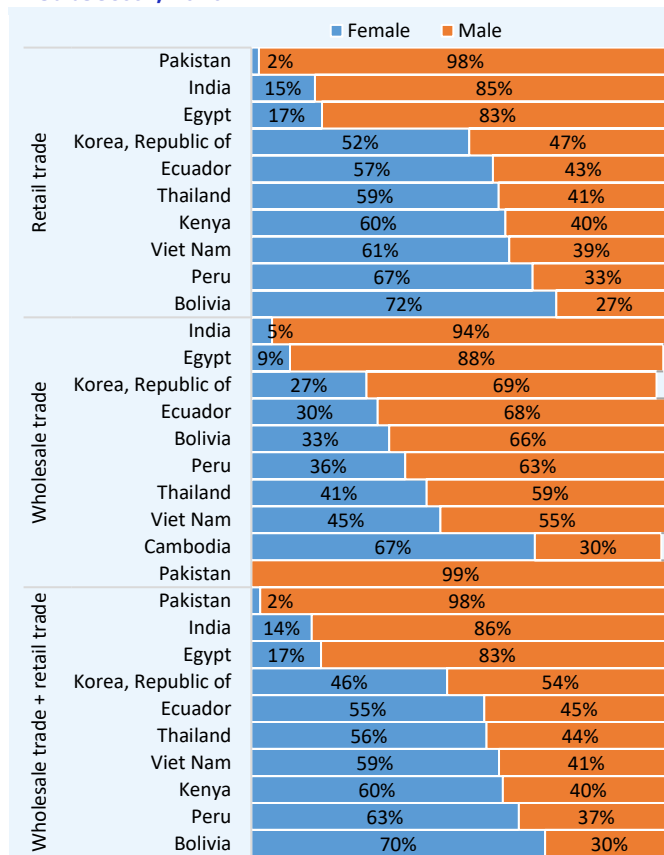
The lowest shares of female employment in the sector were found in Pakistan, where female employees accounted for only two per cent of the total workforce, followed by India (14%), the United States (47%) and Brazil (48%). The share of female employment in wholesale and retail trade was highest in Nigeria, where female employees accounted for approximately 70 per cent of the workforce.

At subsector level, more countries have larger female workforces than male in the retail trade subsector as compared with the wholesale trade subsector. Of the 10 selected countries, only 3 had fewer female workers than male in the retail trade subsector in 2020, namely Pakistan (2%), India (15%) and Egypt (17%). In fact, all the countries sampled had more female workers in the retail trade subsector than in the wholesale trade subsector. Cambodia (67%) had the largest share of its female workers in wholesale trade. The data for the overall wholesale and retail trade sector shows 6 out of the 10 countries dominated by the female workforce.

² Albania, Austria, Barbados, Belarus, Bhutan, Bolivia, Bosnia and Herzegovina, Botswana, Brazil, Brunei Darussalam, Côte d'Ivoire, Cambodia, Cook Islands, Costa Rica, Cyprus, Czechia, Dominican Republic, Ecuador, Egypt, El Salvador, France, Georgia, Greece, Guatemala, Guyana, Honduras, Iran (Islamic Republic of), Italy, Japan, Jordan, Kenya, Kiribati, Kosovo, Kyrgyzstan, Lebanon, Lesotho, Maldives, Marshall Islands, Mexico, Mongolia, Myanmar, Nigeria, North Macedonia, Occupied Palestinian Territory, Pakistan, Philippines, Portugal, Senegal, Serbia, Seychelles, Slovakia, Sri Lanka, Switzerland, Thailand, Türkiye, United Kingdom, United States, Uruguay, Vanuatu, Zambia, Zimbabwe

³ The data for 2020 did not cover certain key countries, such as India and Nigeria.

► **Figure 13: Share of employment by gender and subsector, 2020**

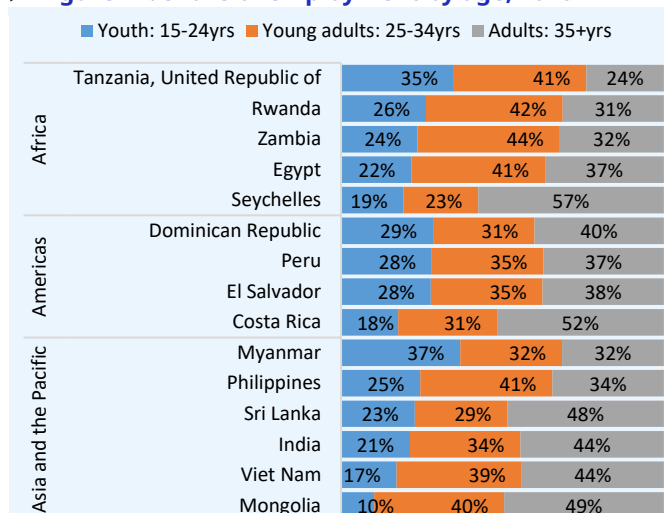


Source: ILO Harmonized Microdata, <https://ilostat.ilo.org>

3.4. Age

In general terms, the workforce in the wholesale and retail trade sector is predominantly young.

► **Figure 14: Share of employment by age, 2020**



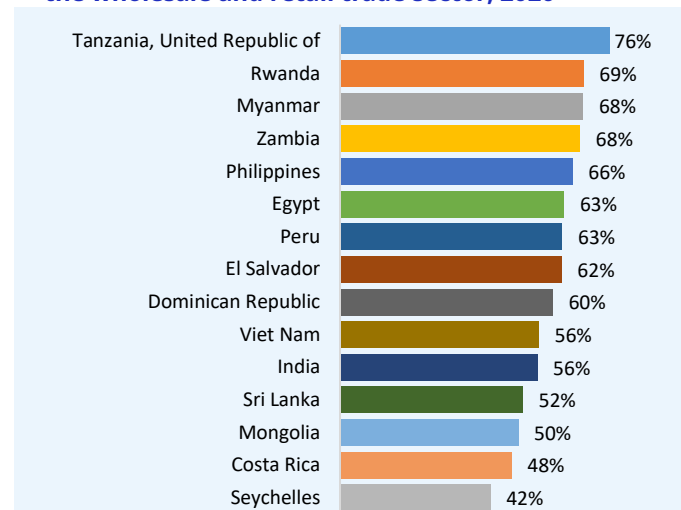
Source: ILO Harmonized Microdata, <https://ilostat.ilo.org>

Anecdotal evidence from 15 countries shows that workers aged 35 years and above constituted less than 50 per cent of the workforce in most countries in 2020, the exceptions being Seychelles (57%) and Costa Rica (52%). The broader grouping of the youth cohort, combining the 15–24-year-old and 25–34-year-old populations, accounted for more than half of the workforce in the wholesale and retail trade sector in the majority of countries.

3.4.1. Youth employment

As previously noted, the youth (15 – 24 years) and young adults (25 – 34 years) together account for more than half of the workforce in the wholesale and retail trade sector, especially in low- and lower-middle-income countries. In 2020, the wholesale and retail trade sector was dominated by workers aged 15 – 34 years in 13 of the 15 countries with data. The two exceptions, Seychelles and Costa Rica, are a high-income and upper-middle-income country respectively.

► **Figure 15: Share of young people (15 – 34 years) in the wholesale and retail trade sector, 2020**

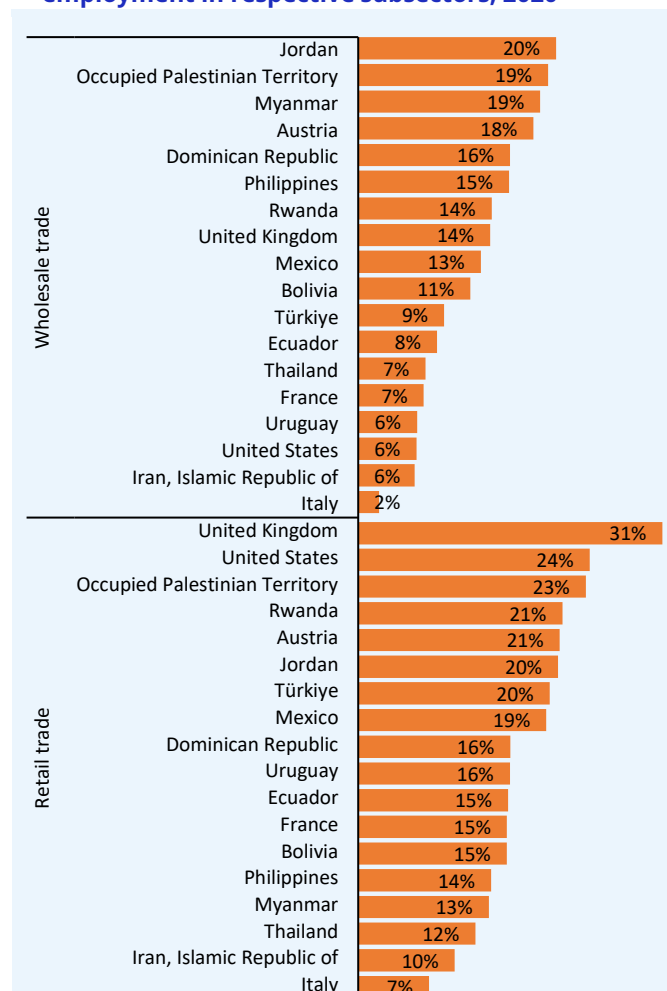


Source: ILO Harmonized Microdata, <https://ilostat.ilo.org>

Based on income levels, it was expected that the workforce share of youth and young adults in these two countries would be below that of adults, given the demographic differences between high-income and upper-middle-income countries on the one hand and low-income and lower-middle-income countries on the other. In Tanzania, youth and young adults accounted for 76 per cent of the total sectoral workforce, followed by Rwanda (69%), Myanmar (68%), Zambia (68%), Philippines (66%), Egypt (63%), Peru (63%), El Salvador (62%) and the Dominican Republic (60%). In India and Viet Nam, these two groups together accounted for 56 per cent of the sector's total workforce.

Furthermore, the share of youth (15 – 24 years) employment in the retail trade subsector was generally higher than the youth employment in the wholesale trade subsector.

► **Figure 16: Share of youth (15 – 24 years) employment in respective subsectors, 2020**



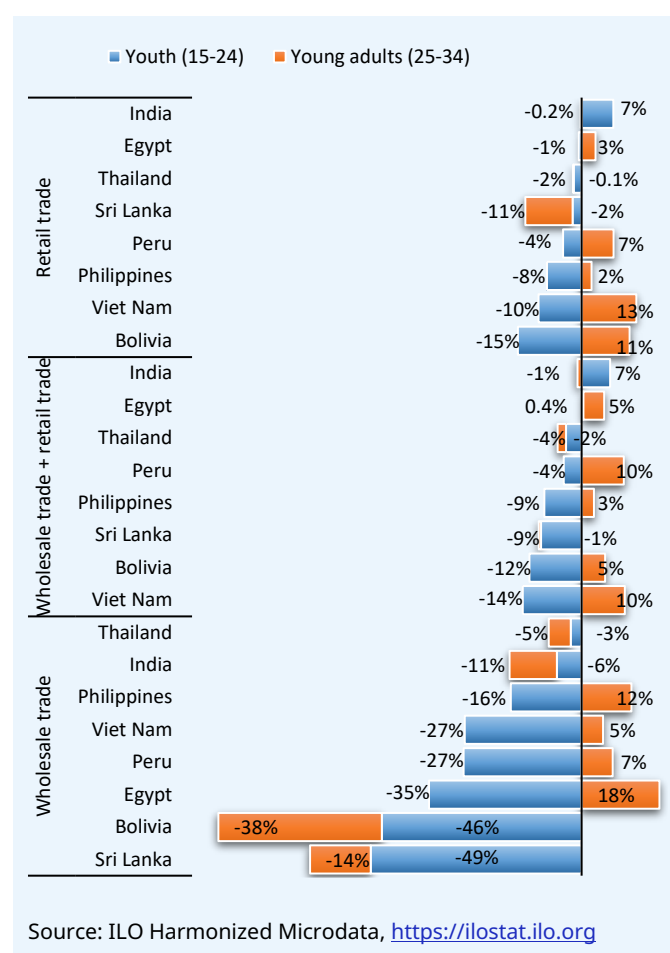
Source: ILO Harmonized Microdata, <https://ilostat.ilo.org>

This was the case in 14 of the 18 countries that provided employment data on both subsectors. In Italy, only 2 per cent of total employment in the wholesale trade subsector was accounted for by youth compared with 7 per cent in the retail trade subsector. In the United States, youth accounted for 24 per cent of total employment in the retail trade subsector but only 6 per cent in the wholesale trade subsector, while in Rwanda these figures were 21 per cent and 14 per cent, respectively.

