2008 Labour Overview

LATIN AMERICA AND THE CARIBBEAN

International Labour Office
Regional Office for Latin America and the Caribbean

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Foreword

The *2008 Labour Overview for Latin America and the Caribbean* is special. This edition provides 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 in the region. Employment will be a challenge in 2009. As ILO Director-General, Juan Somavia stated, "The ILO's message is realistic, not alarmist" with respect to this situation.

It should be stressed that this crisis is not hitting the region at a bad time. The region has experienced several years of favourable economic growth, which has had a direct impact on the employment situation. The *2008 Labour Overview* indicates that unemployment diminished for the fifth consecutive year, permitting Latin America and the Caribbean to reach unemployment rates not seen since 1992.

The decrease in the urban unemployment rate, from 8.1% to an estimated 7.4% for 2008, occurred in a context of 4.6% GDP growth in the region. The *2008 Labour Overview* also reports that real wages have increased, although modestly. In addition, it notes that gaps in unemployment by sex and age persist in the region, which remain unfavourable to women and youth. The report also points to the continuing decent work deficit. Statistics on informal employment, which includes workers in the formal and informal sectors, indicate that nearly six of every 10 urban employed individuals worked in informal employment in 2007 among selected countries with available information.

The *2008 Labour Overview* states that these results mark the end of a positive cycle in the urban unemployment rate. According to the figures for urban employment provided by the countries, which our specialists used to conduct the analysis, the effects of the economic slowdown became apparent beginning in the third quarter of 2008.

We are facing the most severe economic crisis since the 1930s. This crisis originated in the financial sector of the United States in August 2007, spread to other developed countries and then worsened in 2008, particularly since mid-September. It eventually affected developing countries that had previously avoided its effects. The main inter-related global effects on the economies of Latin American and the Caribbean include the reduced demand for exports, declining commodity prices, rising capital costs and shrinking credit, as well as a reduced flow of remittances and lower demand for tourism services.

Although the crisis originated in the financial system, it has had enormous repercussions on the real economy. Moreover, we are clearly facing an employment crisis, which will have a direct impact on the living conditions of individuals and which threatens to reverse progress made in the fight against poverty.

The extent of this crisis has generated constant speculation, but it is difficult to make predictions with any certainty, although trends are clear. News of falling prices and demand appear in the media together with reports of layoffs and the lack of jobs. Results of opinion polls already reveal individuals' growing fear of losing their sources of income.

The most recent growth forecasts for Latin America and the Caribbean indicate that despite the poor global prospects, the region will still have positive growth. Although the situation varies by country, the ECLAC reported in December that GDP growth for the region could reach 1.9% in 2009. This means a strong economic slowdown that will affect labour markets. This figure may be revised in the coming weeks, in which case we will be facing an even more dismal scenario.

The ILO estimates that with GDP growth of 1.9%, the region's urban unemployment rate in 2009 will increase for the first time since 2003, to an annual average of between 7.9% and 8.3%. In absolute numbers, this means the potential loss of 1.5 million to 2.4 million jobs this year.

This situation can and should be cushioned with public policies that provide support to the most vulnerable segments of the population. Specifically, governments of the region should intervene with counter-cyclical policies to stem the loss of employment by investing in physical and social infrastructure, improving access of small establishments and microenterprises to credit and business training, creating temporary employment programmes and providing support to citizens who need social protection.

Several governments of the region and the world have begun to apply measures to address the crisis and its impact on the population. The ILO has a Decent Work Agenda, supported by governments, employers and workers around the world, which can serve as a tool to guide the design of strategies by combining objectives of job creation, social protection, social dialogue and respect for labour standards.

Social dialogue among employers, workers and governments will be even more essential during this crisis period to ensure transparency and participation in decision-making under equal conditions.

The *2008 Labour Overview* also includes a study on micro, small and medium-sized establishments (MSME) in the era of globalization. This study reveals a visible decent work deficit in this key segment of the Latin American economy, where two-thirds of regional employment is concentrated. This affects the sector's capacity to increase productivity and competitiveness and contributes to poverty and the high level of income inequality in the region. The *2008 Labour Overview* summarizes the regional policies and actions targeting MSME that have been adopted in the ILO's 2006-2015 Regional Agenda for Decent Work in the Americas and provides examples of good practices in this area.

Jean Maninat
ILO Regional Director for Latin America
and the Caribbean

Lima, January 2009

Acknowledgments

This publication is the result of the teamwork of several people who participated in the tasks of preparing, editing and disseminating the report. The ILO's Regional Director for Latin America and the Caribbean, Jean Maninat, would like to express his gratitude to all of them. The *2008 Labour Overview* contains five parts: the *Foreword*; the *Labour Situation Report*; the study entitled *Small Businesses and Globalization: the Challenge of Decent Work in Latin America*; the *Explanatory Note*; and the *Statistical Annex*. It also includes five box articles on different labour topics.

Miguel Del Cid and Mónica Castillo coordinated the preparation of the *2008 Labour Overview*. Mónica Castillo also helped prepare different texts and oversaw editing of the report, with the collaboration of Manuel Délano.

The *Labour Situation Report*, which examines the situation in employment and earnings in the countries of the region in 2008, was prepared by Werner Gárate and Mónica Castillo. The study *Small Businesses and Globalization: the Challenge of Decent Work in Latin America* was prepared by Mario Tueros, Mónica Castillo and Rosa Ana Ferrer, who also prepared the statistical information on employment and decent work in the study.

The first box article, *Informality in Urban Employment and Health and Pension Coverage in the Region*, was prepared by Rosa Ana Ferrer. The second box article, *The Challenge of Social Dialogue in Latin America and the Caribbean*, was prepared by Carmen Benitez, Jorge Illingworth and Mónica Castillo. *Good Policy Practices on Minimum Wage and Social Security*: *the Cases of Brazil and Chile*, the third box article, was prepared by Janine Berg (text on Brazil) and Fabio Bertranou (text on Chile). Leonardo Ferreira drafted the fourth box article, *The Labour Market of Central America and the Dominican Republic: Rural Areas and Agriculture in the Crisis*. The fifth box article, *The Economic and Labour Market Situation in the Caribbean in the Context of a Global Crisis,* was prepared by Reynold Simons.

Comments on the different texts of the *2008 Labour Overview* were provided by Jean Maninat, Miguel Del Cid, Mónica Castillo, Francisco Verdera and Luis Córdova. Roberto Di Meglio and Juan Chacaltana offered comments on the study *Small Businesses and Globalization: the Challenge of Decent Work in Latin America.*

The statistical information was prepared by Werner Gárate and Rosa Ana Ferrer, who developed the *Statistical Annex* of the report based on official country information and information provided by the ILO/SIALC (Labour Analysis and Information System for Latin America and the Caribbean) team in Panama, whose members include Miguel Del Cid, Bolívar Pino, Manuel Córdoba and Rigoberto García. The ILO/SIALC team also processed statistical information from household surveys that served in the analysis of the labour market indicators discussed in *Small Businesses and Globalization: the Challenge of Decent Work in Latin America.* Rosa Ana Ferrer and Werner Gárate updated the *Explanatory Note* accompanying the *Statistical Annex*.

Rosa Ávila was responsible for the graphic design and Zoraya Müller was in charge of copyediting the report and coordinating its printing. Liz Guerrero designed the cover of the report.

Luis Córdova was in charge of media coverage of the document. Pilar Galliani, María Elena López Torres, Jorge Coronado and Rosario Barragán were responsible for distributing and disseminating the *2008 Labour Overview.*

This report would not have been possible without the key contribution of the support services. Milagros Parodi, Amalia Cuba and Zoila Castro collaborated in the planning and implementation of different activities of the report. María Lucía Vizquerra carried out the secretarial work.

Kristin Keenan provided translation services of the report into English from the original Spanish, with oversight by Mónica Castillo.

Contents

AFTER SEVERAL YEARS OF FAVOURABLE TRENDS, THE REGIONAL LABOUR MARKET WILL BE AFFECTED BY THE GLOBAL ECONOMIC CRISIS IN 2009

Official information from countries of Latin America and the Caribbean indicate that although the effects of the global financial crisis were first noted in mid-September 2008 and the pace of economic growth slowed compared with the previous year, growth was still sufficiently strong to permit a positive change in key urban labour market indicators in 2008, which was reflected in a decline in poverty in the region. [1]

The regional urban unemployment rate again declined in 2008 thanks to the moderate increase in labour demand (available jobs) and to a much lesser extent, to the decrease in the labour supply (individuals looking for employment or who are already working) whereas real wages rose slightly.

Some countries of the region continue to record an increase in formal registered employment; nevertheless, a decent work deficit persists. Estimates of informal employment, a concept that refers to employment in both the formal and informal sectors, in five countries of Latin America indicate that in 2007, 58.6% of employed persons were involved in this type of precarious employment.

The Global Financial Crisis Worsened Considerably During the Second Half of 2008 and Began to Affect Countries of Latin America and the Caribbean

- The global economy suffered a sharp slowdown in 2008 after being struck by the most severe financial shock since the 1930s.
- Most developed countries entered into a recession beginning in the third quarter of 2008. The economic slowdown has now extended to developing countries.
- Although the financial crisis began to affect the regional economy in mid-September 2008, Latin America and the Caribbean had a GDP growth rate of 4.6% during the year, thereby completing a period of solid economic growth between 2004 and 2008, with an annual growth rate of 5.4%.

Labour Market Performance in Urban Areas: Unemployment Continued to Decline, but Sex and Age Gaps Remain

Based on information for the period January to November 2008 for a group of selected countries, urban labour market indicators for the region performed as follows:

- Continuing strong economic growth contributed to a decline in the weighted average of the urban unemployment rate, from 8.3% to 7.5% between January and November. This change mainly reflected an increase in labour demand, as evidenced by the increase in the employment-to-population ratio, from 54.4% to 54.9%, as well as a modest decline in the labour force participation rate, from 59.4% to 59.3% for the period.
- Available information for 15 countries reflected the less vigorous labour market through November 2008. Although most countries continued to record a decrease in the unemployment rate compared with 2007, this indicator rose or remained unchanged in more countries in 2008.
- Available information to November 2008 indicates that the largest declines in the unemployment rate occurred in Uruguay (9.8% to 8.0%), the Dominican Republic (15.6% to 14.0%), Brazil (9.5% to 8.0%), Panama (7.8% to 6.5%), Trinidad and Tobago (6.3% to 5.0%) and the Bolivarian Republic of Venezuela

[1] Official labour statistics with national-level coverage (urban and rural) are not available for all countries of the region.

(8.7% to 7.5%). Smaller decreases were recorded in Ecuador (7.8% to 6.8%), Argentina (8.8% to 8.1%) and Peru (Metropolitan Lima, from 8.8% to 8.6%).

- The unemployment rate rose in Chile (7.1% to 7.9%), Barbados (8.0% to 8.3%) and Jamaica (10.2% to 11.0%). In Costa Rica, the urban unemployment rate remained at 4.8% whereas the national rate increased from 4.6% to 4.9%. Likewise, in Mexico, the urban unemployment rate (32 cities) remained at 4.9% whereas the national rate increased (3.7% to 3.9%). In Colombia, the urban unemployment rate (13 metropolitan areas) rose slightly, from 11.5% to 11.6%, whereas the national rate remained unchanged at 11.3%.
- Women continue to be more affected by unemployment than men. For the 15 countries with information on unemployment by sex, the unemployment rate among women was 1.6 times higher than that of men, on average. The Dominican Republic (2.4 times) and Jamaica (2.0 times) recorded the largest gaps, whereas Mexico (1.0 time) and the Bolivarian Republic of Venezuela (1.1 times) had the smallest.
- The change in the unemployment rate by sex varied among countries. In countries where the total urban unemployment rate fell, the decrease was greater among women than men in Argentina, Brazil, Ecuador, Panama, the Bolivarian Republic of Venezuela, the Dominican Republic, Trinidad and Tobago and Uruguay, whereas in Colombia (13 metropolitan areas) and Peru (Metropolitan Lima), the unemployment rate among women rose while that of men declined.
- In countries where total unemployment increased, the rise in unemployment among women was higher than that among men in Barbados and Chile, whereas it was higher among men in Jamaica, unlike in Costa Rica and Mexico, where the unemployment rate among men tended to increase as unemployment among women decreased.
- Youth are another group affected by unemployment. Information for 2008 for nine countries indicates that the youth unemployment rate was 2.2 times higher than that of total unemployment, although this average varied among the countries. The youth unemployment rate is even higher when compared with the unemployment rate among adults. Available information indicates that in Brazil, the youth unemployment rate was 3.3 times higher than that of adults; in Mexico, it was 2.6 times higher and in the Bolivarian Republic of Venezuela, 2.4 times higher.
- The decrease in the total unemployment rate also occurred in the youth unemployment rate in Brazil, the Bolivarian Republic of Venezuela, Trinidad and Tobago and Uruguay. The exceptions were Colombia (13 metropolitan areas) and Peru (Metropolitan Lima), where total unemployment rates declined and youth unemployment rates rose, through the third quarter. In Chile, Jamaica and Mexico, both total unemployment and youth unemployment rates increased.

The Upward Trend in Wage and Salaried Employment and Job Creation in Construction and Trade Continued in 2008

- It is estimated that wage and salaried employment increased as a proportion of urban employment in the region. Available data to November 2008 with respect to job creation by status in employment indicates that wage and salaried employment experienced greater growth than own-account employment in Brazil, Chile, Mexico and Panama. By contrast, own-account employment grew at a higher rate in Argentina, Colombia, Costa Rica, Peru (Metropolitan Lima) and Venezuela.
- In terms of economic sectors, from January to November 2008, employment in construction experienced strong growth (although less so than in the same period in 2007); employment in the trade sector also increased, but to a lesser extent. The manufacturing and agricultural sectors were generally weak in job creation and even experienced job losses in some countries.
- In the construction sector, where seven of eight countries with available information recorded employment growth in 2008, Panama had the highest rate of growth during the first 11 months of 2008 (11.4%), slightly below the increase registered during the same period in 2007. Chile (8.5%), Peru (Metropolitan Lima,

7.9%), the Bolivarian Republic of Venezuela (6.8%) and Brazil (4.4%) also had strong employment growth in this sector.

- All eight countries with available information recorded employment growth in the trade sector during the first 11 months of 2008, with rates ranging from 2.2% (Mexico) to 6.0% (Panama).
- In the manufacturing sector, only Brazil had a healthy rate of employment growth from January to November 2008 (4.4%), whereas Chile, Colombia, Panama and the Bolivarian Republic of Venezuela recorded relatively low rates of growth, from 0.2% to 1.5%. Employment in this sector declined in Costa Rica (-4.8%) and Peru (Metropolitan Lima, -3.3%), reversing the strong growth (14.4%) reported in the latter country in 2007.
- In the agricultural sector, only the Bolivarian Republic of Venezuela (4.8%) and Colombia (1.9%) experienced positive growth from January to November 2008. In the other four countries with available information (Chile, Costa Rica, Mexico and Panama), employment decreased in this sector.

The Trend in Modest Real Wage Increases Continued in the Context of a Spike in Inflation

- Information for 23 countries of the region indicates greater accumulated inflation in 2008 (8.9%) with respect to 2007 (6.5%), which affected the purchasing power of earnings.
- The change in real wages continued to reflect recent trends. In most of the countries, despite healthy economic growth, real wages decreased or experienced modest increases.
- The average real wage for 10 countries with information from January to October 2008 showed an increase of 3.2%. However, if Argentina is excluded (which experienced an increase far above the average, according to official statistics), the estimated increase would be only 0.6%, less than the rise in estimated labour productivity for the period (1.2%). In addition to Argentina, Brazil, Mexico, Peru and Uruguay recorded an increase in the average real wage whereas it declined in the Bolivarian Republic of Venezuela, Chile, Colombia, Costa Rica and Nicaragua.
- The increase in the weighted average of real minimum wages was 3.7% in 2008, less than the 5.0% recorded in 2007. This poorer performance reflected the reduction in real minimum wages in 10 of the 18 countries with available information, whereas eight recorded an increase. Given that results were less favourable in many smaller countries, the median real minimum wage declined by 1.9%.

Despite Improvements, High Rates of Informality and Limited Health and Pension Coverage Persist

- Statistics from 2007 indicate that informal employment (which encompasses employment in both the informal and formal sectors) in urban areas of the five countries with available information was 58.6% (simple average), decreasing -2.9 percentage points with respect to the value in 2006. Despite the decline in this indicator, levels of informal employment remain high. By sex, the decrease in informal employment among men was greater than that among women (-3.2 percentage points and -2.6 percentage points, respectively).
- The percentage of employed persons with health and pension coverage increased slightly between 2006 and 2007 in the region, from 60.8% to 61.0%. However, this means that nearly four of every 10 urban employed persons still do not have health and/or pension coverage. Moreover, 71.7% of own-account workers and unpaid family workers do not have health and/or pension coverage, together forming the group of employed persons with the highest level of non-coverage.

Economic and Urban Unemployment Forecasts for 2009

- Due to the impact of the global financial crisis, a sharp slowdown of GDP growth in Latin America and the Caribbean is expected in 2009, to 1.9%, compared with 4.6% in 2008, according to ECLAC estimates. In 2009, all countries in the region are expected to have more moderate GDP growth rates.

- In 2009, according to ECLAC estimates, GDP growth in Argentina will be 2.6%; in Brazil, 2.1%; Uruguay, 4%; Peru, 5%; Nicaragua, 4.5%; the Dominican Republic, 4%; and in Bolivia and the Bolivarian Republic of Venezuela, 3%. The remaining countries will have GDP growth rates ranging from 2.6% to 1%, except Mexico, which is expected to have a growth rate of 0.5%.
- The region is better prepared than in previous crises thanks to its economic growth of the past five years, which permitted some countries to accumulate significant international reserves and implement sound macroeconomic and fiscal policies.
- The global economic slowdown is expected to reduce foreign demand for exports and lead to a decline in commodity prices.
- The U.S. recession is expected to have a greater impact on Mexico and Central America given their close trade ties with that country, mainly affecting manufacturing exports.
- The reduction in primary commodity prices is expected to have a greater impact on South American countries than on the rest of the region given their specialization in these goods.
- The increase in unemployment in developed countries is expected to reduce the flow of remittances to the region, which will have a particularly strong impact on some Central American and Caribbean countries, where remittances represent more than 10% of GDP.
- In 2009, the tourism sector worldwide is expected to grow at a slower pace. Central American and Caribbean countries will likely be the most affected countries of the region.
- The trend toward slowing job creation is expected to intensify in 2009 since many firms will probably reduce their operating and labour costs and may even defer their investments in response to the financial crisis and restrictions on credit conditions. This could lead to an increase in employment in the informal sector.
- In 2009, the employment-to-population ratio will decline an estimated 0.3 to 0.4 percentage points.
- The labour force participation rate is expected to rise, reflecting the incorporation of secondary workers from households joining the labour force in response to reduced household income due to job loss among heads of household.
- An interruption in immigration in some countries and even the possible return of immigrants to their countries of origin is expected, which will put increased pressure on Latin American and Caribbean labour markets, especially among unskilled, low-earning workers.
- The regional urban unemployment rate is expected to rise from an estimated 7.4% in 2008 (representing some 15.7 million unemployed) to an annual average of between 7.9% and 8.3% in 2009. This means that the urban unemployment rate will increase for the first time since 2003.
- In absolute terms, the number of unemployed persons is expected to increase from 1.5 million to 2.4 million in 2009, that is, there will be between 17.2 million and 18.1 million unemployed persons in the region.

THE GLOBAL ECONOMIC CONTEXT

The global economy suffered a strong slowdown in 2008 following the most severe financial shock since the 1930s. The crisis, which arose in August 2007 in the financial sector with the collapse of the subprime mortgage market in the United States, spread to other sectors in 2008. The effects of the crisis intensified in September-October of 2008, when its impact extended first to the U.S. private investment banking sector, which collapsed, and subsequently affected stock markets around the world. It finally reached the real economy, affecting firms and their workers, as well as households through reduced consumption and investment and lowered expectations. To avoid a more serious recession, the governments of many countries, starting with the United States, have intervened with unprecedented amounts of funding to recapitalize some banks and support large firms, in some cases going against their own principles regarding the autonomous operation of markets and the economy.

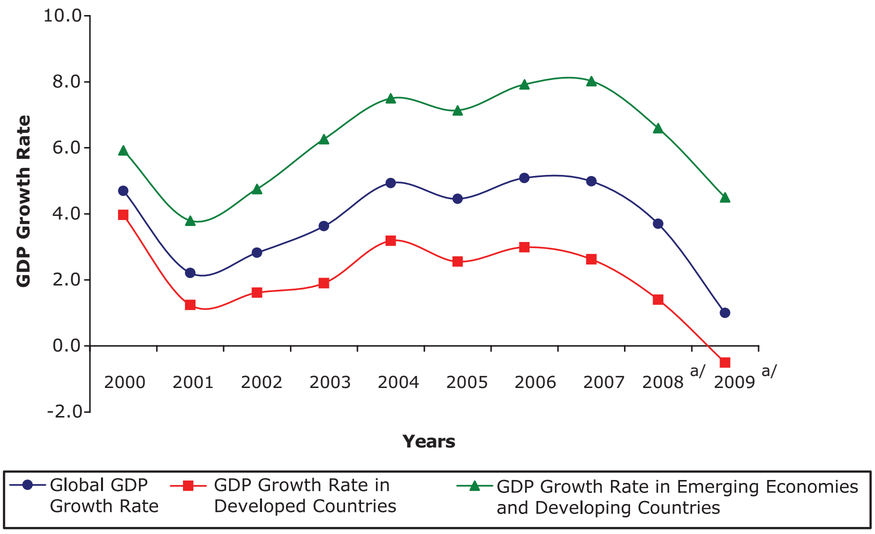
The economies of most developed countries entered into recession beginning in the third quarter of 2008. The economic slowdown has now reached developing countries. The International Monetary Fund (IMF) forecast that global GDP growth will decline from its 2007 rate of 5.0% to 3.7% in 2008 (Figure 1). In 2009, the global economy is expected to grow by approximately 0.9%, although the World Bank does not disregard the possibility of a severe global recession. The crisis continues to have a greater impact on developed countries, where the annualized GDP is expected to contract in 2009 for the first time since the Second World War. In emerging economies and developing countries, the pace of GDP growth will slow significantly with respect to the high growth rates of recent years, reaching 4.5% in 2009. Nevertheless, forecasts are uncertain given the exceptional price volatility and economic performance indicators.

The crisis has already begun to extend to developing countries, including those of Latin America and the Caribbean, through mechanisms such as financial contagion, declining demand for exports, falling commodity prices and reduced remittances. This turbulence has abruptly interrupted capital flows to emerging economies and developing countries, which threatens to destabilize these countries' growth, financial systems and fiscal accounts. This will be reflected in an intense slowdown in global trade. In 2009, export volumes are expected to decrease for the first time since 1982.

FIGURE 1

GDP GROWTH RATES IN THE WORLD'S LEADING ECONOMIES AND IN EMERGING ECONOMIES AND DEVELOPING COUNTRIES, 2000 - 2009 a/

(Percentages)



Source: ILO, based on information from the International Monetary Fund and the World Bank.
a/ Estimated.

Two factors explain the origin of this financial crisis. First, the excessive deregulation of the capital market which, together with new financial instruments whose risks were underestimated, encouraged excessive risk-taking on the part of banks, particularly with respect to subprime mortgages. Second, while housing prices increased rapidly in the United States beginning in the 1990s, real earnings stagnated, which also contributed to rising mortgage default rates (Figure 2). Continuing the downward trend which began in 2007, housing prices fell in 2008 by approximately 17% annually while default rates on mortgages spiked, particularly on subprime mortgages. The value of assets associated with the real estate sector deteriorated sharply, for which reason financial institutions worldwide had reduced their asset-backed securities by U.S. $ 700 billion by the third quarter of 2008. This process is expected to continue as prices of these securities continue to decline, which will erode the capital base of financial institutions and critically limit their liquidity and lending capacity.

Inter-bank lending in developed countries has stagnated and the difference between the interest rate on this type of credit and that of U.S. Treasury Bonds reached 400 basis points by late September and early October 2008, the highest level in several decades. The credit crisis quickly spread to Europe and to emerging economies. The growing turbulence and losses in the banking sector drove investors all over the world to sell their stocks and seek out low-risk assets, especially U.S. Treasury Bonds, which led to a temporary depreciation of the currencies of developing countries with respect to the U.S. dollar.

Initial monetary policy measures adopted by the U.S. Federal Reserve, as well as the mass injection of liquidity from the central banks of developed countries, carried out in an uncoordinated, unsystematic way, have been insufficient to stem the crisis. Several key financial institutions in the United States and Europe have declared bankruptcy whereas the stock market and commodity prices experienced

FIGURE 2

UNITED STATES: HOME PRICE INDEX AND AVERAGE WEEKLY EARNINGS INDEX JANUARY 1998-SEPTEMBER 2008

(January 1998 = 100)

Source: ILO based on information from Standard & Poor's and U.S. Bureau of Labor Statistics.

a/ Standard & Poor's Case-Shiller Home Price Index Composite-10 CSXR-SA; seasonally-adjusted data.

b/ Average seasonally-adjusted weekly earnings of nonfarm payroll workers in the private sector, from the *Current Employment Statistics* survey, based on constant 1982 dollars.

sharp declines in October 2008 in response to weakening global demand and lowered expectations. The collapse of commodity prices marked the end of the period of solid growth of the last five years, the strongest cycle of the past century in terms of its magnitude, duration and the number of commodities that experienced price hikes.

The trend that began in late 2008 toward lower commodity prices was welcomed in importing countries; however, this trend limits growth perspectives for many developing countries. The major global slowdown, the appreciation of the U.S. dollar and the financial crisis caused oil prices to fall by 70% with respect to their maximum price of U.S. $ 147 a barrel in July, fluctuating between U.S. $ 40 and U.S. $ 45 in early December. Food prices have also fallen with respect to recent highs; nevertheless, commodity prices remain high, which weighs heavily on the limited income of indigent households and threatens to push other vulnerable households below the poverty line. In 2009, commodity prices are expected to continue declining in response to a marked reduction in demand (Figure 3).

The worsening of the global financial crisis led governments to launch a new, larger-scale response. Unlike the initial uncoordinated initiative, since October 2008, a broad-based intervention has been implemented and greater international cooperation and coordination have been observed in support of the financial sector. The goal is to open money and credit markets by recapitalizing banks with public funds, in this way guaranteeing bank loans and deposits.

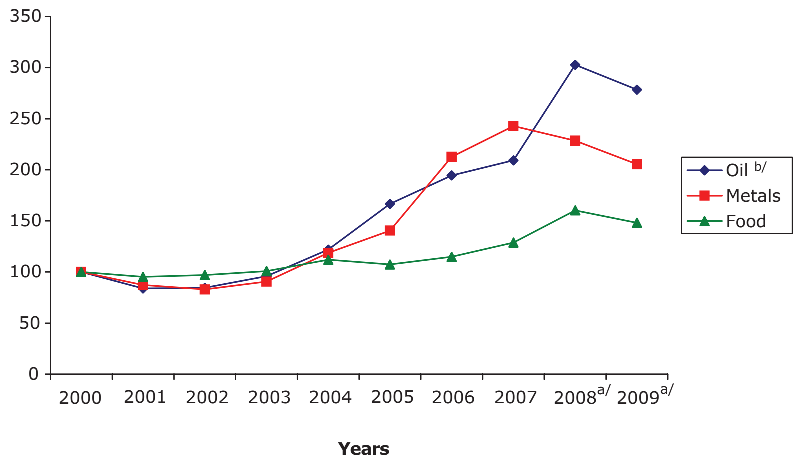
Given the erosion of investors' confidence and the mass destruction of financial capital in 2008, re-establishing confidence and bank loans may take months or even years. Even more time will be needed for policy measures to take effect and for real economic growth to resume.

The United States, at the center of the financial turbulence, officially entered into a recession in December 2007. While the U.S. GDP grew at an annualized rate of 2.8% during the second quarter of 2008 in response to the sharp rise in exports and fiscal measures adopted to stimulate domestic consumption, GDP contracted -0.5% in the third quarter. A larger decrease is expected in the fourth quarter of 2008 and throughout 2009 in response to the steep decline in personal consumption and the weak performance of exports. The Consumer Price Index dropped -1.7% in November and -1.0% in October, both record declines since 1947. The Federal Reserve reported in December that it would maintain interest rates between 0% and 0.25%

FIGURE 3

REAL COMMODITY PRICE INDICES, 2000 - 2009 a/

(2000 = 100)



Source: ILO, based on information from the International Monetary Fund, *World Economic Outlook*, October 2008.

a/ Projected.

b/ Simple price average of U.K. Brent, Dubai Fateh and West Texas Intermediate (WTI) crude oil for immediate delivery.

indefinitely in an effort to promote sustainable growth and fight deflation. Despite a slight decrease in 2008, the deficit in the current account persists at approximately 4.6% of GDP, which represents another major risk factor. In December 2008, the value of the U.S. dollar resumed its long-term decline due to the deficit in the current account, the fiscal deficit and the poor yield on investments. GDP growth is expected to decrease from 2% in 2007 to 1.4% in 2008 and to contract by -0.7% in 2009 (Figure 4).

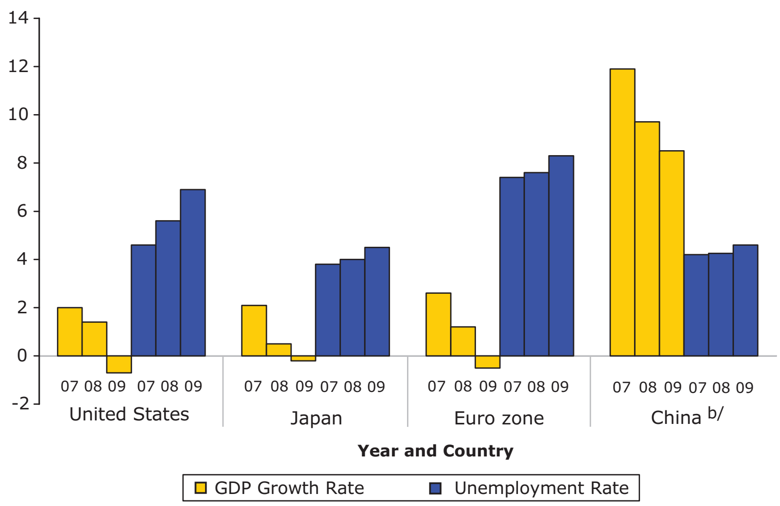
The economic situation of U.S. households has worsened considerably, reflecting the decline in employment, the reduction of weekly hours worked, the rise in unemployment and the stagnation of wages. In December 2008, the number of unemployed individuals increased by 632,000 to 11.1 million and the unemployment rate rose to 7.2%. Since the recession began in December 2007, the number of unemployed persons has increased by 3.6 million and the unemployment rate has risen 2.3 percentage points. Job losses have been widespread in the economy, with the largest declines in manufacturing, construction and employment services. The number of people working part-time for economic reasons grew by 3.4 million in the 12 months to December 2008. The new U.S. government administration has announced a plan to stimulate employment growth through major investments in public infrastructure and technology.

In the **Euro Zone**, despite a favourable performance in the first quarter of 2008, the pace of economic growth has slowed, initially due to oil price hikes but increasingly in response to unfavourable financial conditions, even after the subsequent decline in the price of crude oil. The GDP of the zone decreased -0.2% in the second and third quarters of 2008. The most recent data indicate a greater contraction in the last quarter of 2008, of approximately -0.6%. This weakness reflects both the slower growth of private consumption beginning in late 2007 and the slowing of investment since the second quarter of 2008. The negative growth trend in domestic demand is expected to continue in 2009, as is the reduction in exports that began in 2008, thereby helping to ease the strong inflationary pressures. Between early October and mid-December 2008, the European Central Bank cut

FIGURE 4

GDP GROWTH RATES AND UNEMPLOYMENT RATES IN THE WORLD'S LEADING ECONOMIES, 2007-2009 a/

(Percentages)



Source: ILO, based on information from the IMF and *The Epoch Times* (data for China).

a/ Data for 2008 and 2009 are estimates.

b/ The 2008 and 2009 unemployment rates in metropolitan areas of China are estimates based on official declarations made in *The Epoch Times*, November 22, 2008.

the interest rate by 175 basis points, to 2.5%, in an attempt to stimulate growth. In December 2008, the 27 countries of the European Union agreed to a € 200 billion plan to address the financial crisis. The IMF estimates that economic growth in the Euro Zone will decrease from 2.6% in 2007 to 1.2% in 2008 and to -0.5% in 2009.

Growth in employment slowed significantly in several European countries in the first half of 2008, especially in Germany, Denmark, Spain, France, Italy, Lithuania, Sweden and the United Kingdom. In addition, favourable trends in the unemployment rate were reversed in Spain, Italy, Ireland and the United Kingdom. In the Euro Zone, employment declined for six consecutive months, to mid-December 2008. Growth in labour productivity is expected to weaken given the decline in this indicator during the first half of 2008, which will continue to limit wage increases. According to the IMF, the unemployment rate will rise 0.2 percentage points in 2008, a trend that will intensify in 2009.

In **Japan**, commodity price hikes and the weakening of foreign demand were the factors that initially pushed the economy toward a recession in 2008. Subsequent contributing factors included the weak performance of private consumption, fixed investment and net exports. The decline in foreign demand from the United States and Europe, as well as increased input costs and expectations for lower profits, led firms to limit their investments. At the same time, the weak labour market, where the 2008 and 2009 unemployment rates are expected to rise, together with less encouraging wage expectations, eroded consumer confidence. The Tokyo stock exchange declined sharply, reflecting concern about growth perspectives. The IMF predicts that the pace of GDP growth will slow, from 2.1% to 0.5% in 2008, and then contract by -0.2% in 2009. Moreover, due to worsening terms of trade, private domestic demand is expected to remain weak in 2009, whereas exports will diminish as a result of low foreign demand and the appreciation of the yen with respect to the U.S. dollar.

In response to the severe global crisis, the leaders of **South Korea, China and Japan** set aside decades of animosity to meet in December 2008 at the North Asian Summit, where they discussed joint measures to address the situation. In their declaration, the three leaders of these countries acknowledged the importance of adopting measures to stimulate demand in the weakened economies. They also agreed to avoid creating new trade barriers for the next 12 months and to support efforts to promote a regional currency swap network.

Economic growth in **China** slowed to 10.5% in the first half of 2008, compared with 12% in the same period of 2007, which partially reflects a decrease in exports that contributed to the closing of at least 67,000 factories in the country, according to official statistics. The export sector continued to expand, but at a slower pace. The annual increase in exports was 9% in October, significantly lower than the 26% recorded in September 2007. Since 2007, a series of safety violations associated with Chinese goods—medicines, electrical appliances, toys and milk—have negatively affected the country's manufacturing sector. Despite less vigorous export activity, GDP growth in China in 2008 remained strong due to a sustained increase in investment. According to the IMF, the pace of GDP growth will slow from 11.9% in 2007 to 9.7% in 2008 and to 8.5% in 2009.

Factory closings in the Zhu and Yangtze river deltas beginning in June 2008 have led to the loss of nearly 10 million jobs among Chinese migrant workers. This has produced an escalation of labour disputes and protests with respect to unpaid wages, sparking major social tension. The minister of Human Resources and Social Security reported three key changes in October 2008. First, employment in metropolitan areas fell rapidly for the first time in several years. Second, labour demand declined 5.5% for the first time in recent years. Third, the unemployment rate in metropolitan areas stood at nearly 4% and could rise to 4.5% by the end of 2008 and continue to increase in 2009. In November, the Chinese government announced a stimulus package for U.S. $ 586 billion—the largest ever proposed in the country—to help create employment, particularly in the construction of transportation infrastructure.

In **India**, GDP growth slowed to nearly 8% in the second quarter of 2008, reflecting weaker investment, whereas private consumption and exports continued to perform well. Nevertheless, the widespread turbulence of September-October 2008 had a direct impact on the country's financial markets. In response, the Reserve Bank of India took emergency actions in November, injecting liquidity into the national banking system. Inflation, which rose to a high of 12% in August 2008, driven by strong growth and the spike in energy prices, declined in late 2008 with falling oil prices. Since October, domestic consumption has declined and layoffs are being reported, although there are no official unemployment statistics for 2008. GDP is expected to grow by 7.8% in 2008 and 6.3% in 2009, compared with 9.3% in 2007. In 2009, the manufacturing sector will suffer the impact of diminishing foreign demand.

ECONOMIC SITUATION OF THE REGION IN 2008

In Latin America and the Caribbean, GDP growth reached 4.6% in 2008, according to estimates of the Economic Commission for Latin America and the Caribbean (ECLAC), thereby completing a five-year period of strong growth. Between 2004 and 2008, the annual GDP growth rate was 5.4% and per capita GDP rose more than 3% annually for five consecutive years, the most solid pace of growth in three decades.

Undoubtedly, the most encouraging result of these years of growth has been the ongoing reduction of poverty. Between 2002 and 2008, the poverty rate fell more than 10 percentage points, to 33.2% of the population, some 182 million people. This percentage is still higher than that of the early 1980s. Nevertheless, the effects of the current global financial crisis threaten to reverse these achievements in the region.