In the Dominican Republic (16% retail trade and 16% wholesale trade) and Jordan (20% retail trade and 20% wholesale trade), the shares of youth employment in retail and wholesale were identical. In the Philippines and Myanmar, the wholesale trade subsector had a slightly

larger share of youth employment compared with the retail trade subsector.

Between 2018 and 2020, the share of youth employment in the overall wholesale and retail trade sector declined in six of the eight countries which compiled data. Figure 17: Percentage change in the share of youth employment by subsector, 2018-2020



Source: ILO Harmonized Microdata, <https://ilostat.ilo.org>

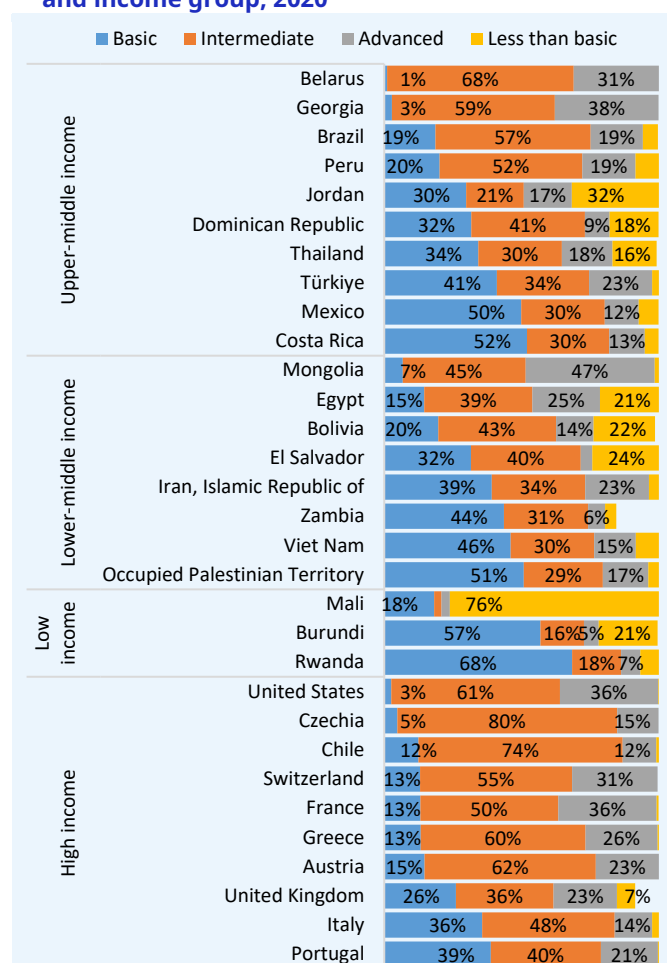
The share of youth employment in the overall wholesale and retail trade sector grew in India (7%) and Egypt (0.4%). Of the two subsectors, wholesale trade witnessed a much steeper decline in the share of youth employment and that of young adults between 2018 and 2020. The share of youth employment in the wholesale trade subsector declined in all eight countries, with the highest decrease witnessed in Sri Lanka (-49%), followed by Bolivia (-46%), Egypt (-35%), Peru (-27%), Viet Nam (-27%), Philippines (-16%), India (-6%) and then Thailand (-3%). In the retail subsector, the decline in youth employment was much lower by comparison. In Bolivia the decrease was 15 per cent, in Viet Nam 10 per cent, in the Philippines 8 per cent, in Peru 4 per cent, in Sri Lanka and Thailand 2 per cent, and in Egypt 1 per cent. The share of youth employment in the retail trade subsector increased in India by seven percentage points.

3.5. Education level

This section follows the International Standard Classification of Education (ISCED), a standard instrument designed by UNESCO for comparing educational indicators and statistics. Education level is classified into five groups: advanced, intermediate, basic, less than basic, and not stated.⁴

The ISCED defines advanced education as either any first-stage tertiary education (i.e. short-cycle tertiary, bachelor's or equivalent level) not directly leading to an advanced research qualification or as second-stage education (i.e. master's or equivalent, doctoral or equivalent level) leading to an advanced research qualification. The intermediate level covers upper secondary and post-secondary non-tertiary education, while the basic level encompasses primary and lower secondary education. The less than basic education category includes workers with no form of education or those with early childhood education.

► **Figure 18: Employment share by level of education and income group, 2020**



Source: ILO Harmonized Microdata, <https://ilostat.ilo.org>

In general terms, the workforce in the wholesale and retail trade sector has a medium or low education level. In none of the countries analysed did half or more than half of the workforce have an advanced education. The largest shares of the workforce with an advanced education were in Mongolia (47%), Georgia (38%), France (36%) and the United States (36%). However, it was observed that upper-middle- and high-income countries had a larger share of the workforce with an intermediate level of education. Of the 10 high-income countries, only in Italy (48%), Portugal (40%) and the United Kingdom (36%) did less than half of the workforce have an intermediate level of education. However, in these three high-income countries the combined share of the workforce with advanced and intermediate levels of education was greater than half. Notably, workers with a less than basic education were almost non-existent in high-income countries. In the United Kingdom, they accounted for only seven per cent of the workforce; in Italy two per cent; in Chile and France one per cent; in Greece 0.4 per cent; in Portugal 0.3 per cent; and in the United States 0.2 per cent.

In low- and lower-middle-income countries, the sector was dominated by workers with basic and less than basic education levels. The share of workers with an advanced education was small in lower-middle-income countries and drastically smaller in low-income countries. In 2020, Mongolia, a lower-middle-income country, was an exception, its share of workers with an advanced education level (47%) being the highest across the income levels. In Mali, 76 per cent of the workforce had a less than basic education level, while in Burundi and Rwanda, the sector was dominated by a workforce with basic education.

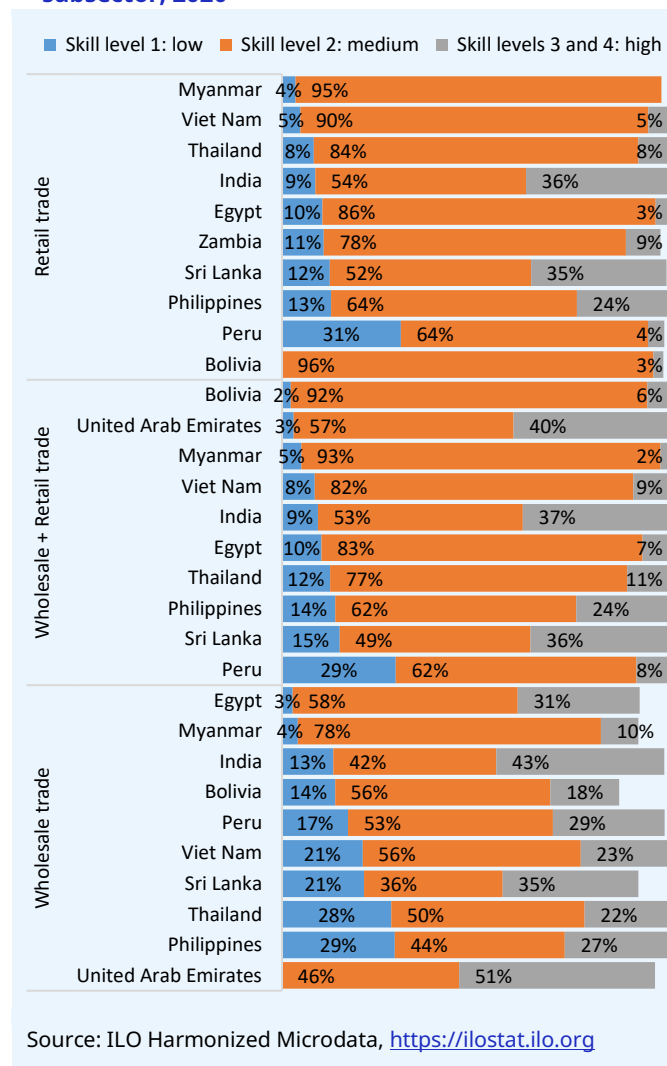
3.6. Skills level

The wholesale and retail trade sector was characterized by workers with high, medium and low skills levels. With a few exceptions, the majority of workers in both the wholesale and retail trade subsectors were medium-skilled. In some countries, namely the Philippines, Thailand and Vietnam, workers with a low skills level accounted for a larger share of the workforce in the wholesale trade subsector compared with the retail trade subsector. In these three countries in 2020, the share of workers with a low skills level accounted for 29 per cent, 28 per cent and 21 per cent, respectively, of total wholesale trade employment, compared with 13 per cent, 8 per cent and 5 per cent contributions to retail trade employment. However, in absolute terms, the majority of workers had low skills levels in the retail trade subsector. The share of workers with

⁴ ILOSTAT, *Employment by education*. ILO, Geneva.

high skills was much higher in the wholesale trade subsector in most countries. For example, in India, they accounted for 43 per cent of total wholesale trade employment compared with 36 per cent of total retail trade employment.

► **Figure 19: Employment share by skills level and subsector, 2020**



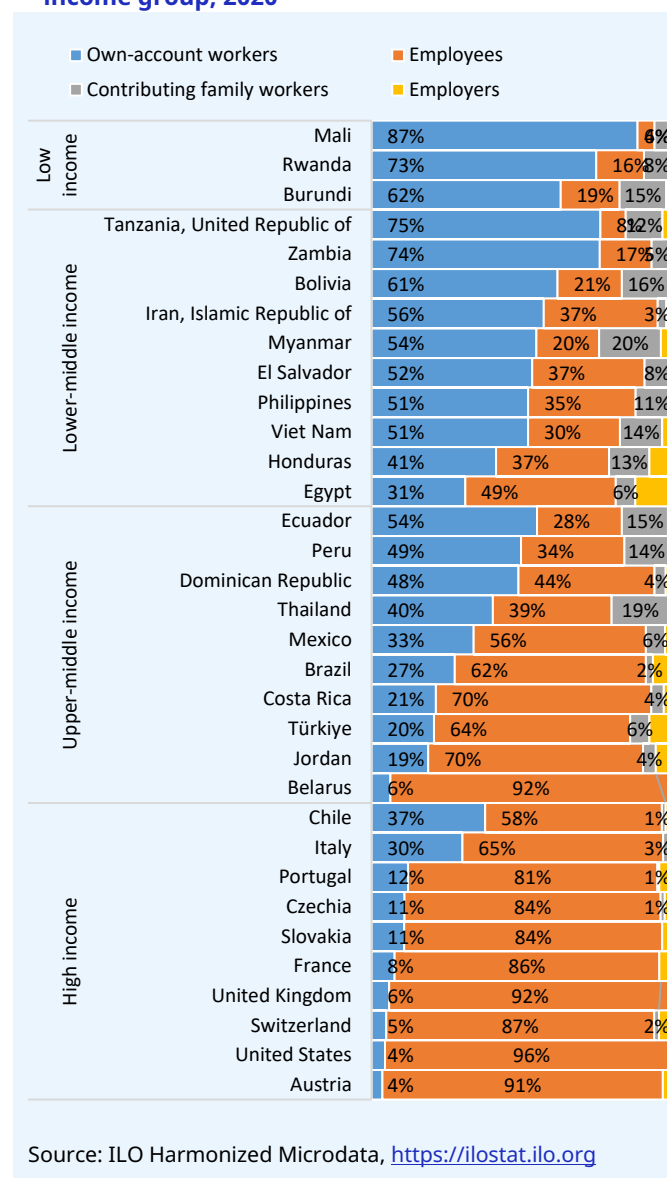
In the occupational sphere, skills levels follow a stepwise pattern in which high skills are associated with hospitality, retail and other service managers, medium skills with sales workers and low skills with street and related sales and service workers.

3.7. Employment status

The International Classification of Status in Employment (ICSE-93) divides employment status into six groups, namely employees,⁵ employers, own-account workers, members of producers' cooperatives, contributing family

workers and workers not classified by status. The ICSE-93 defines own-account workers as those who "working on their own account or with one or more partners, hold the type of job defined as a 'self-employment job' and have not engaged on a continuous basis any "employees" to work for them during the reference period. It should be noted that during the reference period, the members of this group may have engaged "employees", provided that this was on a non-continuous basis. (The partners may or may not be members of the same family or household)".

► **Figure 20: Share of employment by status and income group, 2020**



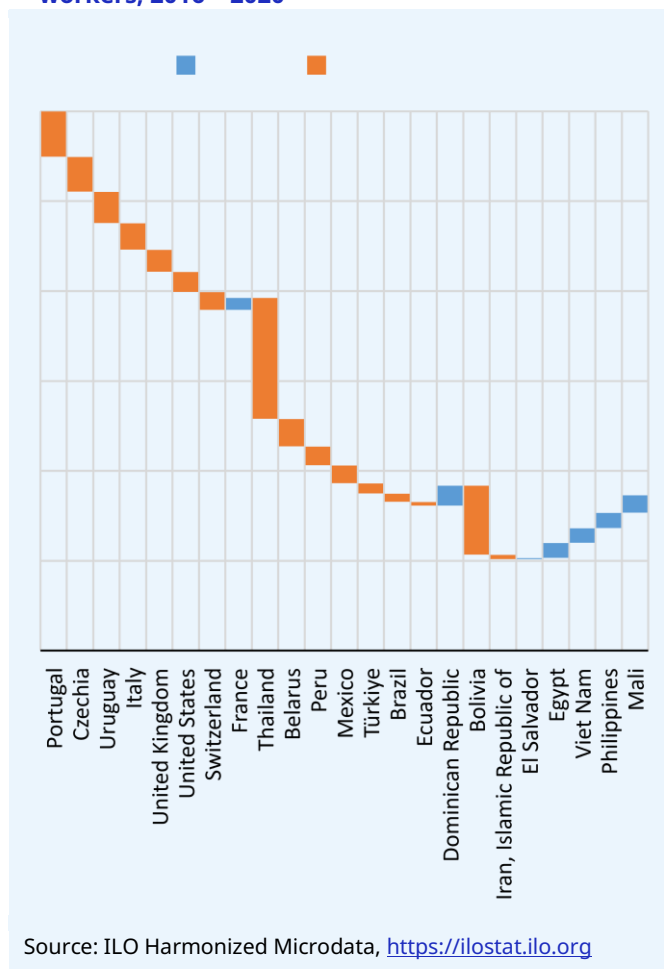
Own-account workers and employees characterize the retail trade workforce, especially in low- and lower-middle-income countries. All three low-income countries (Burundi,

⁵ ICSE-93 defines "employees" as workers who hold the type of job defined as "paid employment jobs". For a full definition, see [Resolution concerning the International Classification of Status in Employment \(ICSE\)](#), para.8.

Mali and Rwanda) had a larger share of own-account workers, as did 9 of the 10 lower-middle income countries. Only Egypt (31%) had a share of own-account workers smaller than the share of employees in the wholesale and retail trade sector.

The share of own-account workers in the sector begins to reduce among upper-middle- and high-income countries as the share of employees increases. For example, the share of own-account workers is less than that of employees in 6 of the 10 upper-middle-income countries, namely Mexico (33%), Brazil (27%), Costa Rica (21%), Türkiye (20%), Jordan (19%) and Belarus (6%). None of the high-income countries had a share of own-account workers larger than that of employees. Even the share of contributing family workers was considerably smaller in high-income countries than in low- and lower-middle-income countries.

► **Figure 21: Percentage change in own-account workers, 2016 – 2020**

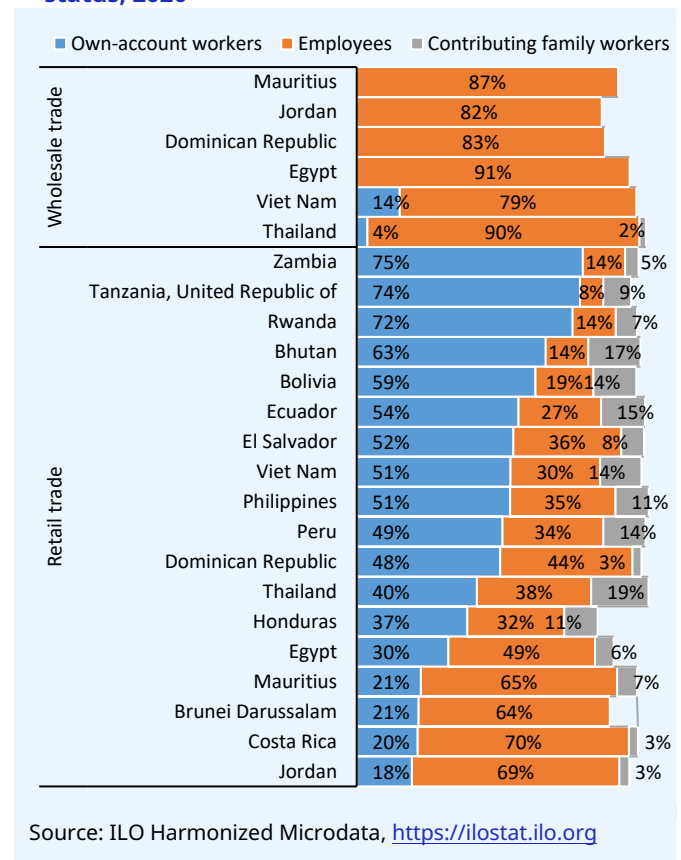


The employment level among own-account workers declined in most high- and upper-middle-income countries between 2016 and 2020. Among the high-income countries, only in France (7%) did the employment level among own-account workers increase. In upper-middle-

income countries, only in the Dominican Republic did the employment level among own-account workers increase (by 11 per cent). The highest declines were recorded in Thailand, Bolivia and Portugal. Bolivia and the Islamic Republic of Iran were the lower-middle-income countries where the number of own-account workers declined over the period 2016 – 2020.

There are more own-account workers and contributing family workers in the retail trade subsector than in the wholesale trade subsector. In 2020, only one (Brunei) out of the 18 countries with data on employment status in the retail trade subsector did not have a share of contributing family workers, whereas only one (Thailand) of the six countries with data on employment status in the wholesale trade subsector had a share of such workers. Own-account workers and contributing family workers made up over 50 per cent of the retail trade workforce in 12 of the 18 countries. In the wholesale trade subsector, the share of employees was much as 91 per cent in Egypt and 90 per cent in Thailand.

► **Figure 22: Share of employment by subsector and status, 2020**

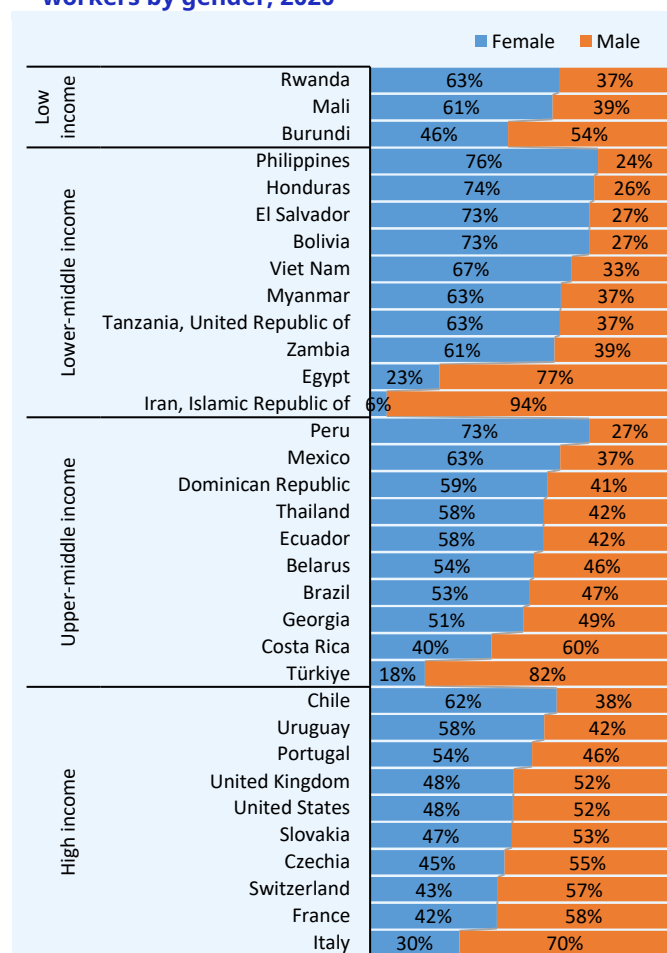


In terms of the gender distribution of own-account workers, there is a greater female presence in low-, lower-middle, and upper-middle-income countries. In high-income countries, male own-account workers tend to be more numerous than their female counterparts. In both

Rwanda and Mali, the female workforce of own-account workers accounted for 63 per cent and 61 per cent respectively in 2020, while the share of male own-account workers in Burundi was 54 per cent.

In lower-middle-income countries, only Egypt (23%) and the Islamic Republic of Iran (6%) had a small share of female own-account workforce relative to the male one. The remaining eight countries had more female own-account workers in 2020. A similar situation was observed among upper-middle-income countries, where only Costa Rica (60%) and Türkiye (82%) had more male own-account workers relative to the corresponding female workforce.

► **Figure 23: Employment share of own-account workers by gender, 2020**

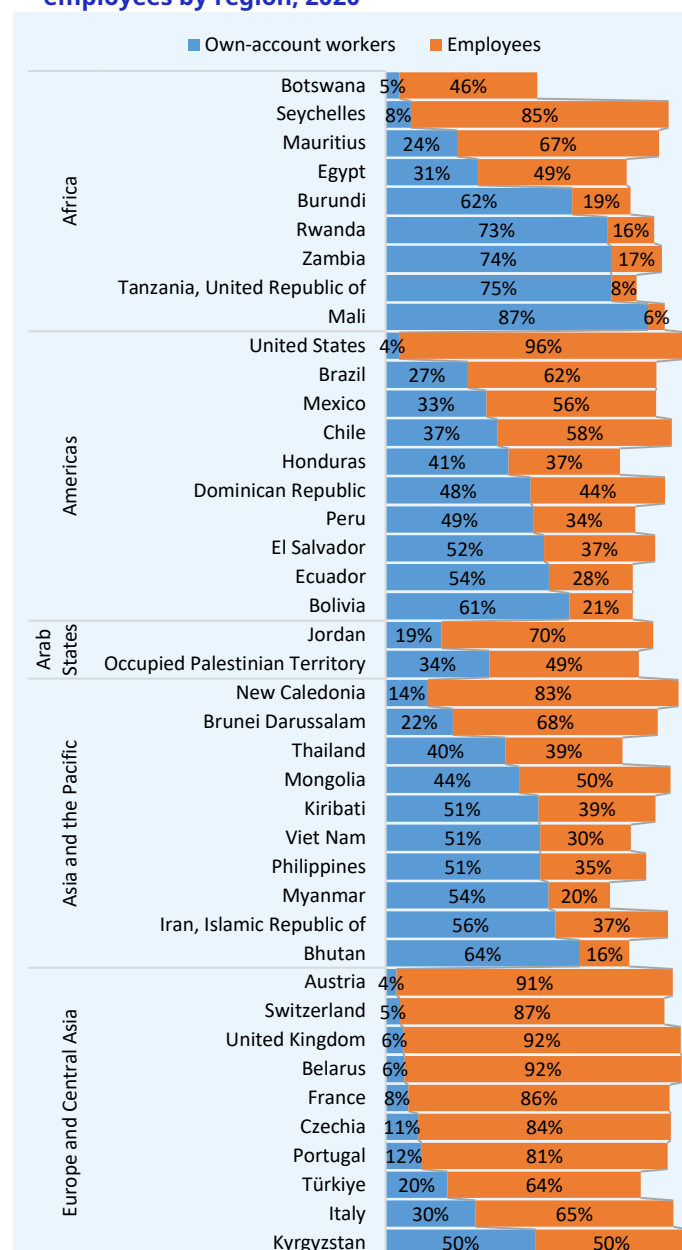


Source: ILO Harmonized Microdata, <https://ilostat.ilo.org>

The sampled high-income countries showed a high prevalence of male own-account workers relative to females. Only 3 of the 10 countries had a larger share of the female workforce with own-account employment status. These were Chile (62%), Uruguay (58%) and Portugal (54%). The remaining seven high-income countries had a larger share of male own-account workers ranging from 52 per cent in the United Kingdom to 70 per cent in Italy.