In 2008, regional economic activity was marked by periods of opposite trends. During the first half of the year, growth continued to be favourable, as it had largely been since 2003, with high commodity prices and a strong demand for imports in industrialized countries, as well as vigorous domestic demand, in other words, consumer spending and investment. By contrast, beginning in the second half of the year, economic activity slowed in most of the countries of the region, mainly due to reduced foreign demand in response to the effects of the financial shock occurring in developed countries, falling commodity prices and the increasingly uncertain global economic outlook.

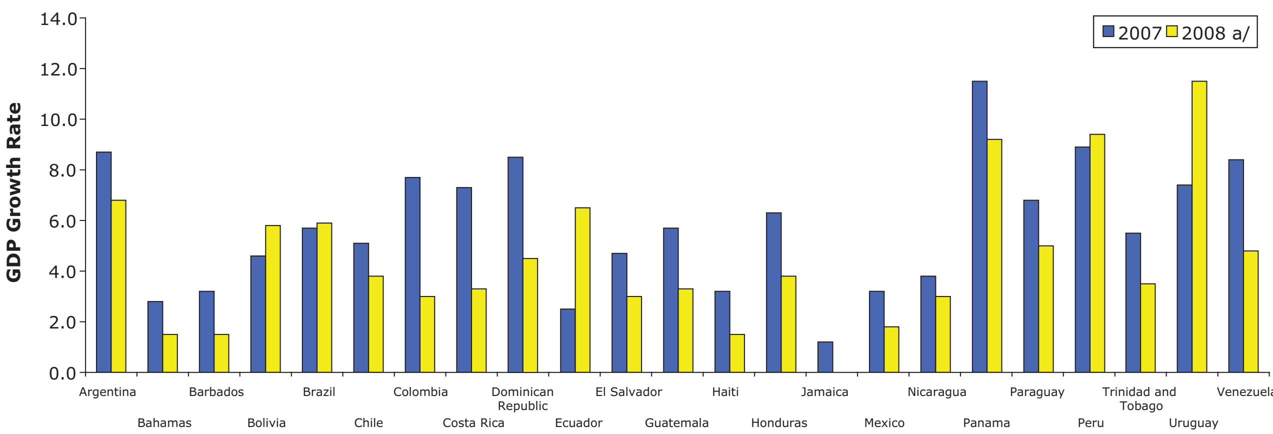
As a result, with the exception of Bolivia, Brazil, Ecuador, Peru and Uruguay, Latin American and Caribbean countries had an estimated annual GDP growth rate below that of 2007. Uruguay (11.5%), Peru (9.4%) and Panama (9.2%) had the highest estimated growth rates whereas the lowest were recorded in Jamaica (0.0%), the Bahamas, Barbados and Haiti (the last three with rates of 1.5%) (Figure 5).

Despite the shift in trends, in annual terms, the region continued to have positive indicators in 2008. With respect to 2007, domestic demand grew by 6.6%, private consumption by 5.2% and public spending by 4.6%. Gross fixed capital formation increased by 10.0%, although this figure was lower than that of 2007 (12.3%). Likewise, gross domestic investment as a percentage of GDP declined slightly, from 22.4% in 2007 to 22.2% in 2008. National savings as a percentage of GDP reached 21.7%, below the 22.5% registered in 2007.

In some countries, capital inflows, which in many cases took advantage of the difference between interest rates and currency appreciation, together with direct foreign investment, permitted a sharp increase in net international reserves. In addition, the cycle of high commodity prices combined with solid economic growth enabled most of the countries of the region to improve their fiscal revenues, reducing the debt to GDP ratio. Some countries even managed to generate savings to manage the weakening foreign demand. Nevertheless, in other countries, public spending was pro-cyclical and increased significantly, for which reason they run the risk of unsustainability in a less favourable context, such as currently.

FIGURE 5

LATIN AMERICA AND THE CARIBBEAN (23 COUNTRIES): GDP GROWTH RATE, 2007 and 2008 a/
(Percentages)



Source: ILO, based on information from ECLAC.
a/ Estimated.

The total value of foreign commodity trading (exports and imports) in the region reached a record of U.S. $ 1.7 billion (20.4% more than in 2007), with export values rising by 18.3% and import values by 23.0%. However, measured at constant prices, exports grew 1.8%, whereas imports increased 10.6%, indicating that much of the trade expansion is attributable to price increases. Goods trading experienced changes in two stages during the year. In the first half of the year, both exports and imports rose, in the former case, due to the increase in commodity prices and, in the second, due to strong domestic demand and currency appreciation. In the second half of the year, both exports and imports contracted, exports due to falling prices and the worsening of the global financial crisis, and imports due to the slower pace of economic activity and exchange rate volatility.

As a result of the above, for the first time in five years, the Latin American and Caribbean region experienced a deficit in the current account of the balance of payments in 2008, reaching 0.6% of GDP, according to ECLAC. With the exception of Argentina, Bolivia, Ecuador and the Bolivarian Republic of Venezuela (countries that specialize in grain, energy and some metal exports), the remainder of the countries of the region recorded a deficit in the current account of the balance of payments. Regional results also reflect the change in the situation in Brazil, from a surplus of U.S. $ 1.7 billion in 2007 to a deficit of U.S.$ 27.8 billion in 2008, whereas Mexico continued to show a deficit totalling 1.4% of its GDP, almost three times greater than the 0.5% registered in 2007. Andean countries (excluding the Bolivarian Republic of Venezuela) and Chile had a deficit of 2.5% of GDP (compared with a surplus of 1.2% in 2007), whereas Central American countries had a deficit which reached 9.9% of GDP.

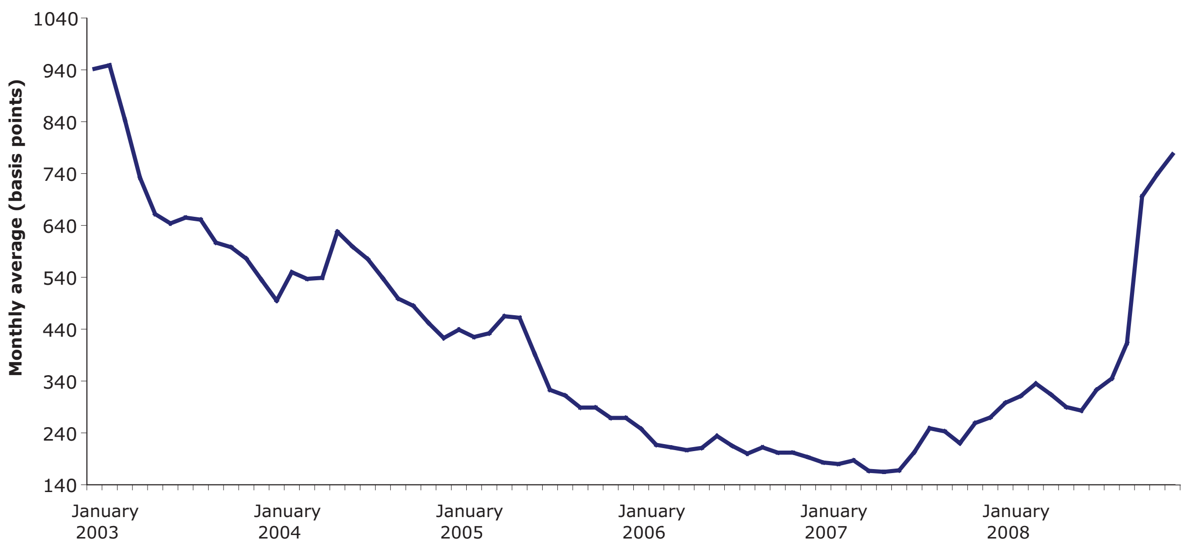
Like in 2007, the increase in global primary commodity prices allowed the terms of trade in the region to remain favourable overall. Expressed as a percentage of GDP, the effect of the terms of trade increased from 3.5% in 2007 to 4.6% in 2008, according to ECLAC. By subregion, terms of trade results continued to vary. The most favoured were South American countries (1.8%) and Mexico (0.3%); the least favoured were the countries of Central America, where its effect has been negative since 2002, with a decline equal to 4.8% of GDP in 2008.

As the global crisis worsened and the turbulence of financial markets intensified, as did the aversion to risk in response to the uncertain global outlook, credit conditions were restricted in the region and capital inflows declined. International investors have withdrawn funds from the region's stock markets, which has led to a rapid depreciation of currencies and the increase in differentials of both government and corporate bonds. Figure 6 shows that risk premiums associated with government bonds issued

FIGURE 6

SOVEREIGN SPREAD OF LATIN AMERICA (EMBI + SPREAD), 2003-2008 a/

(Monthly average, basis points)



Source: ILO, based on information from JP Morgan Chase.

a/ Sovereign spread is the yield expressed in annual basis points, which investors require for investing in debt instruments of a government of a country other than the United States. The EMBI global spread (Emerging Markets Bond Index Global Spread) is a weighted average of sovereign spreads according to the market capitalization of each instrument. This index contains instruments issued by governments and entities and is expressed in U.S. dollars.

in the region increased rapidly beginning in mid-September 2008, although they remain lower than in previous crises. There are key differences among countries. The largest increases (more than 1,000 basis points) occurred in Argentina and the Bolivarian Republic of Venezuela. In addition, the World Bank reported that capital inflows to the region decreased by half during the January-August 2008 period with respect to the same period of 2007.

Remittances that Latin American and Caribbean immigrants send to their countries of origin have also declined due to rising unemployment in developed countries, and especially the contraction of the U.S. housing market and the consequent loss of jobs in construction. The decrease in the volume of remittances may have a major negative impact on countries of Central America and the Caribbean given that remittances represent from 15% to nearly 40% of GDP in many of these countries. In Mexico, the main recipient of remittances in the region, official statistics from January to September 2008 indicate a decline of 3.7% with respect to the same period in 2007. Growth rates of remittances to Ecuador, El Salvador, Guatemala and the Dominican Republic have also slowed. In addition, in 2008, remittances decreased in real terms given that they lost purchasing power due to inflation and adjustments in exchange rates.

With the exception of Chile, Nicaragua and the Dominican Republic, all countries of the region experienced higher accumulated inflation to December 2008 compared with the same period in 2007. Food and petroleum-based products were the main commodities responsible for the rise in the cost of living in 2008. The effect of the economic slowdown on prices due to the global crisis began to be felt in December. Five countries of the region—Costa Rica, Chile, the Dominican Republic, El Salvador, Guatemala and Nicaragua —recorded negative changes in their consumer price indices.

The region had an estimated weighted average inflation rate of 8.9%, higher than the 6.5% recorded in 2007. The Bolivarian Republic of Venezuela (31.9%), Costa Rica (13.9%) and Nicaragua (13.8%) experienced the highest inflation rates, whereas the lowest were registered in the Dominican Republic (4.5%), Brazil (5.9%) and Mexico (6.5%) (Table 11-A of the Statistical Annex).

THE LABOUR MARKET IN LATIN AMERICA AND THE CARIBBEAN IN 2008

In a context of a moderate slowdown in economic growth, the gradual improvement in some key market indicators in Latin America and the Caribbean observed in recent years persisted throughout much of 2008. The regional urban unemployment rate fell from 8.3% in the period January-November 2007 to an estimated 7.5% in the same period in 2008. This reflected an increase in labour demand given that the employment-to-population ratio rose from 54.4% to 54.9%. This decrease was also due to a very slight decline in the labour force participation rate, from 59.4% to 59.3% in the same period. The favourable performance of the Brazilian labour market had a major influence on the regional results given that this country accounts for nearly 40% of the region's urban labour force. If Brazil is excluded, the regional urban unemployment rate would only decrease 0.2 percentage points (from 7.4% in 2007 to 7.2% in 2008), whereas the employment-to-population ratio would remain unchanged at 56.7% and the labour force participation rate would decline 0.1 percentage points, to 61.1% (Tables 1-A, 4-A and 5-A of the Statistical Annex).

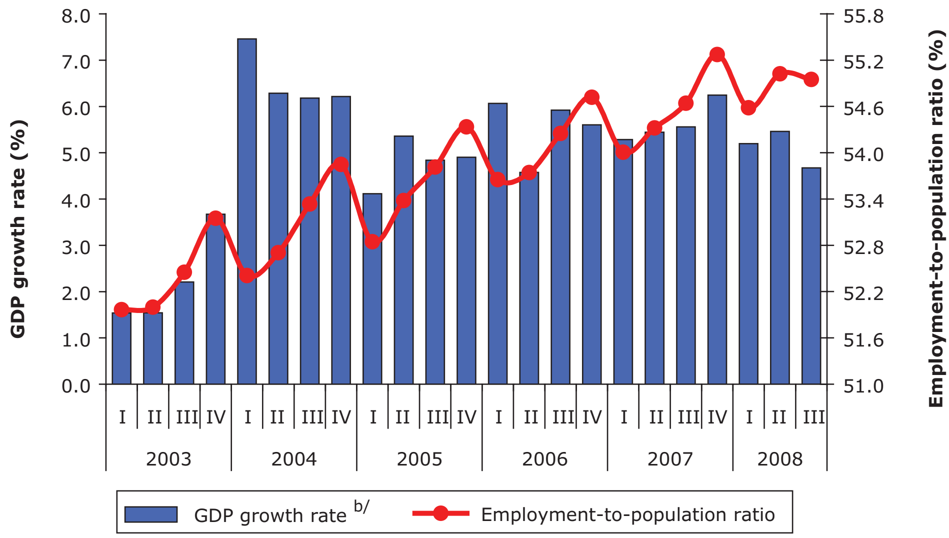
Quarterly indicators for a group of nine countries representing 95% of regional GDP and 89% of the urban labour force indicated that the effects of the regional economic slowdown on the labour market first became apparent in the third quarter of 2008. Unlike the trend occurring since 2003, the regional employment-to-population ratio did not rise in this quarter. Compared with the same period the previous year, this indicator was lower in Argentina, Ecuador, Mexico and Peru (Metropolitan Lima), and was higher in Brazil and Uruguay. Year-over-year comparisons of quarterly unemployment rates show that only Chile recorded a higher rate in the first quarter. In the second quarter, Colombia registered a higher rate (13 metropolitan areas), and in the third quarter Mexico (32 urban areas) and Peru (Metropolitan Lima) followed suit (Figure 7).

The relative stability of the regional labour supply was the result of changes that varied by country. The labour force participation rate declined in Argentina, Ecuador and Peru, and, to a lesser extent, in the Bolivarian Republic of Venezuela, the Dominican Republic, Mexico and Uruguay. This indicator increased in Brazil, Chile, Colombia, Costa Rica (urban areas), Jamaica, Panama and Trinidad and Tobago. As in previous years, in most of the countries where the labour force participation rate fell, the decline was associated with the lower labour market entry of men, whereas the labour force participation rate among women experienced only a small reduction or even increased. Considering the simple average of nine countries with available information for the first three quarters of 2008, the labour force participation rate among men remained stable whereas that among women increased by 0.3 percentage points. Moreover, information by age group

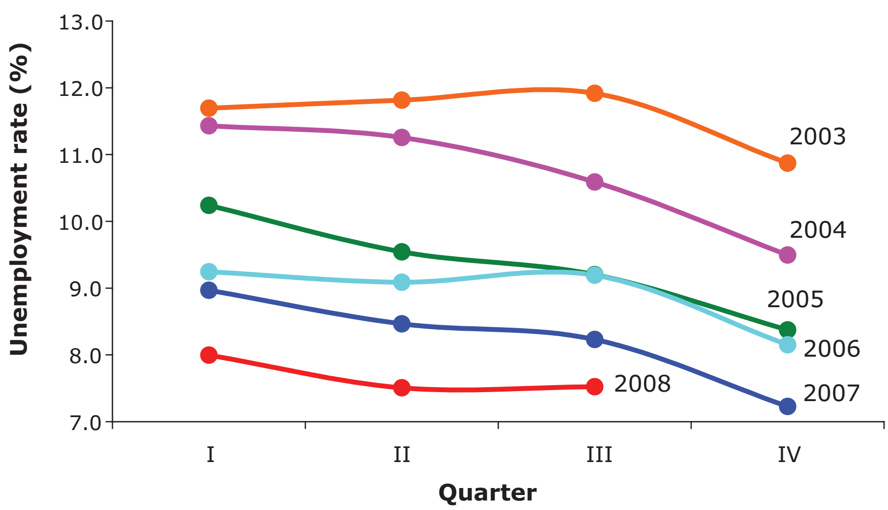
FIGURE 7

LATIN AMERICA (NINE COUNTRIES): GDP GROWTH RATE, EMPLOYMENT-TO-POPULATION RATIO AND UNEMPLOYMENT RATE, BY QUARTER. FIRST QUARTER 2003-THIRD QUARTER 2008 a/
(*Percentages*)

GDP GROWTH RATE AND EMPLOYMENT-TO-POPULATION RATIO



UNEMPLOYMENT RATE



Source: ILO, based on official country information.

a/ The selected countries are: Argentina, Brazil, Chile, Colombia, the Bolivarian Republic of Venezuela, Ecuador, Mexico, Peru and Uruguay.
b/ Annualized GDP growth rates.

indicates that the lower labour force participation rate was also due to a reduction in the entry of youth into the labour market, in other words, youth tended to remain in the school system longer.

Labour force participation among both youths and adults decreased in Argentina and Peru during the first three quarters of 2008, but the decline was greater among youths than among adults. Likewise, Uruguay recorded a slight decrease in the labour force participation rate which reflects a lower participation rate among youth whereas the indicator increased among adults. These trends were also observed in countries where the total labour force participation rate rose. For example, in Brazil, the labour force participation rate among youth (ages 15 to 24 years) declined from 57.1% between January and November 2007 to 56.8% during the same period of 2008, whereas the indicator among adults (25 years and over) remained at 64.2%.

Available data for 15 countries to November 2008 reflect a less vigorous labour market than that of 2007. Whereas the unemployment rate fell in most countries in 2008 with respect to 2007, more countries recorded an increase or no change in this indicator for this period than in the same period of the previous year (Figure 8).

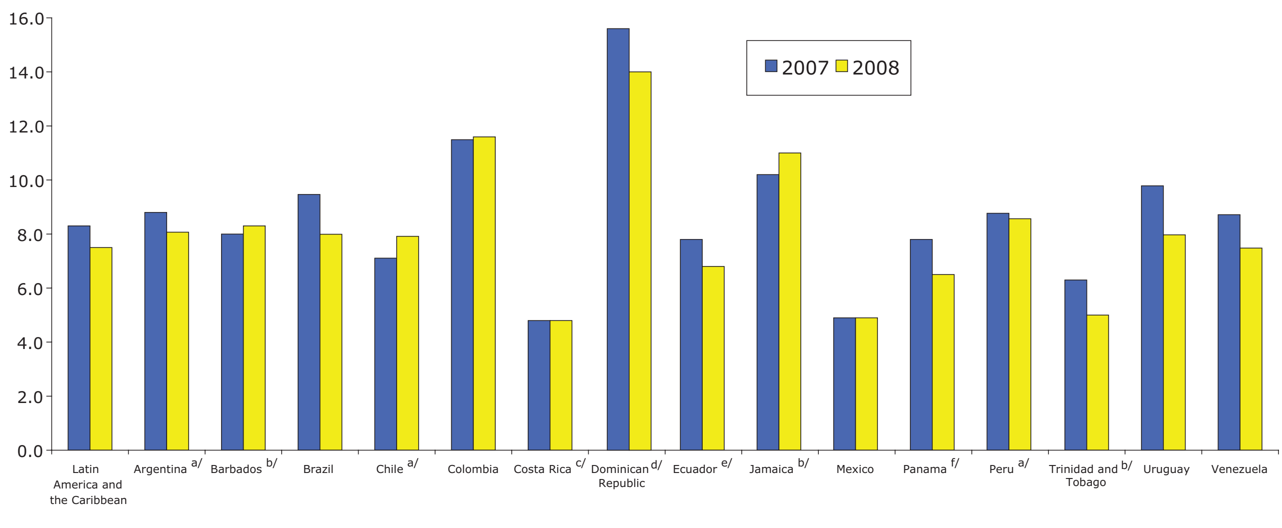
In **Argentina,** the unemployment rate averaged 8.1% in the first three quarters of 2008, declining 0.7 percentage points with respect to the same period of 2007. Compared with 2007, fewer jobs were created since the year-over-year growth of employment was 1.6% in 2008, compared with 3.2% in 2007. Non-wage employment accounted for a large share of these jobs. Thus, the reduction in the labour supply was largely responsible for the decline in the unemployment rate. This is corroborated by the fact that the decrease in the labour force participation rate exceeded that of the employment-to-population ratio (Tables 1 and 2).

Government employment programmes had less of an impact. If beneficiaries of the Head of Household Programme, who provide their labour in exchange for government subsidies, were considered unemployed, the unemployment rate for the first three quarters of 2008 would be only 0.3 percentage points higher, whereas it would have been 1.0 percentage point higher for the same period in 2007.

FIGURE 8

LATIN AMERICA AND THE CARIBBEAN (15 COUNTRIES): URBAN UNEMPLOYMENT RATE JANUARY – NOVEMBER, 2007 and 2008

(Percentages)



Source: ILO, based on official country information (Table 1-A, Statistical Annex).

a/ January-September average.
b/ First semester.
c/ July data.
d/ April data.
e/ March, June and September average.
f/ August data.

TABLE 1
LATIN AMERICA AND THE CARIBBEAN (14 COUNTRIES): LABOUR FORCE PARTICIPATION RATE, EMPLOYMENT-TO-POPULATION RATIO AND UNEMPLOYMENT RATE, BY SEX. JANUARY-NOVEMBER, 2007-2008
(Percentages)

Country	Labour force participation rate						Employment-to-population ratio						Unemployment rate					
	Total		Men		Women		Total		Men		Women		Total		Men		Women	
	2007	2008	2007	2008	2007	2008	2007	2008	2007	2008	2007	2008	2007	2008	2007	2008	2007	2008
Latin America																		
Argentina a/	59.6	58.6	73.2	71.8	47.8	47.0	54.4	53.9	68.1	67.0	42.5	42.3	8.8	8.1	7.0	6.7	11.1	9.9
Brazil b/	56.9	57.0	66.6	66.7	48.5	48.6	51.5	52.5	61.5	62.5	42.8	43.7	9.5	8.0	7.5	6.2	11.8	10.2
Chile a/	54.7	55.9	71.3	71.8	38.7	40.6	50.8	51.5	66.8	67.0	35.4	36.7	7.1	7.9	6.3	6.8	8.5	9.8
Colombia b/																		
National b/	58.3	58.5	...	...	...	...	51.7	51.9	...	...	...	...	11.3	11.3	...	...	...	...
13 metropolitan areas b/	61.9	62.7	...	...	...	...	54.8	55.4	...	...	...	...	11.5	11.6	...	...	...	...
Costa Rica c/																		
National	57.0	56.7	73.2	72.5	41.6	41.7	54.4	53.9	70.8	69.5	38.7	39.1	4.6	4.9	3.3	4.2	6.8	6.2
Urban	58.5	58.6	72.5	71.1	45.7	47.2	55.7	55.7	70.0	68.0	42.6	44.6	4.8	4.8	3.4	4.3	6.8	5.6
Ecuador d/	62.2	60.7	73.2	71.8	52.0	50.3	57.4	56.6	68.6	67.8	47.0	46.0	7.8	6.8	6.3	5.5	6.7	8.4
Mexico b/																		
National	58.8	58.7	78.3	78.2	41.6	41.5	56.6	56.4	75.6	75.2	39.9	39.8	3.7	3.9	3.5	3.8	4.2	4.1
32 urban areas	60.8	60.6	77.3	76.8	46.2	46.2	57.8	57.6	73.8	73.1	43.7	43.9	4.9	4.9	4.5	4.8	5.4	4.9
Panama e/																		
National	62.7	63.9	79.3	81.6	46.8	47.2	58.7	60.3	75.3	78.0	42.8	43.7	6.4	5.6	5.0	4.4	8.6	7.5
Urban	62.6	64.4	76.0	79.0	50.4	51.4	57.7	60.2	71.1	74.7	45.6	47.3	7.8	6.5	6.5	5.4	9.6	7.9
Peru a/	69.2	68.5	79.1	78.3	59.9	59.7	63.1	62.7	73.2	73.2	53.8	52.8	8.8	8.6	7.5	6.5	10.3	11.1
Uruguay b/																		
National	62.4	62.3	73.9	72.9	52.4	53.4	56.6	57.6	69.1	68.7	45.8	47.9	9.3	7.7	6.6	5.5	12.6	10.2
Urban	62.7	62.5	73.6	72.5	53.7	54.2	56.6	57.5	68.3	68.3	46.8	48.6	9.8	8.0	7.1	5.8	12.8	10.6
Venezuela b/	65.1	64.8	79.9	79.6	50.4	50.1	59.4	59.9	73.4	73.9	45.6	46.2	8.7	7.5	8.2	7.2	9.5	7.9
The Caribbean																		
Barbados f/	68.2	68.2	74.9	73.7	62.2	63.2	62.8	62.5	69.8	68.5	56.5	57.3	7.9	8.2	6.9	7.2	9.0	9.4
Jamaica f/	64.8	64.9	73.8	73.6	56.3	56.7	58.2	57.8	68.9	67.9	48.1	48.0	10.1	11.0	6.7	7.7	14.6	15.3
Trinidad and Tobago f/	62.9	63.0	74.9	...	50.9	...	58.9	59.9	71.7	...	46.3	...	6.3	4.9	4.4	3.7	9.0	6.7

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

a/ January-September average.
b/ January-November average.
c/ July data.
d/ March, June and September average.
e/ August data.
f/ First semester.

TABLE 2
LATIN AMERICA AND THE CARIBBEAN (NINE COUNTRIES): YEAR-OVER-YEAR GROWTH RATES OF THE LABOUR FORCE, EMPLOYMENT, EMPLOYMENT BY SITUATION IN EMPLOYMENT AND BY ECONOMIC ACTIVITY, 2007-2008
(Percentages)

Country	Labour Force		Employed		Situation in Employment				Economic Activities									
					Wage and Salaried Workers		Own-Account Workers		Manufacturing		Construction		Trade		Agriculture, Livestock and Fishing		Others a/	
	2007	2008	2007	2008	2007	2008	2007	2008	2007	2008	2007	2008	2007	2008	2007	2008	2007	2008
Argentina (31 urban areas) b/	1.0	0.8	3.2	1.6	4.0	1.3	0.6 f/	2.6 f/	...	...	...	...	...	...	...	...	...	...
Brazil (6 metropolitan areas) c/	2.2	2.2	3.0	3.8	2.9	4.8	4.5	0.9	1.0 g/	4.0 g/	3.6	4.4	1.9	3.0	...	...	3.9	4.0
Chile (National) b/	1.5	4.0	3.0	3.1	4.7	5.6	-0.8	-1.9	3.6	0.2	2.5	8.5	4.5	4.4	-2.1	-0.8	3.6	3.4
Colombia (National) b/	...	3.0	...	3.1	...	-7.2	...	17.4	...	1.5	...	-0.1	...	5.3	...	1.9	...	3.4
Costa Rica (National) d/	3.7	2.0	5.2	1.7	8.7	1.4	-2.7	2.7	3.1	-4.8	19.8	0.4	4.1	3.0	-0.9	-4.0	5.9	4.6
Mexico (National) b/	1.5	2.2	1.3	2.0	2.5	2.8	-0.2	1.2	0.0	-0.9	4.9	0.7	2.6	2.2	-3.0	-0.3	2.1	4.1
Panama (National) e/	2.2	3.9	4.8	4.8	8.7	6.0	-4.5	2.8	-1.4	0.6	12.8	11.4	3.2	6.0	0.0	-0.8	7.6	6.2
Peru (Metropolitan Lima) b/	...	0.8	...	1.0	...	-3.4	...	4.3 f/	...	-3.3	...	7.9	...	2.5	...	...	...	1.2
Venezuela (National) b/	1.1	2.5	2.8	4.1	4.5	3.5	0.8	8.1	3.6	1.2	10.5	6.8	-0.8	4.8	2.8	4.1	3.3	3.6

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

Note: Year-over-year growth rates for Colombia and Peru are not presented for 2007 due to updates of the sampling frame of the respective household surveys in 2006.

a/ Includes mining, electric power, gas and water, transportation and communications, financial services, community and social services.
b/ Year-over-year growth rate for the period January-September.
c/ Year-over-year growth rate for the period January-November.
d/ Year-over-year growth rate for July.
e/ Year-over-year growth rate for August.
f/ Includes all non-wage workers.
g/ Includes extractive and manufacturing activities as well as the production and distribution of electricity, gas and water.

The decline in unemployment occurred in tandem with a decrease in "time-related underemployment", which in Argentina refers to individuals who work fewer than 35 hours per week but would like to work more hours. This category accounted for 6.1% of the employed population in the first three quarters of 2008, as compared with 6.7% for the same period in 2007. In addition, the registered employment index, which measures wage and salaried workers covered by the social security system, indicated lower growth than in the same period of 2007 (5.1% versus 5.7%), although the rate was higher than the average growth rate of the economy. Thus, the increase in registered or formal employment did not yield an increase in total employment; however, it did permit advances in the quality of employment given the greater social protection coverage associated with registered employment.

In the **Bolivarian Republic of Venezuela**, national labour indicators for the period January to November indicate that the 2008 unemployment rate was 7.5%, 1.2 percentage points lower than the rate for the same period in 2007. This result mainly reflects the expansion of employment, as well as a slight decline in the labour participation rate. Unlike in 2007, the vigour of job creation was reflected in a higher year-over-year growth rate (average for January to September) of own-account employment than of wage and salaried employment. This does not mean that labour demand has weakened, as indicated by the fact that the employment growth rate (4.1%) exceeded growth in the labour force (2.5%). Employment creation was widespread across sectors, although a slower pace was observed in manufacturing and construction, unlike trade, which recovered from a decline in 2007, with a year-over-year growth rate of 4.8% for the period January to September.

In **Brazil**, the labour market situation in 2008 was among the most favourable in 2008 in recent years. The unemployment rate continued its downward trend and the substitution of informal employment with wage and salaried employment covered by social and labour legislation continued. The average unemployment rate for six metropolitan areas was 8.0% in the period January-November, 1.5 percentage points lower than in the same period in 2007. This result reflected a large increase in labour demand and weak growth of the labour supply. The employment-to-population ratio rose from 51.5% to 52.5%, whereas the labour force participation rate increased from 56.9% to 57.0%.

Unlike in 2007, wage and salaried employment rates rose more than that of self-employed workers and job creation occurred across all economic sectors of the six metropolitan regions. Particularly noteworthy was the growth of employment in the manufacturing sector (4.0%), which experienced modest growth in 2007, as well as in the trade sector, which increased 3.0% compared with 1.9% in 2007, in response to strong domestic demand. Like in Argentina, Brazil experienced a decline in time-related underemployment, from 3.6% of total employed persons on average in the period January-November in 2007 to 3.1% in the same period of 2008.

The number of private sector workers increased by 6.0% between January and November with respect to the same period in 2007. Private sector workers covered by social and labour legislation increased 7.9% whereas the percentage lacking these benefits rose just 0.2%. The increase in formal employment was confirmed by statistics of the General Census of Employed and Unemployed Individuals (CAGED) of the Brazilian Ministry of Labour and Employment, which reported that more than 2.1 million jobs with social protection were created between November 2007 and November 2008. Nevertheless, the most recent figures indicate that the first signs of a slowdown occurred in November, with the loss of 40,800 formal jobs. This is the first negative result for the month of November in six years, considering that more jobs are usually created in that month to meet the increased demand of the year-end festivities.

In **Chile**, the national unemployment rate rose from 7.1% to 7.9% in the first nine months of 2007 and 2008, respectively. This result was associated with the large increase in the labour supply, which exceeded the rise in the employment-to-population ratio. The growth in the labour force participation rate mainly reflected the 6.7% increase in the female labour force, whereas the male labour force increased by 2.5%.

With regard to the composition of employment, negative growth rates continue to be recorded in own-account employment, possibly associated with the higher levels of education of the labour force and the increase in the female labour force, as well as with a less vigorous labour market. Until September, wage and salaried employed grew at annual rates of 5.6%. By economic sector, employment in construction experienced a steep rise over 2007 figures, unlike in manufacturing, where there was only a slight increase and trade, which remained nearly unchanged.

In **Colombia**, the average national unemployment rate was 11.3% for the period January-November 2008, the same rate as in 2007, whereas the unemployment rate for the 13 metropolitan areas was 11.6%, slightly higher than the rate for 2007.

Beginning in the third quarter of 2008, the economic slowdown was reflected in the slowing pace of job creation. Although the employment-to-population ratio continued to show positive year-over-year figures, it was accompanied by a rapidly expanding labour force participation rate.

The increase in employed persons continued in Colombia only in non-wage employment, especially own-account employment, which grew at an annual rate of 17.4% until November. By contrast, wage and salaried employment declined at an annual rate of 7.2%. Likewise, surveys on formal employment confirm the slower pace of job creation. Between January and October 2008, employment in manufacturing sector, excluding coffee threshing, declined by 0.61% with respect to the same period in 2007, while retail trade experienced a total increase of 4.2%, less than the rate recorded in 2007 (7.1%).

In **Costa Rica**, unlike what has occurred in the past three years, the national unemployment rate rose from 4.6% to 4.9% between July 2007 and July 2008, whereas it remained at 4.8% in urban areas. The slowdown of economic growth affected job creation. The rate of growth of employed persons fell to 1.7% in 2008, compared with 5.2% in 2007. Own-account employment expanded more than did wage and salaried employment. In addition, employment declined in the manufacturing sector and diminished considerably in the construction sector, from 19.8% in 2007 to just 0.4% in 2008.

In **Ecuador**, the 2008 urban unemployment rate (average of March, June and September) decreased from 7.8% in 2007 to 6.8%, reflecting a reduction in the labour force participation rate (1.5 percentage points) rather than an increase in labour supply, while the employment-to-population ratio also declined in the period (0.8 percentage points). Time-related underemployment also diminished, from 11.3% in 2007 to 10.8% in 2008.

The slower pace of economic activity in **Mexico** had a negative impact on labour demand, resulting in higher unemployment. The national unemployment rate between January and November 2008 was 3.9%, compared with 3.7% for the same period in 2007. This increase mainly reflected the weakness of job creation since the employment-to-population ratio declined 0.2 percentage points in a context of a slight reduction in the labour supply. In urban areas (32 cities), the average unemployment rate to November remained at 4.9%, but, like national unemployment, in seasonally-adjusted terms, the rate has been on the rise since May 2008.

The increase in unemployment was also apparent in the number of workers affiliated with the Mexican Social Security Institute (IMSS). At the close of December 2008, the IMSS registered 37,535 fewer affiliated workers than in the same month of 2007, reflecting a decrease in the number of permanent workers (-0.5%) and a slight increase in temporary workers (1.5%). Manufacturing and construction were the sectors with the least favourable employment situation, according to the Monthly Manufacturing Survey and the National Survey of Construction Firms. In the first 10 months of 2008, the employment index of the manufacturing sector fell by 1.9% and that of the construction sector declined by 1.1% compared with the same period in 2007.

Continuing strong economic growth in **Peru** drove the expansion of labour demand. According to an establishment survey of private firms with 10 or more workers, between January and October 2008, urban employment grew 8.7% with respect to the same period in 2007. While a downward trend has been apparent since mid-year, the accumulated change to October with respect to December of the previous year was 6.7% in 2007, whereas it was 4.4% in 2008. Results of the Metropolitan Lima Household Survey indicate that the unemployment rate declined from 8.8% to 8.6% in the first three quarters of 2007 and 2008, respectively. The change in this indicator was a consequence of the decrease in the labour force participation rate (0.7 percentage points), which exceeded the decline in the employment-to-population ratio (0.4 percentage points).

The percentage of time-related underemployment fell from 15.3% to 14.5%. A decrease was also recorded for income-related underemployment (that is, those who worked 35 or more hours per week but whose earnings were below the value of a basic family consumer basket per household worker), from 36.9% to 34.3%. Until September, the average year-over-year growth rate of non-wage employment was 4.3%, whereas wage and salaried employment experienced negative growth (-3.4%). The economic sectors generating the most employment in Metropolitan Lima were construction (7.9%), followed by trade (2.5%) and services (1.2%). By contrast, year-over-year employment growth in manufacturing was negative (-3.3%).

In **Panama**, the national unemployment rate decreased from 6.4% in August 2007 to 5.6% in August 2008, whereas the urban unemployment rate declined from 7.8% to 6.5% in the same period. Strong labour demand exceeded the increase in labour supply, and wage and salaried employment continued to expand more rapidly than own-account employment. By sector, construction continued to have the highest year-over-year job creation growth rates (12.8% in 2007 and 11.4% in 2008), followed by trade, while manufacturing experienced only a modest increase (0.6%), although it was higher than the decline recorded in 2007 (-1.4%).

At both the national and urban levels, unemployment decreased in **Uruguay**. In the first 11 months of 2008, the national unemployment rate was 7.7% whereas the urban rate was 8.0% (1.6 and 1.8 percentage points below the figures recorded for the same period in 2007, respectively). These results reflect strong growth of labour demand (the national employment-to-population ratio rose from 56.6% to 57.6%), as well as a slight reduction in labour supply. Unlike other countries in which unemployment also decreased, in Uruguay, time-related underemployment increased from 3.4% of employed persons in 2007 to 7.1% in 2008. The index of persons employed in the manufacturing sector rose 3.1% (average for January to October), less than the 5.9% for the same period in 2007.

Box Article 1

INFORMALITY IN URBAN EMPLOYMENT AND HEALTH AND PENSION COVERAGE IN THE REGION

The favourable trends in urban labour markets of Latin America since 2004 have been insufficient to reverse the continuing decent work deficit. Countries are encouraged to address the high levels of informal employment (despite the decrease in this type of employment and the higher levels of wage and salaried employment in recent years) and the large percentage of workers without health and pension coverage through public policy initiatives. This is especially important during the current crisis because workers and their families are more vulnerable.

Informal Employment

This section provides informal employment estimates for a group of five Latin American countries, developed following the recommendations of the Fifteenth and Seventeenth International Conferences of Labour Statisticians (ICLS). This analysis is a continuation of a series begun in 2006.

Informal sector employment refers to employment generated in a sub-group of household establishments (that is, unincorporated), which do not comply with mandatory national laws for operating business units and/or do not keep accounting records for economic reasons, lack of knowledge or other reasons. It includes self-employed workers, as well as establishments with permanent wage and salaried workers that may also include unpaid family workers. *Informal employment* is found in establishments of the formal or informal sector of the economy, as well as in households. In addition to capturing the vast majority of workers in the informal sector, this type of employment also encompasses other types of informal employment such as informal wage and salaried employment, which refers to wage and salaried employment that does not offer social protection or certain job-related benefits. Thus, the concepts of *informal employment* and *informal sector employment* reflect the overall problem of informality, which some authors refer to as the *informal economy.*

Most household surveys in the region still do not include the questions that would allow the measurement of these new concepts defined in accordance with ICLS recommendations. The five countries with available information are Colombia, Ecuador, Mexico, Panama and Peru, although their household surveys do not include the same questions. Countries are encouraged to include the appropriate questions in their household surveys in order to improve and expand on the measurement of these concepts.

According to available information, economic growth observed since 2004 had a positive effect on the labour situation of workers. In 2007, estimated *informal employment* in urban areas of the five countries of the region mentioned was 58.6% (simple average), diminishing -2.9 percentage points with respect to the

2006 level. Despite the decline in informal employment, it remains at very high levels. Differentiated by sex, informal employment among men declined more than among women (-3.2 percentage points and -2.6 percentage points, respectively).

The composition of informal employment varies by country. In 2007, informal employment in Colombia and Peru consisted mainly of own-account workers and to a lesser extent wage and salaried workers (53.6% and 39.0% respectively for Colombia; 45.3% and 38.8% respectively for Peru). By contrast, the incidence of wage and salaried employment was higher in Ecuador and Mexico (representing 56.3% of informal employment versus 31.1% of own-account employment in Ecuador; and 62.7% versus 26.6% in Mexico). In Panama, the contribution of own-account employment and wage and salaried employment to total informal employment was similar, 44.8% and 46.8%, respectively.

By component, the high rate of *informal wage and salaried employment*, which can occur in the formal or informal sector of the economy, is particularly noteworthy. This indicator decreased 3.5 percentage points on average from 2006 to 2007 (from 49.2% to 45.7%), having diminished in four of the five countries studied. The largest decline occurred in Peru due to the growth of sectors such as financial establishments and manufacturing, which employ a large numbers of workers. This indicator increased slightly in Colombia (0.5 percentage points), possibly reflecting the expansion of employment in the trade sector, where hiring of informal workers is common (Table 1a).

One aspect that stands out is the decline in *informal wage and salaried employment in the formal sector* occurring from 2006 to 2007 in the five countries studied. The average indicator for the five countries decreased from 36.0% to 31.6%. Peru and Ecuador accounted for much of the change in this indicator.

Also noteworthy is the modest decline in average *informal sector employment* in the five countries, from 41.3% to 40.8%. This result reflects the slight decreases in this indicator in four of the five countries; Panama was the only country where the level remained unchanged from 2006 to 2007, at 34.4%.

Advances in Health and Pension Coverage

One challenge the region faces is to increase and improve coverage of social security benefits because this contributes to improving the quality of employment and decreasing poverty. The region has made progress in raising the percentage of employed individuals with health and/or pension coverage, from 55.0% in 1995 to 60.8% in 2006 and slightly increasing between 2006 and 2007, to 61.0%. This improvement was associated with a period of strong economic growth beginning in 2004, which allowed an increase in employment in establishments with six or more workers and in sectors such as construction, as well as financial establishments and manufacturing, which usually comply with worker registration requirements.

However, this means that 39% of urban employed persons still do not have health and/or pension coverage. Moreover, 71.7% of own-account and unpaid family workers lack this coverage, together representing the group with the highest level of exclusion. Given that own-account employment accounts for more than a fifth of employment in the region, developing adequate programmes for this group of workers is a challenge for national social protection systems. Domestic workers (7.5% of employed persons, mainly women) and wage and salaried workers in establishments with a maximum of five workers (13.1% of employed persons) also have a major deficit in health and/or pension coverage, since only 34.5% and 40.8% of these workers, respectively, are covered.

The high health and/or pension coverage in some countries of the region is noteworthy. In 2007, the countries with the highest percentage of employed persons with social protection coverage were Uruguay (96.3%), Chile (93.9%) (2006), Colombia (86.0%) and Costa Rica (82.0%).

Since 2000, employed women have had slightly higher social protection levels than employed men. In 2007, 62.6% of employed women had health and/or pension coverage, compared with 59.7% of men. Progress in protection of female own-account and domestic workers permitted this change, although high percentages of exclusion persist in both categories of employment. Part of the employed population with health and/or pension coverage is covered through the employment of a third party (generally a direct family member) rather than through their own job. This contributes to the higher percentage of coverage among women since this practice favours women more often than men.

In summary, the labour situation of workers in the region improved in 2007 given that informal employment indicators diminished, especially among wage and salaried workers, and health and/or pension coverage among urban employed persons rose slightly.

Nevertheless, informal employment remains extremely high and health and/or pension coverage is insufficient. The positive changes in these indicators are closely associated with the period of economic growth which occurred in the region since 2004. Therefore, the shift in trends that may occur as a result of the current economic crisis is of particular concern.

TABLE 1a

LATIN AMERICA (FIVE SELECTED COUNTRIES): INFORMAL EMPLOYMENT AND INFORMAL SECTOR EMPLOYMENT, BY SEX; 2005 - 2007 a/

(Percentages)

Country, Sex and Year			Informal Employment			Informal sector employment
			Total	Wage and salaried employment	Wage and salaried employment in the formal sector	
Latin America (simple average)	Total	2005	62. 3	50. 1	36. 9	42. 1
	Men		61. 7	50. 0	39. 0	43. 8
	Women		63. 1	50. 4	34. 0	39. 7
	Total	2006	61. 5	49. 2	36. 0	41. 3
	Men		60. 6	48. 8	38 .3	42. 5
	Women		62. 8	49. 6	32. 6	39. 7
	Total	2007	58. 6	45. 7	31. 6	40. 8
	Men		57. 4	45. 3	33. 6	41. 6
	Women		60. 2	46. 0	28. 6	39. 6
Colombia b/	Total	2005	63. 5	42. 6	22. 7	52. 5
	Men		64. 2	43. 3	26. 9	55. 6
	Women		62. 5	41. 8	17. 1	48. 5
	Total	2006	62. 2	42. 2	22. 0	51. 5
	Men		62. 6	41. 7	25. 3	54. 7
	Women		61. 7	42. 8	17. 7	47. 6
	Total	2007	61. 4	42. 7	21. 9	51. 4
	Men		61. 8	42. 3	24. 7	54. 6
	Women		60. 9	43. 2	18. 4	47. 6
Ecuador c/	Total	2005	71. 3	70. 1	61. 7	38. 6
	Men		71. 2	71. 9	64. 4	39. 2
	Women		71. 5	67. 1	57. 0	37. 8
	Total	2006	72. 2	70. 6	62. 8	39. 8
	Men		71. 9	73. 2	65. 9	39. 2
	Women		72. 7	66. 1	57. 2	40. 7
	Total	2007	69. 6	66. 3	58. 1	39. 3
	Men_		68. 1	68 .8	61. 3	37. 5
	Women		71. 8	62. 4	52. 5	41. 9
Mexico d/	Total	2005	54. 8	47. 0	35. 9	29. 0
	Men		53. 9	47. 3	37. 4	30. 8
	Women		56. 0	46. 6	33. 6	26. 1
	Total	2006	53. 9	46. 2	35. 6	28. 1
	Men		52. 9	46. 6	37. 5	29. 3
	Women		55. 3	45. 5	32. 5	26. 3
	Total	2007	52. 7	45. 1	34. 2	27. 3
	Men		51. 7	45. 5	35. 9	28. 5
	Women		54. 3	44. 4	31. 6	25. 9
Panama e/	Total	2005	44. 1	27. 6	14. 6	36. 3
	Men		45. 3	26. 9	17. 0	41. 3
	Women		42. 4	28. 5	11. 2	29. 1
	Total	2006	43. 4	26. 6	14. 6	34. 4
	Men		43. 7	24. 8	17. 3	38. 7
	Women		43. 0	29. 1	10. 3	28. 1
	Total	2007	40. 6	25. 1	12. 0	34. 4
	Men		40. 8	23. 0	12. 9	38. 6
	Women		40. 4	27. 7	10. 6	28. 6
Peru f/	Total	2005	78 .0	63. 4	49. 8	54. 2
	Men		73. 8	60. 5	49. 1	51. 9
	Women		83. 1	67. 7	51. 0	57. 1
	Total	2006	75. 9	60. 3	45. 3	52. 9
	Men		71. 7	57. 6	45. 3	50. 6
	Women		81. 3	64. 3	45. 4	55. 7
	Total	2007	68 .8	49. 2	32. 1	51. 3
	Men		64. 7	47. 0	33. 3	49. 1
	Women		73. 8	52. 4	30. 0	53. 9

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

a/ Data refer to urban areas.

b/ Continuous Household Survey – Second quarter of 2005 and 2006 – Municipal cities. Integrated Household Surveys, Second quarter, 2007.

c/ Household Survey – Fourth quarter, 2005, 2006 and 2007. Urban areas.

d/ National Occupation and Employment Survey – Second quarter of 2005, 2006 and 2007. Most urbanized areas.

e/ Household Survey. August 2005, 2006 and 2007.

f/ National Household Survey, January-December for all years.

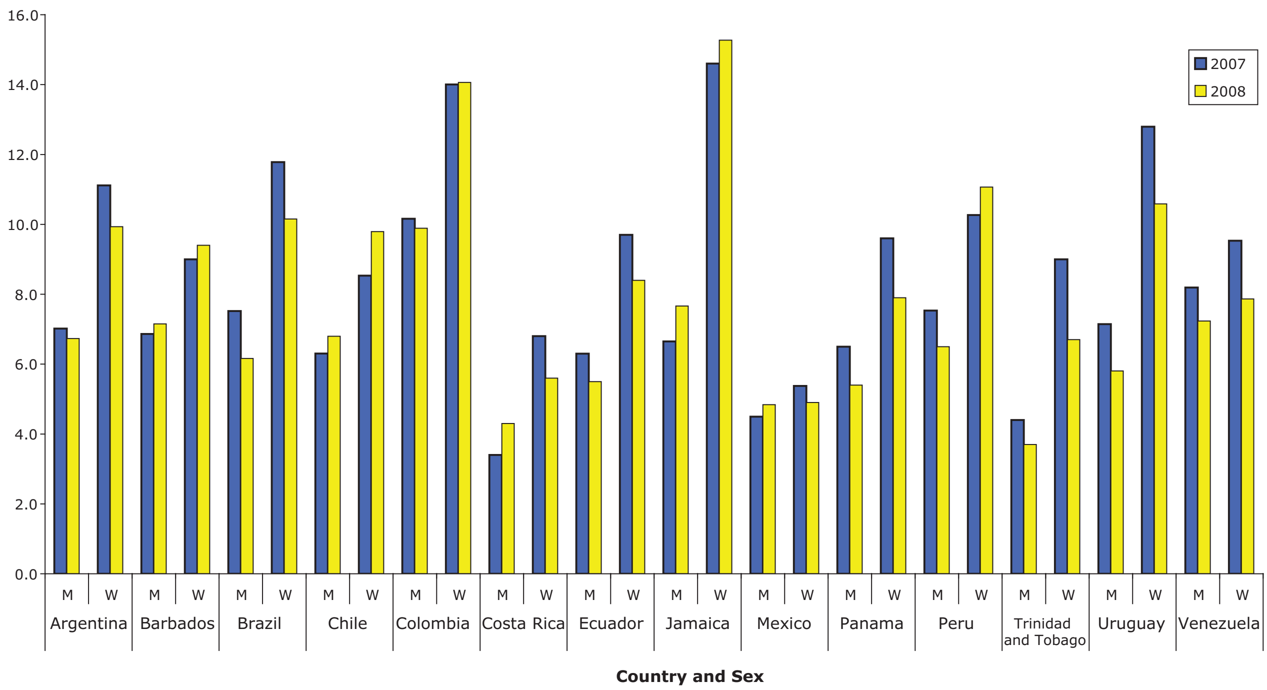
Unemployment by Sex in 2008

The downward trend in the aggregate unemployment rate was also reflected in the change in unemployment rates by sex, which varied by country (Table 1, Table 2-A of the Statistical Annex and Figure 9). For the 15 countries with available information on unemployment by sex, the unemployment rate among women was 1.6 times higher on average than that of men between January and November 2008, maintaining the difference observed in the same period of 2007. The largest gaps in the unemployment rate by sex in 2008 occurred in the Dominican Republic (2.4 times) and Jamaica (2.0 times), whereas Trinidad and Tobago, Uruguay (1.8 times in both countries) and Peru (1.7 times) registered rates above the average. The smallest gaps were recorded in Mexico (1.0 time) and the Bolivarian Republic of Venezuela (1.1 times).

FIGURE 9

LATIN AMERICA AND THE CARIBBEAN (14 COUNTRIES): URBAN UNEMPLOYMENT RATE BY COUNTRY AND SEX, JANUARY-NOVEMBER 2007 and 2008

(Percentages)



Source: ILO, based on official country information (Table 2-A of the Statistical Annex).

Note: M = Men. W = Women.

In most of the countries where the total unemployment rate fell, the decline in unemployment was more marked among women than among men. This occurred in Argentina, the Bolivarian Republic of Venezuela, Brazil, the Dominican Republic, Ecuador, Panama, Trinidad and Tobago and Uruguay. In Colombia (13 metropolitan areas) and Peru, the unemployment rate among women rose whereas that among men decreased. In countries where the total unemployment rate increased, the rise in the unemployment rate among women was highest in Barbados and Chile, whereas it was higher among men in Jamaica, unlike in Costa Rica and Mexico, where the unemployment rate among men tended to increase as it decreased among women.

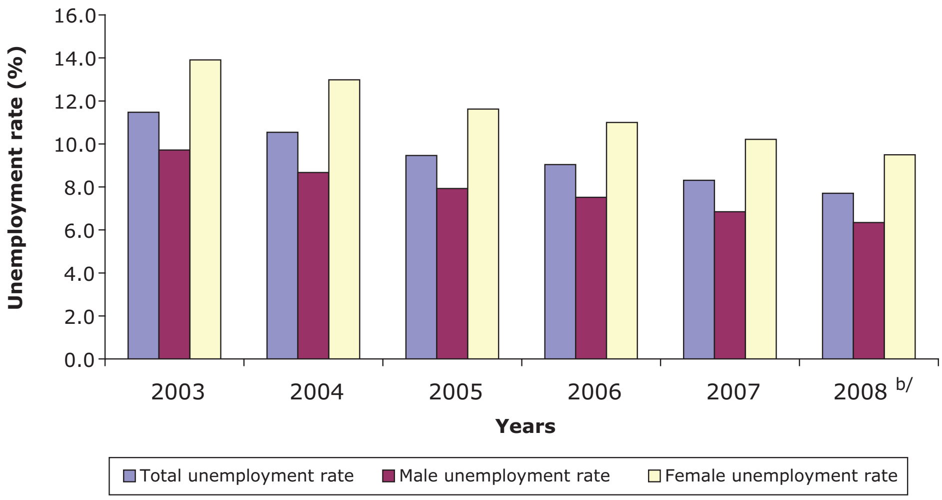
Estimates for the urban unemployment rate by sex for 10 countries, which represent 90% of the urban labour force of the region, demonstrate that the unemployment rate among women has declined at a faster pace than that among men since the period of economic growth began in 2003. Year-over-year during this period (except for 2004), the percentage point changes demonstrate that the female unemployment rate declined more than the male rate, which reflects greater opportunities for women, as both the supply of and demand for women in the labour market have increased (Figure 10).

The female labour force participation rate has continued its upward trend for several decades, reflecting demographic changes, such as the reduction in the number of children women have and women's higher educational levels, which promote their increased labour participation, as well as the need to increase household income. From the standpoint of demand, the increasing female presence is explained by the growth in some economic sectors where women traditionally outnumber men, such as trade; restaurants and hotels; community, social and personal services; manufacturing (*maquila* and textiles); financial services; and tourism. Nevertheless, as labour discrimination against women persists, the economic crisis may lead to increased unemployment among women since many engage in activities that are more vulnerable to the crisis. For this reason, inequality, informal employment and a lack of social protection may increase, particularly among low-income sectors.

FIGURE 10

LATIN AMERICA AND THE CARIBBEAN (10 COUNTRIES): URBAN UNEMPLOYMENT RATE BY SEX, 2003-2008 a/

(Percentages)



Source: ILO, based on official country information.

a/ The selected countries are Argentina, the Bolivarian Republic of Venezuela, Brazil, Chile, Colombia, Costa Rica, Ecuador, Mexico, Peru and Uruguay.

b/ Estimated.

Box Article 2

THE CHALLENGE OF SOCIAL DIALOGUE IN LATIN AMERICA AND THE CARIBBEAN

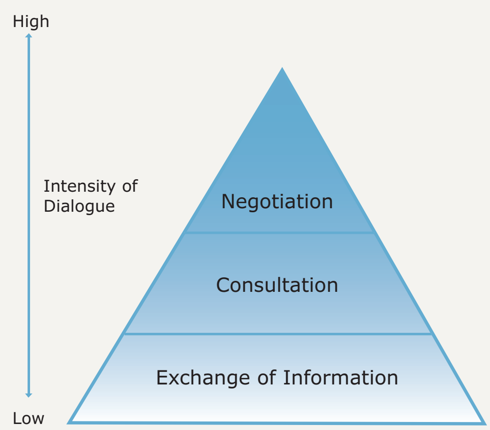
The ILO's approach to fighting poverty is based on the concepts of equality and rights, with an emphasis on social justice, which can be interpreted as the right to inclusion, participation, protection and access to dignified, productive employment. The Declaration of Philadelphia, a founding document of the ILO, recognizes that «the war against want requires to be carried on with unrelenting vigour within each nation, and by a continuous and concerted international effort in which the representatives of workers and employers, enjoying equal status with those of governments, join with them in free discussion and democratic decision with a view to the promotion of the common welfare.» Currently, social dialogue constitutes both a strategic objective of the ILO and a means for achieving its other strategic objectives for decent work by serving as a mechanism for strengthening participation and democratic processes.

According to the ILO, voluntary social dialogue refers to negotiations and consultations and even the simple exchange of information among government representatives, employers and workers on economic and social policy issues of common interest. It can adopt the form of a tripartite process or consist of bipartite relations between workers and employers, with or without indirect government intervention. In its most basic form, national social dialogue consists of the exchange of information, followed by consultation and, at the highest level of intensity, negotiation (Figure 2a).

The right to information and freedom of expression are the starting point of the social dialogue process. Ensuring open, transparent and timely information on issues affecting the parties helps create an environment conducive to generating effective political will and the commitment of all interested parties to implement the agreements achieved. In addition to serving as an opportunity to share information, consultation enables the parties to agree to a more in-depth discussion of proposals. This can lead to a process of negotiation and concerted decision making. Negotiation can take several forms, most notably collective bargaining and political consensus.

FIGURE 2a

THE SOCIAL DIALOGUE TRIANGLE



Source: ILO 2004.

Collective bargaining is defined as negotiations between an employer, a group or representatives of employers and worker representatives to define wages and working conditions. If successful, it leads to collective agreements whose scope can be national or decentralized at the level of the sector, region, firm or other negotiation level. Political consensus can be defined as the joint development of public policies by governments, political parties, organizations of employers, labour union confederations and other social organizations.

To ensure the viability of national social dialogue in the medium and long term, a social dialogue cycle should be implemented (Figure 2b). This consists of a process of consultations and systematic discussions that lead to agreements and shared positions. This cycle is implemented with the necessary follow-up and evaluation to provide feedback to the subsequent round of discussion and negotiation. Effective social dialogue is a unique tool for social development and social cohesion because it confers legitimacy to the decisions adopted as a result of this process.

Basic Conditions Permitting Dialogue

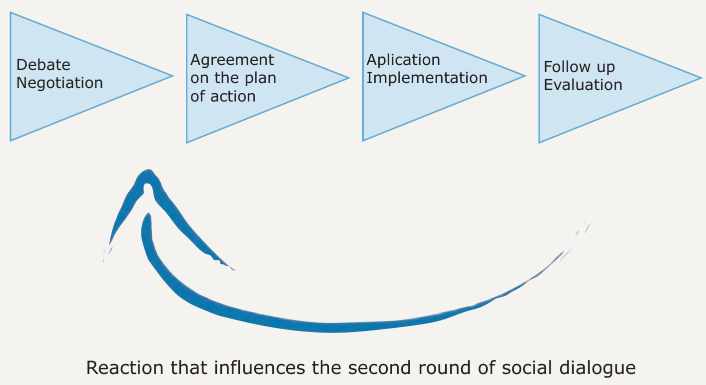
The satisfactory process of social dialogue carried out in conditions of freedom and equality requires an environment of open communication and discussion, in which social actors can meet, build mutual trust, share information and consult with one another. Social dialogue involves a transparent, non-authoritarian process with jointly developed rules of the game to facilitate reasoned actions of the parties. Moreover, a free and plural press, in a context of freedom of expression, is indispensable for strengthening and promoting a universal culture for social dialogue in all countries.

Other fundamental rights for the existence of voluntary social dialogue are respect for freedom of association (as described in ILO Convention 87 on Freedom of Association and Protection of the Right to Organize, 1948) and collective negotiation (as set forth in ILO Convention 98 Concerning the Right to Organize and Collective Bargaining, 1949) in a context of full democracy and guarantees. These basic rights should be exercised freely, without discrimination or interference. They should be carried out in the context of autonomy of the parties and State action to ensure freedom of association and collective bargaining. The exercise of these rights inherent in participatory democracy assumes the existence and recognition of labour union and business organizations that are free, representative, responsible and autonomous.

In addition to providing sufficient and transparent information to all actors, the social dialogue entity which is created must have a realistic agenda of duly concerted and prioritized issues; otherwise, the process is at risk of failure. Another indispensable condition is the political will and commitment of all parties participating in the social dialogue. It is equally important for actors to have the necessary constituent support to reach and comply with agreements.

FIGURE 2b

THE SOCIAL DIALOGUE CYCLE



Source: ILO, 2004.

Even if the abovementioned conditions are fulfilled, dialogue processes often face certain obstacles, especially at the beginning. The lack of trust is one of them. Actors must recognize their aspirations as legitimate, but at the same time define common objectives and wishes, avoiding traditionall positions such as «what is mine is mine but what is yours is negotiable,» if the real goal is to reach agreements.

Social dialogue is a process of building trust. To the extent that advances are achieved, even small ones, trust between the parties will grow, together with a sense of optimism. This improves dialogue atmosphere and conditions, and therefore facilitates building consensus on more complex issues.

The Role of the ILO and Some Successful Social Dialogue Experiences

The ILO promotes social dialogue at the national level mainly through international labour regulations, technical cooperation, technical assistance and advice on policymaking. Many ILO conventions and recommendations state that social dialogue is the mechanism through which to achieve the corresponding objectives. Convention 144 and Recommendation 152 promote tripartism and social dialogue involving social actors in the regulatory activities of the organization. In 1996, the International Labour Conference adopted conclusions with respect to tripartite cooperation on economic and social policies at the national level. In 2002, the ILO adopted the Resolution on Tripartism and Social Dialogue. Also pivotal for effective social dialogue are Convention 87 (Freedom of Association and Protection of the Right to Organize Convention, 1948), Convention 98 (Application of the principles of the Right to Organize and to Collective Bargaining Convention, 1949), Convention 151 (Convention Concerning Protection of the Right to Organize and Procedures for Determining Conditions of Employment in the Public Service, 1978) and Convention 154 (Convention Concerning the Promotion of Collective Bargaining, 1981).

Promoting the institutionalization of social dialogue is a key objective of the ILO's 2006-2015 Regional Agenda for Decent Work in the Americas, which received tripartite approval in 2006. The Agenda makes policy recommendations for achieving this objective, including the creation of a framework conducive to negotiation and to obtaining commitments from social actors to promote–in addition to issues related to wages and working conditions— new topics covered by collective bargaining agreements, such as labour productivity, training, and occupational safety and health. Moreover, it is recommended that flexibility in labour regulations be determined through a process of collective bargaining. It also underscores the need for the law to establish a general framework for collective bargaining, and the indispensable capacity of governments to enforce it. In addition, the Agenda promotes the strengthening of social actors in terms of training and understanding their rights, encouraging cooperation rather than confrontation, and points to the need to strengthen government administration, especially ministries of labour, as it relates to the process of social dialogue.

Social dialogue has progressed most where there are clear provisions to that end. For example, in countries of the European Union, firms must publish their financial records, which permits parties to engage in negotiation processes with key information for workers (http://webmail.vtr.net/Redirect/europa.eu/scadplus/leg/es/cha/c10805.htm). Although social dialogue experiences in Latin America began in the 1970s, some governments subsequently promoted the creation of new channels of social dialogue, with an institutional framework that supports their functioning. Although successful social dialogue processes and agreements are not necessarily applicable in other countries due to differences in labour relation systems and structural frameworks, they can serve as useful references.

Among the recent agreements achieved through social dialogue in Latin America and the Caribbean, particularly noteworthy are the national programmes for decent work (these express the political will of constituents to focus on a limited number of priorities associated with decent work) signed in Central American countries, the Dominican Republic, Argentina and Chile (Table 2a). Agreements in Central America and the Dominican Republic had the precedent of the Tripartite Declaration for the Promotion of Employment and Decent Work in Central America and the Dominican Republic, signed in Tegucigalpa, Honduras, on June 30, 2005, during the Subregional Tripartite Employment Forum.

The search for solutions leading to social justice through social dialogue has become even more urgent in light of the effects of the global financial crisis and the inequality which persists in the region. The global financial crisis requires new rules and greater transparency in financial and trade operations and transactions. Respect for the international labour standards adopted by the ILO can contribute to promoting a framework conducive to social dialogue and strengthening of democracy with clear rules

TABLE 2a

LATIN AMERICA AND THE CARIBBEAN (18 COUNTRIES): EXAMPLES OF AGREEMENTS ACHIEVED THROUGH SOCIAL DIALOGUE

Country	Year	Entity	Agreement
Argentina	2008	Ministry of Labour, Employment and Social Security; Industrial Union of Argentina (UIA) and the General Labour Confederation (CGT)	Memorandum of Understanding for the Implementation of the 2008-2011 Decent Work Programme for Argentina
Barbados	2007	Government, Barbados Employers' Confederation and Congress of Trade Unions and Staff Associations of Barbados	Protocol Five of the Social Partnership
Belize	2006	Ministry of Labour, Belize Chamber of Commerce and Industry, National Trade Union Congress of Belize, National AIDS Commission and key Non-Governmental Organisations	Belize Policy on HIV/AIDS and the World of Work
Brazil	2006	Tripartite Commission on International Relations (CTRI)	National Decent Work Agenda received tripartite approval from the CTRI
Chile	2006	Government, Central Workers' Union (CUT) and Confederation of Production and Trade (CPC)	Tripartite Decent Work Agreement to implement the National Decent Work Programme
Dominican Republic	2007	National Labour Secretariat, Confederation of Employers of the Dominican Republic and labour unions	Tripartite Agreement for the National Decent Work Programme of the Dominican Republic
Ecuador	2005	National Labour Council of Ecuador	Tripartite Agreement for Social Dialogue and Consensus
El Salvador	2007	Ministry of Labour and Social Protection, National Association of Private Enterprise (ANEP) and worker organizations	Tripartite Agreement to Adopt the National Decent Work Programme of El Salvador
Guatemala	2008	Tripartite Commission on International Labour Affairs	Tripartite agreement for the development of projects for reforms or guidelines to improve the application of ILO Conventions 87 and 98
Guyana	2008	Ministry of Labour, Consultative Association of Guyanese Industry and Guyana Trades Union Congress	National Tripartite HIV/AIDS Workplace Policy
Honduras	2007	Ministry of Labour and Social Security, Jamaica Employers' Federation, Jamaica Confederation of Trade Unions and Youth Employment Network on behalf of the local youth organizations	Tripartite Agreement to Adopt the National Decent Work Programme of Honduras
Jamaica	2005	Secretary of Labour and Social Security, Honduras Council of Private Enterprise (COHEP) and worker organizations	Memorandum of Understanding for the Establishment of a Youth Employment Network (JYEN)
Mexico	2004	Council for Dialogue with the Productive Sectors of Mexico	Commitment to Competitiveness for Employment and Social Justice
Nicaragua	2008	Ministry of Labour, Committee for Labour Union Relations and the Superior Private Enterprise Council (COSEP)	Tripartite Agreement to Adopt the National Decent Work Programme of Nicaragua
Panama	2007	Ministry of Labour and Labour Development, National Council of Private Enterprise (CONEP) and the Council of Organized Workers (CONATO)	Tripartite Agreement to Adopt the National Decent Work Programme of Panama
Peru	2007	National Council for Labour and Employment Promotion (CNTPE)	Tripartite Agreement: 2007-2011 Institutional Strategic Plan
Trinidad and Tobago	2008	Ministry of Labour and Small and Micro Enterprise Development, Ministry of Health, Ministry of Education, Employers' Consultative Association, National Trade Union Centre and a Non-Governmental Organisation for people living with HIV	Cabinet Approved National Workplace Policy for HIV/AIDS
Uruguay	2008	Sectoral Social Security Commission integrated by the ministries of the Economy, Labour, Social Development, Public Health, the Office of Planning and Budget and the Social Security Fund, with support from the University of the Republic, the United Nations and the Government of Spain.	Final conclusions on the process of dialogue, prepared by the Executive Commission for National Dialogue on Social Security in Uruguay.

Source: ILO.

previously agreed upon by the social actors. Today more than ever, as stated in the Declaration of Madrid, adopted on September 22 and 23, 2008 during the Ibero-American Meeting of Social Partners, a commitment of mutual loyalty between employers and workers and the strengthening of institutionalized consultation are needed to encourage the participation of social actors in economic and social progress. This will enable the Declaration on Social Justice for a Fair Globalization, adopted by all ILO member countries at the last International Labour Conference, to become a reality in the countries.

Youth Unemployment in 2008

According to 2008 information for nine countries, the youth unemployment rate was 2.2 times higher than total unemployment, an average that varied by country. Countries with youth-to-total unemployment rate ratios above the average were Brazil (2.3 times), Chile (2.5 times), Jamaica (2.4 times) and Uruguay (2.7 times). Colombia (2.1 times), Mexico and the Bolivarian Republic of Venezuela (1.9 times in both countries), Peru (1.8 times) and Trinidad and Tobago (2.1 times) had ratios below the regional average (Tables 1-A and 3-A of the Statistical Annex). A better comparison is the ratio between the youth unemployment rate and the adult unemployment rate. In the few countries with available information, this ratio was even higher than the youth-to-total unemployment rate ratio, as expected. In Brazil, between January and November 2008, the youth unemployment rate (15 to 24 years) was 3.3 times higher than that of adults (25 years and over). In the first three quarters of 2008, the national youth unemployment rate (14 to 24 years) in Mexico was 2.6 times that of adults (25 years and over), whereas it was 2.4 times higher during the same period in the Bolivarian Republic of Venezuela.

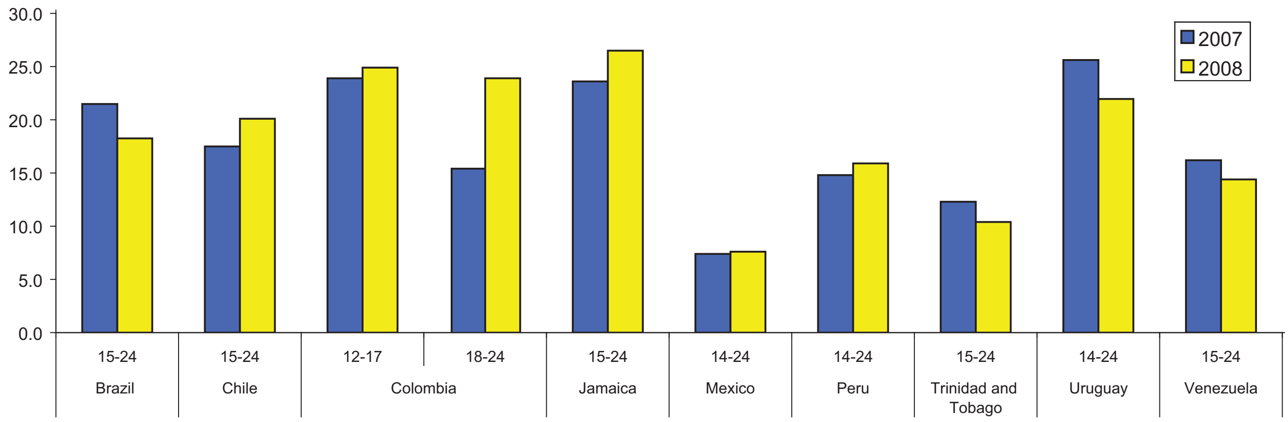
The declining total unemployment rate is also observed in the youth unemployment rate in Brazil, the Bolivarian Republic of Venezuela, Trinidad and Tobago and Uruguay. This was not the case in Colombia (13 metropolitan areas) where the youth unemployment rate for youth ages 12 to 17 and ages 18 to 24 increased, despite the decline from high levels in total unemployment in the first three quarters of 2008 compared with the same period in 2007. In addition, in Peru (Metropolitan Lima), where the total unemployment rate declined until the third quarter 2008, the youth unemployment rate increased. In the Bolivarian Republic of Venezuela and Brazil, although the unemployment rate diminished among all age groups, the youth unemployment rate fell more than did that of adults. In Chile and Jamaica, the youth unemployment rate rose, as did the total unemployment rate. In Mexico, the unemployment rate among youth and adults increased by the same amounts (Figure 11).

Youth, like women, are more vulnerable to the economic crisis. Besides having the highest levels of unemployment, regional experience indicates that when economies contract, GDP growth declines and unemployment rises, and unemployment among youth increases more rapidly and intensively than that among adults, making it the segment most affected by economic slowdowns. In addition, most youth entering the labour market generally have precarious jobs, without labour contracts, social protection or job stability. Moreover, since a large proportion of unemployed youths comes from poor households, there is a greater danger of perpetuating the vicious cycle of the inter-generational transmission of poverty.

FIGURE 11

LATIN AMERICA AND THE CARIBBEAN (NINE COUNTRIES): URBAN YOUTH UNEMPLOYMENT RATE, JANUARY - NOVEMBER 2007 and 2008

(Percentages)



Source: ILO, based on official country information (Table 3-A of the Statistical Annex).

Box Article 3

GOOD POLICY PRACTICES ON MINIMUM WAGE AND SOCIAL SECURITY: THE CASES OF BRAZIL AND CHILE

Below are two cases of good policy practices in countries of the region: the minimum wage in Brazil and social protection reform in Chile. Both cases represent significant advances in equality in these countries and both were achieved through policies associated with key dimensions of decent work.

Brazil: the Redistributive Role of the Minimum Wage

The minimum wage (MW) is a key indicator for earnings trends in Brazil. It determines the earnings of formal workers who receive the MW and of those whose earnings are expressed in multiples of the MW (called the *numeraire effect*) as well as for informal workers whose wages equal the MW (*lighthouse effect*). There is ample evidence to suggest that the MW acts as a reference indicator for job earnings. Workers and employers negotiate wages often using the MW as a reference.

The MW also serves as a reference for pensions and unemployment benefits. An increase in the MW leads to increases in both benefits, thereby making a major contribution to the well-being of pensioners, unemployed persons and their families. However, since a MW hike has a strong impact on the budget, different Brazilian government administrations have been hesitant to raise it in real terms.