In regional terms, many more countries in Africa, the Americas and Asia and the Pacific tended to have more own-account workers relative to their number of employees. For example, in Africa, own-account workers were more numerous than employees in Mali (87%), the United Republic of Tanzania (75%), Zambia (74%), Rwanda (73%) and Burundi (62%), although employees formed the majority in Seychelles (85%), Mauritius (67%), Egypt (49%) and Botswana (46%).

► **Figure 24: Share of own-account workers and employees by region, 2020**



Source: ILO Harmonized Microdata, <https://ilostat.ilo.org>

In the Americas, 6 of the 10 sampled countries had more own-account workers relative to employees. The number of own-account workers was higher in Bolivia (61%), Ecuador

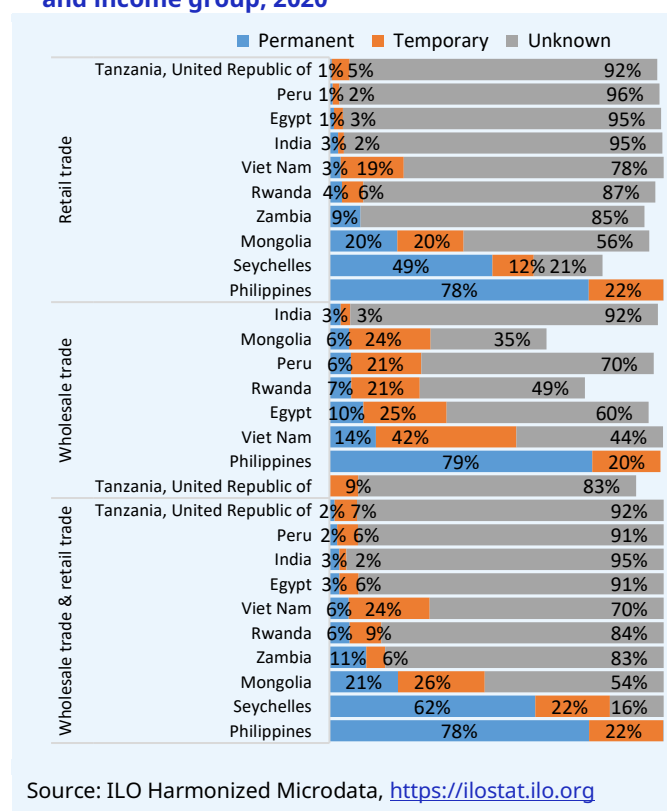
(54%), El Salvador (52%), Peru (49%), the Dominican Republic (48%) and Honduras (41%), and lower in the United States (4%), Brazil (27%), Mexico (33%) and Chile (37%). The United States had the smallest share of own-account workers and the largest share of employees among the 10 countries considered.

In Asia and the Pacific, only New Caledonia (83%), Brunei Darussalam (68%) and Mongolia (50%) had a larger share of employees relative to own-account workers. The other seven countries, namely Thailand (40%), Kiribati (51%), Viet Nam (51%), the Philippines (51%), Myanmar (54%), Islamic Republic of Iran (56%) and Bhutan (64%), had more own-account workers in the wholesale and retail trade sector.

3.8. Type of contract

Job contracts in the wholesale and retail trade sector are mostly in the “unknown” category, especially in the retail trade subsector. “Unknown” job contracts are those that are neither “permanent” – a contract without limit of time – or “temporary” – a contract with a specific duration.⁶ The share of workers on permanent contracts was small in most of the countries analysed.

► **Figure 25: Employment share by type of contract and income group, 2020**



Source: ILO Harmonized Microdata, <https://ilostat.ilo.org>

In 2020, only the Philippines (78%), Seychelles (49%) and Mongolia (20%) had a significant share of the workforce in

the retail trade subsector on permanent contracts as compared with the other seven countries sampled. The share of workers on temporary contracts in the retail trade subsector was also smaller compared with workers on similar job contracts in the wholesale trade subsector. Examples are India (2% vs 3%), Mongolia (20% vs 24%), Peru (2% vs 21%), Rwanda (6% vs 21%), Egypt (3% vs 25%) and Viet Nam (19% vs 42%).

In the overall wholesale and retail trade sector, “unknown” contracts accounted for more than half of the workforce in Egypt, India, Mongolia, Peru, Rwanda, the United Republic of Tanzania, Viet Nam and Zambia. The Philippines (0.2%) had the smallest share of these workers and, correspondingly, the largest share of workers on permanent contracts, followed by Seychelles (62%) and Mongolia (21%).

► 4. Employment trends by type of retail sale outlet

Data on employment by retail sale outlet was only available at the 3-digit level in ISIC_Rev.4. At this level of disaggregation, the sample size tends to be small. In this instance, only 27 countries had data available. The following sections analyse employment trends in four retail trade segments: a) retail trade in non-specialized stores; b) retail trade in specialized stores; c) retail trade via stalls and markets; and d) retail trade not in stores, stalls or markets. The latter includes online retailing. Owing to the limited sample size, certain indicators in some categories of retail sale outlets were not analysed because no meaningful analysis could be drawn.

Retail trading in specialized stores is defined as the retail sale of food, beverages and tobacco; cultural and recreation goods; automotive fuel; information and communications equipment; other household equipment; and other specialized goods. Retail trading in non-specialized stores involves the sale of a variety of product lines in the same unit (non-specialized store), such as a supermarket or department store. Retail trading via stalls and markets implies the sale of any kind of new or second-hand product in a usually movable stall, either along a public road or at a fixed marketplace. Last, retail trading not in stores, stalls or markets covers sales conducted through mail-order houses, the internet, door-to-door sales and vending machines.

⁶ See Annex to the *ILOSTAT Microdata Processing Quick Guide*, variable No.60, “Type of contract”.

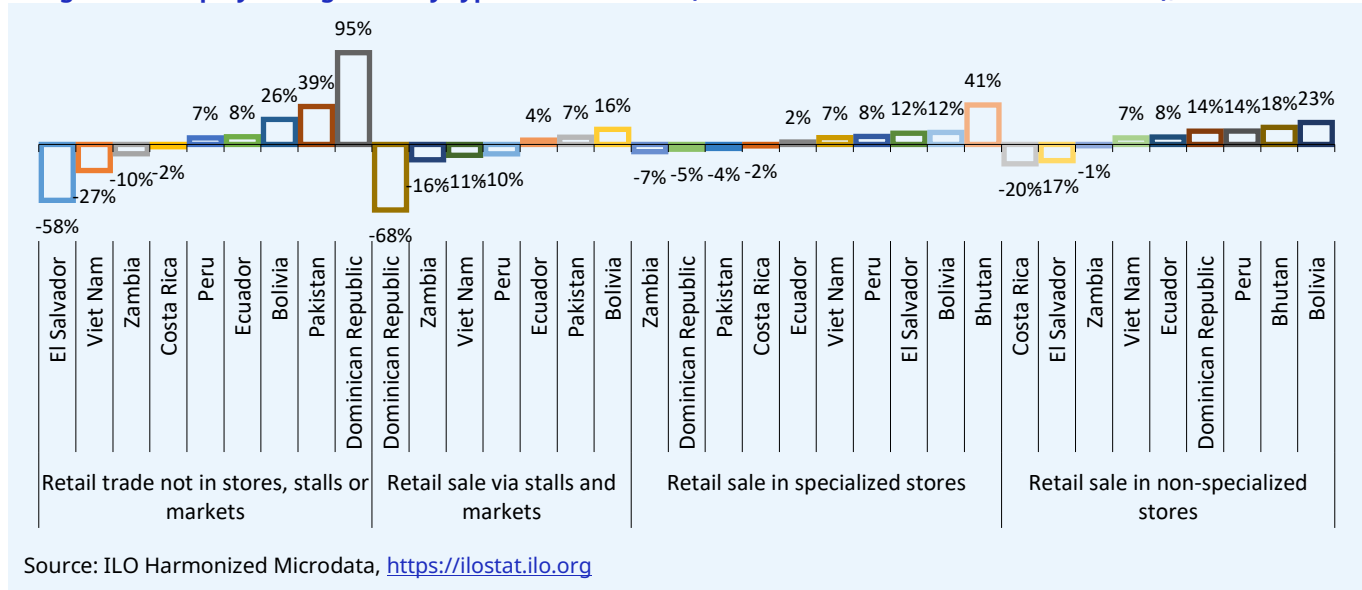
► Table 1: Overview of retail trade outlet and employment shares, 2019

Country	Retail sale									
	in non-specialized stores	of automotive fuel in specialized stores	of cultural and recreation goods in specialized stores	of food, beverages and tobacco in specialized stores	of information and communications equipment in specialized stores	of other goods in specialized stores	of other household equipment in specialized stores	via stalls and markets	not in stores, stalls or markets	
India	12%	1%	2%	48%	2%	20%	11%	2%	2%	
Thailand	40%	2%	2%	4%	2%	11%	10%	17%	12%	
Philippines	53%	1%	1%	10%	1%	10%	4%	7%	13%	
Pakistan	30%	3%	2%	15%	3%	16%	16%	8%	7%	
Viet Nam	9%	1%	1%	24%	4%	19%	12%	27%	2%	
Peru	7%	1%	3%	26%	2%	11%	4%	25%	20%	
Kenya	32%	1%	1%	17%		15%	4%	10%	19%	
Egypt	7%	1%	2%	25%	3%	23%	11%	4%	25%	
Korea, Republic of	31%	3%	4%	10%		24%	14%		14%	
Bolivia	30%	2%	3%	6%	2%	14%	2%	32%	10%	
Ecuador	26%	1%	2%	7%	1%	13%	9%	16%	23%	
Cambodia	32%	1%		35%	3%	8%	3%	13%	5%	
Senegal	4%	11%		19%	66%					
Zambia	17%			9%		13%	5%	29%	28%	
Dominican Republic	29%	2%	1%	2%	1%	17%	8%	22%	18%	
Honduras	48%	1%		14%	1%	16%	8%	2%	10%	
El Salvador	29%	2%	2%	21%	2%	19%	8%	12%	4%	
Costa Rica	28%	3%	2%	11%	2%	16%	11%		26%	
Lebanon	26%	4%	3%	16%	5%	28%	15%	2%	2%	
Uruguay	37%	4%	2%	9%	2%	23%	10%	7%	7%	
Jordan	27%	3%	3%	18%	4%	36%	1%	5%	2%	
Guyana	44%		2%	4%		16%	8%	13%	13%	
Brunei Darussalam	26%		4%	4%	6%	15%	11%	12%	22%	
Bhutan	72%	2%	2%	3%	2%	12%	8%			
Maldives	41%		4%	7%	3%	34%	11%			
Kiribati	61%	4%		6%				4%	26%	
Cook Islands	58%					25%		17%		

Source: ILO Harmonized Microdata, <https://ilostat ilo.org>

Some of the data suggests that two years into the COVID-19 pandemic, employment in certain segments of retail trade outlets was struggling to recover. This applies in particular to retail sales in specialized stores and at stalls and markets. For example, in the Dominican Republic, where data was available for all four types of outlets, employment declined in these two segments by 5 per cent and 68 per cent, respectively, between 2019 and 2021, but recovered in the other two segments, namely retail trade not in stores, stalls or markets and retail trade in non-specialized stores. Between 2019 and 2021, employment in the “retail trade not in stores” segment in the Dominican Republic grew by as much as 95 per cent, and by 14 per cent in non-specialized stores. Other countries with specialized stores where employment had not recovered after the first