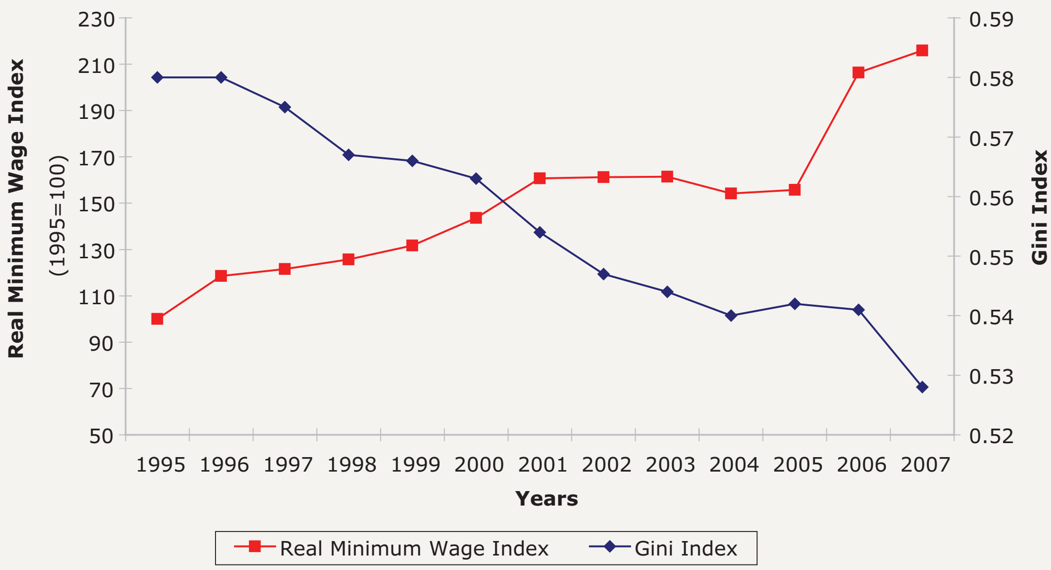
With respect to MW coverage, it is estimated that approximately 17.8 million wage earners in Brazil earned 1 MW or more but less than 2 MW in 2006, of which 7.4 million were women. Therefore, the level of the MW is extremely important in terms of the standard of living of households of workers earning the MW.

From the beginning of this decade, and especially during the past four years, Brazil has significantly reduced poverty and inequality levels. At the same time, the MW experienced strong growth after 15 years of decline and stagnation. The percentage of workers whose earnings were below the poverty line decreased from 22.7% in 1999 to 14.3% in 2006, whereas the Gini index, a measure of income inequality where 0 is perfect equality, fell from 0.563 in 2000 to 0.528 in 2007 (Figure 3a).

FIGURE 3a

BRAZIL: CHANGE IN THE REAL MINIMUM WAGE AND INCOME DISTRIBUTION, 1995-2007 a/

(Percentages)



Source: ILO, based on DIEESE and IBGE (PNAD survey).

a/ Minimum wage data are for the Municipality of São Paulo.

In addition, the real minimum wage in Brazil reached the equivalent of U.S. $ 200 in April 2008, 50% higher than that of 2000. Moreover, between 2000 and 2006, employment and the formalization of employment expanded vigorously. Formal employment is defined in Brazil as the total number of employed persons who have a duly accredited employment card (*carteira assinada*), which demonstrates that they are registered with the Ministry of Labour and are covered by the social security system. Formal employment includes domestic workers, military personnel and government employees, employers and own-account workers who contribute to social security. During the period 2000-2006, formal employment increased at an annual rate of 4.1% whereas informal employment rose at a rate of 1.2%. This trend, which reflects an important expansion of quality employment, is corroborated by the increase in the percentage of employed persons contributing to social security, which rose from 42.3% to 51% between 1999 and 2007.

As João Saboia reported in a recent study (2007), the Brazilian government's decision to raise the MW in recent years has had a notable impact on income distribution. Based on data from the National Household Sample Survey (PNAD), the study found that the MW increase was responsible for 73% of the improvement in income distribution during the period 1995-2005, considering all individuals with income. Considering family income, the MW accounted for 64% of the improvement in income distribution as measured by the Gini Index. Moreover, the study concluded that the effect of the MW increase on reducing the Gini Index (44%) was much stronger than the effect of pensions (21%). This is because job earnings totalled nearly four times the amount of pensions in 2005.

The redistributive effect of the Brazilian MW is significant in both general terms and for specific groups. Wage policy changes contribute to the well-being of the most vulnerable groups in Brazilian society—women, Brazilians of African descent and youth, as well as less educated individuals and the elderly. For example, nearly 30% of domestic workers (a segment which accounts for 8% of total employment and 18% of employed women in Brazil) receive the MW.

The MW plays a key role in determining the income of a large contingent of the labour force in Brazil. For this reason, Brazilian government policy to raise the MW has significantly contributed to increasing the income of many Brazilians. This measure does not seem to have produced any negative effects on employment growth or the level of employment formalization in the country. To the contrary, both indicators have improved markedly. It can be concluded that raising the real MW in Brazil has had a favourable impact on the country since by increasing the earnings of many low-income workers; it has contributed to narrowing the wage gap and to raising family income, thereby demonstrating the usefulness of the MW as a tool for redistributive policy.

Chile: Pension System Reform Targeting the Poor and Women

In 2008, the Chilean government launched a major reform of the pension system based on individual capitalization and the private administration of pension funds, with the incorporation of a solidarity component, as well as institutional changes that will permit significant advances toward expanded coverage and gender equality. This will lead to greater coverage of beneficiaries, increased coverage of own-account workers and an expansion of the scope of the pension system, in a context of fiscal discipline.

The reform, which was unanimously approved by Congress and which became Law 20.255 in March 2008, is the widest-ranging reform of the Chilean pension system since 1981, when it became the first nation to create such a system in Latin America. It is the most important social reform of the past 25 years, in terms of its impact on the structure of the social protection system and its effects on the well-being of current and future generations, as well as due to the influence the individual capitalization plan has on other countries.

The most important change was the creation of a solidarity pension system, which since mid 2008 pays a basic pension to individuals living in poverty and provides a solidarity pension subsidy to those who receive low pensions, financed with fiscal income. Government contributions to old age and disability pensions will reach an estimated 40% of the most vulnerable segment of the population by 2009, a percentage that will increase to an estimated 60% by 2012. Moreover, the solidarity pension subsidy consists of a supplement contribution provided by the State to those persons who, having contributed to the pension system, have pensions which are below the solidarity threshold or higher than this but less than US$ 400. In other words, it is a supplement for low-paid workers who have made an effort to contribute to the system.

Women will receive 63.5% of all solidarity pensions. This will help narrow the gender gap in social protection coverage. The reform includes measures to increase women's pension savings through a bonus for each live-born child, equivalent to 18 months of contributions based on the minimum wage and implementing gender-specific premiums for disability and survivorship insurance, which favours women due to their lower claim rate. In addition, in the case of divorce or annulment, a division of the accumulated balance of the individual account will be authorized in order to pay the partner for economic compensation. This generally favours women because they are much more likely to make unpaid contributions to the household economy.

The reform began in 2006 with the preparation of a report on the Presidential Advisory Council for the Reform of the Pension System, subsequent to hearing the opinion of numerous actors, which served as input for the Inter-ministerial Committee to draft a law bill. Thus, the work of technical experts, politicians and social actors permitted the consensus-building required to pass the bill into law.

The ILO has contributed to this reform process from the beginning through its work with constituent groups and technical teams who prepared a reform proposal. This collaboration focused on the dissemination of ideas and possibilities for consensus to reform the system, which included contributory and non-contributory aspects. It also provided studies, technical tools and criteria for achieving greater visibility and establishing priorities associated with increased coverage, improved pension benefits and gender equality.

Based on a set of basic principles of social security originating from the International Labour Conference, the ILO pointed out three key areas for public pension policy during this process: coverage, solidarity and financial sustainability. With respect to coverage, the ILO called attention to the situation of low-income workers, own-account workers and gender considerations. The ILO recommends a strategy combining contributory and non-contributory instruments because this combination may be the most appropriate for workers of median contributive means. To that end, it proposed combining mandatory compliance, incentives and improved administration.

With respect to the solidarity component, given that jointly, all pension programmes in Chile could not in practice be characterized as forming a «system» due to their limited, inadequate linkages, the ILO suggested that the reform involve redesigning programmes to strengthen them as a system where solidarity with poor beneficiaries would become a key component linked to the other components. Its financing should be based on tax income as well as solidarity wage contributions.

With respect to reducing gender inequality, the ILO recommended addressing this issue through the effective design of the solidarity component. This would help avoid situations in which the system would exacerbate the disparities facing women in the labour market. Thus, the elimination of gender inequalities should be achieved through a set of policies and instruments.

With respect to financial sustainability, the ILO informed the Council on the technical assistance given to the Budget Office to develop a model for financial-actuarial projections to estimate the fiscal responsibilities derived from the pension system.

Finally, the ILO stressed the importance of: (a) including in the reform debate the role that the pension system would have with respect to the medium- and long-term objective, which is to reduce inequalities in income distribution; (b) considering transition rules to take into account gradual adjustments related to demographic changes (for example, in retirement ages); and (c) establishing effective mechanisms of representation for pension beneficiaries in institutions that administer and manage pensions.

Most of the ILO proposals were included in the pension reform implemented in Chile. While the enactment of the reform represents a milestone for Chile and for Latin America in general, full implementation of the reform is needed to achieve the desired impact and to enable its evaluation.

Changes in Real Wages

The economic growth of recent years yielded vigorous labour demand, which was reflected in job creation. Nonetheless, real wages experienced only modest increases. In the period 2003-2007, the weighted real average wages for 12 countries with available information rose by an estimated 0.7%, which was lower than the increase in estimated labour productivity for the period (1.8%). This trend continued in 2008, also influenced by the spike in inflation occurring in most of the countries. The increase in the purchasing power of real average wages declined from 3.7% to 3.2% in the first 10 months of 2007 and 2008, respectively. Nevertheless, if Argentina is excluded, which according to official figures recorded increases markedly above the average (8.4%), the estimated increase for the remaining countries would be only 0.6% for 2008, half the rate of estimated labour productivity growth for these countries (1.2%).

Moreover, the increase in real median wages for the period January-October 2008 was only 0.3%. This figure differed from the weighted average because the loss of purchasing power was greater in smaller countries.

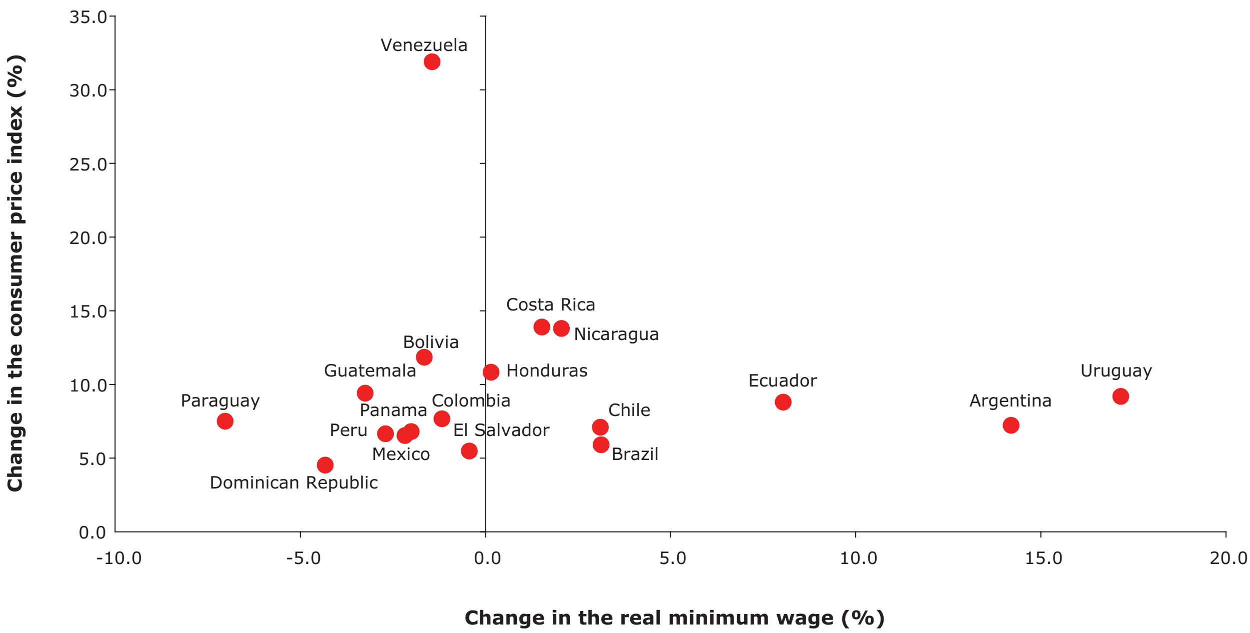
In addition to Argentina, other countries that recorded an increase in real average wages were Brazil, Mexico, Peru and Uruguay. Countries that experienced declines in the purchasing power of real wages were Chile, Colombia, Costa Rica, Nicaragua and Venezuela, the last three of which registered the highest rate of inflation in the region (Tables 9-A and 11-A of the Statistical Annex).

The increase in the weighted average of real minimum wages slowed from 5.0% in 2007 to 3.7% in 2008, the smallest annual increase registered since 2004. This decline reflects the reduction of real minimum wages in 10 of the 18 countries with available information, whereas eight countries recorded an increase.

As Figure 12 demonstrates, the countries with the largest accumulated losses of the real minimum wage in 2008 were Paraguay (-7.0%), the Dominican Republic (-4.3%) and Guatemala (-3.2%), whereas those with the highest increases were Uruguay (17.2%), Argentina (14.2%) and Ecuador (8.0%).

FIGURE 12

LATIN AMERICA (18 SELECTED COUNTRIES): INFLATION AND THE REAL MINIMUM WAGE, 2008
(Accumulated change, December to December)



Source: ILO, based on official country information.

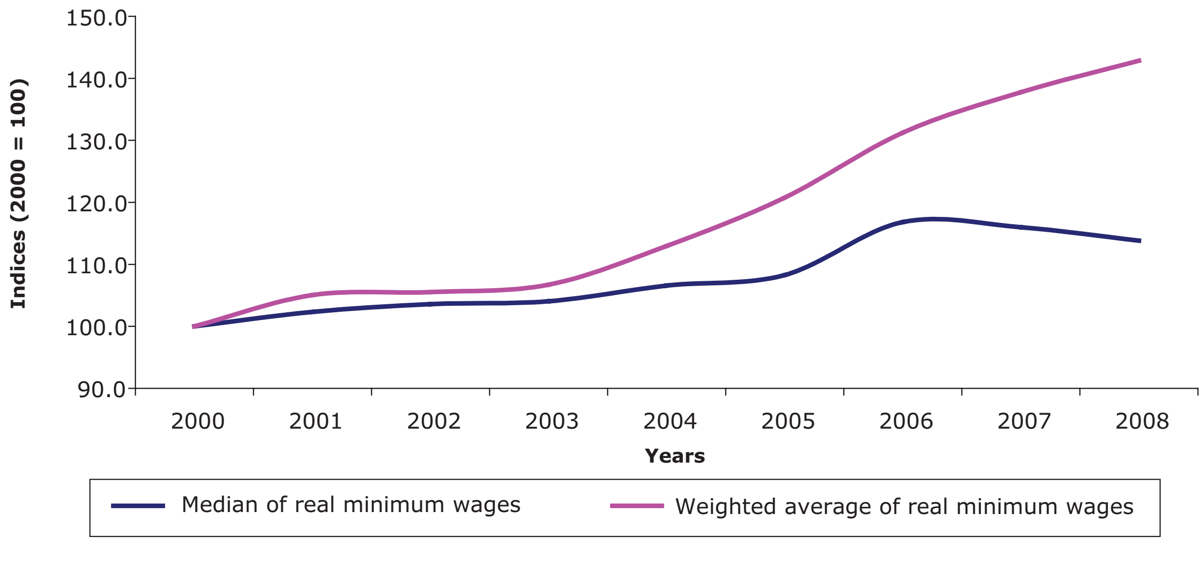
Moreover, unlike real average wages, the countries with the highest inflation levels were not necessarily those with the greatest losses in the purchasing power of real minimum wages. For example, in Costa Rica and Nicaragua, which belong to the group of countries that recorded double-digit inflation, the increase in nominal minimum wages was slightly higher than inflation, yielding a slight increase in minimum wages in real terms. By contrast, the Dominican Republic and El Salvador, countries in the group studied with the lowest inflation indices, also experienced losses in the purchasing power of their minimum wages.

The conservative wage policies of most of the countries in the region contributed to the trend in real minimum wages. In the period 2000-2008, the trend in the weighted average of real minimum wages and that of their median differed. While real minimum wages experienced a significant recovery in some countries, especially Argentina since 2004 and Brazil and Uruguay beginning in 2005, in the remainder of the countries, increases in minimum wages merely compensated for inflation or attempted to adjust to expected inflation. Therefore, in the period analyzed, the weighted average of real minimum wages grew at an annual rate of 4.3%, a figure well above the 1.7% annual growth rate registered for the median of the real minimum wage (Figure 13).

The above information clearly indicates that most of the countries in the region will face the global financial crisis with wage levels that have retracted or have experienced only modest increases despite the economic growth of recent years. A recent ILO study included the following proposals to address the challenge of adopting measures to mitigate the loss of purchasing power of wages in the context of a slowdown in economic growth: encourage social partners to define measures to prevent the future reduction of the wage share of GDP compared with the profit share; increase minimum wages whenever possible to protect the lowest-income workers and extend their coverage to include vulnerable groups; strive to avoid using minimum wages as a substitute for collective bargaining in an effort to achieve their complementary use; and accompany minimum wage policies with credible enforcement mechanisms involving labour inspectors as well as social partners to ensure the observance of labour laws. The report generally supports the idea that it is necessary to reaffirm the key role of labour market institutions[2].

FIGURE 13

LATIN AMERICA (18 COUNTRIES):
WEIGHTED AVERAGE AND MEDIAN OF REAL MINIMUM WAGES, 2000-2008
(2000 = 100)



Source: ILO, based on official country information.

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[2] ILO, Global Wage Report, 2008/09. Minimum Wages and Collective Bargaining: Toward Policy Coherence. Geneva, 2008.

Box Article 4

THE LABOUR MARKET OF CENTRAL AMERICA AND THE DOMINICAN REPUBLIC: RURAL AREAS AND AGRICULTURE IN THE CRISIS

The subregion of Central America and the Dominican Republic experienced significant economic growth between 2003 and 2007, more than 5% on average, with particularly strong growth in Costa Rica, Panama and the Dominican Republic. Nevertheless, in 2008 this expansion began to slow due to the slowdown of the global economy stemming from the international economic crisis and the recession that began in the United States in December 2007. The United States is the main trade, financial and investment partner of these countries, as well as a source of family remittances for the subregion.

Rural areas and the agricultural sector contribute a significant share of GDP and employment in the economies of the subregion, which contrasts with the enormous precariousness of employment in these sectors. In a context of economic crisis like the current one, the most vulnerable segments of the population in the labour market–mainly women, indigenous peoples, people of African descent and youth—are also those most affected by slower economic growth or a recession because they are less likely to receive dignified wages and adequate social protection, particularly if they live in rural areas.

The ILO's 2006-2015 Regional Agenda for Decent Work in the Americas acknowledges the importance of decent work in the rural sector and local development to fight poverty. It proposes improving working conditions and raising productivity of rural economic activities, including those of indigenous populations.

Employment in Rural and Urban Areas of the Subregion

In 2007, Central America and the Dominican Republic had a total working-age population of 36.5 million, of which 19.3 million were employed and 1.3 million unemployed. This means that, on average, the subregion had an unemployment rate of 6.3%, more than one percentage point below the 2006 rate.

It is estimated that 42.5% of the population of the subregion, or 15.5 million people, lived in rural areas in 2007. Central American countries generally differentiate between «urban» and «rural» based on the characteristics of the population centre. Urban centres are defined as those having public water and sewerage systems, electric power, sidewalks, schools and other services whereas those lacking these services are considered rural areas.

Labour markets in Central America have a structural deficit in terms of generating decent work because their productive structure is poorly diversified, and where an important rural base persists which is characterized by low productivity and traditional practices. In urban areas of the subregion, the labour force participation rate in 2007 was 57.4%, slightly higher than the 55.2% recorded in rural areas. The unemployment rate in urban areas was 7.4%, exceeding the 4.9% for rural areas. The lower rural unemployment rate is consistent with the higher rate of poverty in this geographical area since the most vulnerable populations are less in a position to remain unemployed (Table 4a).

Women remain more vulnerable than men in the labour market of the subregion. The male labour force participation rate was 1.8 times higher than the female participation rate in 2007 for the subregion as a whole. The gap in the labour force participation rate by sex is higher in rural areas (2.3 times) than in urban areas (1.5 times). The gap in the unemployment rate by sex is also higher in rural areas (2.2 times) than in urban areas (1.4 times), underscoring the double risks rural women face in entering the labour market.

In 2007, 42.0% of employed persons in the subregion worked in rural areas (48.0% in Guatemala and 53.0% in Honduras). Wage and salaried employment, which is generally associated with occupations that are more stable than own-account employment, predominate in the urban sector of the subregion, reaching 57.7% (70.2% in Costa Rica and 69.3% in Panama) whereas this type of employment accounted for only 35.7% of employment in rural areas. In rural areas, own-account workers predominate, especially in Guatemala (46.8%), Honduras (44.6%) and the Dominican Republic (48.5%). There is also a high incidence of rural unpaid family workers in the subregion (16.5%). Guatemala, Honduras and

TABLE 4a

CENTRAL AMERICA AND THE DOMINICAN REPUBLIC: LABOUR FORCE PARTICIPATION RATE, EMPLOYMENT-TO-POPULATION RATIO AND UNEMPLOYMENT RATE OF THE WORKING AGE POPULATION BY GEOGRAPHIC AREA AND SEX, 2007 a/

(Percentages)

Indicator	Costa Rica	Dominican Republic	El Salvador	Guatemala b/	Honduras	Nicaragua	Panama	Total Subregion
National Total								
Net labour force participation rate								
Total	57.0	56.3	62.1	58.5	51.1	51.1	62.7	56.5
Men	73.2	69.4	81.0	77.3	70.5	66.8	79.3	73.4
Women	41.5	43.4	46.7	41.9	33.7	36.5	46.8	41.1
Employment-to-population ratio								
Total	54.4	47.6	58.1	57.1	49.6	48.6	58.7	52.9
Men	70.8	62.9	74.4	75.5	68.4	63.6	75.3	69.7
Women	38.7	32.5	45.0	40.9	32.7	34.7	42.8	37.6
Unemployment rate								
Total	4.6	15.6	6.3	2.3	2.9	4.9	6.4	6.3
Men	3.3	9.4	8.2	2.4	2.9	4.8	5.0	5.0
Women	6.8	25.2	3.7	2.3	2.9	5.0	8.6	8.5
Urban areas								
Net labour force participation rate								
Total	58.5	56.5	63.6	59.9	51.7	50.6	62.6	57.4
Men	72.5	67.9	78.4	73.6	64.6	60.8	76.0	70.2
Women	45.7	45.8	52.2	48.3	40.9	41.7	50.4	46.3
Employment-to-population ratio								
Total	55.7	47.6	59.9	58.0	49.7	47.1	57.7	53.2
Men	70.0	61.1	72.2	71.0	62.0	56.2	71.0	65.8
Women	42.6	34.9	50.4	46.9	39.4	39.2	45.6	42.2
Unemployment rate								
Total	4.8	15.7	5.8	3.2	3.9	6.9	7.8	7.4
Men	3.4	10.0	7.9	3.5	4.1	7.6	6.5	6.3
Women	6.8	23.7	3.4	2.8	3.6	6.0	9.6	8.9
Rural Areas								
Net labour force participation rate								
Total	54.6	56.1	59.1	57.0	50.5	51.9	63.1	55.2
Men	74.2	72.0	85.8	81.0	75.3	74.4	85.3	77.5
Women	35.0	38.9	35.7	35.2	26.9	28.7	39.1	33.7
Employment-to-population ratio								
Total	52.3	47.6	54.7	56.2	49.5	50.8	60.9	52.6
Men	71.9	65.9	78.4	80.0	73.7	73.0	83.1	74.7
Women	32.6	27.9	34.0	34.6	26.4	27.9	36.7	31.0
Unemployment rate								
Total	4.3	15.1	7.4	1.4	2.1	2.1	3.6	4.9
Men	3.1	8.4	8.6	1.2	2.1	1.8	2.5	3.5
Women	6.8	28.4	4.8	1.7	1.9	3.0	6.1	7.8

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

a/ The working age is defined in the household survey of each country.
b/ 2006 data from the National Living Standards Survey (ENCOVI).

Nicaragua had higher than average rates for this type of employment (Table 4b).

Microenterprises (establishments with a maximum of five workers) accounted for 72.2% of rural sector jobs in the subregion, with El Salvador, Guatemala, Honduras and Nicaragua having the highest rates. In Latin America, microenterprises are generally associated with the informal sector, with low productivity and where many workers lack social protection. In urban areas of the subregion, there is a more equitable distribution in terms of employment by establishment size since microenterprises account for 51.2% of urban employment, small establishments for 13.2% and medium-sized and large establishments for 35.6%.

In the subregion, 26.4% of urban workers earn less than the legal minimum wage; however this value reaches 42.3% in rural areas, with El Salvador (55.6%), Honduras (52.9%) and Panama (77.6%) having the highest percentages. These data reflect the low earnings of rural workers in the subregion, which is a key factor contributing to the high levels of poverty in rural areas.

TABLE 4b

CENTRAL AMERICA AND THE DOMINICAN REPUBLIC: PROFILE OF EMPLOYED PERSONS BY GEOGRAPHIC REGION, 2007/a

(In percentages of employed persons)

Indicators	Costa Rica	Dominican Republic	El Salvador	Guatemala b/	Honduras	Nicaragua	Panama	Total Subregion
National Total								
Situation in Employment								
Wage and salaried workers	67.7%	47.9%	55.6%	37.1%	44.7%	50.7%	59.7%	48.4%
Own-account workers	17.9%	39.0%	28.5%	37.5%	38.5%	33.4%	26.4%	33.7%
Employers	7.2%	4.2%	4.6%	3.6%	2.3%	4.5%	3.1%	4.0%
Unpaid family workers	1.8%	3.2%	6.7%	18.6%	11.7%	11.4%	5.2%	10.0%
Domestic service workers	5.3%	5.8%	4.7%	3.2%	2.8%	-	5.7%	3.8%
Size of establishment c/								
Microenterprise	45.8%	54.3%	59.1%	67.6%	65.2%	65.6%	46.7%	60.0%
Small establishment	13.9%	10.8%	11.2%	13.8%	7.0%	14.2%	11.6%	12.0%
Medium and large establishments	40.3%	34.8%	29.7%	18.6%	27.8%	20.1%	41.8%	28.1%
Employment characteristics								
With earnings below the minimum wage	35.0%	33.0%	35.8%	25.9%	38.7%	29.0%	50.0%	33.1%
Urban Areas								
Situation in Employment								
Wage and salaried workers	70.2%	54.2%	59.9%	50.9%	55.1%	59.1%	69.3%	57.7%
Own-account workers	17.0%	33.8%	25.9%	28.7%	31.6%	32.0%	19.8%	28.1%
Employers	7.2%	4.6%	5.1%	5.0%	3.5%	4.2%	3.5%	4.8%
Unpaid family workers	1.0%	2.1%	4.9%	11.3%	6.0%	4.7%	0.9%	5.3%
Domestic service workers	4.6%	5.4%	4.1%	4.0%	3.9%	-	6.5%	4.1%
Size of establishment c/								
Microenterprise	40.9%	47.9%	52.6%	59.0%	51.8%	58.7%	36.1%	51.2%
Small establishment	14.0%	12.7%	11.8%	15.9%	8.3%	15.3%	11.4%	13.2%
Medium and large establishments	45.1%	39.4%	35.6%	25.1%	39.9%	26.0%	52.6%	35.6%
Employment characteristics								
With earnings below the minimum wage	27.7%	27.7%	26.4%	25.1%	22.8%	23.4%	35.4%	26.4%
Rural Areas								
Situation in Employment								
Wage and salaried workers	63.6%	36.3%	46.3%	22.5%	35.4%	39.7%	41.5%	35.7%
Own-account workers	19.3%	48.5%	34.0%	46.8%	44.6%	35.2%	38.9%	41.4%
Employers	7.3%	3.4%	3.4%	2.0%	1.3%	4.9%	2.3%	3.0%
Unpaid family workers	3.2%	5.3%	10.5%	26.4%	16.9%	20.1%	13.3%	16.5%
Domestic service workers	6.6%	6.4%	5.9%	2.3%	1.8%	-	4.1%	3.4%
Size of establishment c/								
Microenterprise	53.8%	66.3%	73.0%	76.8%	78.8%	74.6%	66.7%	72.2%
Small establishment	13.8%	7.4%	10.0%	11.6%	5.7%	12.9%	12.0%	10.3%
Medium and large establishments	32.4%	26.3%	17.0%	11.6%	15.5%	12.5%	21.3%	17.5%
Employment characteristics								
With earnings below the minimum wage	47.0%	42.9%	55.6%	26.7%	52.9%	36.4%	77.6%	42.3%

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

a/ The working age is defined in the household survey of each country.
b/ 2006 data of the National Living Standards Survey (ENCOVI).
c/ Microenterprise: with a maximum of five workers. Small establishment: from six to 20 workers. Medium-sized and large establishments: 21 or more workers.

Agricultural and Non-agricultural Employment in the Subregion

Unlike the term «rural,» which in the case of Central America generally refers to population centres lacking basic services, the «agricultural sector» refers only to agricultural productive activities, as defined by national accounts classifications.

Traditional products of the Central American subregion include coffee, sugar and banana. Coffee has the largest cluster of agribusinesses in the subregion, where thousands of small-, medium- and large-scale producers, manufacturers and exporters participate. The coffee industry is thus a major source of job creation. The sugar industry is next in importance in terms of job creation, which includes migrant workers (for example, Nicaraguans who migrate to Costa Rica during the cane-cutting season). In the case of banana, the productive and trade structure is dominated by multinational firms.

Although agricultural goods have benefited from the recent hike in food prices, they are also exposed to recurrent price crises, the lack of added value in the final product and devastating natural events such as Hurricane Mitch in 1998. In recent years, the countries of the subregion have begun to produce non-traditional crops, such as melon, watermelon, papaya and citrus fruits. Moreover, they have begun to produce for quality differentiation in foreign markets, such as organic coffee (Costa Rica) and organic beef (Nicaragua). Agricultural producers in Central America vary widely, encompassing everything from subsistence farmers to high-value crop producers who export their products.

With some exceptions, most agricultural employment is seasonal and low-paid, reflecting the fact that manual labour in agriculture does not require formal training. For this reason, it is the sector with the highest concentration of child labour in the subregion. Agriculture accounts for more than 50% of child labour in Guatemala, Honduras and Nicaragua. Agricultural workers face special occupational risks because they may be exposed to pesticides and other dangerous substances, as well as machinery and tools whose operation without adequate training may lead to accidents or other health risks. In this regard, ILO Convention 184, the Safety and Health in Agriculture Convention (2001), provides valuable recommendations for ensuring safety and occupational health in the agricultural sector.

The comparative analysis between agricultural and non-agricultural activities reveals major differences in the quality of employment by sector. Labour trends in the agricultural sector of Central America and the Dominican Republic are similar to those described above for the rural sector. The agricultural sector is characterized by own-account employment (almost 50% of employed persons), microenterprises (nearly three of every four workers) and low earnings (nearly one of every two workers receives wages below the minimum wage) (Table 4c).

TABLE 4c

CENTRAL AMERICA AND THE DOMINICAN REPUBLIC: PROFILE OF EMPLOYED PERSONS BY COUNTRY (TOTAL NATIONAL AREA) AND TYPE OF ACTIVITY, 2007 [a/]

(In percentages of employed persons)

Indicators	Costa Rica	Dominican Republic	El Salvador	Guatemala [b/]	Honduras	Nicaragua	Panama	Total Subregion
Agricultural Activities								
Situation in employment								
Wage and salaried workers	64.3%	16.0%	44.4%	9.8%	32.1%	31.1%	30.3%	24.3%
Own-account workers	21.2%	69.0%	34.4%	54.6%	46.6%	34.5%	44.3%	48.3%
Employers	9.2%	4.2%	5.4%	1.4%	1.3%	7.4%	2.4%	3.2%
Unpaid family workers	5.2%	10.7%	15.8%	34.1%	20.0%	26.9%	23.0%	24.2%
Domestic service workers	0.2%	0.0%	0.0%	0.0%	0.0%	-	0.0%	0.0%
Size of establishment [c/]								
Microenterprise	53.8%	86.3%	79.2%	79.3%	69.3%	76.9%	77.0%	76.2%
Small establishment	10.7%	4.3%	10.7%	11.1%	3.7%	13.0%	13.5%	9.1%
Medium and large establishment	34.9%	9.3%	10.0%	9.6%	7.0%	10.0%	9.5%	10.4%
Employment characteristics								
With earnings below the minimum wage	59.5%	56.0%	80.2%	26.6%	62.3%	38.9%	91.4%	47.9%
Non-agricultural activities								
Situation in employment								
Wage and salaried workers	68.1%	53.4%	57.7%	50.6%	51.3%	58.2%	66.1%	56.1%
Own-account workers	17.5%	33.8%	27.4%	29.1%	34.2%	33.0%	22.5%	29.1%
Employers	6.9%	4.2%	4.4%	4.6%	2.8%	3.4%	3.2%	4.3%
Unpaid family workers	1.3%	1.9%	5.0%	11.0%	7.4%	5.3%	1.3%	5.4%
Domestic service workers	6.1%	6.8%	5.6%	4.8%	4.3%	-	6.9%	5.1%
Size of establishment [c/]								
Microenterprise	44.6%	48.4%	55.1%	61.9%	55.4%	61.3%	40.0%	53.7%
Small establishment	14.4%	12.0%	11.3%	15.2%	8.1%	14.6%	11.1%	12.7%
Medium and large establishment	41.0%	39.5%	33.6%	22.9%	36.4%	24.1%	48.8%	33.5%
Employment characteristics								
With earnings below the minimum wage	31.5%	29.1%	27.5%	25.5%	26.2%	25.2%	40.9%	28.4%

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

a/ The working age is defined in the household survey of each country.
b/ 2006 data of the National Living Standards Survey (ENCOVI).
c/ Microenterprise: maximum of five workers. Small establishment: from six to 20 workers. Medium-sized and large establishments: 21 or more workers.

In non-agricultural activities, wage and salaried employment predominates (more than 50%) and medium-sized and large establishments account for a major share of employment (one out of three workers) whereas the percentage of employed persons earning below the minimum wage in non-agricultural activities (28.4%) is much lower than that recorded for agricultural activities (47.9%).

There are important differences between countries: the Dominican Republic and Guatemala have very low levels of wage and salaried employment in agricultural activities, as well as high percentages of own-account employment. Costa Rica has a high percentage of wage and salaried employment in the agricultural sector and a more balanced distribution of employment among microenterprises, medium-sized and large establishments. Unpaid family workers are much more prevalent in agricultural activities than in non-agricultural activities, especially in Guatemala, Honduras, Nicaragua and Panama. The percentage of employment in microenterprises is very high in agricultural activities in the Dominican Republic, El Salvador, Guatemala, Nicaragua and Panama, surpassing 75.0% in each of these countries.

Conclusions

The economic slowdown is expected to continue in 2009, which will result in GDP growth in the subregion ranging from 2.0% to 3.0%, leading to a decline in per capita GDP. This will have a negative effect on decent work, poverty and human development in the subregion. Job creation will be insufficient with respect to the increase in the labour supply, most likely generating an increase in unemployment rates. Precarious employment, informality and child labour is expected to increase in countries whose economies lack broad-based social protection systems and unemployment benefits.

Faced with this scenario, it is vital to intensify efforts to advance toward a decent work agenda, with an emphasis on rural areas and the agricultural sector, which have the largest decent work deficit. The recommendations in ILO Convention 184 on Health and Occupational Safety in Agriculture (2001) should be fulfilled to guarantee safe and healthy jobs for all agricultural workers. It is equally important to continue efforts to reduce child labour, a phenomenon that tends to increase in times of crisis. Moreover, the effective compliance of the minimum wage should be promoted to ensure an income floor for low-skilled workers, especially those working in rural areas, where violations of minimum wage regulations are high, which exacerbates poverty in these areas. A culture of compliance with labour rights contributes to fair trade practices.

The responses to the crisis in the countries of the subregion overall, and in the agricultural sector in particular, should include productive solutions. The expansion of non-agricultural activities in rural areas should be promoted to improve the quality of employment and to increase earnings. To achieve this requires investing in rural productive and social infrastructure, generating a positive impact on productivity, and consequently, on improving income and alleviating poverty, prioritizing the use of labour-intensive technologies, as well as local hiring and support to microenterprises and small establishments for the production of goods and services.

ECONOMIC AND UNEMPLOYMENT FORECASTS FOR 2009

Forecasts for GDP growth in Latin America and the Caribbean for 2009 have been continually adjusted downward in response to signs that the impact of the global financial crisis will be more intense than expected. Projections for GDP growth in 2009 range from 3.2%, estimated by the IMF in October 2008, to the marked deceleration of 1.9% forecast by ECLAC in December 2008.

The region is better prepared than in previous crises thanks to the effects of growth in the past five years, which permitted some countries to accumulate high levels of international net reserves and to implement sound macroeconomic and fiscal policies. Nevertheless, the current global crisis presents several negative factors that are expected to affect Latin American and Caribbean countries.

First, the global slowdown will cause a reduction in foreign demand for exports and a decline in commodity prices. Its effects will vary by country and region, since it will depend on the volume of exports to developed countries, especially the United States, as well as the type of product exported. The U.S. economic recession is expected to have a greater impact on Mexico and Central America than on South America given that South American exports are more diversified in terms of destination markets and they are comprised of a larger share of commodities. For this same reason, the decrease in primary commodity prices will have a greater impact on South American countries than on the rest of the region given these countries' specialization in this type of product. Although commodity prices remain relatively high, they could decline further, as occurred in previous economic slowdowns in the region. In addition, a decrease in food and fuel prices will bring relief in some countries, especially low-income Central American countries, which import commodities, as well as many Caribbean countries. However, for Latin America and the Caribbean as a whole, the high prices of commodities have been essential for strengthening fiscal and trade balances and stimulating growth in recent years. A further rapid decrease will have a negative impact on the region.

The rise in unemployment in industrialized countries is expected to reduce the flow of remittances to the region, which will affect the well-being of families receiving these remittances, including many low-income families. Remittances represent an important source of income for many Latin American and Caribbean countries, especially in some Central American and Caribbean countries, where they account for more than 10% of GDP.

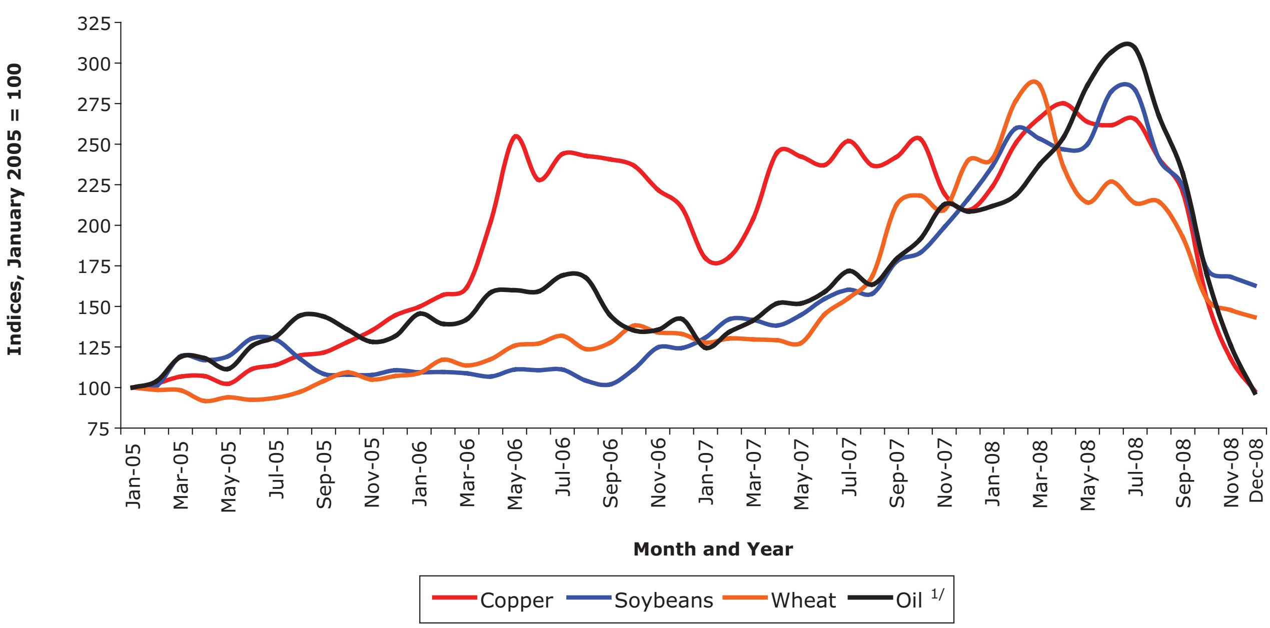
In addition, the global crisis is expected to affect tourism in the region, one of the fastest growing economic activities of recent years. For this reason, the flow of foreign currency generated by tourism is expected to diminish. The World Tourism Organization (WTO) estimates that tourism grew by 2% to 3% in 2008 worldwide, considerably less than the 6.6% recorded in 2007. In 2009, the WTO estimates a growth rate of 0% to 2%. Once again, some Central American and Caribbean countries will bear the brunt of the effects of stagnation in the tourism sector. However, this impact could be partially offset by the effect of lower inflation and currency depreciation.

The region also faces the risk of rising capital costs and restrictions of credit conditions. If the differentials between public bonds and corporate bonds continue to rise beyond current levels, countries of the region may find it difficult to finance new investment projects or maintain current ones. While governments and central banks around the world have taken measures to inject liquidity into their banking systems, credit flows are not expected to recover quickly given the greater risk aversion arising from the uncertainty with respect to the magnitude of the financial crisis' impact on the global economy.

FIGURE 14

TRENDS IN REAL PRICE INDICES OF SOME COMMODITIES OF LATIN AMERICA AND THE CARIBBEAN, 2005-2008

(January 2005 = 100)



Source: IMF, Primary Commodity Prices database.

1/ Simple price average of U.K. Brent, Dubai Fateh and West Texas Intermediate (WTI) crude oil for immediate delivery.

According to ECLAC, the pace of GDP growth will slow in all countries of the region in 2009. Argentina is expected to experience the greatest deceleration, from 6.8% in 2008 to 2.6% in 2009, whereas GDP growth in Brazil is expected to slow from 5.9% in 2008 to 2.1% in 2009. Uruguay, which at 11.4% led GDP growth in the region in 2008, will end 2009 with a growth rate of 4%. Peru, with an estimated growth rate of 5%, is expected to be the Latin American country with the highest growth rate in 2009, followed by Nicaragua (4.5%), the Dominican Republic (4%) and Bolivia and the Bolivarian Republic of Venezuela with 3% each. The remaining countries will register growth rates ranging from 2.6% to 1%, except for Mexico, which is expected to have the weakest growth, with a rate of 0.5%.

The Brazilian economy suffered the effects of the global financial crisis in the last months of 2008, for which reason a slowdown in economic growth is expected in 2009. In the first nine months of 2008, Brazil recorded GDP growth of 6.4% compared with the same period in 2007, supported by the expansion of the agricultural (6.7%), manufacturing (6.5%) and service (5.5%) sectors. Until August 2008, capital inflows remained strong, both for direct investment and stock holdings. Economic growth and domestic demand drove the strong growth in imports and the national currency continued to appreciate. However, the financial shock began to reverse this situation in September. The national currency depreciated more than 50% as a result of the decrease in lines of credit to foreign trade, the withdrawal of foreign investors in the stock market and the sending abroad of profit-earnings remittances from multinational subsidiaries.

One reason for the deterioration in economic activity in Brazil is the limited availability of credit from the financial system, which has been less willing to provide financing in light of the increased uncertainty generated by the global financial crisis. As a result, several productive sectors have begun to adjust their production levels, including the manufacturing, construction, mining and the iron and steel sectors. In addition to the weakening of domestic demand, the outlook for foreign demand is less favourable, mainly due to the weakened purchasing power of neighbouring countries.

The decline in economic activity in Brazil was reflected in the country's labour market in the last months of 2008, with reductions in registered employment in a trend that is expected to worsen in 2009, negatively affecting the different economic sectors. To address this crisis situation, the Brazilian government has launched an economic stimulus plan, which includes measures to promote credit for consumption and private sector investment, support export firms and sectors that create employment and the public banking system to provide private sector financing, together with tax cuts.

Due to its close financial and trade ties with the United States, Mexico is expected to experience a strong economic slowdown in 2009. This will not only have an impact on Mexican exports, but will also generate a decline in direct foreign investment, decreased financing to firms and a reduction of remittances and tourism, which will in turn have a negative effect on private consumption. Moreover, the expected continuing decline in oil prices in response to less favourable global economic growth forecasts will also have an impact on fiscal revenues. Nevertheless, counter-cyclical government measures can reduce the effects of the crisis in the real sector of the economy, promoting liquidity and stimulating economic activity.

The Mexican economy entered in a marked slowdown during the last quarters of 2008. During the first three quarters of 2008, GDP grew 2.3%, less than the 2.8% recorded during the period in 2007. Given the relatively low level of growth in 2007, 2009 is expected to be the third consecutive year of GDP growth below 4%.

The modest economic growth expected in 2008 in Mexico will result from a combination of sectors that expand (agriculture and services), others that stagnate (manufacturing) and a decline in construction. The economic environment was characterized by a reduction in public consumption in a context of currency appreciation. The U.S. recession led to a strong downturn in exports of commodities to that market, especially in the automotive sector, which between January and November 2008 declined by 3.6% with respect to the same period in 2007, whereas the other manufacturers targeting the U.S. market maintained positive growth (5.3%). Manufacturing exports to the non-U.S. market continued their annual growth, but at a slower pace, particularly the automotive sector. While the total value of exports grew 10.3% in the first 11 months of the year, this gain was offset by an 11.6% increase in imports, resulting in a balance of trade deficit of U.S. $ 13.972 billion.

The slower economic pace in Mexico had an impact on demand for labour and drove the increase in unemployment. As the Social Security Institute of Mexico (IMSS) figures showed a reduction in employment in 2008, it is possible the situation will not improve during the first part of 2009. Given the low projections for economic growth in 2009, insufficient to create the number of jobs necessary for a country such as Mexico, the unemployment rate is expected to continue its upward trend.

TABLE 3

LATIN AMERICA AND THE CARIBBEAN (19 SELECTED COUNTRIES): GDP GROWTH PROJECTIONS, 2008-2009
(Percentages)

Country	Reference		IMF [a/]		World Bank		ECLAC	
	2006	2007	2008 (Oct. 2008)	2009 (Oct. 2008)	2008 (Nov. 2008)	2009 (Nov. 2008)	2008 (Dec. 2008)	2009 (Dec. 2008)
Argentina	8.5	8.7	6.5	3.6	6.6	1.5	6.8	2.6
Bolivia	4.8	4.6	5.9	5.0	4.1	3.6	5.8	3.0
Brazil	4.0	5.7	5.2	3.5	5.2	2.8	5.9	2.1
Chile	4.3	5.1	4.5	3.8	4.2	3.4	3.8	2.0
Colombia	6.8	7.7	4.0	3.5	3.7	2.6	3.0	2.0
Costa Rica	8.8	7.3	4.0	3.5	4.0	3.9	3.3	1.0
Dominican Republic	10.7	8.5	4.7	2.8	0.4	6.2	4.5	1.5
Ecuador	3.9	2.5	3.0	3.0	2.5	0.8	6.5	2.0
El Salvador	4.2	4.7	3.0	2.6	2.0	2.6	3.0	1.0
Guatemala	5.3	5.7	4.5	4.0	2.8	2.6	3.3	2.0
Haiti	2.3	3.2	2.5	4.0	3.0	3.8	1.5	1.5
Honduras	6.3	6.3	4.2	4.0	3.1	4.0	3.8	2.0
Mexico	4.8	3.2	2.1	1.8	2.0	1.1	1.8	0.5
Nicaragua	3.9	3.8	3.0	3.5	2.2	1.5	3.0	2.0
Panama	8.5	11.5	8.3	7.8	7.8	3.3	9.2	4.5
Paraguay	4.3	6.8	5.5	4.2	4.2	3.0	5.0	2.0
Peru	7.6	8.9	9.2	7.0	8.5	5.2	9.4	5.0
Uruguay	7.0	7.4	6.5	5.5	4.7	2.8	11.5	4.0
Venezuela	10.3	8.4	6.0	2.0	5.3	1.0	4.8	3.0
Latin America and the Caribbean	**5.8**	**5.7**	**4.6**	**3.2**	**4.4**	**2.1**	**4.6**	**1.9**

Source: ILO, based on information from the IMF, World Bank and ECLAC.

a/ The IMF updated its GDP growth forecasts in November 2008: for Brazil, to 3.0% in 2009; and for Mexico, to 1.9% in 2008 and to 0.9% in 2009. GDP growth forecasts for Latin America and the Caribbean were adjusted to 4.5% in 2008 and 2.5% in 2009.

In light of the above, regional economic growth is expected to weaken in 2009, which will have an impact on labour trends. As UN Secretary General Ban Ki-moon said in November 2008, «the financial crisis is also an employment crisis.»

The slower pace of economic growth in the region was already apparent in the decline in the employment-to-population ratio in the third quarter of 2008, although a moderate increase is expected in the fourth quarter due to seasonal effects. Several countries recorded declines in registered wage and salaried employment during the last months of the year, including Brazil and Mexico, which given their market size have a major impact on the regional calculation. The trend toward slower job creation is expected to intensify in 2009, taking into account that in response to the financial crisis and restrictions of credit conditions, many firms will likely reduce their operational costs and payrolls, and even defer their investments, which will lead to an increase of persons employed in the informal sector.

In addition, greater labour force participation is expected, reflecting the incorporation of secondary workers from households joining the labour force to compensate for the reduced household income resulting from the loss among employment of household heads, as well as an interruption of immigration in some countries and the possible return of immigrants to their national markets, which will put increased pressure on labour markets, particularly in the unskilled, low-earnings segment.

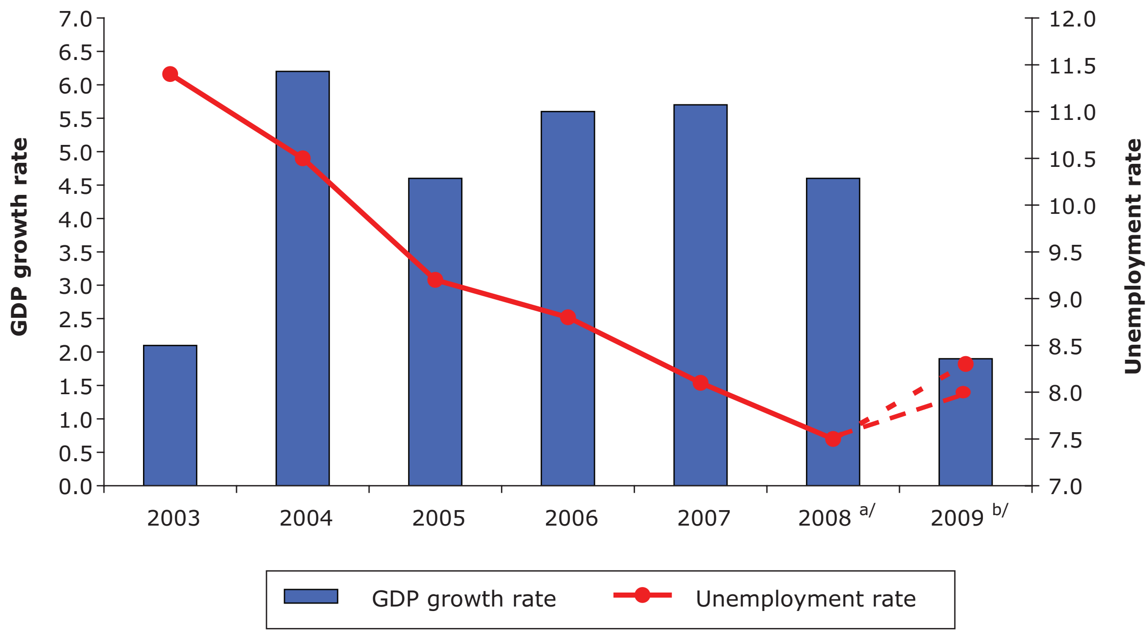
Consequently, with an estimated GDP growth of 1.9% for Latin America and the Caribbean in 2009, the urban unemployment rate is expected to reach an annual average of between 7.9% and 8.3%, depending on the changes in the labour force participation rate, whereas the employment-to-population ratio is expected to decline between 0.3 and 0.4 percentage points. This means that the urban unemployment rate will increase for the first time since 2003. With an estimated annual regional urban unemployment rate of 7.4% in 2008 and approximately 15.7 million unemployed persons, in absolute terms, the increase in the unemployment rate for 2009 will mean an additional 1.5 million to 2.4 million unemployed people.

The uncertain global economic outlook and the turbulence prevailing in international financial markets suggest a scenario of further worsening of economic activity and its increased effects on the labour market. Labour market forecasts also largely depend on the effectiveness of government measures and current counter-cyclical policies, which in turn rely on the fiscal possibilities of the countries. Among measures being applied in the countries, the most important are those that contribute to minimizing job losses, such as those that increase public investment in infrastructure and housing, stimulate credit flows for investment and consumption, define incentives for private investment and create or stimulate temporary employment programmes targeting the lowest-income workers.

FIGURE 15

LATIN AMERICA AND THE CARIBBEAN: GDP GROWTH AND THE URBAN UNEMPLOYMENT RATE OBSERVED ESTIMATES AND PROJECTIONS, 2003–2009

(*Percentages*)



Source: ILO, based on official country information.

a/ Estimated.
b/ Projected.

Box Article 5

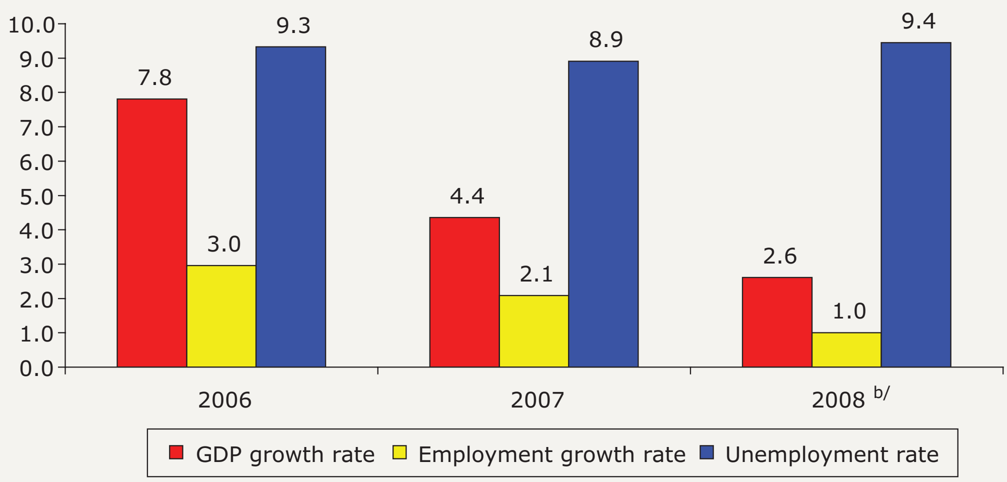
THE ECONOMIC AND LABOUR MARKET SITUATION IN THE CARIBBEAN IN THE CONTEXT OF A GLOBAL CRISIS

The preliminary estimate of Gross Domestic Product (GDP) growth in the English- and Dutch-speaking Caribbean of 2.6% for 2008 reveals that the subregional economy was not in recession but continued to expand. However, 2008 was the second consecutive year in which economic growth slowed down. This was largely in response to the slowdown in the global economy that began in 2007 (Figure 5a and Table 5a).

Contraction of global demand and consumer spending, as well as falling commodity prices, directly affected the region's tourism, energy, mining and related sectors during 2008. These sectors are the major foreign currency earners in Caribbean economies. The crisis has also contributed to the decline in the volume of net remittances sent to Caribbean countries. In addition, given the importance of trade as a share of GDP in the Caribbean, the countries of the subregion are extremely vulnerable to the current global economic and financial crisis.

FIGURE 5a

THE CARIBBEAN: GDP GROWTH, EMPLOYMENT GROWTH AND THE UNEMPLOYMENT RATE IN COUNTRIES OF THE CARIBBEAN COMMUNITY (CARICOM), 2006-2008a/
(*Percentages*)



Source: ILO Subregional Office for the Caribbean, based on data from Table 5a.

a/ Does not include Haiti.
b/ Estimated.

In Trinidad and Tobago, the largest economy in the subregion, preliminary estimates put GDP growth at 3.5% in 2008, the lowest rate since the country came out of its last severe recession in the early 1990s. Jamaica, the second largest economy in the subregion, recorded 1.1%, -0.8% and 0.0% GDP growth in the first, second and third quarters of 2008, respectively, considering quarter-to-quarter growth. The 2008 growth estimate for this country is 0.1%. While this slower pace of economic growth in the two largest economies dominated regional performance indicators, the other countries are facing similar challenges. In the Bahamas, the third largest economy in the region, with a large share of U.S. tourism and services, growth is expected to slow down from 4.5 % in 2007 to 1.0% in 2008. Barbados achieved 3.6% GDP growth in 2007; however, this rate was just 1.3% in the first half of 2008. The annual growth estimate for Barbados in 2008 is 1.7%. In fact, it is estimated that 10 of the 13 countries included in the analysis recorded lower growth in 2008 than in the previous year and eight countries experienced slower economic growth for the second consecutive year.

Estimates of employment growth for 2007 show an expansion of 2.1%, slightly lower than the 3.0% increase achieved in 2006. The preliminary estimate of employment growth for 2008 of 1.0% indicates a continued slowdown, following the trend of the region's GDP. This estimate is largely based on data for the first half of 2008. Consequently, this indicator may be even lower considering the widely publicized layoffs that occurred in the third and fourth quarters of 2008, reflecting the initial impact of the global financial crisis and economic slowdown.

TABLE 5a

THE CARIBBEAN (13 SELECTED COUNTRIES): YEAR-OVER-YEAR GDP GROWTH, EMPLOYMENT GROWTH AND THE UNEMPLOYMENT RATE IN COUNTRIES OF THE CARIBBEAN COMMUNITY (CARICOM) a/

(Percentages)

Country	GDP growth				Employment growth				Unemployment rate			
	2006	2007	2008 b/	2009 c/	2006	2007	(First half) 2007	2008 d/	2006	2007	(First half) 2007	2008 d/
Antigua and Barbuda	8.0	3.8	2.1	4.0	-	-	-	-	-	-	-	-
Bahamas	4.6	4.5	1.0	1.2	3.7	3.0	-	2.0	7.7	7.9	-	8.7
Barbados	3.9	3.6	1.3	1.0	-1.2	1.4	-0.3	0.1	8.7	7.4	7.9	8.2
Belize	4.7	1.2	5.3	2.5	3.7	9.8	-	12.7 e/	9.4	8.5	-	5.3 e/
Dominica	4.2	2.9	2.6	2.8	-	-	-	-	-	-	-	-
Grenada	2.1	5.0	3.7	4.2	-	-	-	-	-	-	-	-
Guyana	5.1	5.4	4.8	4.5	-	-	-	-	-	-	-	-
Jamaica	2.7	2.3	0.1	0.9	3.5	2.6	0.6	-0.1	10.3	9.8	10.1	11.0
St. Kitts and Nevis	4.0	3.1	3.5	2.7	-	-	-	-	-	-	-	-
St. Lucia	5.0	2.9	2.3	3.1	10.1	1.7	-	2.8	15.7	14.0	-	14.5
St. Vicent and the Grenadines	6.9	7.7	5.0	4.7	-	-	-	-	-	-	-	-
Suriname	4.5	5.3	6.5	4.8	1.6	0.4	-	1.6	12.3	14.5	-	15.6
Trinidad and Tabago	13.3	5.5	3.5	4.5	2.1	0.3	2.2	0.4	6.2	5.5	6.3	4.9
Total Subregion f/	**7.8**	**4.4**	**2.6**	**2.8**	**3.0**	**2.1**	**-**	**1.0**	**9.3**	**8.9**	**-**	**9.4**

Source: ILO Subregional Office for the Caribbean, based on information from national statistical offices and the International Monetary Fund (IMF).

a/ Does not include Haiti.

b/ The 2008 GDP growth rates for Antigua and Barbuda, the Bahamas, and the OECS countries and Suriname are from the IMF, World Economic Outlook Database, October 2008. Data for the other countries refer to the first half of 2008 for Barbados; the first three quarters of 2008 for Belize; the estimate for Jamaica is the average GDP growth (quarter to quarter) of the first three quarters.

c/ All 2009 GDP growth estimates are from the IMF, World Economic Outlook Database, October 2008.

d/ Employment and unemployment rate estimates for the Bahamas, Belize and Suriname are for 2008. The estimates for the other countries are simple average estimates of the first two quarters from household surveys.

e/ Estimates were prepared by the ILO Subregional Office for the Caribbean.

f/ Subregional GDP growth rates are weighted, using GDP in Purchasing Price Parities (PPPs) from the IMF's World Economic Outlook Database, October 2008. Subregional employment growth and unemployment estimates include the countries with available information. The share of employment in these countries was over 90% of total subregional employment in 2001.

The continued slowdown of employment growth at the subregional level reflects the trend in the two largest labour markets of the region, Jamaica and Trinidad and Tobago. In Trinidad and Tobago, employment grew by 0.4%, which is only marginally higher than the 0.3% growth achieved in 2007, but moderately lower than the 2.1% recorded in 2006. Jamaica, with the largest labour market in the subregion, also experienced a slowdown in employment growth.

The estimate of the subregional unemployment rate shows an increase of 0.5 percentage points during 2008, reflecting an increase in five of the seven countries with available information. In Jamaica, the unemployment rate is expected to increase by 1.2 percentage points in 2008, based on estimates for the first half of the year, which coincides with a slowdown in GDP growth. The unemployment rate is expected to decline only in Trinidad and Tobago and Belize.

Some countries experienced pressures on the exchange rate due to a reduced inflow of remittances, export incomes, tourism revenue and the availability of international credit due to the global financial crisis. Nevertheless, exchange rates remained stable in 2008. To stabilize currency markets, central banks intervened in the foreign currency market, tightened credit policies and raised interest rates. However, with the deepening of the global financial and economic crisis, foreign currency income diminished in the fourth quarter of 2008 as prices of the major export products of the region (oil, gas, alumina and aluminium) continued their steep decline.

Most Caribbean countries experienced an increase in inflation in the first half of 2008, mainly because of rising food prices in the global economy. In addition, the depreciation of the U.S. dollar relative to other major currencies also contributed to inflationary pressures given that nearly all Caribbean countries have pegged their currencies to the U.S. dollar. In Trinidad and Tobago, the average monthly inflation rate for the period January to November 2008 was 11.7% compared with the same period in 2007. This country experienced an unprecedented increase in food prices in the period April to June 2008, when prices rose by an average of 4.3% per month. In Jamaica, inflation (point to point) from November 2007 to November 2008 stood at 19.6%, 5.2% higher than the inflation rate for the same period in the previous year. This increase largely reflects increased food prices. Barbados and Suriname experienced similar inflationary pressures, with hikes in food and oil prices being the main drivers of inflation.

Declining commodity prices in international markets in the second half of 2008 helped to reduce (imported) inflation. However, in Trinidad and Tobago and Jamaica, inflation remained high in the third and fourth quarters of 2008, despite falling oil and food prices, due to local inflationary pressures.

Sharp downward adjustments of prices of oil, gas, aluminium and other export commodities reduced foreign income earnings of the natural resource-based economies of the subregion, adding to the challenge of maintaining economic stability. In the tourism-based economies, declining tourist arrivals had a similar impact.

Table 5b

THE CARIBBEAN (FOUR SELECTED COUNTRIES): CHANGES IN THE CONSUMER PRICE INDEX, 2005-2008 a/
(Percentages)

Year	Bahamas	Barbados	Jamaica	Trinidad and Tobago
2005	2.0	6.1	15.1	6.9
2006	1.8	7.3	8.4	8.3
2007	2.5	4.1	9.3	7.9
2008	5.7	7.1	22.5	11.7

Source: ILO Subregional Office for the Caribbean, based on official country information.

a/ Monthly average. Data for 2008 refer to the period from January to October for the Bahamas, January to September for Barbados, and January to November for Jamaica and Trinidad and Tobago.

In the four largest economies in the region—the Bahamas, Barbados, Jamaica and Trinidad and Tobago—increased inflation levels eroded the purchasing power of the statutory minimum wages in 2008 (Table 5b and Figure 5b). Jamaica is the only country in the subregion that conducts an annual, tripartite review and adjustment of minimum wages. A similar review is not operative in the three other countries. In Barbados and Trinidad and Tobago, the discussion on adjustment of the minimum wage intensified in 2008; however, formal adjustments were not made.

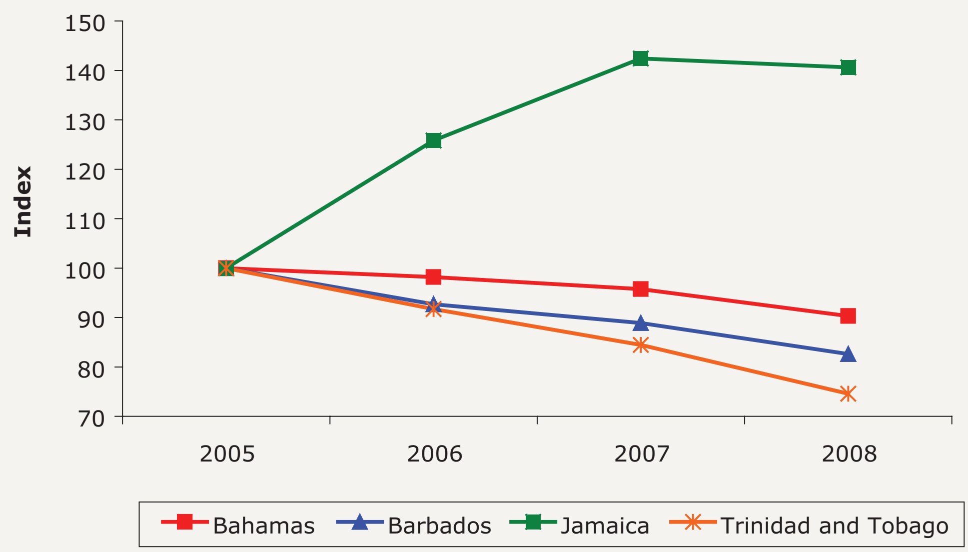
The initial impact of the global financial and economic crisis on Caribbean economies became more evident in the second half of 2008. The initial optimistic view that the global financial crisis and the recession in developed economies would affect the subregion only marginally has now faded. There is broad consensus that the scope, intensity and duration of this global crisis are unprecedented and will affect all countries. However, the debate on the duration of the unfolding global crisis continues.

In fact, the subregion must also anticipate its response beyond the crisis: how will the long-term adjustment policies adopted by developed economies change the global economic order and what impact will they have on Caribbean economies? In 2009, representatives from government, employer organizations, trade union organizations and other civil society groups must design policies that respond to the many challenges that began to surface in 2008:

1) *A reduction of foreign currency earnings and its wide-ranging effect on the open Caribbean economies.* Caribbean economies are in a much better position to face this crisis than they were during the crisis of the 1980s. Foreign currency reserves are higher and the current foreign debt service ratios are less burdensome. However, much will depend on the scope and duration of

FIGURE 5b

THE CARIBBEAN (FOUR COUNTRIES): REAL MINIMUM WAGE INDEX, 2005-2008 [a/]
(2005=100)



Source: ILO Subregional Office for the Caribbean, based on official information of the ministries of labour and national statistics offices of the countries.

a/ The nominal statutory minimum wages were deflated using the retail price index published by the national statistics offices. Weekly wages were converted to monthly wages using a factor of 4.3. In Barbados, a minimum wage is established only for «shop assistants.» In other countries, a national minimum wage is in effect.

the crisis. An increase in inflation and falling real incomes may again become major challenges if exchange rates come under pressure of reduced foreign currency earnings for a prolonged period.

2) *A slowdown of economic activity or even a recession, reduced employment growth and an increase in unemployment.* Labour-intensive sectors are more likely to experience major shocks. These include the tourism, construction and personal and repair and maintenance service sectors. Business confidence surveys in some of the major economies reflect the reduced expectations for 2009. Governments and central banks of the subregion have reduced their GDP growth estimates and expect unemployment to increase significantly in 2009. In early 2009, Trinidad and Tobago and Jamaica adjusted their growth forecasts for the year. Jamaica's estimated GDP growth of 3.0% was reduced to 1.0%. Taking into account the most recent economic data, the central bank of Trinidad and Tobago estimated growth for 2009 at between 1.0% and 2.0%. In the tourism-based economies, tourist arrivals may be expected to decline anywhere from 5% to as much as 20% in 2009, depending on the intensity of the crisis. Central banks of the Bahamas and Barbados have warned to expect a significant economic slowdown in 2009.

3) *An expansion of government deficits to stimulate the growth of the national economy.* While stimulus packages have again become an accepted policy response to the crisis, their prolonged success will largely depend on the duration of the crisis, on the targeted sectors and on the actions of the economic actors. Jamaica has already presented its stimulus package in an attempt to counter the slowdown in economic activity. The Government of Trinidad and Tobago will run a public deficit to avoid excess cuts in government expenditure, a response similar to that in a number of other countries.

4) *A decline in the level of investment as a result of the difficulty in accessing credit from foreign banks.* This becomes a challenge due to the international financial crisis and tight monetary policies that include high interest rates.

5) *The need to build social consensus to address the social impact of the crisis.* A number of government leaders in the Caribbean have already called on employers and trade unions to build consensus to respond more effectively to the crisis. It is clear that engaging in this type of dialogue will help to avoid disproportionately burdening a specific group with the social costs.

Small Businesses and Globalization: The Challenge of Decent Work in Latin America

While the complex effects of globalization are a continuous topic of discussion, its disproportionate impact on national production networks is already evident. Simply put, globalization is the unprecedented integration of countries and individuals, driven by significant reductions in transportation and communication costs, as well as advances in removing the artificial barriers to the flow of goods, services, capital, knowledge, and to a lesser extent, of individuals, across borders. It benefits businesses operating in dynamic sectors that have developed competitive advantages, appropriate scale and resources to meet the challenges of communications, infrastructure, skilled human and other resources this process requires. At the same time, however, many micro, small and medium establishments (MSMEs), which account for nearly two-thirds of total employment in Latin America, have not managed to participate in the globalization process. Such establishments often operate in semi-subsistence conditions and concentrate on domestic markets while they are at a competitive disadvantage in traded goods markets.

Another key effect observed since the beginning of the globalization process, which many analysts concur started in the early 1990s, is the trend of stagnating or decreasing wages and labour costs, first at the national level and then at the global level. According to Nobel Prize-winning Economist Joseph E. Stiglitz, this situation is of concern to industrialized countries and their workers, who believe the most immediate consequence of globalization is the threat that their jobs will be transferred to countries with lower wage scales. Together, these effects have contributed to the creation of «winners» and «losers» in countries affected by globalized production, raising unemployment and reducing income in less competitive sectors.

In the search for incentives to increase competitiveness in the global market, countries increasingly look to the mobilization of social and labour assets as inputs for competitiveness. One such innovation is the growing demand for goods and services produced under more responsible labour and ecological conditions (so-called fair trade), which promotes rigorous market regulation of fair-trade goods and services. Commercial trade originating in and targeting these markets is regulated by highly formalized instruments that protect the economic and social interests of the establishments, workers and consumers involved.

By contrast, local production systems—which theoretically can be subject to comprehensive regulation—do not generally have the control and compliance mechanisms necessary to make them effective. For this reason, policies are increasingly being implemented to strengthen decent work in the development of sustainable MSMEs. These policies enable the adaptation of value chains to take advantage of both globalization and domestic markets. In this way, they can interrupt the vicious cycle of poor quality employment, poverty, low demand and limited business opportunities in developing countries.

The implementation of MSME policies that promote job creation, a more effective application of labour rights, better wages and opportunities for job training and organizational skills, access to improved social protection systems and institutions, and transparent social dialogue mechanisms between workers and employers, is gradually being included in the social and economic policy agendas that address the challenge of fair globalization.

The ILO has collaborated in these efforts by defining the conceptual dimensions of decent work and supporting regional initiatives, including the 2006-2015 Regional Agenda for Decent Work in the Americas and others at the country level, such as national decent work plans. This study of the *2008 Labour Overview* seeks to contribute to these initiatives by analyzing the decent work situation in MSMEs in Latin America. To this end, the study examines the concentration of employment in MSMEs; their human capital situation; concentration in rural areas and certain economic sectors; job earnings and hours worked; gender and age inequalities; social protection, freedom of association and social dialogue; as well as the MSME institutional and regulatory environment. Next is a summary of the strategies, proposals and good practices associated with the objective of identifying ways to achieve decent work in MSMEs of the region, followed by conclusions.

Decent Work Situation in MSMEs of the Region

Policies to stimulate MSME competitiveness in most countries of the region focus on achieving MSME access to international value chains. These policies concentrate on factors that help raise product and service quality to required standards, as well as on their relative prices through increased productivity. To this end, countries have been encouraged to overcome deficits in transportation and communication infrastructure, facilitate the administrative environment for MSME operation, simplify MSME regulations and strengthen policies to support business development to improve these conditions.