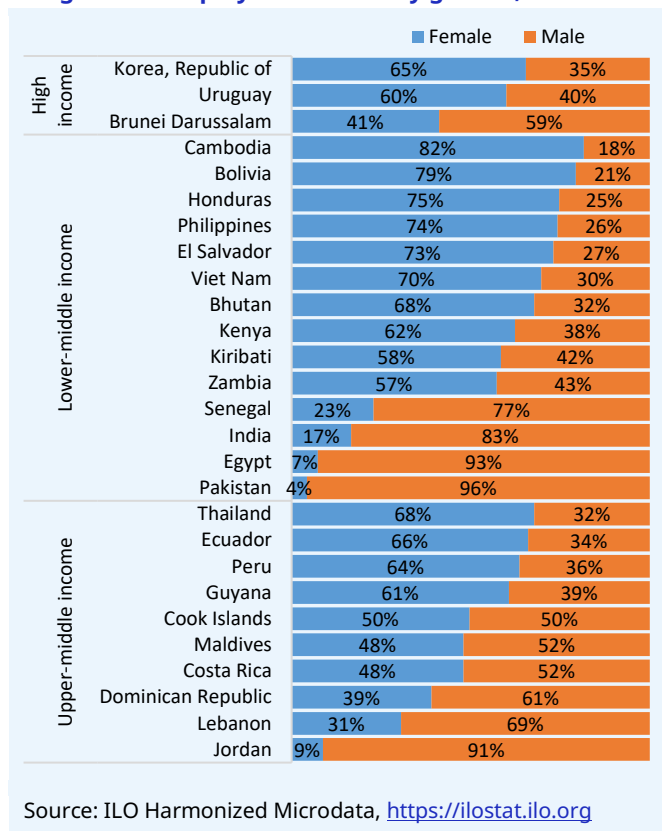
two years of the COVID-19 pandemic included Costa Rica (-2%), Pakistan (-4%) and Zambia (-7%), while employment in retail sales via stores and markets also declined in Zambia (-16%), Viet Nam (-11%) and Peru (-10%). In Peru, sales via stalls and markets was the only retail trade outlet where employment had not recovered after the first two years of the pandemic. In that country's specialized stores segment, employment grew by 8 per cent, in non-specialized stores by 14 per cent, and in retail trade not in stores, stalls or markets by 7 per cent. Employment in retail sale activities through mail order or via the internet increased by 7 per cent in Peru, 8 per cent in Ecuador, 26 per cent in Bolivia, 39 per cent in Pakistan and 95 per cent in the Dominican Republic.

► **Figure 26: Employment growth by type of retail outlet (based on countries with available data), 2019 - 2021**

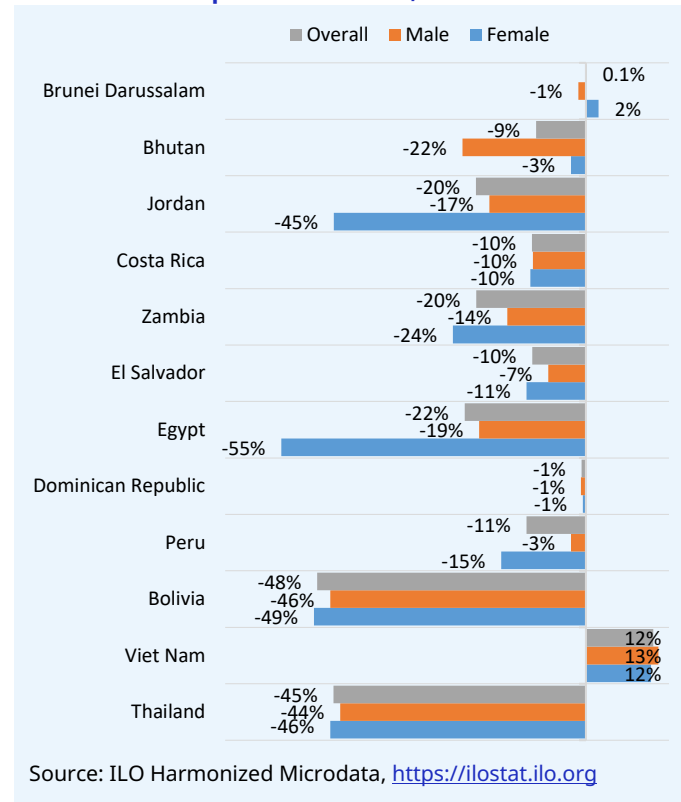
4.1. Retail trade in non-specialized stores

4.1.1. Gender

In 2019, 17 (63% of the sample) out of the 23 countries with data had a larger share of females working in the retail trade in the non-specialized stores segment. This was the case across all income levels.

► **Figure 27: Employment share by gender, 2019**

In high-income countries like the Republic of Korea and Uruguay, female workers accounted for 65 per cent and 60 per cent respectively in this segment of the retail trade, whereas in Brunei Darussalam, male workers were in the majority (59%). Among the lower-middle-income countries, only Pakistan (96%), Egypt (93%), India (83%) and Senegal (77%) had more male than female workers working in this segment in 2019.

► **Figure 28: Percentage change in employment: retail trade in non-specialized stores, 2019 - 2020**

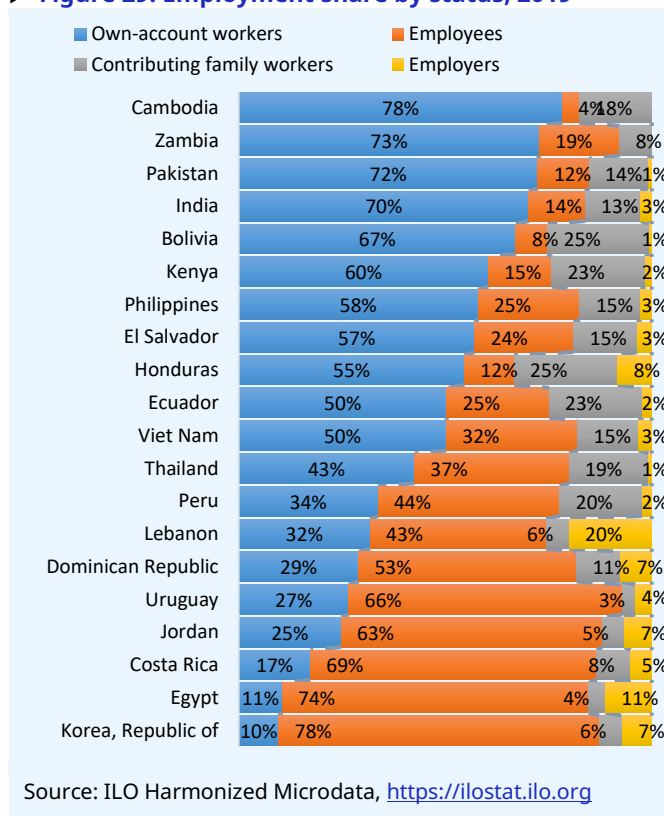
In upper-middle-income countries, the male workforce was more prevalent in Jordan (91%), Lebanon (69%), Dominican Republic (61%), Costa Rica (52%), Maldives (52%) and the Cook Islands (50%), and less so in Thailand (32%), Ecuador (34%), Peru (36%) and Guyana (39%).

Employment declined in most countries between 2019 and 2020, especially among female workers, partly due to the COVID-19 pandemic. In Viet Nam, overall employment grew by 12 per cent, while in Brunei the overall growth was only 0.1 per cent. Employment among male workers in Viet Nam was slightly higher (13%) compared with that of female workers (12%). Otherwise, employment overall and across genders declined in Thailand, Bolivia, Peru, Dominican Republic, Egypt, El Salvador, Zambia, Costa Rica, Jordan and Bhutan.

4.1.2. Employment status

The retail trade in non-specialized stores is dominated by own-account workers in most of the countries analysed, followed by employees. In 11 (55%) of the top 20 countries, own-account workers accounted for more than 50 per cent of total employment in the retail trade in the non-specialized stores segment, while employees accounted for the larger share in six (30%) of those countries.

► **Figure 29: Employment share by status, 2019**



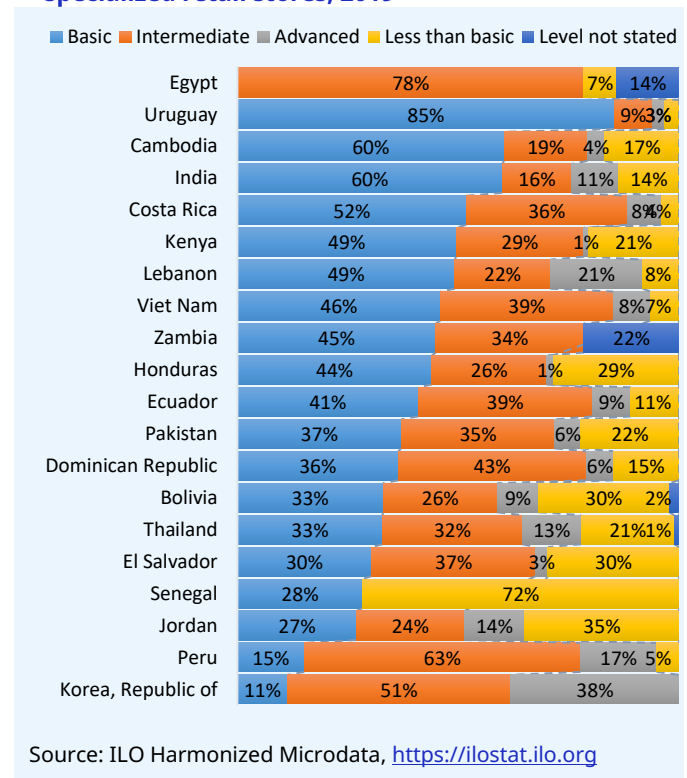
The top five countries of India (70%), Philippines (58%), Pakistan (72%), Thailand (43%) and Kenya (60%) were all dominated by own-account workers. This retail trade

segment also has a good proportion of contributing family workers. In some countries, the share of contributing family workers is higher than that of employees. In non-specialized stores in 2019, the proportion of contributing family workers in the retail trade was higher than the proportion of employees in Bolivia (25%), Honduras (25%), Kenya (23%), Cambodia (18%) and Pakistan (14%).

4.1.3. Education

Employment in the retail trade in non-specialized stores such as supermarkets and department stores is dominated by workers with either basic or intermediate education. The proportion of workers with a basic education level was highest in Uruguay (85%), then in Cambodia (60%), India (60%), Costa Rica (52%), Kenya (49%), Lebanon (49%), Viet Nam (46%) and Zambia (45%).

► **Figure 30: Employment share by education in non-specialized retail stores, 2019**



The Republic of Korea has the lowest share of workers with a basic education level. This country also has the most highly educated workforce in the non-specialized stores segment of the retail trade. In 2019, 51 per cent of workers had an intermediate education, 38 per cent had an advanced education and only 11 per cent had a basic education.

There are also workers in this retail trade segment with a less than basic education. In some countries, this category of workers accounts for the largest share of people working

in non-specialized retail stores. Such was the case in Senegal (72%) and Jordan (35%) in 2019.

In Africa, Egypt had the largest workforce in the retail trade in non-specialized stores with an intermediate education level (78%) compared with Zambia (34%) and Kenya (29%). Of these three countries, only Kenya, with a one per cent share, recorded any employees with an advanced education level working in non-specialized stores of the retail trade segment. The most highly educated employees in the retail sale segment in Senegal had only a basic education level; they accounted for 28 per cent of employment, while the remaining workers (72%) had a less than basic education. In Kenya (49%) and Zambia (45%), the retail sale outlet segment was dominated by workers with a basic education level, most of them own-account workers and contributing family workers.

In the Americas, the intermediate and basic education levels were predominant among retail sales employees in non-specialized stores. All the countries recorded employees with an advanced education level. Their numbers were largest in Peru (17%), followed by Bolivia (9%), Ecuador (9%) and Costa Rica (8%). Peru also had the largest share of employees in this segment with an intermediate education level (63 %), but also had a 15 per cent share of employees with a basic education level. Overall, Peru had the most highly educated workforce in the retail sales in non-specialized stores segment out of the nine countries analysed. In Uruguay, most of the employees (85%) in retail sale outlets had a basic education. In other countries, the corresponding figures were Guyana (56%), Costa Rica (53%), Honduras (44%) and Ecuador (41%).

In Asia and the Pacific, the Republic of Korea had the largest share of the workforce (38%) with an advanced education level in retail sales in non-specialized stores in 2019, followed by Brunei Darussalam at 13 per cent and India at 11 per cent. The Republic of Korea can be said to have the most educated workforce in this segment, with 89 per cent of employees having either an advanced education or an intermediate education and 11 per cent of the workforce having a basic education. The Cook Islands, Kiribati and the Maldives had no data available on employees with an advanced education level. In India, the largest retail trade subsector, most employees (60%) in this segment had a basic education level, followed by those with an intermediate education (16%) and a less than basic education (14%). The share of employees with a basic education level was also significant in the Maldives (78%),

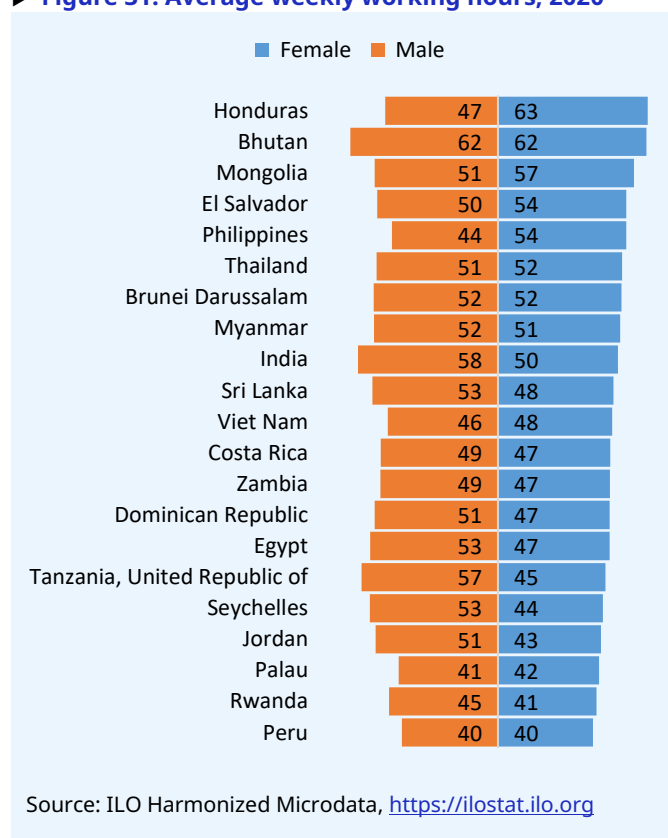
Cambodia (60%), the Cook Islands (58%), Viet Nam (46%), Pakistan (37%) and Thailand (33%).

In Jordan, most employees (35%) in the retail sale (non-specialized stores) segment had a less than basic education level, while in Lebanon those with a basic education level accounted for 49 per cent of employment.

4.1.4. Working hours

Working hours in the retail trade in non-specialized stores are typically long, especially in low- and lower-middle-income countries. Based on a sample of 21 countries, the average weekly working hours ranged between 40 and 63 hours per week across gender. Using the 48 hour per week mark,⁷ the average working hours for male workers were longer in Bhutan (62 hours), India (58 hours), United Republic of Tanzania (57 hours), Seychelles (53 hours), Egypt (53 hours), Sri Lanka (53 hours), Brunei Darussalam (52 hours), Myanmar (52 hours), Mongolia (51 hours), Dominican Republic (51 hours), Jordan (51 hours), Thailand (51 hours), El Salvador (50 hours), Zambia (49 hours) and Costa Rica (49 hours).

► Figure 31: Average weekly working hours, 2020



For female workers, long working hours were most prevalent in Honduras (63 hours), Bhutan (62 hours),

⁷ Based on the *Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)*

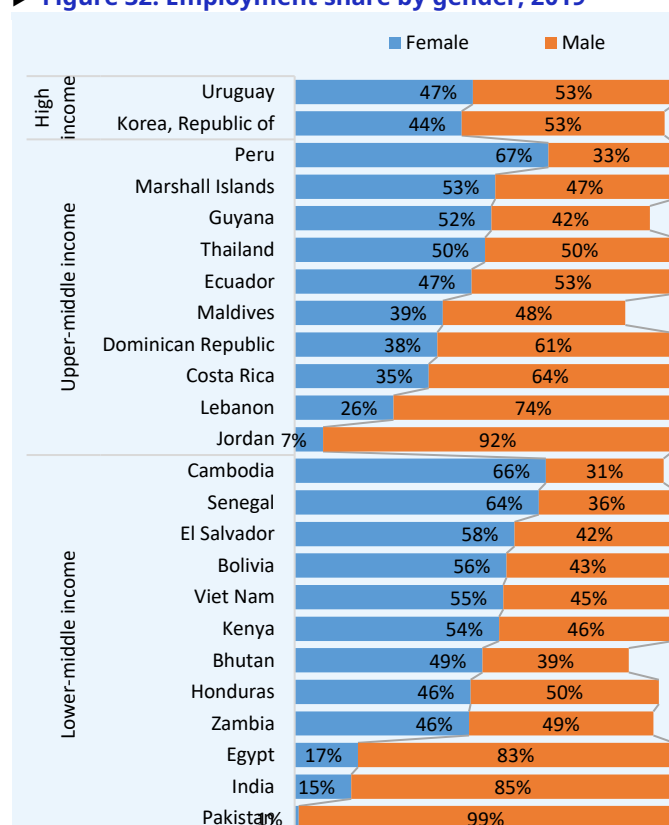
Mongolia (57 hours), El Salvador (54 hours), the Philippines (54 hours), Thailand (52 hours), Brunei Darussalam (52 hours), Myanmar (51 hours) and India (50 hours). In some countries, female workers had longer weekly working hours than male workers. This was the case in Honduras, Mongolia, El Salvador, the Philippines and Thailand in 2020.

4.2. Retail trade in specialized stores

4.2.1. Gender

Overall, the retail trade in specialized stores occupied more male workers than female workers. In the high-income countries, both Uruguay and Korea had more male workers in the subsector in 2019. In upper-middle-income countries, 6 (Jordan, Lebanon, Costa Rica, Dominican Republic, Ecuador, and Thailand) of the 10 countries sampled had a larger share of male workers, while in lower-middle-income countries, female workers outnumbered male workers in 7 of the 12 countries.

► Figure 32: Employment share by gender, 2019



Source: ILO Harmonized Microdata, <https://ilostat.ilo.org>

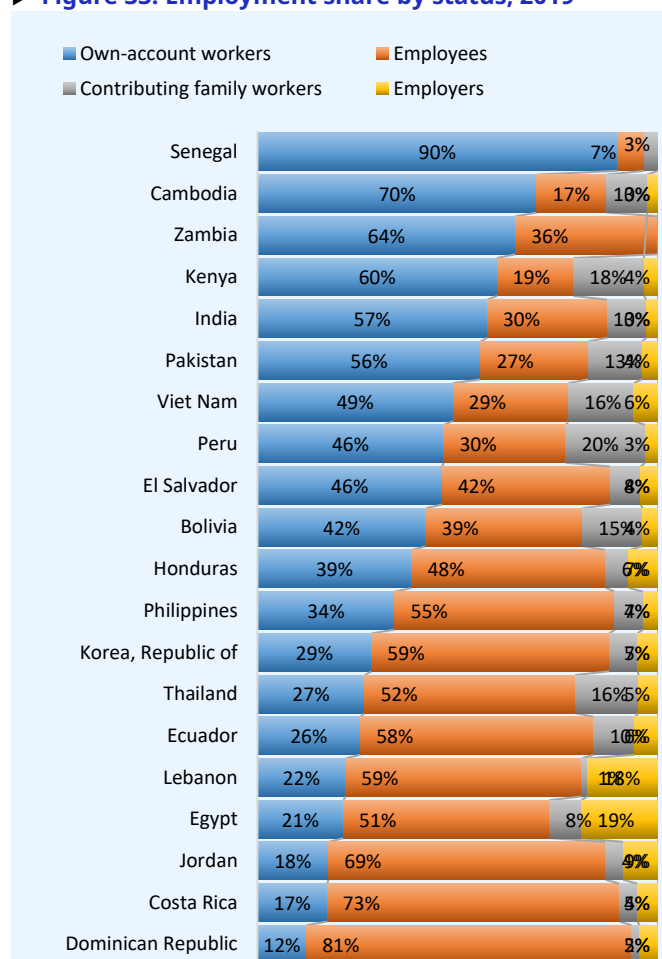
The dominance of the male workforce was particularly high in some countries of the Asia and the Pacific Region, with the share of male workers in the subsector in Pakistan and India reaching 99 per cent and 85 per cent, respectively. In the Arab States Region, Jordan and Lebanon had higher shares of male workers than female workers.

4.2.2. Employment status

The retail trade in specialized stores was dominated by own-account workers and contributing family workers, especially in low- and lower-middle-income countries. In Senegal, own-account workers accounted for 90 per cent of the workforce in the subsector, followed by Cambodia (70%), Zambia (64%), Kenya (60%), India (57%) and Pakistan (56%). In Viet Nam, Peru, El Salvador and Bolivia, own-account workers and contributing family workers accounted for more than half of the subsector's workforce.

In Upper-middle- and high-income countries, the subsector has more employees than own-account workers and the share of contributing family workers tends to be small. In upper-middle-income countries like the Dominican Republic, Costa Rica, Jordan, Lebanon, Ecuador and Thailand, employees accounted for more than half of the workforce. All three high-income countries (Brunei Darussalam, Republic of Korea and Uruguay) had more employees than own-account workers or contributing family workers in this subsector.

► Figure 33: Employment share by status, 2019

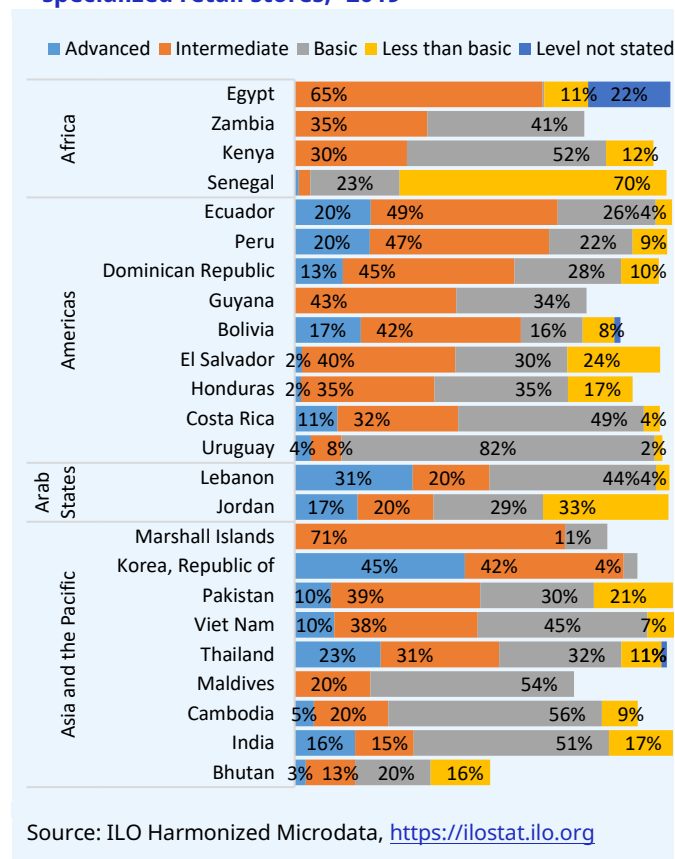


Source: ILO Harmonized Microdata, <https://ilostat.ilo.org>

4.2.3. Education

Generally, the subsector was dominated by workers with a basic and/or intermediate education level. In the Africa Region, Egypt had the largest share of the workforce with an intermediate education level (65%) compared with the other three countries included in the analysis (Zambia (35%), Kenya (30%) and Senegal (3%)). Unlike its retail trade in non-specialized stores, where it recorded no presence of workers with an advanced education, Senegal's retail trade in specialized stores had only a 1 per cent share of the workforce with an advanced education level. However, the largest share of the workforce (72%) working in specialized retail stores in Senegal had a less than basic education level. In Kenya (52%) and Zambia (41%), the largest share of the workforce had a basic education level.