Nevertheless, it has become increasingly clear that achieving higher levels of competitiveness in MSMEs requires following decent work guidelines. These include providing an appropriate regulatory environment for MSMEs, in addition to the elements needed to enhance productivity; and ensuring that workers receive decent wages and access to health and pension coverage, education and job training, in other words, guaranteeing the full exercise of their labour rights and opportunities for professional development under better wage and working conditions, including the organized representation of their collective interests. In addition, the practice of social dialogue between employers and workers increases the possibility that the benefits of increased productivity are shared.

In light of the above, the limited recommendations regarding how to achieve firm competitiveness have been insufficient to advance the decent work agenda. This partially reflects the fact that these issues have not been prioritized in social policies of the countries and regions, due to the belief that increasing value and reducing costs to improve competitiveness involves nothing more than investment in capital and new technology. However, current conditions of the information and knowledge economy also require MSMEs to make full use of their productive capacities and improve their human capital, an area given little attention. Neither has there been emphasis on the importance of vocational training, collective bargaining and other factors associated with decent work in raising MSME labour productivity and competitiveness. Other key areas include promoting conditions of transparent social dialogue, increasing earnings and reducing inequality and poverty.

To propose an agenda that addresses these issues requires identifying factors that limit decent work conditions in MSMEs and, consequently, their competitiveness. The analysis of decent work conditions by establishment size presented below is based on 2007 information from household surveys of 17 countries of Latin America. Definitions of establishment size used for each type of economic unit (independent workers) or establishment (one-person establishment with unpaid family workers, microestablishment, microenterprise, small establishment, medium establishment and large establishment) are presented by country in Annex I. Below, the labour characteristics of MSMEs in Latin America are analyzed, with an emphasis on their deficiencies in terms of the dimensions of decent work.

High Concentration of Employment in MSMEs

This study first looks at the distribution of employment in the region, highlighting differences by establishment size. As Table A1 shows, nearly two-thirds of private-sector employment (65.9%) is concentrated in MSMEs of the region. Although the data hide important differences in productivity among countries, these economic units in Latin America are composed largely of independent workers, known as self-employed workers and own-account workers. This segment of workers represents 29.6% of total private-sector employment on average in the region. Within this segment, there are two sub-components: *one-person self-employment* (which includes both professional and non-professional workers) and *one-person establishments* (self-employment with unpaid family workers), which form part of *family microestablishments*. Although this segment accounts for the largest share of MSMEs in the region, it includes units with extremely low productivity resulting from the lack of physical, human and social capital. Precarious working conditions and informality are concentrated in family establishments. This segment should be differentiated from the *microestablishment segment*, which for the purposes of this study encompasses establishments with two to five workers and which represents 14.3% of regional private-sector employment (Table A1). *Microenterprises* represent another segment, which consists of enterprises with six to 10 workers and which accounts for 6.6% of total private-sector employment in the region.

Although independent employment and employment in microestablishments and microenterprises accounts for approximately 50% of private-sector employment in Latin America, this percentage is much higher, on average, in 11 of the 17 countries studied. In Bolivia and Paraguay, it accounts for more than 70%; in Colombia, Ecuador, El Salvador, Honduras and Nicaragua, between 60% and 70%; and in the Bolivarian Republic of Venezuela, the Dominican Republic, Mexico and Peru, between 50% and 60%.

Small establishments usually refer to economic units with a minimum of 11 and a maximum of 50 workers (11.2% of private-sector employment in 14 countries). These units have higher levels of capitalization and social resources. They target most of their production to the domestic market and have labour conditions that still tend to fall short of decent work standards.

TABLE A1

LATIN AMERICA (17 SELECTED COUNTRIES): DISTRIBUTION OF PRIVATE-SECTOR WORKERS AT THE NATIONAL LEVEL, BY SIZE OF ECONOMIC UNIT, 2007 [a/]

(Percentage of total employed persons)

Country	Private Sector										
	Independent workers			Microestablishments	Microenterprises	Small establishments	Medium establishments	Large establishments	Small, medium and large establishments	Unclassifiable by establishment size	Employed persons in private sector (excluding households)
	Non-professional, technical and administrative workers	Professional, technical and administrative workers [b/]	One-person establishments [b/]								
Latin America (weighted average)	**23.0**	**2.4**	**4.2**	**14.3**	**6.6**	**11.2**	**4.2**	**10.3**	**26.9**	**4.4**	**81.8**
Argentina	14.1	4.3	0.7	17.4	7.9	9.9	4.2	7.3	21.4	11.0	76.8
Bolivia [c/]	35.2	2.0	0.4	31.4	8.7	6.2	1.9	2.7	10.8	0.0	88.5
Bolivarian Republic of Venezuela	27.6	1.2	--	18.3	12.1	--	--	--	21.8	0.0	81.0
Brazil	23.1	2.6	4.9	11.6	6.6	--	--	--	27.3	5.0	81.1
Chile [c/]	16.2	4.2	--	10.4	5.0	14.0	10.6	17.0	41.6	7.3	84.6
Colombia	32.9	3.6	1.8	18.5	5.5	9.5	3.0	13.6	26.1	0.0	88.5
Costa Rica	15.9	2.0	--	21.5	4.6	--	--	--	36.0	0.7	80.7
Dominican Republic	37.9	1.6	--	11.8	6.5	8.5	--	--	25.1	--	82.9
Ecuador	26.6	1.7	1.0	24.4	8.1	11.2	1.8	10.8	23.8	--	85.6
El Salvador	27.3	0.8	--	28.4	6.4	8.4	2.2	13.0	23.6	0.1	86.6
Honduras	38.6	1.6	--	24.7	1.5	0.7	0.1	0.1	0.9	23.0	90.3
Mexico	21.2	1.6	2.0	25.1	6.4	11.5	4.3	10.0	25.8	1.5	83.6
Nicaragua	32.9	1.4	--	24.7	7.2	9.3	2.5	8.2	20.0	0.2	86.3
Panama	25.0	1.4	--	14.9	7.4	8.4	--	--	30.6	--	79.4
Paraguay	35.4	2.0	0.04	26.4	7.0	7.9	2.3	1.7	11.9	0.9	83.7
Peru	30.4	1.9	--	19.4	6.3	13.6	3.8	11.2	28.5	--	86.5
Uruguay	15.9	6.5	--	18.0	8.4	11.8	--	16.1	27.9	--	76.6

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

a/ See Annex I for size definitions of economic unit by country.

b/ The small number of independent administrative, professional and technical workers as well as one-person establishments in the sample, affects the statistical reliability of the estimates.

c/ Data refer to 2006.

Medium establishments refer to units with 51 to 100 workers. There are relatively few of these economic units in the countries under study and they contribute only a relatively limited share of employment. However, these enterprises make a greater contribution to economic growth due to their higher levels of productivity and integration with dynamic domestic and foreign markets.

Finally, *large establishments* refer to units with more than 100 workers. These benefit from economies of scale, the possibility of diversifying their production, access to capital, efficient productive and administrative organization, technology and high levels of productivity and competitiveness, which permit them to successfully participate in dynamic, globalized markets. *Large establishments* account for only a small percentage of economic units and employment in the region.

Limited Human Capital Development of MSMEs

The characteristics of modern markets require MSMEs to have skilled human resources not only to address the flexibility of demand in the globalized economy, but also to create value and raise MSME productivity and sustainability. Table A2 shows that 75.9% of MSME workers have not completed secondary school. Moreover, the countries of the region offer few opportunities to compensate for the low educational levels of MSME workers, particularly of female and non-professional independent workers and those working in rural microestablishments.

In 2007, non-professional independent and microestablishment employment in the region had the highest volume of workers who had not completed secondary school (34.2% and 22.1%, respectively), a disadvantage that is eventually reflected in job earnings since they are lower than those of other sizes of establishments. By contrast, in large enterprises, only 6.6% have not completed secondary school. Important differences are observed by country. The Dominican Republic (58.8%), Peru (46.5%) and Paraguay (44.4%) have high rates of non-professional independent workers with incomplete secondary school.

Workers in MSMEs have few opportunities to improve their technical knowledge because professional training systems in the countries of the region—with few exceptions—have tailored their services to meet the demand of formal enterprises, that is, those with higher levels of institutionalization. The supply of training services for other, less organized business sectors is inadequate. To address this problem, employment policies should be accompanied by

TABLE A2

LATIN AMERICA (16 SELECTED COUNTRIES): EMPLOYED INDIVIDUALS WHO HAVE AT MOST COMPLETED SECONDARY SCHOOL, BY SIZE OF ECONOMIC UNIT, 2007 a/

(Percentage of total employed persons)

Country	Private Sector											
	Independent workers											
	Non-professional, technical and administrative workers	Professional, technical and administrative workers b/	One-person establishments b/	Microestablishments	Microenterprises	Small establishments	Medium establishments	Large establishments	Small and medium establishments	Small, medium and large establishments	Unclassifiable by establishment size	Total employed persons in private sector (excluding households)
Latin America (simple average)	34.2	1.3	1.7	22.1	6.7	7.3	2.6	6.6	9.8	19.2	5.9	91.1
Argentina	18.8	2.0	0.7	18.5	7.9	9.2	3.7	6.3	12.9	19.2	11.4	78.5
Bolivia c/	43.7	0.5	0.4	34.7	9.7	3.5	0.9	1.7	4.4	6.1	-	94.9
Bolivarian Republic of Venezuela	33.0	0.5	-	20.8	12.9	-	-	-	-	20.1	-	87.1
Brazil	26.5	1.6	5.7	12.1	6.6	-	-	-	-	25.9	5.6	83.9
Chile c/	17.4	3.5	-	10.9	5.1	14.0	10.5	16.7	24.5	41.3	7.5	85.8
Colombia	40.7	1.2	2.2	20.8	5.6	8.3	2.5	9.7	10.9	20.6	-	91.1
Costa Rica	21.1	0.9	-	25.9	5.0	-	-	-	-	34.1	0.7	87.6
Dominican Republic	58.8	0.3	-	8.3	4.0	4.6	-	-	-	13.9	-	85.3
Ecuador	35.6	0.3	1.3	27.8	7.4	9.6	1.1	7.5	10.7	18.2	-	90.7
El Salvador	29.9	0.8	-	29.5	6.0	7.9	2.1	10.7	10.0	20.7	0.1	87.1
Honduras	41.5	1.3	-	25.9	1.4	0.7	0.1	0.1	0.7	0.8	21.6	92.5
Nicaragua	36.6	0.7	-	26.4	7.1	7.7	2.3	7.9	9.9	17.9	0.1	88.8
Panama	32.1	0.8	-	18.4	8.2	7.5	-	-	-	24.8	-	84.4
Paraguay	44.4	1.1	0.1	27.9	6.2	5.5	1.6	1.1	7.1	8.3	0.6	88.6
Peru	46.5	0.3	-	24.5	5.6	6.0	1.2	4.6	7.1	11.8	-	88.6
Uruguay	20.1	4.7	-	20.4	8.5	10.9	-	-	-	24.2	-	77.9

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

a/ See Annex I for size definitions of economic unit by country.

b/ The small number of independent administrative, professional and technical workers, as well as one-person establishments in the sample, affects the statistical reliability of the estimates.

c/ Data refer to 2006.

interventions coordinated with other sectors, namely government agencies that oversee educational development and professional training. The private sector should participate in the dialogue on this issue. If these sectors are absent, the possibility for increasing productivity will be limited since it is closely related to the quality of human capital.

Concentration of MSMEs in Rural Areas and Certain Economic Activities

Another structural element that is essential for understanding the importance of MSMEs is their high concentration in rural areas and certain economic activities. In rural areas, these establishments are an important part of the Latin American business network since they absorb 73.6% of employed persons in the private sector (Table A3). In general, the countries of the region lack legislation to protect rural MSME workers. In countries with indigenous populations, these populations tend to be concentrated in rural areas, where they face discrimination in the labour market. Governments should intervene to address these issues. They should apply measures that respect cultural diversity and promote social dialogue mechanisms that include the indigenous population.

In response to the lack of rural enterprises that hire wage and salaried workers, independent workers have become a key pillar of employment in these areas, accounting for 57.3% of rural employment. Rural independent employment is precarious, with low productivity and earnings and limited social protection, for which reason this type of employment should be prioritized in decent work policies. However, employment in larger rural MSMEs—such as microestablishments, microenterprises and small and medium establishments—should also be targeted in the decent work agenda since these enterprises have stronger ties with markets of goods and services. Urban employment by establishment size is more evenly distributed: independent employment, 24.5%; microestablishment, 12.8%; microenterprise, 7.6%; and small, medium and large establishments, 31.7%.

Studies on microenterprises in developing countries indicate that an inverse relationship exists between the health of the economy and growth in the number of the smallest business units. Thus, countries that have rural areas with few linkages to dynamic markets are prone to experiencing strong growth in small production units, which may include independent farmers. In these establishments, which keep part of their production for own-consumption, there is a

TABLE A3

LATIN AMERICA (12 SELECTED COUNTRIES): EMPLOYED INDIVIDUALS IN URBAN AND RURAL AREAS, BY SIZE OF ECONOMIC UNIT, 2007 a/

(Percentages of total employed persons)

Country	Private Sector																	
	Independent workers (professional, non-professional and one-person establishments)		Microestablishments		Microenterprises		Small establishments		Medium establishments		Large establishments		Small, medium and large establishments		Unclassifiable by establishment size		Total employed persons in private sector (excluding households)	
	Rural	Urban	Rural	Urban	Rural	Urban	Rural	Urban	Rural	Urban	Rural	Urban	Rural	Urban	Rural	Urban	Rural	Urban
Latin America (weighted average)	**57.3**	**24.5**	**7.8**	**12.8**	**2.3**	**7.6**	**4.9**	**11.8**	**1.3**	**6.8**	**3.0**	**13.7**	**7.2**	**31.7**	**16.7**	**2.4**	**91.3**	**79.0**
Bolivia b/	43.5	33.5	39.4	25.7	10.0	7.8	1.1	9.8	0.3	3.0	0.6	4.2	1.9	17.1	0.0	0.0	94.8	84.1
Brazil	58.3	24.5	6.4	12.7	2.0	7.6	-	-	-	-	-	-	7.0	31.7	17.2	2.3	90.9	78.9
Chile b/	26.7	19.5	16.0	9.7	6.1	4.8	16.8	13.6	10.4	10.7	9.2	18.0	36.5	42.3	6.7	7.3	92.0	83.7
Costa Rica	19.4	17.0	26.3	18.6	4.7	4.5	-	-	-	-	-	-	32.6	38.0	0.7	0.8	83.7	78.9
Dominican Republic	49.9	33.9	12.1	11.6	4.3	7.7	6.2	9.7	-	-	-	-	18.9	28.4	-	-	85.2	81.6
Ecuador	34.6	29.2	38.7	24.4	10.8	8.1	6.4	11.2	1.0	1.8	4.2	10.8	11.7	23.8	-	-	95.7	85.6
El Salvador	33.1	25.7	35.9	24.8	5.5	6.8	7.0	9.0	1.6	2.5	7.1	15.9	15.7	27.4	0.2	0.1	90.3	84.8
Honduras	47.9	32.2	31.3	17.8	1.1	1.9	0.4	1.0	0.1	0.1	0.0	0.2	0.6	1.3	14.6	31.7	95.5	84.9
Nicaragua	37.3	32.1	31.4	19.7	7.6	7.0	6.8	11.1	2.2	2.8	5.9	9.8	15.0	23.7	0.1	0.2	91.4	82.6
Panama	38.9	19.8	24.6	9.8	8.5	6.9	5.0	10.2	-	-	-	-	15.6	38.5	-	-	87.6	75.0
Paraguay	51.5	27.6	29.5	24.2	5.2	8.3	3.7	10.9	0.6	3.5	0.5	2.5	4.8	16.9	0.3	1.3	91.4	78.3
Uruguay	27.5	21.7	31.8	16.0	9.3	8.2	7.5	12.4	-		-	-	14.1	29.9	-	-	82.8	75.7

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

a/ See Annex I for size definitions of economic unit by country.
b/ Data refer to 2006.

higher participation of unpaid family workers, especially during peak periods of the agricultural season.

Rural private sector employment in MSMEs ranges from 70% to 94.3% in the countries under study. In Bolivia, Ecuador and Paraguay, MSMEs account for over 90% of rural employment. These results are based on independent and microestablishment employment in Bolivia and Ecuador, and mainly on independent employment in Paraguay.

The two most prominent economic industries in the Latin American economy—trade and community, social and personal services—also have a high share of employment in MSMEs. Community, social and personal services concentrated between 11.0% and 20.8% of employment in the different MSME categories; large enterprises accounted for 12.7% of employment in that sector. Trade accounted for between 21.1% and 42.2% of employment in the different MSME categories, with a lower percentage of employment in large enterprises (14.7%) (Table A4).

Costs of MSME insertion in some service activities are lower when the technological base is mainly «soft,» as in the case of pre-school childcare or retail sales. By contrast, their insertion costs may be higher in services with «harder» technologies, such as automobile maintenance, photocopy services or Internet cafes. Torres (2006) points out a correlation between access to credit and higher levels of technical training. Because of their characteristics, activities of the service sector face less competition from international firms than do activities of the primary or secondary sectors. However, the globalization of some consumer services is beginning to be observed, such as call centres and online language learning.

Whereas in 2007 the largest share of independent employment and one-person establishments were in the agriculture, fishing and mining activities (38.8%), the percentage of employment in these activities declined as the establishment size increased. Workers in this sector face high health and occupational safety risks given the nature of their jobs, particularly in mining and small-scale agriculture. Because the latter activity consists mainly of independent farmers with unpaid family workers, it is characterized by low productivity and income as well as high rates of child labour.

In the manufacturing sector, as the size of the economic unit or establishment increases, the proportion of employment also rises, from 9.0% in independent employment and one-person establishments to 28.3% in medium establishments, to nearly half of employed persons in large private-sector establishments at the regional level. This

TABLE A4

LATIN AMERICA (WEIGHTED AVERAGE OF 17 SELECTED COUNTRIES): EMPLOYED PERSONS, BY ECONOMIC INDUSTRY AND SIZE OF ECONOMIC UNIT, 2007 [a/]

(Percentages)

Economic Industry	Private Sector										Total employed persons (private and public sectors and households)
	Independent workers and one-person establishments	Micro-establishments	Micro enterprises	Small establishments	Medium establishments	Large establishments	Small and medium establishments	Small, medium and large establishments	Unclassifiable by establishment size	Total employed persons in private sector (excluding households)	
Total	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Agriculture, fishing and mining	38.8	11.1	4.2	7.0	6.7	4.1	7.0	2.4	55.7	20.1	16.5
Electricity, gas and water	0.0	0.1	0.2	0.2	0.2	0.6	0.2	0.6	0.2	0.2	0.4
Manufacturing	9.0	12.0	18.4	19.7	28.3	48.2	22.1	32.6	8.6	18.0	14.8
Construction	9.8	12.8	6.5	8.6	9.4	4.2	8.8	6.7	2.5	8.6	7.1
Trade	24.3	38.8	42.2	28.6	21.1	14.7	26.6	23.3	21.2	27.8	22.7
Transportation, warehousing and communications	5.1	5.6	3.7	7.4	8.1	8.3	7.6	8.5	2.2	6.0	5.1
Financial establishments	1.6	4.0	5.0	6.1	5.0	6.3	5.8	5.3	1.4	3.5	3.1
Community, social and personal services	11.0	15.2	19.4	20.8	19.7	12.7	20.6	20.3	7.9	15.3	29.8
Unspecified activities	0.5	0.5	0.3	1.5	1.5	0.8	1.4	0.4	0.2	0.4	0.3

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

a/ The 17 selected countries are Argentina, the Bolivarian Republic of Venezuela, Bolivia, Brazil, Chile, Colombia, Costa Rica, the Dominican Republic, Ecuador, El Salvador, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru and Uruguay. See Annex I for size definitions of economic unit by country.

indicates that although important economies of scale are achieved in large enterprises of the manufacturing sector that are competitive in a variety of markets, small-scale manufacturing also accounts for a large number of jobs which, with adequate technical assistance and knowledge, could enable these small-scale units to establish stronger linkages with other small production units to take advantage of economic opportunities.

After analyzing the structure of employment, human capital and the concentration of MSMEs by economic activities of the region, this study examined the specific conditions of decent work in these enterprises to determine whether labour rights, social protection, worker representation and social dialogue exist in the different categories of MSMES.

Limited Earnings and Working Hours in MSMEs

A key issue in the decent work agenda is the right to fair, equitable pay. Wage inequality, which reflects both structural problems of the labour market and differences in educational levels, varies widely among the different types of establishments. Job earnings in the smallest economic units continue to be closely tied to productivity, which is associated with physical and human capital resources. In general, non-professional workers in independent employment, one-person establishments, microestablishments and microenterprises earn less than their counterparts in larger enterprises, from small to large establishments. Professional, technical and administrative independent workers often earn more than workers in the other categories of workers, and may even earn more than wage earners employed in large establishments. In 2007, this occurred in Colombia, Ecuador, Mexico, Nicaragua, Paraguay and Peru. This is not surprising given that large enterprises hire professional and non-professional workers with different skills and for different occupations (Table A5).

Frequently, non-professional, technical or administrative workers earn less than microenterprise workers. This occurred in 10 of the 17 Latin American countries under study. Chile was noteworthy in that it had the highest earnings for independent non-administrative, non-professional and technical independent workers with respect to earnings of microestablishment workers (1.8 times). It is also one of the countries with the lowest concentration of independent workers (20.3% of private-sector employment) and with a more balanced distribution of employment by establishment size. Non-professional, technical and administrative workers in that country have achieved productivity levels that permit them to receive earnings considerably above those of microestablishment workers.

TABLE A5

LATIN AMERICA (15 SELECTED COUNTRIES): PROPORTION OF HOURLY EARNINGS OF EMPLOYED PERSONS BY SIZE OF ECONOMIC UNIT WITH RESPECT TO EARNINGS OF MICROESTABLILSHMENT WORKERS, 2007 [a/]

(Median of hourly earnings in economic units of different sizes/median of hourly earnings in microestablishments)

Country	Private Sector												Total employed persons (private and public sectors and households)
	Independent workers			Micro-establishments	Micro enterprises	Small establishments	Medium establishments	Large establishments	Small and medium establishments	Small, medium and large establishments	Unclassifiable by establishment size	Employed persons in private sector (excluding households)	
	Non-professional, technical and administrative workers	Professional, technical and administrative workers b/	One-person establishments b/										
Argentina	86.8	208.3	125.0	100.0	125.0	140.6	154.4	208.3	143.7	161.5	125.0	125.0	125.6
Bolivia c/	57.9	158.3	80.1	100.0	121.8	140.7	210.0	199.5	159.4	175.0	-	90.3	100.0
Brazil	97.8	303.0	72.7	100.0	118.5	-	-	-	-	138.3	-	115.1	118.5
Bolivarian Republic of Venezuela	97.2	166.7	-	100.0	105.0	-	-	-	-	138.9	55.6	111.1	117.0
Chile c/	173.9	313.6	-	100.0	103.7	110.6	122.9	138.3	116.7	124.4	107.5	124.4	124.4
Colombia	77.0	277.1	79.2	100.0	118.8	136.6	143.2	171.3	138.6	152.4	-	110.9	115.5
Costa Rica	105.0	269.4	-	100.0	105.4	-	-	-	-	118.4	92.4	107.8	116.7
Dominican Republic	40.0	350.1	-	100.0	104.2	125.0	-	-	-	120.0	-	75.0	88.9
Ecuador	137.2	274.4	104.3	100.0	109.8	120.7	140.8	137.2	124.4	131.7	-	120.7	128.0
Mexico	96.0	248.1	170.7	100.0	116.4	131.8	128.0	133.3	130.2	133.3	132.4	109.1	114.3
Nicaragua	116.7	350.0	-	100.0	153.0	233.3	233.3	150.0	233.3	196.1	-	136.1	145.8
Panama	84.5	327.2	-	100.0	135.0	152.4	-	-	-	167.0	-	135.0	143.7
Paraguay	68.7	183.3	125.0	100.0	110.0	137.5	149.0	145.9	139.6	139.7	134.7	102.5	106.0
Peru	96.6	247.3	-	100.0	108.0	126.4	164.0	164.1	131.5	146.6	-	113.2	114.9
Uruguay	108.8	224.5	-	100.0	115.1	134.7	-	-	-	163.3	-	130.4	147.5

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

a/ See Annex I for size definitions of economic unit by country.

b/ The small number of independent administrative, professional and technical workers, as well as one-person establishments in the sample, affects the statistical reliability of the estimates.

c/ Data refer to 2006.

Working hours constitute another labour rights issue. With respect to workweeks by enterprise size, independent workers in the region (especially professionals, administrative or technical workers) have shorter workweeks (37.6 hours) than microestablishment workers (43.3 hours). As the size of the enterprise increases, the number of hours worked also rises (49.5 hours in medium and large establishments) (Table A6). In the case of independent professional, administrative or technical

TABLE A6

LATIN AMERICA (17 SELECTED COUNTRIES): AVERAGE WEEKLY HOURS WORKED, BY SIZE OF ECONOMIC UNIT, 2007 [a/]

(Hours)

Country	Private Sector												Total employed persons (private and public sectors and households)
	Independent workers			Micro-establishments	Micro enterprises	Small establishments	Medium establishments	Large establishments	Small and medium establishments	Small, medium and large establishments	Unclassifiable by establishment size	Total employed persons in private sector (excluding households)	
	Non-professional, technical and administrative workers	Professional, technical and administrative workers b/	One-person establishments b/										
Latin America (simple average)	**40.2**	**37.6**	**44.0**	**43.3**	**46.2**	**47.0**	**49.5**	**49.5**	**48.0**	**47.4**	**45.1**	**43.7**	**43.3**
Argentina	42.8	34.3	39.0	42.9	45.5	46.0	47.2	45.7	46.4	46.2	43.8	43.6	41.0
Bolivia c/	47.1	36.2	52.1	43.8	43.7	49.9	50.3	51.2	50.0	50.3	-	45.8	45.3
Bolivarian Republic of Venezuela	36.9	34.9	-	42.3	43.5	-	-	-	-	43.5	46.3	40.8	40.7
Brazil	36.4	35.4	43.8	43.6	44.3	-	-	-	-	43.6	30.2	40.5	39.8
Chile c/	40.3	46.2	-	44.5	45.9	45.7	46.5	46.2	46.1	46.1	45.8	44.8	44.5
Colombia	45.0	38.8	48.1	47.3	48.3	48.2	49.2	48.8	48.4	48.6	-	46.6	46.6
Costa Rica	38.3	39.9	-	46.0	48.8	-	-	-	-	50.5	49.8	46.5	45.8
Dominican Republic	39.9	36.8	-	40.1	43.5	44.2	-	-	-	45.5	-	41.8	41.4
Ecuador	40.6	34.4	41.8	43.2	44.3	47.1	46.2	49.1	47.0	47.9	-	43.6	43.4
El Salvador	39.5	36.8	-	41.9	47.5	46.1	47.7	48.5	46.4	47.6	34.3	43.1	43.5
Honduras	38.6	41.0	-	38.8	47.6	46.1	51.1	47.0	46.7	46.7	48.6	41.5	41.7
Mexico	40.4	36.2	46.5	42.2	44.9	46.3	47.8	46.6	46.7	46.6	47.7	43.4	42.5
Nicaragua	43.1	37.3	-	44.6	48.6	49.2	53.8	53.2	50.2	51.4	50.9	45.8	46.3
Panama	33.1	32.7	-	36.3	41.2	45.7	-	-	-	46.2	-	39.5	39.7
Paraguay	40.7	42.0	36.4	47.2	51.4	51.3	51.9	56.1	51.4	52.1	53.9	45.4	45.1
Peru	47.1	34.7	-	50.3	52.6	47.3	52.9	51.9	48.6	49.9	-	48.8	48.7
Uruguay	33.2	42.0	-	41.3	44.2	44.6	-	-	-	44.1	-	41.0	39.5

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

a/ See Annex I for size definitions of economic unit by country.

b/ The small number of cases of independent administrative, professional and technical workers, as well as one-person establishments in the sample, affects the statistical reliability of the estimates.

c/ Data refer to 2006.

workers, the fewer hours worked may be associated with their higher relative earnings. The shorter workweeks of independent non-professional, administrative or technical workers may reflect the lack of demand or the limited amount of time available to work (especially among women with a spouse and small children). A policy targeting this group of workers should take these differences into account, as well as incorporate a gender perspective since women represent a large percentage of independent non-professional workers.

Hours worked in small, medium and large establishments approach national labour standards on working hours. In Bolivia, Colombia, Costa Rica, Nicaragua, Paraguay and Peru, average workweeks exceeding 48 hours have been observed for several years now among larger establishments, which means workdays of more than eight hours. These extra hours may or may not be compensated. Given that most of these establishments are registered, governments should monitor compliance of workers' labour rights in accordance with national labour legislation.

Gender and Age Inequality in the Labour Market

Employment without gender or age discrimination is a key labour rights issue. Although women in the region have growing levels of labour participation and employment, they remain at a disadvantage in independent employment, microestablishments and in the informal sector. Youth and older adults also are in a vulnerable labour situation in enterprises of different sizes. Female MSME owners and female workers in MSMEs have fewer opportunities than do women who work in large enterprises. Female MSME workers face widespread informality, whereas women employed in large enterprises are more likely to have social protection and to be covered by labour legislation, which in Latin American countries includes specific provisions against gender discrimination at work.

Figures for 2007 indicate a lower employment-to-population ratio among women than among men for every economic unit size. Whereas male employment in MSMEs represented 73.6% of men's total private-sector employment, MSMEs accounted for only 53.7% of female employment. The gap mainly reflects the low female employment-to-population ratio among independent workers (23.2%) with respect to male employment in that segment (33.2%), as well as the lower female employment rate in microestablishments. The gap in the employment-to-population ratio by sex is much smaller in all larger enterprises, but it is always unfavourable to women (Table A7).

Women are more concentrated in independent employment and microestablishments (and therefore

TABLE A7

LATIN AMERICA (17 SELECTED COUNTRIES): EMPLOYED PERSONS, BY SIZE OF ECONOMIC UNIT AND SEX, 2007 a/

(Percentage of total employed by sex)

Country	Private Sector																	
	Independent workers (Professional, non-professional and one-person establishments)		Micro-establishments		Microenterprises		Small establishments		Medium establishments		Large establishments		Small, medium and large establishments		Unclassifiable by establishment size		Employed persons in private sector (excluding households)	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Latin America (weighted average)	**33.2**	**23.2**	**16.5**	**11.4**	**7.3**	**5.8**	**12.0**	**9.8**	**4.6**	**3.5**	**10.7**	**9.6**	**30.3**	**21.9**	**3.2**	**6.3**	**90.4**	**68.6**
Argentina	21.2	16.3	19.9	13.9	9.1	6.2	10.9	8.6	4.8	3.3	8.5	5.5	24.2	17.4	13.2	8.0	87.5	61.7
Bolivia b/	41.1	33.3	26.5	37.5	9.6	7.6	7.7	4.3	2.4	1.3	3.7	1.5	13.9	7.0	-	-	91.0	85.4
Bolivarian Republic of Venezuela	27.3	31.3	21.9	12.5	13.8	9.5	-	-	-	-	-	-	24.9	16.7	-	-	87.9	70.0
Brazil	35.4	24.0	13.2	9.4	7.2	5.8	-	-	-	-	-	-	31.4	21.7	3.3	7.2	90.6	68.2
Chile b/	21.0	19.4	10.7	9.8	5.4	4.4	15.2	12.1	12.0	8.4	18.5	14.6	45.7	35.2	8.8	4.8	91.5	73.5
Colombia	40.8	35.4	19.7	17.1	5.9	5.1	9.8	9.1	3.1	2.9	14.2	12.9	27.1	24.9	-	-	93.5	82.4
Costa Rica	18.4	17.1	23.5	18.0	4.9	4.0	-	-	-	-	-	-	40.3	28.5	1.0	0.4	88.1	67.9
Dominican Republic	46.2	26.8	12.1	11.2	6.7	6.1	8.4	8.6	-	-	-	-	24.7	25.8	-	-	89.7	69.9
Ecuador	27.6	31.5	25.5	22.9	9.3	6.4	13.3	8.3	2.1	1.4	11.9	9.2	27.3	18.9	-	-	89.7	79.7
El Salvador	22.4	35.8	33.8	21.2	7.8	4.4	10.4	5.7	2.6	1.7	13.3	12.6	26.3	20.0	0.2	0.1	90.3	81.5
Honduras	39.0	42.3	29.9	15.3	1.6	1.2	0.7	0.7	0.1	0.1	0.1	0.1	0.9	0.9	23.3	22.3	94.8	82.2
Mexico	25.6	23.4	27.4	21.4	7.1	5.3	12.4	10.2	4.6	3.7	10.3	9.4	27.3	23.3	1.7	1.0	89.2	74.4
Nicaragua	32.9	36.6	30.2	15.4	8.3	5.3	9.9	8.2	3.0	1.8	7.9	8.6	20.8	18.7	0.1	0.2	92.4	76.2
Panama	29.5	21.2	16.4	12.5	7.8	6.9	9.2	7.2	-	-	-	-	33.3	26.0	-	-	86.9	66.6
Paraguay	34.5	42.1	32.4	17.3	8.8	4.2	9.3	5.7	3.1	1.2	2.0	1.2	14.4	8.1	1.1	0.6	91.2	72.3
Peru	31.5	33.5	20.8	17.3	6.9	5.4	14.7	11.9	4.3	3.0	12.8	8.9	31.8	23.8	-	-	91.1	80.0
Uruguay	25.0	19.1	19.5	16.1	10.0	6.2	13.6	9.4	-	-	17.5	14.3	31.1	23.7	-	-	85.6	65.2

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

a/ See Annex I for size definitions of economic unit by country.

b/ Data refer to 2006.

have less access to employment in microenterprises and small, medium and large establishments) in Bolivia and Paraguay, with 70.8% and 59.4% of employed women, respectively, in the two categories combined. Chile is the country of the region where small, medium and large establishments of the private sector absorb the highest percentage of female workers (35.2%). These establishments have a higher labour demand in Chile than independent employment and microestablishments, which together absorb 29.2% of employed women. In Uruguay, large and small enterprises also have high demand for female workers.

Women's disadvantages in the labour market are also apparent in the gaps between male and female median hourly job earnings. In the case of independent non-professional workers, 13 of the 15 countries studied registered job earnings differences by sex ranging from a minimum of -4.0% to a maximum of -42.4%. In microestablishments, 10 countries reported the same trend, with gaps ranging from -4.0% to -30.3%. In small and medium establishments, the situation is reversed, with women having the advantage in most of the countries. Nevertheless, the percentage of women employed in establishments of those sizes is relatively small (Table A8).

Youth also face job discrimination. In 2007, private-sector MSMEs jointly had a large demand for youth ages 15 to 24 years (66.2%); however, this figure is only slightly higher than the total population ages 15 years and older (65.9%). Nevertheless, the concentration of youth employment in MSMEs differs from that of the total employed population ages 15 years and older, particularly with respect to independent employment and microestablishments. Although microestablishments continue to be the private-sector category with the largest concentration of employed youth (21.5%), independent employment accounts for the largest share of total employed persons ages 15 years and older (29.6%). The limited presence of youth among independent workers (both professionals and non-professionals) observed in all countries of the region can be attributed to the fact that youth are still in a formative stage in the labour market (Table A9).

Youth employment according to enterprise size varies widely by country. In Bolivia, MSMEs absorb 90.0% of youth employment whereas they account for 58.2% in Chile. In Bolivia, El Salvador and Honduras, nearly half of youth employment in the private sector is concentrated in microestablishments. By contrast, in Brazil and Chile, these percentages are much lower, 17.0% and 12.1%, respectively.