► **Figure 34: Employment share by education in specialized retail stores,⁸ 2019**

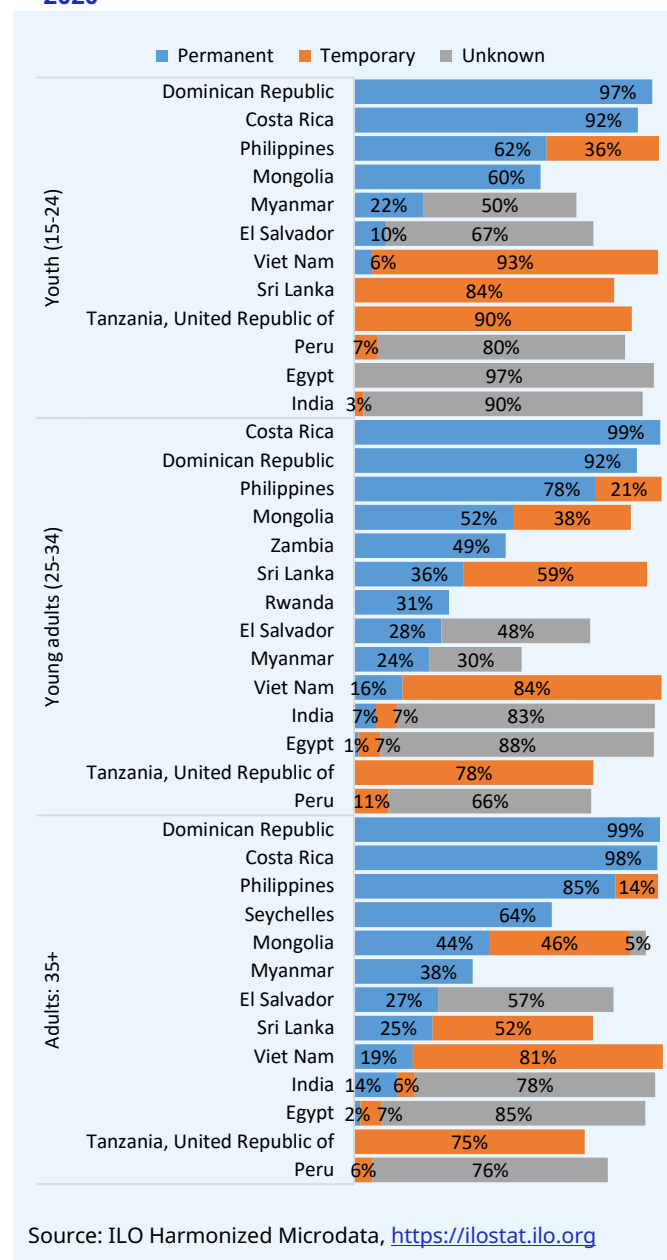


4.2.4. Type of contract

There is a high prevalence of temporary contracts in the retail trade in specialized stores. In 2020, only 4 (Dominican Republic, the Philippines, Costa Rica, and Seychelles) of the 15 countries with data had a larger share of workers on

permanent contracts. A breakdown of the 2020 data on temporary contracts by age group shows that there were more young people on temporary and “unknown” contracts compared with workers aged 35+ years.

► **Figure 35: Employment share by type of contract, 2020**



In India, 90 per cent of the youth workforce (15 – 24 years) was on “unknown” types of job contract, and 3 per cent on temporary contracts. In Egypt, 97 per cent of youth had “unknown” job contracts, followed by Peru (80%), El Salvador (67%) and Myanmar (50%). The presence of youth on permanent contracts was evident in the Dominican Republic (97%), Costa Rica (92%), the Philippines (62%),

⁸ Retail sales in specialized stores include the sale of automotive fuel, cultural and recreation goods, food, beverages and tobacco, information and communications equipment, other goods, and other household equipment.

Mongolia (60%), Myanmar (22%), El Salvador (10%) and Viet Nam (6%). Viet Nam (93%) had the largest share of youth on temporary contracts, followed by the United Republic of Tanzania (90%), Sri Lanka (84%), the Philippines (36%), Peru (7%) and India (3%).

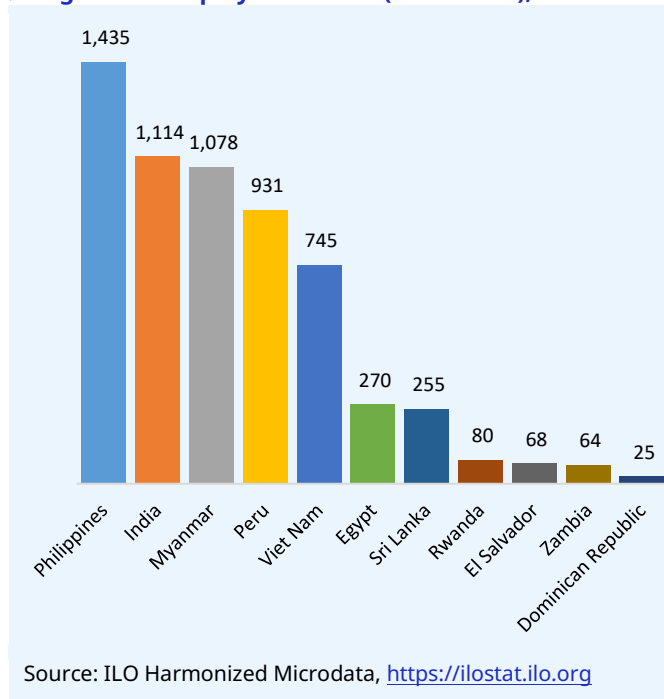
However, the share of youth on permanent contracts was less than that of young adults (25 – 34 years) and adults (35+ years) across countries. There is thus a higher probability that young adults and adults will be on permanent contracts, rather than youth. For example, the share of youth in Costa Rica was seven per cent lower than that of young adults and six per cent lower than that of adults. In the Philippines, the share of the youth workforce on permanent contracts was far lower than that of young adults and adults.

4.3. Retail trade via stalls and markets

4.3.1. Gender

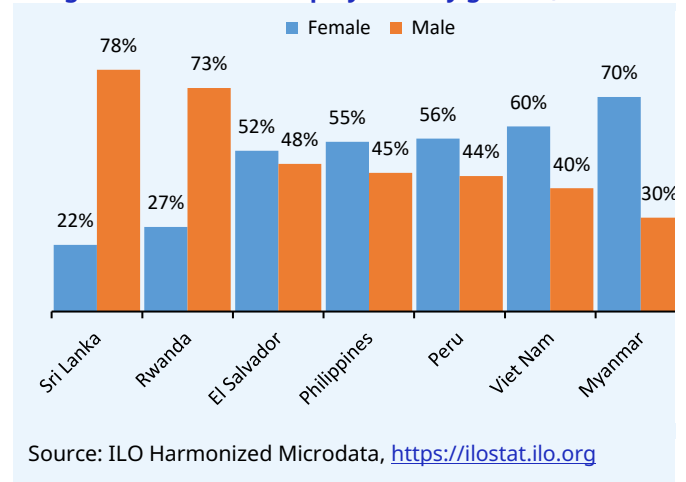
Retail trading via stalls and markets involves the sale of any kind of new or second-hand product in a usually movable stall, either along a public road or at a fixed marketplace. Only 11 countries produced data for 2020. The Philippines had the largest number of workers trading in stalls and markets, followed by India and Myanmar.

► **Figure 36: Employment level (thousands), 2020**



Gender disaggregation shows that the share of male workers was higher in Sri Lanka (78%) and Rwanda (73%) while that of female workers was higher in Myanmar (70%), Viet Nam (60%), Peru (56%), the Philippines (55%) and El Salvador (52%).

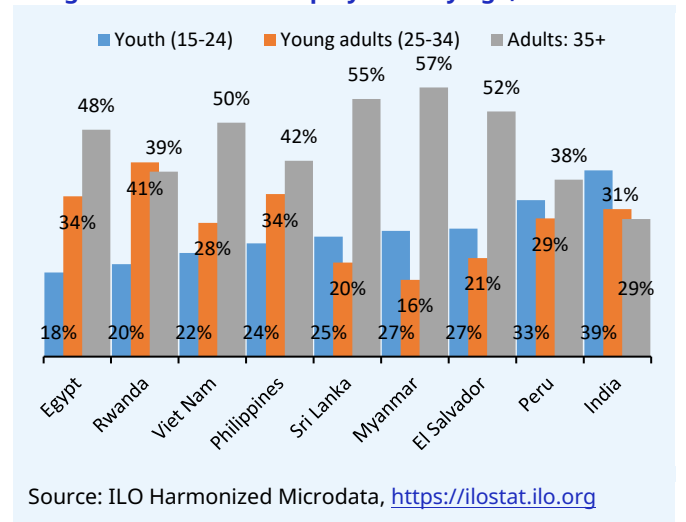
► **Figure 37: Share of employment by gender, 2020**



4.3.2. Age

The retail trade via stalls and markets has a larger share of youth and young adults. In India, youth (15-24 years) accounted for the largest share (39%) of the workforce in the retail trade via stalls and markets, while in Rwanda young adults (25-34 years) formed the majority in this segment.

► **Figure 38: Share of employment by age, 2020**



In India, Peru, the Philippines, Egypt and Rwanda the combined share of youth and young adults accounted for more than half of the workforce in this segment. In Myanmar, Sri Lanka and El Salvador, adults (35+ years) accounted for more than half of this workforce, while in Viet Nam (50%), Egypt (48%) and the Philippines (42%), workers aged 35+ accounted for a considerable share.

4.3.3. Employment status

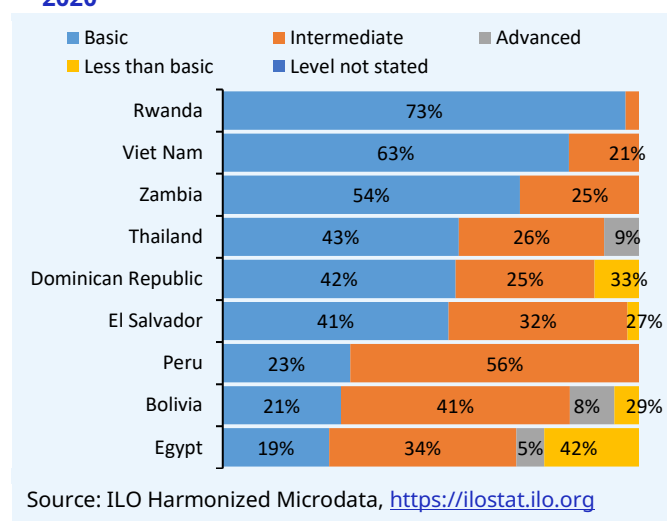
The retail trade via stalls and markets was dominated by own-account workers and employees. With the exception of Jordan, own-account workers constituted more than half

of the workforce in these 14 countries, the largest such share being in Zambia (85%), followed by Rwanda (84%), El Salvador (75%), Viet Nam (75%), Bolivia (72%), Peru (71%), India (69%), Brunei Darussalam (64%), Thailand (63%), Sri Lanka (62%), Myanmar (61%), Egypt (59%) and the Philippines (52%).

► **Figure 39: Share of employment by status, 2020**

4.3.4. Education

The retail trade via stalls and markets segment was dominated by workers with a basic and/or less than basic education level. Only in Peru (56%) and Bolivia (41%) was there a dominant presence of workers with an intermediate education. A small fraction of workers with advanced education was observed in Peru (10%), Thailand (9%), Bolivia (8%), Egypt (5%), Rwanda (4%) and Viet Nam (3%).

► **Figure 40: Share of employment by education level, 2020**

4.3.5. Type of contract

Most of the job contracts in the retail trade via stalls and markets segment are either “unknown” or temporary. Only three countries (Dominican Republic, Philippines and Zambia) had more than half of their workers in this segment on permanent contracts. Most of the workforce in the other eight countries were either on temporary job contracts or did not know their type of job contract (unknown). The workers in Egypt (100%), Peru (99%), India (94%), Myanmar (75%) and El Salvador (73%) were mostly on unknown types of job contract. Viet Nam (98%) had the largest share of workers on temporary contracts, followed by Sri Lanka (86%) and Rwanda (51%).