Youth employed in MSMEs receive scant attention in the regulatory environment, either as employers (where they represent only a small percentage), workers or unpaid family workers (UFW), one of the

TABLE A8

LATIN AMERICA (15 SELECTED COUNTRIES): GAP IN NOMINAL HOURLY JOB EARNINGS OF WOMEN COMPARED WITH THOSE OF MEN, BY SIZE OF ECONOMIC UNIT, 2007 a/

(Percentages)

Country	Private Sector												Total employed persons (private and public sectors and households)
	Independent workers			Micro-establishments	Micro-enterprises	Small establishments	Medium establishments	Large establishments	Small and medium establishments	Small, medium and large establishments	Unclassifiable by establishment size	Total employed persons in private sector (excluding households)	
	Non-professional, technical and administrative workers	Professional, technical and administrative workers c/	One-person establishments c/										
Argentina	-32.3	15.4	-14.8	6.2	0.0	6.0	4.2	-8.3	8.6	4.8	0.0	0.0	-4.0
Bolivia d/	-17.6	-22.9	-58.9	-26.2	-5.6	-2.6	6.4	9.3	-6.4	-7.0	-	-25.8	-21.4
Bolivarian Republic of Venezuela	-21.4	-14.4	-	-7.0	-7.9	-	-	-	-	-1.8	-	-10.0	-7.6
Brazil	-11.1	-25.0	8.0	-4.0	-11.8	-	-	-	-	-17.5	-	-6.3	-10.0
Chile d/	-16.7	-35.3	-	-4.5	0.0	2.3	3.2	-10.0	0.7	0.0	-0.8	-3.9	-8.9
Colombia	-20.6	0.0	-23.0	0.2	1.8	5.0	0.7	0.0	3.5	2.6	-	-1.2	-4.5
Costa Rica	0.0	11.3	-	-4.7	2.6	-	-	-	-	0.1	19.0	-6.8	0.8
Dominican Republic	40.0	-19.0	-	-23.3	9.1	9.1	-	-	-	6.8	-	29.3	4.3
Ecuador	-4.0	0.0	-47.5	-19.7	0.0	3.9	28.6	16.7	8.4	10.8	-	1.0	-6.7
Mexico	-17.4	-3.2	-8.6	-13.0	-9.0	-5.3	-11.0	-18.0	-7.0	-15.6	-12.4	-6.6	-11.1
Nicaragua	-42.4	-14.3	-	62.0	50.0	79.9	28.0	-25.0	66.7	15.5	-	-16.7	-2.8
Panama	-16.3	-11.0	-	21.2	5.9	9.8	-	-	-	7.1	-	5.1	-8.3
Paraguay	-31.7	-25.0	10.0	10.8	23.3	4.4	10.4	15.8	4.9	6.1	-14.7	-9.4	-14.3
Peru	-16.2	-32.8	-	-30.3	-7.3	-12.8	-24.1	-3.2	-17.2	-10.8	-	-16.3	-20.0
Uruguay	-22.2	-34.8	-	-13.4	-10.0	-9.8	-	-	-	-6.7	-	-15.9	-7.0

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

a/ See Annex I for size definitions of economic unit by country.

b/ ((Median of women's hourly job earnings/ median of men's hourly job earnings)-1)*100.

c/ The small number of cases of independent administrative, professional and technical workers, as well as one-person establishments in the sample, affects the statistical reliability of the estimates.

d/ Data refer to 2006.

most frequent ways youth enter the labour market, particularly in one-person establishments, microestablishments and microenterprises. The modality of UFW labour entry reflects both the low-income situation of families, which does not permit them to hire paid workers, as well as the fact that for some workers, experience as UFWs allows them to acquire knowledge and skills that facilitate subsequent access to employment and job earnings.

Nevertheless, because UFWs lack certification and have only limited social protection, the modality of UFW on-the-job training in the smallest units hinders their access to other sizes of enterprises, which value education and formal training (depending on the occupation). This means fewer economic returns when UFWs become wage earners. If training of young UFWs takes place before they create their own businesses, the social and/or family network formed can help them enter production chains more easily, through contributions of knowledge, capital or assets, or as suppliers or users of services or goods.

Although UFWs account for only a small share of the employed population in the majority of the countries (while in some countries, like Bolivia, they may reach 20% of the employed), they are an important part of small establishments. In some cases, UFWs have workweeks which are very similar to those of the total employed population, reaching between 75% and 93% of the weekly hours worked by the latter. In 2007, the average workweek of UFWs in Peru was 44.3 hours; in Paraguay, 42.1 hours; in Bolivia, 38.8 hours; in Colombia, 38.1 hours; in Ecuador, 35.4 hours; in Mexico, 32.5 hours; in Venezuela, 31.8 hours; in Argentina, 31.6 hours; and in Brazil, 30.2 hours. Young UFWs are often the children of business unit managers.

Limited Social Protection, Worker Organization and Social Dialogue

Social protection and union representation are basic dimensions of decent work, for which reason their existence in MSMEs should be evaluated. The extent to which workers and employers engage in social dialogue in conditions of equality and mutual respect should be determined. The ILO Resolution Concerning Decent Work and the Informal Economy (2002) highlights social protection coverage as a basic criterion for defining employment in the informal economy. In 2007, independent workers (including rural agricultural producers) were the group of MSME workers with the lowest health and/or pension coverage in Latin America (18.1%). Health and/or pension coverage of workers in microestablishments

TABLE A9

LATIN AMERICA (17 SELECTED COUNTRIES): EMPLOYED YOUTH, AGES 15-24 YEARS, BY SIZE OF ECONOMIC UNIT, 2007 a/

(Percentages with respect to the total youth employed population)

Country	Private Sector											
	Independent workers			Micro-establishments	Micro-enterprises	Small establishments	Medium establishments	Large establishments	Small and medium establishments	Small, medium and large establishments	Unclassifiable by establishment size	Total employed persons in private sector (excluding households)
	Non-professional, technical and administrative workers	Professional, technical and administrative workers b/	One-person establishments b/									
Latin America (weighted average)	**10.6**	**1.0**	**5.1**	**21.5**	**9.5**	**13.9**	**4.6**	**11.7**	**18.5**	**32.2**	**8.8**	**88.5**
Argentina	7.9	1.4	0.3	27.5	12.1	10.3	4.2	5.9	14.5	20.5	16.7	86.4
Bolivarian Republic of Venezuela	20.0	0.5	-	26.3	17.7	-	-	-	-	24.3	-	88.7
Bolivia c/	11.6	1.2	0.4	52.6	16.3	6.9	1.0	1.8	7.9	9.7	-	91.9
Brazil	11.1	1.1	6.1	17.0	9.3	-	-	-	-	32.7	10.0	87.4
Chile c/	7.5	1.8	-	12.1	6.4	17.0	13.4	22.8	30.4	53.2	10.3	91.4
Colombia	20.7	1.8	2.0	28.9	8.7	12.1	3.3	14.5	15.4	29.9	-	92.0
Costa Rica	6.7	0.8	-	29.7	6.2	-	-	-	-	45.5	1.0	90.0
Dominican Republic	28.8	0.6	-	22.3	9.9	11.3	-	-	-	29.2	-	90.8
Ecuador	12.3	0.9	1.1	39.1	11.6	13.8	1.9	12.0	15.6	27.7	-	92.6
El Salvador	8.0	0.2	-	48.7	8.1	10.1	2.4	14.8	12.5	27.3	0.2	92.5
Honduras	10.5	0.5	-	48.4	1.9	0.8	0.1	0.1	0.9	1.0	29.3	91.5
Mexico	6.0	0.4	0.4	41.7	9.8	14.5	4.9	11.8	19.3	31.1	2.0	91.3
Nicaragua	12.5	0.5	-	41.9	10.1	10.7	2.7	11.3	13.4	24.7	0.3	90.0
Panama	15.8	0.4	-	25.9	11.7	9.6	-	-	-	35.9	-	89.8
Paraguay	15.8	0.8	0.1	43.1	10.4	10.3	2.7	1.3	13.0	14.4	1.0	85.7
Peru	16.6	1.3	-	29.3	8.8	18.1	3.3	12.2	21.4	33.5	-	89.5
Uruguay	9.1	2.2	-	28.2	12.9	17.5	-	-	-	36.1	-	88.5

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

a/ See Annex I for size definitions of economic unit by country.

b/ The small number of cases of independent administrative, professional and technical workers, as well as one-person establishments in the sample, affects the statistical reliability of the estimates.

c/ Data refer to 2006.

(33.7%) and microenterprises (62.0%) is also low with respect to that of larger enterprises. The larger the enterprise, the higher the level of social protection coverage due to the higher level of formality (Table A10).

In eight countries, health and/or pension coverage is below the regional average for each MSME category (Bolivia, the Dominican Republic, Ecuador, El Salvador, Honduras, Mexico, Paraguay and Peru). In Panama, although independent workers and those of small establishments have social protection coverage rates above regional rates, employees of micro-establishments and microenterprises have rates below regional averages. In Brazil, independent workers have social protection coverage at rates similar to the average for Latin America. Health and/or pension coverage for this country was considerably above the regional average for microestablishments; nevertheless, a large deficit persists (in 1995, 39.9% of microestablishment workers were covered; the rate for 2007 was 42.8%). Argentina, Bolivia, Costa Rica, Mexico, Paraguay and Uruguay register slight improvements in health and/or pension coverage of microestablishment workers whereas coverage of these workers in Colombia and Chile experienced a large increase between 2002 and 2007.

There are scant policy efforts aimed at promoting the development of employer associations in MSMEs, despite the fact that this poses a major obstacle to MSME organizational development and social dialogue. Only recently has the contribution of these policies to advancing MSME competitiveness been recognized, which has generated increased interest in the promotion of business incubators, export consortia, service cooperatives and similar initiatives, although they still have not achieved the relevance attained in other regions, such as Asia and the Mediterranean countries of Europe.

Moreover, the task of fostering union organization of MSME workers is still pending. Analyzing the distribution of union membership by establishment size in the six selected countries of the region with available information for 2007, higher concentrations of union workers are observed in large enterprises. This may be due to legal restrictions (quotas or minimum numbers of employees to create a union, for example) or to changes introduced in employment contracts, such as labour subcontracting, which make it difficult for workers to organize. Brazil (26.6%) and Colombia (14.2%) have noteworthy levels of unionized workers among independent workers; in these countries unionized

TABLE A10

LATIN AMERICA (15 SELECTED COUNTRIES): EMPLOYED PERSONS NATIONWIDE WITH SOCIAL PROTECTION, BY SIZE OF ECONOMIC UNIT, 2007 a/

(Percentages)

Country	Private Sector										Total employed persons
	Independent workers (Professional, non- professional, and one-person establishments	Micro-establishments	Micro-enterprises	Small establishments	Medium establishments	Large establishments	Small and medium establishments	Small, medium and large establishments	Unclassifiable by establishment size	Employed persons in private sector (excluding households)	
Latin America (weighted average)	**18.1**	**33.7**	**62.0**	**70.0**	**84.9**	**93.5**	**74.1**	**86.2**	**12.2**	**46.5**	**50.3**
Argentina	48.7	54.3	67.9	82.8	93.4	98.3	86.0	90.2	77.1	67.5	68.6
Bolivia b/	10.3	7.5	10.3	44.6	62.3	72.0	48.7	54.6	-	14.7	20.5
Brazil	18.0	42.8	67.5	-	-	-	-	87.4	5.3	48.2	51.6
Chile b/	53.1	70.3	79.5	88.0	93.1	93.6	90.2	91.6	83.1	78.3	79.0
Colombia	80.8	80.2	83.5	91.8	96.3	98.3	92.9	95.7	-	85.2	86.1
Costa Rica	64.9	66.2	71.9	-	-	-	-	91.2	64.9	77.3	80.1
Dominican Republic c/	-	8.0	27.2	52.7	-	-	-	72.3	-	25.2	32.2
Ecuador	12.6	14.3	27.5	44.9	69.0	72.7	48.3	59.4	-	27.5	34.0
El Salvador	7.4	9.7	33.9	54.5	64.0	88.2	56.4	73.9	1.5	28.2	32.8
Honduras	0.9	2.3	20.1	41.0	46.5	76.7	41.7	45.2	56.0	16.1	19.9
Mexico	0.2	8.6	34.8	66.5	82.7	92.5	70.9	79.2	63.5	30.9	36.9
Panama	20.8	23.6	45.7	76.6	-	-	-	86.0	-	48.8	55.4
Paraguay	11.1	14.7	23.9	41.9	65.7	77.3	47.3	51.6	59.2	19.6	24.6
Peru	17.2	16.6	26.4	48.6	76.1	83.5	54.5	65.9	-	33.8	37.1
Uruguay c/	90.6	94.0	96.5	97.9	-	99.1	97.9	98.6	-	95.0	95.8

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

a/ This indicator encompasses the employed population with health and/or pension coverage, including individuals who receive insurance benefits directly from their work as well as secondary beneficiaries. See Annex I for size definitions of economic unit by country.

b/ Data refer to 2006.

c/ Data refer to individuals with health insurance coverage.

workers refers to a workers' association or guild (Table A11).

Given the limited union representation in smaller establishments, the possibilities for wage and salaried workers of these units to negotiate better working conditions or to defend their rights are restricted to state intervention and to individual efforts. This places them in a position of greater vulnerability and/or with fewer possibilities for resolving their claims. Although not a widespread practice, union membership by type of occupation or sector, or another type of association that involves workers brought together by a shared interest, could be a viable alternative for MSME workers who do not belong to a union.

Although available information on MSME productivity trends is lacking, it is known that an increase in productivity is not always reflected in higher wages for workers. The region faces the challenge of improving dialogue between employers and employees on this issue to ensure a fair distribution of the benefits of increased labour productivity, particularly in small enterprises.

An approach based on decent work should attempt to establish coherent, coordinated and inclusive leadership structures in organizations representing MSMEs. To this end, trends toward decentralization are encouraging the development and application of policies with local impact. A key challenge for many countries of the region is to coordinate and achieve coherence among different policy areas associated with MSME development, for example, among local private initiatives, economic development strategies and government policy structures. Local actors must act with flexibility, but first they must have the authority, legitimacy, skill and knowledge to do so.

Unfavourable Institutional and Regulatory Framework for MSMEs

There is growing awareness that standards, regulations and policies targeting MSMEs are pivotal for their development. A favourable environment for their development encompasses administrative, taxation, financial, educational and other key components to generate sustainable conditions for and promote the healthy performance of these small economic units. Economic and social policies of many countries should regularly include the promotion of an environment favourable to small enterprises, whether for reasons of social compensation or to drive the competitive development of disadvantaged segments of the productive structure.

As environments in the region are largely unfavourable to MSME development and competitiveness, most of the MSMEs in the region—both formal and informal—attempt to survive by using some form of «spurious competitiveness»: paying low wages, imposing longer workdays, making predatory use of natural resources and delaying or attempting to avoid tax and social benefit payments. In this context, the key objective of public policies designed to strengthen MSMEs should focus on helping these units develop *genuine competition* in a framework of decent work, which would permit them to gradually raise wages, comply with social and tax obligations in a timely manner, overcome the lack of planning and adopt a long-term approach to business management and investment decisions.

Every year, a growing number of Latin American and Caribbean countries are attempting to develop a coherent, comprehensive legal framework to support the application of pro-MSME policies (Table A12).

TABLE A11

LATIN AMERICA (SIX SELECTED COUNTRIES): DISTRIBUTION OF EMPLOYED PERSONS BELONGING TO UNIONS, BY SIZE OF ECONOMIC UNIT, 2007 a/

(Percentages)

Country	Private Sector											Total unionized workers (private sector, public sector and households)
	Independent workers (Professional and non- professional)	Micro-establishments	Micro-enterprises	Small establishments	Medium establishments	Large establishments	Small and medium establishments	Medium and large establishments	Small, medium and large establishments	Unclassifiable by establisment size	Employed persons in private sector (excluding households)	
Brazil	26.6	6.2	4.5	0.0	0.0	0.0	0.0	0.0	37.7	4.2	79.2	100.0
Colombia	14.2	4.5	1.3	4.4	1.3	17.8	5.7	19.1	23.5	0.0	43.5	100.0
Dominican Republic	-	3.4	4.4	7.8	0.0	24.5	7.8	0.0	32.3	0.0	40.1	100.0
Honduras	-	0.5	0.2	0.1	0.0	0.6	0.1	0.0	0.7	19.8	21.2	100.0
Nicaragua	8.8	1.9	3.0	6.8	1.1	12.4	7.9	0.0	20.3	0.0	33.9	100.0
Perú	-	0.0	0.0	2.7	3.9	14.8	6.7	18.8	21.5	0.0	21.5	100.0

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

a/ See Annex I for size definitions of economic unit by country.

TABLE A12

LATIN AMERICA (SIX SELECTED COUNTRIES): ASPECTS OF MSME LEGAL FRAMEWORKS PRESENT IN THE COUNTRIES, 2007

Item	Argentina	Chile	Colombia	Brazil	Mexico	Peru
Specific laws for MSMEs	√		√	√	√	√
MSME articles in general laws: taxation, labour	√	√	√	√	√	√
Special MSME labour regulations				√		√
National MSME promotion programme	√	√	√	√	√	
MSME dimension in national development programme		√	√	√	√	
Public agencies specializing in MSMEs	√	√	√	√	√	√
Public/private coordination on MSME policies		√	√	√		√
Decentralization in policy design and implementation	√	√		√	√	
Special regulations for:						
- Simplifying administrative procedures		√				√
- Local area economic development		√	√	√		√
- Public purchases with MSME participation		√			√	√
- Promotion of formalization of MSMEs and their workers	√	√		√	√	√
- Special norms on MSME services						
- MSME financial services		√		√	√	√
- Training and other business development services	√	√	√	√	√	√
- Technology assistance	√	√	√	√		√
- Women entrepreneurs		√		√		
- Youth entrepreneurs			√			√
- Support to vulnerable groups within MSMEs		√		√	√	
- Support to rural MSMEs	√			√	√	
- Domestic trade		√	√			
- Promotion of association (clusters, cooperatives)	√	√	√	√	√	
- Innovation and design			√			
- Promotion of exports	√	√	√	√	√	√
Own-account workers		√				
MSME social protection (health insurance and pensions)	√	√	√	√	√	√
Promotion of associations representing MSMEs		√	√	√	√	

Source: ILO.

Regulations originate from all levels of the public administration, from the central to the local, and include those of other countries when businesses participate in international markets. Regulatory factors that limit access of enterprises to the benefits of globalization should be identified. Moreover, programmes should be designed to simplify and/or eliminate regulations that constitute barriers to MSME operation. In addition to the potential advantages that formalization implies, reducing MSME operational costs by simplifying regulations helps ensure the long-term stability of these enterprises.

Strategies, Proposals and Good Practices for MSME Development

How can conditions be created that enable MSMEs to achieve decent work through genuine competition? The challenge demands improving workers' skills and promoting access to technologies, credit and markets. This is achieved not only through sectorial policies, which are indispensable, but also through the design of mechanisms to improve the integration of MSMEs in national economies and regional integration processes. This requires *positive discrimination*[1] in favour of smaller-scale enterprises, which in most countries have no authority, representation or voice.

To this end, decent work in MSMEs should be promoted in the framework of the ILO's International Labour Standards (ILS). Although some ILO conventions permit member states to exclude small establishments from their scope of application, the ILS should still serve as a guide for government actions to make progress in different dimensions of decent work in small establishments. In this regard, discussions on effective strategies to improve ILS compliance in the MSME environment should be encouraged.

With respect to the productive enhancement of MSMEs, the goal is to take advantage of all growth potential driven by employment and to transform their low labour productivity into an opportunity to rapidly increase productivity levels. The paths to achieve this include the expansion of work opportunities in urban and rural MSMEs and the strengthening and expansion of small-scale family agriculture.

[1] Following the recommendations of the ILO's World Commission on the Social Dimension of Globalization for trade policies in poor countries (The World Commission on the Social Dimension of Globalization, *A Fair Globalization: Creating Opportunities for All*, Geneva: ILO, 2004).

The MSME policy and service environment should be improved to ensure MSME growth. Competitiveness should be stimulated by enhancing MSME information, skills and access to markets; MSME employer association and business coordination should be stimulated through production chains; business and financial services for MSMEs should be developed; and MSMEs workers' social protection and union representation should be improved.

In the case of own-account and microestablishment workers, the goal is to create an environment to guarantee their economic and labour rights (including but not limited to ownership); build capacities and opportunities to increase productivity through appropriate services; and guarantee workers' social protection, union representation and voice. Efforts to expand opportunities for low-productivity units should include the design of public and private development investment strategies, which promote use of labour-intensive technologies to create sustainable employment opportunities. These efforts can concentrate on sectors with job creation potential, such as tourism, public works and infrastructure, management of social, educational and health services, natural resource management and home building, particularly for the poor.

With respect to small-scale family agriculture, it is also necessary to promote production chains and market ties, with an emphasis on appropriate technologies and business associations for marketing, access to technical information and other business development services. Policies are needed to identify and promote more efficient linkages between large firms with ties to national and world markets and small-scale agricultural establishments that struggle with subsistence. Information on priority policy issues should be provided in the countries of the region, including examples of good practices.

Four policy areas established in the 2006-2015 Regional Agenda for Decent Work in the Americas regarding MSMEs are presented below with their respective actions. These are: (i) promotion of regulations and a culture of productivity; (ii) MSME formalization; (iii) financial and business development services for MSMEs; and (iv) access to internal and external markets.

First Policy Area: Promotion of Regulations and a Culture of Productivity

Policy	Actions
Promotion of regulations and a culture of productivity	• Promote a business culture and entrepreneurial initiative through: – a business initiative fund, – pilot projects, – national innovation competitions, – media campaigns and awards, – reform of secondary and technical school curricula, – entrepreneurial training for teachers and school staff. • Design and implement laws and policies for the promotion of MSMEs. • Formulate and monitor policies. • Foster a culture of total productivity.

A first priority in a pro-MSME strategy is the *promotion of a culture of total productivity*, which attempts to overcome the spurious competitiveness so common among MSMEs of the region. The idea is to develop knowledge in the MSME sphere, recognizing that there are several ways to increase productivity, but at the same time acknowledging that some forms lead to unsustainable, short-term competitiveness, with negative effects on the quality of employment, the environment and the social environment. By contrast, there are other ways to increase productivity based on the approach known as the *high road to productivity*. These have the capacity to foster the growth of establishments by striking a balance among productive factors. Spreading a culture of productivity via national networks that promote competitiveness requires special conditions in order to function well, namely through a system of organizations that are involved in fostering competitiveness that takes on the responsibility of directing actions and channelling support and resources toward this end. The mass media play a vital role in this effort.

Educational structures are essential for disseminating the values of a culture of productivity. Values and basic ideas regarding entrepreneurial capacity should be promoted from the earliest educational levels, emphasizing a long-term vision of the world of work. This should balance wage and salaried employment options and values with a more positive, realistic appreciation of self-employment, independent work and entrepreneurial options. Rather than simply supporting initiatives to foster the entrepreneurial spirit in the school environment in the region, this means addressing the need to take this message to youth in education, using all available means.

Good practices exist in the region, such as recent public-private agreements in this area. In Colombia, for example, national productivity movements have been organized, with the participation of a large number of associations and academic, research and technical assistance organizations.

In some countries, governments have spearheaded national competitiveness and productivity systems, where MSME policies play a key role. The oldest, most consolidated effort in the Americas is in the United States, where the federal government has developed a strategy for organizing pro-MSME regulations, which are supervised and administered by a public agency dedicated exclusively to that task (Box A.1).

Good practices in MSME regulations and productivity	National efforts to support an environment of increased competitiveness (Brazil, Colombia and Costa Rica)

Box A.1

THE UNITED STATES SMALL BUSINESS ADMINISTRATION

The United States Small Business Administration (SBA) was created in 1953 as an independent agency of the U.S. federal government to aid, counsel, assist and protect the interests of small business concerns, to preserve free competitive enterprise, maintain and strengthen the overall national economy and to assist in the recovery of communities affected by natural disasters. With a portfolio of business loans, loan guarantees, and venture capital instruments worth nearly US$ 85 billion – including a disaster loan portfolio of over US$ 10 billion — the SBA is the nation's largest single financial backer of small businesses. The SBA's budget is appropriated annually through Congress and its service delivery structure includes 90 regional, district and branch offices.

U.S. Small Businesses:

- Represent more than 99.7% of all employers.
- Generate 60 to 80% of net new jobs annually.
- Employ more than half of all private sector workers.
- Pay more than 45% of the total U.S. private payroll.
- Provide over 50% of non-farm private gross domestic product (GDP).

SBA'S Four Programmatic Functions

1. *Access to Capital (Business Financing)*
SBA provides small businesses with an array of financing for small businesses from the smallest needs in microlending — to substantial debt and equity investment capital (venture capital).

2. *Entrepreneurial Development (Education, Information, Technical Assistance & Training)*
SBA provides free individual face-to-face and internet counselling for small businesses, and low-cost training to nascent entrepreneurs and established small businesses in over 1,800 locations throughout the United States and U.S. territories.

3. *Government Contracting (Federal Procurement)*
In keeping with the mandate of Section 15(g) of the Small Business Act, SBA's Office of Government Contracting sets goals with other federal departments and agencies to reach the statutory goal of 23 percent in prime contract dollars to small businesses. This office also provides small businesses with subcontracting procurement opportunities, outreach programmes and training.

4. Advocacy (Voice for Small Business)
Created in 1978, this Office reviews Congressional legislation and testifies on behalf of small business. It also assesses the impact of the regulatory burden on behalf of small businesses. Additionally, it conducts a vast array of research on American small businesses and the small business environment. The Chief Counsel of this office is appointed by the President of the United States.

Source: ILO based on information from the United States Small Business Administration (http://www.sba.gov/index.html).

Second Policy Area: Promotion of MSME Formalization

Together with an environment that promotes a culture of systematic productivity supported by a regulatory framework led by an experienced institution, it is important to address the excess regulations that hinder the activities of small businesses and improve their economic performance.

For this reason, promoting decent work in MSMEs requires optimizing the regulatory environment, particularly with respect to business transactions, what the World Bank refers to as the «business environment.» This requires ongoing actions in priority areas, such as the simplification of administrative procedures for closing or starting a business and for ensuring the continued presence in the market without legal obstacles. These efforts should address procedures for start-up, licensing and registration of establishments, taxation, access to financial services, compliance with contracts and property rights, among others. For institutions such as the Andean Development Corporation's (CAF) Andean Competitiveness Programme and the World Bank, the regulatory framework is an essential element in facilitating an environment favourable to small businesses.

Policy	Actions
Promote the formalization of MSMEs (administrative simplification, increased social protection, representation and dialogue for MSME workers)	• Identify registration regulations that should be removed, simplified or changed. • Draft a plan (in line with local regulations) to simplify the administrative aspects of registration and the issuance of permits and licenses. • Harmonize national and local regulations. • Improve the system for registering assets, equipment and premises.
	• Enact structural reforms to extend the social security system to MSMEs and to establish possible links of MSMEs with micro-insurance schemes and private enterprise. • Provide information and implement programmes on social security systems and benefits targeting MSME workers. • Ensure participation of MSME representatives in the supervision of social security agencies. • Disseminate occupational health and safety information and practices.
	• Promote changes in legislation and trade union regulations to facilitate the inclusion of MSME workers in workers' organizations. • Facilitate relations between MSMEs and trade union confederations and employers' organizations. • Enhance the ability of MSMEs and their workers to organize and develop networks and associations.

One aspect related to the above is the recognition and titling of business assets of small establishments, which allows them to use these assets as collateral and to access the banking system. These reforms have been spreading across countries of the region and have also been implemented for the rural sector, where the lack of formal registration mechanisms has hindered adequate market operation.

Building a favourable, positive legal environment for MSMEs also requires the design of appropriate mechanisms for their control and supervision. MSME regulations that establish an effective supervisory system have the highest level of compliance, such as the taxation provisions in nearly all countries of the region, according to several sources. By contrast, regulations with deficient supervisory systems have poor levels of compliance. The administrative oversight of policies should be considered a priority, which should be included in pro-MSME policy measures (Reinecke and White, 2004). Informal employment is widespread in large measure because of the weak capacity for supervision of established norms by ministries of labour. This requires strengthening monitoring of MSME compliance with pertinent legislation, emphasizing both preventive measures and sanctions. In addition, distinctions should be awarded to entrepreneurs who comply with the law.

Many of these objectives can be facilitated by promoting cooperative self-organization, particularly for social protection. This self organization, which exists in most groups of microestablishments and independent workers, is associated with the existence of mutuals, self-help funds and similar associative mechanisms. Although these associations frequently arise in response to the weakness of public or private systems, their small scale makes external support to these systems inefficient. Nevertheless, linkage mechanisms should be explored to increase scale to be able to serve a population that otherwise has no valid options. To this end, the possibilities for strengthening these experiences, generically known as «micro-insurance,» should be explored to expand

Good practices in formalizing MSMEs	• Simplification of municipal administrative procedures for establishments. • Simplification of taxation mechanisms in several countries. • Social security reform in Argentina, Colombia and Brazil to expand coverage. • Inclusion of independent workers engaged in street trade in different workers' unions (Mexico, Brazil and Venezuela). • Establishment of union federations and associations among workers of microestablishments and informal sector workers (Bolivia, El Salvador and Peru, among others).

public social security coverage or attract private providers to these new markets.

The problem of informality in the region deserves special attention. Although the level of informal employment has declined slightly, it remains high in the countries with available information. To address this issue requires a MSME policy focus designed to promote supervision where informality occurs in areas of taxation, registration or employment. These policies should also strive to generate conditions for the legal protection of the largest number of workers possible.

This implies, for example, developing specific policies to help create businesses and protect the labour rights of some groups vulnerable to informality, such as independent workers (especially those working in urban retail trade, many of them in family establishments) and rural workers (Box A.2).

Two key contingents requiring special attention are female entrepreneurs of the informal economy and youth. Women who work in the informal economy face labour discrimination in almost every aspect studied (see Valenzuela, 2001 and 2005, for additional information on MSME policies with a gender equality focus). Youth face difficult conditions for entering and remaining in MSME due to their lack of physical and human capital and work experience. Several recent studies have called for the development of specific youth employment policies, which several governments have implemented (ILO and ECLAC have recently published regional studies on youth employment).

Box A.2

PERU AND THE NATIONAL REGISTRY OF MICRO AND SMALL ENTERPRISES (REMYPE)

The Ministry of Labour and Employment Promotion (MTPE) of Peru achieved changes in the law to facilitate the registration of Peruvian microenterprises through the implementation of the National Registry of Micro and Small Enterprises (REMYPE). The MTPE modified an administrative procedure to authorize owners of micro and small enterprises (MSE) to register their businesses immediately and at no charge in the REMYPE. According to the norm, these enterprises must register in the REMYPE to access all the benefits of the MSE Law, such as comprehensive health insurance and pension fund coverage. Moreover, owners can register online at no charge on the MTPE website using a password provided by the National Tax Authority (SUNAT). The previous law (2003) required microenterprise owners to present notarized applications, including tax registration numbers, identification documents and copies of income tax forms, to the documentary administration, records and library office. The procedure has now been simplified.

Source: ILO, based on information of the Ministry of Labour and Employment Promotion of Peru, www.mintra.gob.pe.

Third Policy Area: Financial and Business Development Services (BDS) for MSMEs

Policy	Actions
a. Financial services development for MSME and access to these	• Take action to involve private banks in microfinance, reducing discrimination on grounds of perceived higher risks of MSMEs. • Improve the financial regulatory environment (contracts, intermediation, registration of assets). • Make technological improvements for better access to financial services, (including information, new products, customer service, information systems, regional databases, credit bureaus, etc.). • Make guarantees more flexible. • Provide training on the use of credit.
b. Business development services (BDS) for MSMEs	• Improve availability of BDS, including developing providers. • Develop business management skills on a major scale, based on employer associations, municipalities, and universities. • Improve quality. • Subsidize demand for BDS (vouchers and other means) to ensure sustainability.

Despite the progress observed in the development of financial and business services in the countries of the region, there is room for further advances in this area as regards MSMEs.

Financial services for MSMEs can be strengthened by improving the overall regulatory framework (most countries have introduced reforms in banking and oversight laws) on appropriate financial intermediation, supervision of the system and guarantees; identifying appropriate technologies for achieving increased coverage in sectors with limited access; developing more and better products and services tailored to the competitive realities of small businesses; promoting appropriate combinations of financial and business development services; and other issues of an extensive agenda.

A key aspect of the development of microfinances in the region is the growing importance of their social development objectives: credit for rural businesses, female business owners and young entrepreneurs. Rural credit programmes are linked to local development efforts in several countries and test different systems of non-conventional guarantees, such as non-fixed collateral or reciprocal guarantees. The microfinance programmes with a gender focus seek to empower female business owners to avoid biases in the disbursement or use of credit. Youth programmes have been implemented in some countries although these are still in the pilot stage.

Good practices in developing financial services	• Legal reform for inclusion of microfinance institutions (Bolivia, Colombia, El Salvador, Mexico and Peru). • Improvements in the financial regulatory environment (contracts, intermediation and registration of assets)

Box A.3

SMALL AND MEDIUM ESTABLISHMENT FINANCING IN MEXICO

The credit portfolio of small and medium establishments (SME) represented more than 12% of the total banking portfolio in Mexico at the close of 2007. This meant a growth rate of 45% for the SME sector, led by credit to the microenterprise subsector, which increased 150% in 2007. This growth mainly reflects the development of new production chains and the implementation of the SME Government Procurement Programme, which operates through 242 government offices and agencies.

The operating rules of the SME Fund of the Ministry of the Economy state that financial extensionists are responsible for providing technical assistance to entrepreneurs and MSMEs through a range of services designed to strengthen the business and financial culture, as well as to build and fortify the country's productive infrastructure.

The banking industry/government collaboration resulted in the enactment of a decree that simplified the issuance and processing of commercial credit by credit institutions for amounts below the equivalent in the national currency of 25,000, 2 million and 4 million investment units (UDIS).

Source: ILO, based on information from the Mexican Banking Association website, www.abm.org.mx.

During financial crises, it is recommended that governments prioritize MSME access to financing since owners and workers of these enterprises are the groups most affected by the lack of liquidity. Box A.4 highlights the timely measures taken by the Government of Chile to support exporters and smaller businesses in response to the effects of the current global financial crisis.

Moreover, business development services should be improved and expanded in terms of variety and overall quality. Progress has been observed in this area in several countries, although not to the extent of the achievements made in financial services. Many countries have introduced subsidized business development services programmes or vouchers, which increased the coverage and type of such products used by establishments. Services that have not significantly improved because of a lack of sustained, specialized support or other reasons require strengthening and additional resources.

One line of services that should be enhanced is business management training programmes tailored to the specific needs of MSMEs (programmes with a gender focus, youth focus and in indigenous languages), using mass media technologies and training of trainer methods in an overall attempt to achieve greater scale in training programmes. Technological advances in business training programmes toward modular systems or personalized products through distance learning reflect the acceptance and application of the skills-based approach in these service areas.

Box A.4

SUPPORT TO EXPORTERS AND SMALLER ESTABLISHMENTS DURING THE GLOBAL FINANCIAL CRISIS: THE CASE OF CHILE

In response to the international financial crisis, on October 13, 2008, the Government of Chile announced several special measures for more than US$ 850 million to support exporters and smaller establishments in the country. This effort is designed to ensure their access to financing to enable them to continue to compete successfully, create employment and contribute to the country's economic growth. The goal is to contribute to the increased liquidity of the financial system, ensuring that these resources reach the enterprises that need them most. Moreover, to encourage banks to issue credit to small enterprises, collateral lines have been established for working capital, exporters and investment loans. The five special measures are listed below:

Support to exporters: more coverage, more flexibility. The Production Development Corporation (CORFO), the Chilean government agency responsible for promoting national production, has implemented the Programme of Bank Loan Coverage for Exporters (COBEX). This instrument guarantees 50% of loans to exporters disbursed by the banking industry. In an effort to expand coverage of this instrument, an additional US$ 50 million were allocated to COBEX, permitting the programme to increase guaranteed loans up to US$ 1 billion. In addition, loan application requirements were made more flexible, raising from US$ 20 million to US$ 30 million the maximum annual sales eligibility limit for businesses to access this programme. Coverage provided by CORFO was also expanded, from the current limit of US$ 1 million to a maximum of US$ 2.5 million, depending on the size of the loan.

Support to investments: US$ 500 million CORFO investment (FOGAIN). The CORFO Investment Guarantee Fund provides long-term financing to small and medium enterprises to enable them to carry out their investment projects. As a result of the first bidding process, CORFO allocated US$ 300 million to the financial system, with coverage for a similar amount, which will be disbursed to small enterprises at interest rates ranging from 10% and 15%. The remaining US$ 200 million will be disbursed through a new bidding process.

Working capital: US$ 200 million for small enterprises. Working capital flow for small businesses may be affected by a greater need for liquidity, as well as perceptions of greater risk and uncertainty on the part of financial institutions. To maintain working capital financing, a programme is needed to jointly issue financing and coverage of loans from financial institutions. A bid was conducted on a line of working capital for US$ 200 million with the aim of reaching out to establishments of smaller size with adequate funding, ensuring they have the working capital they need.

Non-banking factoring: *US$ 100 million for new lines of financing.* Market events have reduced the appetite for risk among investors, raising the cost of financing and consequently limiting access to capital markets of these financial intermediaries. To facilitate financing of working capital of small enterprises through factoring, CORFO will allocate US$ 100 million for new lines of financing for these establishments. These lines will provide funds to financial intermediaries that have efficient risk control systems in place, that target small enterprises and that offer better credit conditions to the end client in terms of discount rate and service.

Strengthening the national financial market. A regulation of the Tax Law was issued to permit foreign insurance companies, endowments and public funds of foreign origin to operate in Chile without having to pay capital gains taxes. It also enables non-resident foreign investors in Chile to avoid tax procedures such as giving notice of the start of activities, keeping accounting records in the country and annually declaring profits on movable capital, foreign currency and other financial instruments.

Source: ILO, based on information from the Ministry of Finance of Chile.

Business development programmes for rural MSMEs require urgent strengthening given their importance in rural production chains, the competition needs of these chains and the limited supply of business development services in rural areas. This implies developing products tailored to the economic and cultural conditions of the establishments that young rural entrepreneurs and employer associations may create, as well as service delivery systems that go beyond the scope of urban services. Countries with indigenous populations have developed initiatives in this area, including Bolivia, Brazil, Colombia and Guatemala.

Good practices in business development services (BDS)	• Subsidies for BDS demand (vouchers and others) to ensure sustainability. • BDS programmes for rural and indigenous populations.