► **Table 2: Share of employment by type of contract, 2020**

Country	Permanent	Temporary	Unknown
Viet Nam	1%	98%	
Sri Lanka	4%	86%	
Myanmar	6%		75%
Rwanda	19%	51%	
Philippines	68%	30%	1%
Zambia	70%		
Dominican Republic	98%		
India			94%
Peru			99%
Egypt			100%
El Salvador			73%

Source: ILO Harmonized Microdata, <https://ilostat.ilo.org>

4.4. Retail trade not in stores, stalls or markets

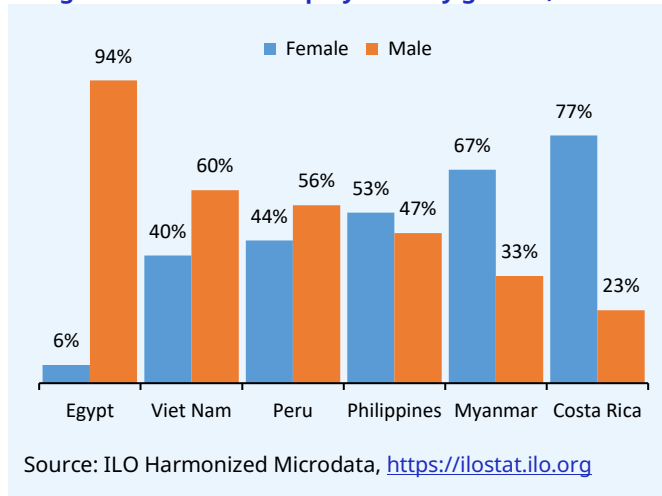
4.4.1. Gender

The retail trade not in stores, stalls or markets includes retail sales conducted through mail-order houses, the internet, door-to-door sales and vending machines. The sample of countries with data on this retail trade segment was also small – only six. In absolute terms, the Philippines had most people involved in retail trade activities not conducted in stores, stalls or markets, followed by India, Egypt, Myanmar, Peru, Costa Rica and Viet Nam.

A gender disaggregation of the data for 2020 shows more male workers in this segment in Egypt, Viet Nam and Peru, while the Philippines, Myanmar and Costa Rica had more female workers. In Egypt, male workers accounted for 94 per cent of the workforce, followed by Viet Nam (60%) and Peru (56%). In Costa Rica, female workers accounted for 77

per cent of the workforce, in Myanmar 67 per cent, and in the Philippines 53 per cent.

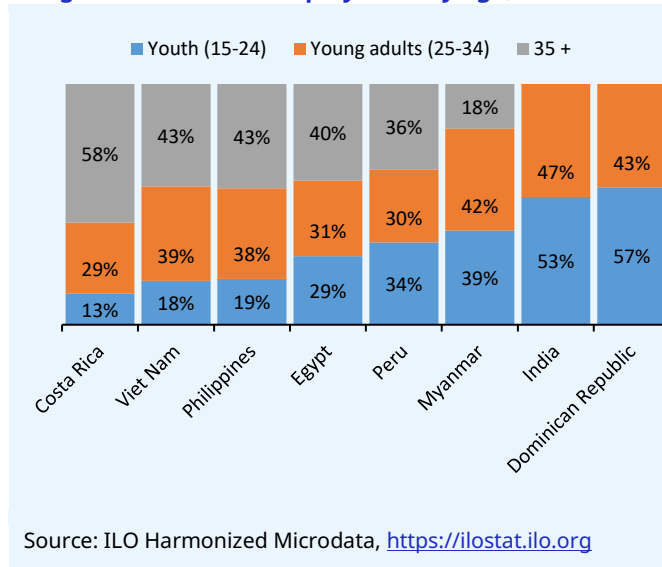
► **Figure 41: Share of employment by gender, 2020**



4.4.2. Age

Young people (15 – 34 years) account for more than half of the workforce in most countries in this segment. Only in Costa Rica was the share of adults (35+ years) greater than that of youth and young adults. In the Dominican Republic and India, the share of youth (15 – 24 years) engaged in the retail trade not in stores, stalls or markets was more than half of the total workforce.

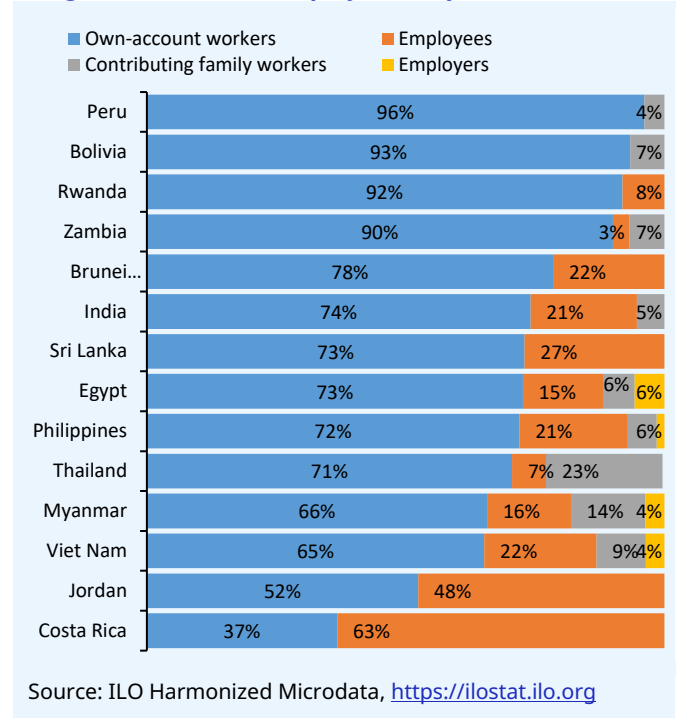
► **Figure 42: Share of employment by age, 2020**



4.4.3. Employment status

Own-account workers and employees together make up the bulk of the workforce in the retail trade not in stores, stalls, or markets. Employers in this retail trade segment were almost non-existent, except for a small share in Egypt (6%), Myanmar (4%), Myanmar (4%), Viet Nam (4%) and the Philippines (1%).

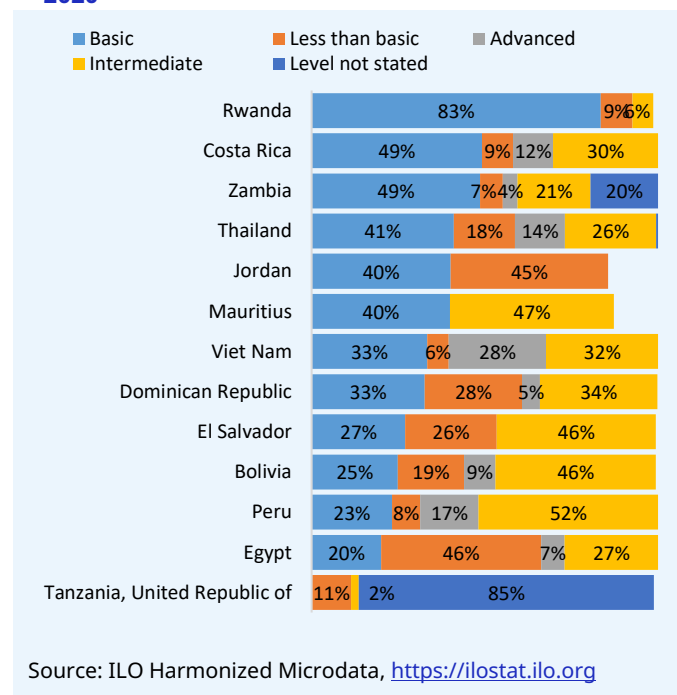
► **Figure 43: Share of employment by status, 2020**



4.4.4. Education

This retail segment was dominated by workers with a basic and/or less than basic education level. Only in Peru (52%) did workers with an intermediate education level account for more than half of the workforce. In the United Republic of Tanzania, 85 per cent of the workers did not specify their level of education in 2020.

► **Figure 44: Share of employment by education level, 2020**



► Annexure

Annex 1: ISCO Classification

ISCO 08 2-digits	Name	ISCO 08 3-digits	Name	ISCO 08 4-digits	Name
14	Hospitality, Retail and Other Services Managers	142	Retail and Wholesale Trade Managers	1420	Retail and Wholesale Trade Managers
52	Sales Workers	521	Street and Market Salespersons	5211	Stall and Market Salespersons
52	Sales Workers	521	Street and Market Salespersons	5212	Street Food Salespersons
52	Sales Workers	522	Shop Salespersons	5221	Shopkeepers
52	Sales Workers	522	Shop Salespersons	5222	Shop Supervisors
52	Sales Workers	522	Shop Salespersons	5223	Shop Sales Assistants
52	Sales Workers	523	Cashiers and Ticket Clerks	5230	Cashiers and Ticket Clerks
52	Sales Workers	524	Other Sales Workers	5241	Fashion and Other Models
52	Sales Workers	524	Other Sales Workers	5242	Sales Demonstrators
52	Sales Workers	524	Other Sales Workers	5243	Door-to-door Salespersons
52	Sales Workers	524	Other Sales Workers	5244	Contact Centre Salespersons
52	Sales Workers	524	Other Sales Workers	5245	Service Station Attendants
52	Sales Workers	524	Other Sales Workers	5246	Food Service Counter Attendants
52	Sales Workers	524	Other Sales Workers	5249	Sales Workers Not Elsewhere Classified
95	Street and Related Sales and Services Workers	952	Street (excluding Food) Vendors	9520	Street Vendors (excluding Food)

Annex 2: ISIC Groups

Code	Name
46	Wholesale trade, except motor vehicles and motorcycles
461	Wholesale on a fee or contract basis
463	Wholesale of food, beverages and tobacco
464	Wholesale of household goods
4641	<i>Wholesale of textiles, clothing and footwear</i>
4649	<i>Wholesale of other household goods</i>
465	Wholesale of machinery, equipment and supplies
4651	<i>Wholesale of computers, computer peripheral equipment and software</i>
4652	<i>Wholesale of electronic and telecommunications equipment and parts</i>
469	Non-specialized wholesale trade
47	Retail trade, except motor vehicles and motorcycles
471	Retail sale in non-specialized stores
4711	<i>Retail sale in non-specialized stores with food, beverages or tobacco predominating</i>
4719	<i>Other retail sale in non-specialized stores</i>
472	Retail sale of food, beverages and tobacco in specialized stores
4721	<i>Retail sale of food in specialized stores</i>
4722	<i>Retail sale of beverages in specialized stores</i>
4723	<i>Retail sale of tobacco products in specialized stores</i>
474	Retail sale of information and communications equipment in specialized stores
4741	<i>Retail sale of computers, peripheral units, software and telecommunications equipment in specialized stores</i>
4742	<i>Retail sale of audio and video equipment in specialized stores</i>
475	Retail sale of other household equipment in specialized stores
4751	<i>Retail sale of textiles in specialized stores</i>

4752	<i>Retail sale of hardware, paints and glass in specialized stores</i>
4753	<i>Retail sale of carpets, rugs, wall and floor coverings in specialized stores</i>
4759	<i>Retail sale of electrical household appliances, furniture, lighting equipment and other household articles in specialized stores</i>
476	Retail sale of cultural and recreation goods in specialized stores
4761	<i>Retail sale of books, newspapers and stationery in specialized stores</i>
4762	<i>Retail sale of music and video recordings in specialized stores</i>
4763	<i>Retail sale of sporting equipment in specialized stores</i>
4764	<i>Retail sale of games and toys in specialized stores</i>
477	Retail sale of other goods in specialized stores
4771	<i>Retail sale of clothing, footwear and leather articles in specialized stores</i>
4772	<i>Retail sale of pharmaceutical and medical goods, cosmetic and toilet articles in specialized stores</i>
4773	<i>Other retail sale of new goods in specialized stores</i>
4774	<i>Retail sale of second-hand goods</i>
478	Retail sale via stalls and markets
4781	<i>Retail sale via stalls and markets of food, beverages and tobacco products</i>
4782	<i>Retail sale via stalls and markets of textiles, clothing and footwear</i>
4789	<i>Retail sale via stalls and markets of other goods</i>
479	Retail trade not in stores, stalls or markets
4791	<i>Retail sale via mail order houses or via Internet</i>
4799	<i>Other retail sale not in stores, stalls or markets</i>

For more information please visit: [Sectoral Policies Department \(SECTOR\) website](#)

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DOI: <https://doi.org/10.54394/ZHDO8853>