Box A.5

SMALL AND MEDIUM ESTABLISHMENT COMPETITIVE MANAGEMENT AWARD IN CHILE

More than 1,200 small businesses competed in the first annual Small and Medium Establishment (SME) Competitive Management Award in Chile. This prize, awarded by *Chile Calidad*, promotes management excellence among MSMEs, which increases their possibilities for becoming world-class organizations. Although 99% of Chilean establishments are MSMEs and these businesses account for more than 70% of job creation, available information indicates that one of their main weaknesses for increasing productivity and efficiency is their limited management capacity. The SME Competitive Management Award strives to overcome this weakness.

The tripartite nature of *Chile Calidad*, whose board of directors includes representatives from the government, the Production and Trade Confederation (CPC) and the Workers' Central Confederation (CUT), makes this award an important recognition of improving MSME competitiveness.

Source: ILO, based on information from the *Chile Calidad* website, www.chilecalidad.cl.

Fourth Policy Area: Access to Internal and External Markets

Policy	Actions
Access to internal and external markets	• Promote access for MSMEs to public tendering and state procurement, by: - setting up agencies to coordinate public tendering and procurement, - providing information. • Facilitate access to services for exporting MSMEs, through better information and the elimination of obstacles based on business size.

Another policy area for promoting decent work in MSMEs is access to internal and external markets to ensure small establishments' achievement of economic growth objectives. Given the special importance of this fourth and last policy area of the 2006-2015 Regional Agenda for Decent Work in the Americas for the focus of this study, that is, the challenge of small businesses in the era of globalization, two subheadings follow, which analyze the international insertion of MSMEs of the region and the strengthening of MSME production for the internal market in the framework of local economic development.

In an internal market context, policy actions recommended by the Regional Agenda for Decent Work are designed to improve the role played by the State, in particular as regards its significant levels of institutional procurement. If governments made purchases from small enterprises, those with the ability to access these markets could identify ways to achieve the long-term viability they need.

Good practices in gaining access to internal and external markets	• Centralized public procurement system (Chile) and «Buy Bolivian» (Compro Boliviano). • Facilitate access to services for exporting MSMEs, through better information and the elimination of obstacles based on business size.

Box A.6

EXAMPLES OF STATE PROCUREMENT PROGRAMMES IN BOLIVIA AND BRAZIL, 2007

Bolivia: In Bolivia, the Law of Public Procurement (Legislative Decree 27528) created the Buy Bolivian Programme (*Compro Boliviano*), which is implemented by the Vice-ministry of Microenterprise of the Ministry of Production. This is a new mechanism through which the state, the municipalities, decentralized entities, regulatory agencies and other government offices will make purchases. One of its most original mechanisms is the Reverse Fairs, where public agencies requiring a good or service (for example, bedding for public hospitals) send their requests to the Vice-Ministry of Microenterprise. These are published for small-scale bidding processes. Interested producers respond to the call for bids, which are managed and awarded by the technical units of the Vice-Ministry.

Brazil: The new Complementary Law nº 123/2006 of Brazil established Bylaws for Microenterprises and Small Enterprises, according to which a preferential limit of R$ 80,000.00 (US$ 37,000) is established for MSME procurement. The programme supports the sub-contracting of MSMEs in large contracts, through the dividing up of goods and services offered, which enables interested MSMEs to supply part of the orders. Moreover, the law establishes that, like the supplies offered by large enterprises in bidding processes, MSMEs should be preferred in contract awards. This law led to government procurements from MSMEs totalling US$ 15 billion per year, creating 800,000 jobs directly and 1.6 million indirectly.

Source: ILO, based on information from the websites www.bolivia.com and the Brazilian Service to Support Micro and Small Enterprises, www.sebrae.com.br.

Entry of Latin American MSMEs into the World Economy

While globalization has had a marked impact on the world, it is important to determine its specific effect on Latin America to understand the potential linkage of MSMEs with foreign markets. Despite the rise in exports in recent years, nine of the 17 countries of the region (Colombia, Costa Rica, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua and Paraguay) were net importers on average between the years 2000 and 2007, and commodities accounted for 60% to 90% of exports in 13 of the 17 countries (Figure A.1).

In the region, only Brazil, Costa Rica, El Salvador and Mexico have managed to diversify their exports (in other words, they are the only countries where commodity exports account for less than 50% of total goods exports). In Mexico, where commodities represented 19% of goods exports, the most important export products were oil and manufactured goods (automobiles and automobile parts, electrical appliances and others).

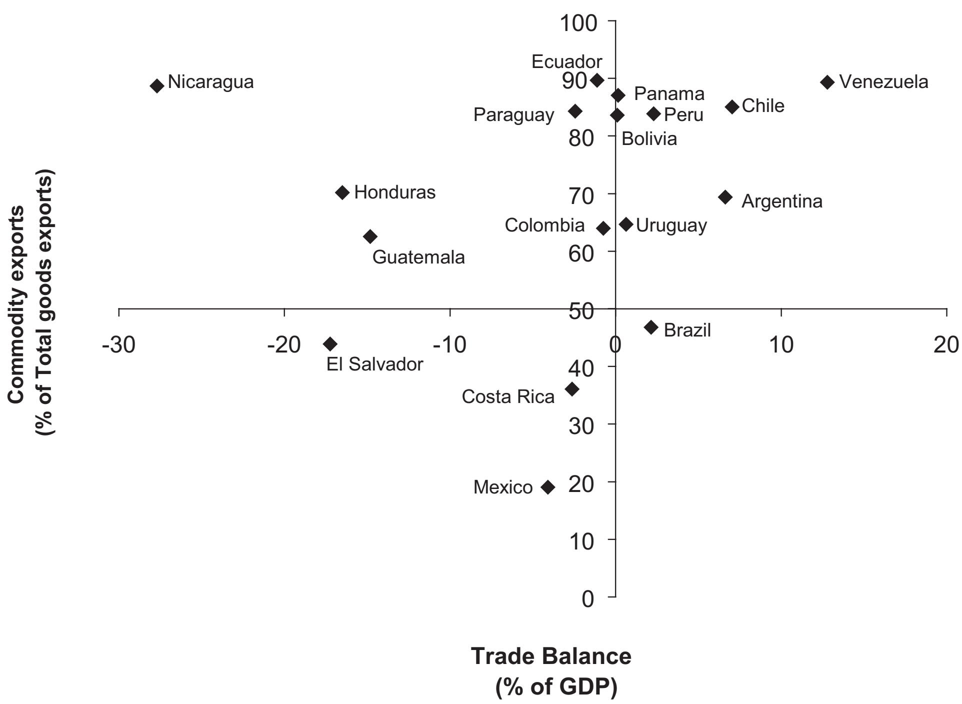
The limited diversity of exports from the region is also evident in the concentration of commodities exported. In 2006, only three of 18 Latin American countries had a share in the 10 leading export products, which was less than 50% of the total amount exported: Argentina (48.1%), Brazil (35.3%) and El Salvador (46.3%). In Brazil, where 46.8% of goods exports are commodities, greater diversity among the main exports is observed (iron, oil and its derivatives, soybean, automobiles, sugar, airplanes, beef, chicken and other telecommunications equipment).

Moreover, adoption of new technologies and knowledge is limited in the production processes of Latin American export products. This has led countries of the region to lose their competitive edge with respect to other exporting countries. To overcome this barrier, MSME export strategies should include mechanisms for obtaining financing and technical assistance from international organizations, with support from national governments.

FIGURE A.1

LATIN AMERICA (17 COUNTRIES): TRADE BALANCE AS A PERCENTAGE OF GDP AND EXPORT OF COMMODITIES AS A PERCENTAGE OF TOTAL GOODS EXPORTS, AVERAGE 2000 - 2007 a/

(Percentages)



Source: ILO, based on information from ECLAC.

a/ Data on exports of commodities as a percentage of total goods exports (vertical axis) refer to the average for the years 2000-2006. The horizontal axis refers to the trade balance as a percentage of GDP. The vertical axis refers to the export of commodities as a percentage of total goods exports.

Countries interested in promoting a strategy for MSME insertion in the export market should begin by conducting feasibility studies that examine the factors that will have an impact on conditions of the export market of goods and services: the global economic cycle (currently in a period of strong deceleration); demand and supply of the product on the world market; credit and financing, transportation and warehousing costs in the case of goods; parallel cooperation agreements (for example, the effective application of labour rights and agreements on environmental impacts of production processes); regulations for product imports (such as phytosanitary standards for agricultural commodities and labelling of ingredients on edible products) and tariff barriers, licensing requirements, and import quotas, among others. Small businesses face high risks, but also have opportunities to enter this market. To take advantage of these opportunities, it is recommended that they receive government technical assistance and support and coordinate with other producers to ensure an adequate, stable production volume and supply for importers.

Feasibility studies are tools that can help define a competitive export strategy for MSMEs in the framework of an agreement between the public and private sectors. The strategy should be developed through a systematic assessment of the situation and medium- and long-term perspectives. The main objective of this strategy should be to contribute to improving income, employment and labour conditions in terms of decent work in MSMEs. It should also address the creation and strengthening of clusters and networks of the production chain. Ideally, it should have the support of associations representing the interests of national or regional MSMEs. It is recommended that these associations have a presence in global markets to identify new export opportunities and establish contacts with importers. A fund with public-private resources should be created at the national or regional level, which MSME associations could access after preparing a foreign market assessment and developing an annual strategic export marketing plan. An external diplomatic body should be made available to facilitate export opportunities for these establishments and participate in the preparation and updating of the market assessment from an import-market perspective.

If countries choose to make the export of goods and services part of their national development strategy, given MSMEs' important contribution to employment in the region, MSMEs should have priority in national feasibility studies. One of the four strategic mechanisms for structuring programmes and policies designed to strengthen entry into the world market

TABLE A13

FOUR STRATEGIC MECHANISMS FOR ENTRY INTO THE EXPORT MARKET

Country	Attracting foreign direct investment	Linkage and internationalization of small and medium enterprises	Promotion of exports	Innovation
Countries outside the region				
Australia	√			√
Czech Republic	√		√	√
Finland				√
Ireland	√	√	√	√
Korea		√	√	√
Malaysia	√	√	√	√
New Zealand		√	√	√
Singapore	√	√	√	√
Spain		√	√	√
Sweden				√
Countries in the region				
Argentina	√			√
Brazil	√	√	√	√
Colombia	√	√	√	
Costa Rica	√		√	√
Mexico	√	√	√	

Source: ILO, based on its own information and information from ECLAC, *Latin America and the Caribbean in the World Economy 2007: 2008 Trends.*

is the linkage and internationalization of small and medium enterprises (Table A.13). Although the four mechanisms have different levels of importance for the national export market strategies of the countries in the Latin America region, overall, they represent key policies and programmes of an export development strategy. The mechanism of linkage and internationalization of small and medium enterprises as a formal strategy is in effect in six of the 10 countries outside of the region: Ireland, Korea, Malaysia, New Zealand, Spain and Singapore. Available information for the countries in the region indicates that several have policies that incorporate some of the strategies listed in the table; however, they are implemented without sufficient coordination and complementarity, making businesses in these countries much less effective for entering the world economy.

Some countries of the region have had successful experiences inserting MSMEs into external markets. The case of Brazil serves as an example of how the government can support MSMEs through national programmes and assessments (Box A.7).

Box A.7

SUCCESSFUL MICRO AND SMALL EXPORTERS IN BRAZIL

Every year, micro and small establishments in Brazil increase their share of total exports. In 2007, the value exported by this segment reached a historic high of US$ 2.1 billion, a 12.4% increase over 2006, for an average growth of 11.4% over the past five years.

The average individual value exported by these enterprises has also risen sharply in recent years, reaching US$ 163.9 million in 2007, an increase of 12.5% with respect to 2006, for an average increase of 10.5% over the past five years. These and other data on the performance of Brazilian exports over more than a decade appear in the study *Micro and Small Establishments in Brazilian Exports: Brazil and the States - 1998/2007.*

Commissioned by the Brazilian Service to Support Micro and Small Enterprises (SEBRAE), the Centre for Studies on Foreign Trade Foundation (FUNCEX) conducted a study using data of the Foreign Trade Office (SECEX) and other institutions. The study database also includes information from other agencies on approximately 13,000 micro and small establishments in Brazil engaged in export activities during the period 1998-2007.

The study serves as a key reference for activities supported by SEBRAE and partner institutions for the entry of micro and small enterprises into the global economy. Specifically, it helps to identify the difficulties these enterprises face in maintaining their presence in foreign markets, as well as opportunities and good practices. Study results serve as input for the actions of the Programme to Internationalize Micro and Small Establishments, implemented in October 2008 by SEBRAE.

Several states around the country have launched the first phase of the programme, which is the self-assessment of the businesses. This information permits business owners to identify the profile of their enterprises and to determine whether they have the potential to enter foreign markets. The second phase is the business certification plan. Hundreds of business owners have already assessed their establishments online. Two online courses are available free of charge and address key issues for those who want to learn about and develop skills for exporting.

Source: ILO, based on information of the Centre for Studies on Foreign Trade Foundation (FUNCEX).

Strengthening MSME Production for the Domestic Market in the Framework of Local Economic Development

Globalization is reaching the most remote areas of countries of the region, bringing with it new products, media and other benefits for local consumers. At the same time, however, it is forcing local establishments of all sizes and governments to seek solutions for competing in their own markets. Given that most–nearly three-quarters—of the GDP of Latin America is destined to the domestic market, a long-term development strategy to promote MSME exports from a decent work perspective is not necessarily the most appropriate for all countries. A strategy to strengthen MSME production destined mainly for the domestic market (which can exist concurrently with a foreign market approach) is essential for all countries of the region. Moreover, since MSMEs provide many jobs and promote the economic development of geographic areas that have not received significant investments, a strategy to strengthen MSMEs with decent work in the framework of local development is recommended.

The new approach known as local economic development has come to the forefront in recent years. The ILO defines local economic development as «a participatory development process that encourages partnership arrangements among the general public and private stakeholders in a locality. The objective is to enable the design and implementation of a common development strategy, using local resources and competitive advantages in a global context. The ultimate goal of local economic development is to create decent work and stimulate economic activity.»

There are four basic features of local economic development strategies: i) they require participation and social dialogue; ii) they are based in a territory; iii) they involve mobilizing resources and local competitive advantages; and iv) they are managed and implemented locally. Local economic development strategies have social and economic advantages. These include strengthening local society, generating social dialogue, making local institutions more transparent and accountable, creating jobs in enterprises with greater capacity to successfully confront changes in the global economic environment; and creating decent work.

Local development strategies, depending on their operational focus, view the locality as a resource which, depending on its characteristics, offers a variety of possibilities for economic growth. Although local governments generally have limited financial resources, they may be in a position to promote local MSMEs. To this end, local governments should be prepared to lead management, negotiation and linkage proposals with different economic-social stakeholders (locally or outside the locality). In addition, they should be familiar with local competitive advantages in a global context.

Box A.8

PROMOTION OF TERRITORIAL ECONOMIC DEVELOPMENT IN CHILE:
CHILE EMPRENDE

Chile Emprende is a government initiative to promote business development and employment opportunities based on the potential of micro and small enterprises in specific territories. For the purposes of the programme, *territory* refers to groups of towns (municipalities) with shared basic identity features, which are relatively coherent in geographic, social, cultural and productive terms, and which have a critical mass of private, municipal and public actors willing to work and invest in identifying and taking advantage of the opportunities they agree to develop. *Chile Emprende* operates as a public fund administered by SERCOTEC and is implemented through associated public entities: The Solidarity and Social Investment Fund (FOSIS), Institute of

Agricultural Development (INDAP), National Training and Employment Service (SENCE), Technical Cooperation Service (SERCOTEC) and the National Tourism Service (SERNATUR).

The programme, managed by a public-private partnership, promotes cooperation among business owners and their linkage with markets. There is a roundtable for each territory, known as the public- private council, formed by business owners, local government representatives and regional offices of production promotion services.

Through the councils, a shared development project is designed and implemented: the territorial plan. This plan guides the development of business and employment opportunities based on the potential of the micro and small establishments of the territory and the strengthening of competitiveness factors. The plan defines the role of private enterprises in establishing concrete opportunities. Investments and the linkage of support instruments for each territory are agreed upon at the central and other government levels.

Chile Emprende transfers budget resources to the private sector to finance «initiatives set forth in the Territorial Economic Development Plans, which are agreed upon with the respective Public-Private Development Councils.» For the first time in Chile, the National Budget Law permits the participation of private actors at the territorial level in the allocation of public resources to promote production. Negotiations are completed with the signing of the *Citizens' Territorial Development Agreement* (see www.chilemprende.cl).

- In 2008, participants at the workshops to develop territorial plans made decisions to allocate more than US$ 58.5 million.

- Small business owners contributed 36% of the total resources of these plans. *Chile Emprende* provided 23%, whereas the remaining 41% originated from regional and municipal public services.

- Business owners contributed 19% of the resources in the 2007 territorial plans.

In an effort to improve employment, *Chile Emprende* established a work agreement with ILO, the Pension Regulations Institute (INP) and the Labour Office to incorporate dimensions of decent work in job creation planning for 2008. This is a pilot project to support, monitor, verify and systematize compliance with quality employment. Local establishments associated with the territorial development plans participate, committing themselves to employment targets. The public-private councils also voluntarily participate in the initiative.

In the territories with employment targets, through joint actions of the INP, the Labour Office, ILO and *Chile Emprende*, agreements will be made between participating business owners and their workers with respect to improvements in employment quality.

These agreements will consist of a plan of action to incorporate compliance with labour legislation in their labour practices. This represents a challenging task for Chilean MSMEs. Territorial agreements on the right to decent work will also be drafted. As advances are made, the agreements will gradually incorporate decent work dimensions that surpass current labour standards. Decent work indicators will be agreed upon by business owners, workers and public-private councils.

Source: ILO, based on information from the Presidency of the Board of Directors, *Chile Emprende*.

New development tools combine traditional investments in basic infrastructure (including education and health services) with several measures designed to stimulate the economic potential of a locality and to promote social and economic development. These are measures to develop and strengthen MSMEs, which address issues related to property, work areas managed, business incubators and thematic work areas (such as technology parks). They also include activities to promote innovation and entrepreneurial support services, as well as to improve human resources (through support to training centres) and access to capital (subsidies and loans). These measures are generally accompanied by programmes and policies that foster the development of institutional mechanisms to increase local cooperation, as well as actions for the preservation and sustainability of the natural environment.

This MSME focus also implies the involvement of large enterprises in local economic development and production chains generated in the territory, which begin with large enterprises. However, because of their large number and their greater vulnerability vis-à-vis other business segments in a context of globalization, MSMEs play the leading role in local economic development and job creation in every country.

Given that MSMEs have a greater presence in rural areas where the establishments and their workers face increased challenges stemming from low productivity, limited financial resources and low earnings, the application of a local development strategy in rural areas can serve to organize government resources and those of regional integration institutions to achieve a strategy of MSME competitiveness with decent work. Support to small rural enterprises should focus on business services, structuring of relatively protected markets, promotion of local capacity for consensus-building and business negotiation and promotion of labour-intensive technologies, ecological tourism and others. They should ensure protection of the human and labour rights of indigenous populations, which mainly inhabit rural areas, guaranteeing their inclusion in the development and implementation of MSME proposals in the context of local economic development.

As local government structures become more inclusive, they will encourage participatory decision-making, where MSMEs will be represented. This will make it easier to address social and economic barriers to the development of this economic sector. A public-private partnership, with the participation of local governments, MSMEs, training centres, the central government and members of civil society, facilitates discussion to define development models and strategies. It is important to promote the formation of production networks and clusters (to improve competitiveness), as well as to encourage MSMEs to produce goods with greater added value and higher levels of productivity, which permit the generation of decent work.

Conclusions

The analysis of 17 Latin American countries in 2007 indicates that MSMEs, which account for nearly two-thirds of total employment in the region, especially in rural areas, are characterized as employing workers with low levels of education, earnings and work hours. MSMEs have limited levels of social protection, association (both employer associations and unions) and social dialogue. In addition, they are characterized by gender inequality and a lack of opportunities for youth. Moreover, the institutional and regulatory environment is unfavourable to MSMEs. The deficit in MSME productivity impedes the achievement of the objectives of decent work, defined as fairly paid productive work carried out in conditions of freedom, equity, security and human dignity. In summary, there is a decent work deficit in this important segment of the Latin American economy, which affects MSME capacity to raise productivity and competitiveness in a globalized world. It also contributes to the marked income inequality in the region.

Some promising initiatives have been launched to address this situation, including strategies and good practices to promote decent work in MSMEs in the region. It is encouraging that many countries concur in some areas of the agenda analyzed. For example, there has been almost unanimous emphasis on promoting MSME exports in recent years. While this may reflect the rapid spread of the integrated market model, it is also indicative of the influence of international cooperation priorities on the countries. Consensus should be built among actors, including international cooperation agencies, to establish national priorities for a pro-MSME development agenda. The World Bank and its «business environment» concept and the participation of the ILO in adopting programmes of the Regional Agenda for Decent Work in the Americas are evidence of the above, since these agencies have played a key role in achieving the broad dissemination of these pro-MSME instruments.

Development strategies for MSMEs should be careful to respect the variety of stakeholders that their different components require for development. Urban microenterprise agendas do not involve the same enterprises, institutions or association leaders as rural enterprise agendas; neither do they coincide with those of the ever increasing number of medium enterprises. Nevertheless, there is widespread agreement on policies in the countries, suggesting that effective innovations in this area would be quickly adopted if the appropriate actors participate. In this way, a body of knowledge and know-how for the design and implementation of pro-MSME policies can be developed. This requires consensus among decision-makers, technicians and those affected by the policies. Clearly, consensus among actors with respect to setting national priorities is the key element, but also the most difficult to achieve. Governments must lead these consultation processes within a framework of broad, transparent social dialogue to ensure sufficient support to make policies sustainable.

New priorities will most likely arise in the coming years, especially in response to the effects of the global economic crisis. Urgent action is needed to focus on the domestic market, for example, because declining demand for imports caused by the crisis will mean a slowdown in growth of the export market, where MSMEs have been particularly active. Therefore, efforts should be redirected to addressing domestic markets and their associated challenges: on the supply side, local development, state procurement, technical standards and trade systems, among others. From a demand perspective, actions should concentrate on strengthening MSME employer associations and worker unions and services to improve business and sales management, among others, with a focus on quality.

ANNEX I

METHODOLOGICAL NOTES ON THE SIZES USED TO DEFINE ECONOMIC UNITS IN LATIN AMERICA

To conduct this study, information from household surveys of 17 countries of Latin America was harmonized in terms of national geographic coverage (except in Argentina, where it refers to 31 urban clusters; Colombia, to municipal capitals; Ecuador, to urban areas; and Peru, to Metropolitan Lima), employed persons ages 15 years and over, and sizes of private-sector economic units. The definitions of the different categories of economic units used in the study are presented below.

Independent workers are divided into two types:

- Professional, technical and administrative independent workers.
- Non-professional, technical and administrative independent workers.

One-person establishment: independent workers who work on a permanent or temporary basis with unpaid family workers.

Microestablishment: from two to five workers.

Microenterprise: from six to 10 workers.

Small establishment: from 11 to 50 workers.

Medium establishment: from 51 to 100 workers.

Large establishment: 101 or more workers.

As some surveys had limitations for defining these establishment sizes, the following breakdown was made:

FIGURE A.I

CATEGORIES USED IN PROCESSING DATA OF HOUSEHOLD SURVEYS FROM 17 LATIN AMERICAN COUNTRIES TO DEFINE ECONOMIC UNITS

Country	Sizes
Argentina	Categories similar to those established in the study (see above).
Bolivarian Republic of Venezuela	**One-person establishment**: could not be identified. Professional or non-professional independent workers are included, as appropriate; **microestablishment**: from one to four workers; **small establishment, medium establishment, large establishment and small and medium establishments**: these sizes could not be identified; **small, medium and large establishments**: 21 or more workers.
Bolivia	Categories similar to those established in the study (see above). Data refer to 2006.
Brazil	**Small establishment, medium establishment and large establishment** and **small and medium establishments**: these sizes could not be identified.
Chile	**One-person establishment:** this could not be identified, independent professionals or non-professionals are included, as appropriate; **microenterprise**: from six to nine workers; **small establishment**: from 10 to 49 workers; **medium establishment**: from 50 to 199 workers; **large establishment**: 200 or more workers; **small and medium establishments**: from 10 to 199 workers; **small, medium and large establishments**: 10 or more workers. Data refer to 2006.
Colombia	Categories similar to those established in the study (see above).
Costa Rica	**One-person establishment**: this could not be identified. Professional or non-professional independent workers are included, as appropriate. **Microenterprise**: from six to nine workers. **Small establishment, medium establishment, large establishment**, and **small and medium establishments**: these sizes could not be identified. **Small, medium and large establishment**: 10 or more workers.
Dominican Republic	**One-person establishment:** could not be identified. Professional or non-professional independent workers are included, as appropriate; **medium establishment, large establishment, small and medium establishments:** these sizes could not be identified; **microestablishment**: from one to four workers.
Ecuador	Categories similar to those established in the study (see above).
El Salvador	**One-person establishment**: could not be identified. Professional or non-professional independent workers are included, as appropriate.
Honduras	**One-person establishment**: could not be identified. Professional or non-professional independent workers are included, as appropriate.
Mexico	Categories similar to those established in the study (see above).
Nicaragua	**One-person establishment**: could not be identified. Professional or non-professional independent workers are included, as appropriate.
Panama	**One-person establishment**: could not be identified. Professional or non-professional independent workers are included, as appropriate. **Medium establishment, large establishment, small and medium establishments**: these sizes could not be identified.
Paraguay	Categories similar to those established in the study (see above).
Peru	**One-person establishment**: could not be identified. Professional or non-professional independent workers are included, as appropriate.
Uruguay	**One-person establishment**: could not be identified. Professional or non-professional independent workers are included, as appropriate. **Microestablishment**: from two to four workers. **Medium establishment, large establishment, small and medium establishments**: these sizes could not be identified.

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

EXPLANATORY NOTE

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

I. Concepts and Definitions

The national definitions of several concepts appearing in *Labour Overview* may differ from international standards adopted for these concepts in the International Conferences of Labour Statisticians (ICLS). The definitions provided below are generally based on international standards, although some are defined according to standards developed for this publication.

Employed persons are those individuals above a certain specified age who, during the brief reference period of the survey, such as a week or a day: (1) had wage or salaried employment, working during the reference period for a wage or salary, or were employed but without work due to temporary absence during the reference period, during which time they maintained a formal attachment to their job, or (2) were independently employed or self-employed, working for profit or family income (includes unpaid family workers), or were not working independently due to a temporary absence during the reference period.

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 or, equivalently, unincorporated enterprises owned by households; such enterprises are units engaged in the production of goods or services which are not constituted as separate legal entities independently of the households or household members that own them, and for which no complete sets of accounts are available. Within the household sector, the informal sector comprises informal own-account enterprises (which may employ contributing family workers and employees on an occasional basis, but do not employ employees on a continuous basis) and enterprises of informal employers which employ one or more employees on a continuous basis and may also have contributing family workers.

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

Informal employment includes the following types of jobs: own-account workers employed in their own informal sector enterprises; employers employed in their own informal sector enterprises; contributing family workers; members of informal producers' cooperatives; employees holding informal jobs in formal sector enterprises, informal sector enterprises, or as paid domestic workers employed by households; and own-account workers engaged in the production of goods exclusively for own final use by their household if such production constitutes an important part of household consumption.

Employees are considered to have informal jobs if their employment relationship is, in law or in practice, not subject to national labour legislation, income taxation, social protection or entitlement to certain employment benefits. They are jobs for which labour regulations are not applied, not enforced, or not complied with.

The term ***unemployed persons*** refers to individuals over a specified age who during the reference period were (1) without employment, (2) available for wage or salaried work or self-employment, and (3) actively seeking employment, having taken concrete action to obtain employment in a specific recent period.

The ***economically active population*** or the ***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.

Population not economically active comprises all persons, irrespective of age, including those below the age specified for measuring the economically active population who are not economically active.

The ***employment-to-population ratio*** refers to the number of employed individuals divided by the working age population.

The ***unemployment rate*** refers to the number of unemployed people as a percentage of the labour force.

The ***labour force participation rate*** is the labour force as a percentage of the population of working age.

Labour productivity is defined in *Labour Overview* as increases (or decreases) of the average product per worker, which is calculated using series of the Gross Domestic Product (GDP) growth rate and rates of total employment growth for the countries.

The concept of ***wages*** refers to payment in cash and/ or in kind (for example foodstuffs or other articles) paid to workers, usually at regular intervals, for the hours worked or the work performed, along with pay for periods not worked, such as annual vacations or holidays.

Labour Overview defines ***real average wages*** as the average wages paid to wage and salaried workers in the formal sector, deflated using the national 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 national level CPI (with some exceptions, such as Peru and Venezuela where the CPI of metropolitan Lima and the CPI for metropolitan Caracas are used, respectively). Diverse data sources are used, but establishment survey sources predominate. Other sources include the social security systems and household surveys. Worker coverage varies by country; in some cases all wage and salaried workers are included, while in others data refer to wage and salaried workers in the private sector, workers covered by social and employment 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 in *Labour Overview* as the value of the average nominal minimum wage deflated using the Consumer Price Index (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. The real minimum wage index was constructed using 2000 as the base year (2000=100).

The ***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 be through social security or through private insurance, as the primary beneficiary, direct insured, contributing member or noncontributing 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, in terms of their institutional capacity, information needs, infrastructure and level of development of the data collection system (based primarily on labour force sample surveys), as well as 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 variables. This is also true of other variables associated with the world of work, since countries may have different concepts for geographic coverage and minimum working age thresholds, and may use different versions of international classification manuals.

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 *Labour Overview* originate from household surveys, establishment surveys or administrative records and can be found 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 Brasileiro de Geografía y Estadísticas (IBGE) (www.ibge.gov.br).

Chile: Instituto Nacional de Estadísticas (INE) (www.ine.cl), Banco Central de Chile (www.bcentral.cl) and Ministerio de Planificación y Cooperación (www.mideplan.cl).

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

Ecuador: Banco Central del Ecuador (BCE) (www.bcentral.fin.ec), Instituto Nacional de Estadística y Censo (www.inec.gov.ec) and Ministerio de Trabajo y Empleo.

El Salvador: Ministerio de Economía (MINEC) (www.minec.gob.sv), Dirección General de Estadística y Censo 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.

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

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

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

Panama: Contraloría General de la República de Panamá (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, Encuesta y Censo (www.dgeec.gov.py).

Peru: Instituto Nacional de Estadísticas 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 the 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 data on the employment structure indicators for Latin American countries presented in *Labour Overview*, were 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 *Labour Overview* were 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), Argentina (2003), Brazil (2002), Colombia (2000), Ecuador (1999), Nicaragua (2003) and Peru (2001) underwent methodological changes or were newly established (Ecuador and Peru) such that the contents of the series changed and are not comparable with previous years. The most notable changes occurred in Mexico, Argentina and Brazil, making it necessary to adjust the national series in order to use the adjusted figures to calculate the regional series of the labour force participation rate, employment-to-population ratio, and unemployment rate. In Mexico, data were adjusted from 1990 to 1996 given that this country presented new estimates for the 1997-2005 period. In Argentina, data were adjusted from 1990 to 2003 whereas in Brazil, where data for these three indicators are derived from the Monthly Employment Survey (Pesquisa Mensal de Emprego), estimates were adjusted from 1990 to 2001.

Moreover, the open urban unemployment rate and labour force participation rate of Colombia, Dominican Republic, Ecuador and Panama were calculated by excluding hidden unemployment in order to use these adjusted rates in the calculation of the respective regional series, since official national information of these countries includes hidden unemployment in the labour force estimates.

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 exact 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 *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 the lack of a sample of a population segment; 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

TABLE 1-A

LATIN AMERICA AND THE CARIBBEAN: URBAN UNEMPLOYMENT, 1990, 1995-2008

(Average annual rates)

Country	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2007 Average, January-November	2008 Average, January-November
Latin America																
Argentina a/	7.5	17.5	17.2	14.9	12.9	14.3	15.1	17.4	19.7	17.3	13.6	11.6	10.2	8.5	8.8 q/	8.1 q/
Bolivia b/	7.3	3.6	3.8	3.7	4.1	7.2	7.5	8.5	8.7	...	6.2	8.2	8.0	...	...	...
Brazil c/	4.3	4.6	5.4	5.7	7.6	7.8	7.1	6.2	11.7	12.3	11.5	9.8	10.0	9.3	9.5	8.0
Chile d/	7.8	7.3	6.3	6.1	6.4	10.1	9.7	9.9	9.8	9.5	10.0	9.2	7.8	7.1	7.1 q/	7.9 q/
Colombia e/	10.5	8.8	11.2	12.4	15.2	19.4	17.3	18.2	17.6	16.6	15.3	13.9	12.9	11.4	11.5	11.6
Costa Rica f/	5.3	5.6	6.4	5.8	5.3	6.1	5.2	5.8	6.8	6.7	6.7	6.9	6.0	4.8	4.8 r/	4.8 r/
Cuba d/	5.4	8.1	7.6	7.1	6.2	6.2	5.4	4.1	3.3	2.3	1.9	1.9	1.9	1.8	...	...
Dominican Republic n/	...	15.8	16.7	16.0	14.4	13.8	13.9	15.6	16.1	16.7	18.4	17.9	16.2	15.6	15.6 u/	14.0 u/
Ecuador g/	6.1	6.9	10.4	9.2	11.5	14.4	9.0	10.9	9.2	11.5	9.7	8.5	8.1	7.3	7.8 s/	6.8 s/
El Salvador f/	7.5	7.0	7.5	7.5	7.6	6.9	6.7	7.0	6.2	6.2	6.5	7.3	5.7	5.8 p/	...	...
Guatemala h/	6.3	3.9	5.2	5.1	3.8	...	2.9	...	5.1	5.2	4.4	...	...	...	...	...
Honduras f/	6.9	6.6	6.6	5.2	4.6	5.2	...	5.5	5.9	7.4	8.0	6.1	4.6	3.9	...	...
Mexico i/	2.8	6.2	5.5	5.4	4.7	3.7	3.4	3.6	3.9	4.6	5.3	4.7	4.6	4.8	4.9	4.9
Nicaragua j/	7.6	16.9	16.0	14.3	13.2	10.7	7.8	11.3	12.2	10.2	8.6	7.0	7.0	6.9	...	...
Panama k/	20.0	16.4	16.9	15.4	15.6	13.6	15.3	17.0	16.5	15.9	14.1	12.1	10.4	7.8	7.8 t/	6.5 t/
Paraguay l/	6.6	5.3	8.2	7.1	6.6	9.4	10.0	10.8	14.7	11.2	10.0	7.6	8.9	7.2	...	...
Peru m/	8.3	7.1	7.2	8.6	6.9	9.4	7.8	9.2	9.4	9.4	9.4	9.6	8.5	8.5	8.8 q/	8.6 q/
Uruguay f/	8.5	10.3	11.9	11.4	10.1	11.3	13.6	15.3	17.0	16.9	13.1	12.2	11.4	9.6	9.8	8.0
Venezuela n/	10.4	10.3	11.8	11.4	11.3	15.0	13.9	13.3	15.9	18.0	15.3	12.3	10.0	8.4	8.7	7.5
The Caribbean																
Bahamas n/	...	11.1	11.5	9.8	7.8	7.8	...	6.9	9.1	10.8	10.2	10.2	7.7	7.9	...	...
Barbados n/	15.0	19.7	15.5	14.4	12.3	10.4	9.3	9.9	10.3	11.0	9.6	9.1	8.7	7.4	7.9 v/	8.2 v/
Belize n/	14.7	12.5	13.8	12.7	14.3	12.8	11.1	9.1	10.0	12.9	11.6	11.0	9.4	8.5	...	...
Jamaica n/	15.3	16.2	16.0	16.5	15.5	15.7	15.5	15.0	14.3	10.9	11.4	11.2	10.3	9.8	10.1 v/	11.0 v/
Trinidad and Tobago n/	20.0	17.2	16.3	15.0	14.2	13.1	12.1	10.9	10.4	10.5	8.3	8.0	6.2	5.5	6.3 v/	4.9 v/
Latin America and the Caribbean o/	**7.2**	**9.1**	**9.7**	**9.3**	**10.4**	**11.4**	**10.5**	**10.4**	**11.4**	**11.4**	**10.5**	**9.2**	**8.8**	**8.1**	**8.3**	**7.5**

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

a/ Progressive incorporation, reaching 31 urban areas. New measurement beginning in 2003; data are not comparable with previous years.
b/ Departmental capitals and the city of El Alto. Urban area coverage beginning in 1999. Information for 2004 based on a survey conducted between November 2003 and October 2004. Preliminary figures beginning in 2005.
c/ Six metropolitan areas. New measurement beginning in 2002; data are not comparable with previous years.
d/ National coverage.
e/ Seven metropolitan areas until 1999. Beginning in 2000, 13 metropolitan areas. Includes hidden unemployment.
f/ Urban national coverage.
g/ Urban national coverage, November of each year except 2001 (August) and 2003 (December). Beginning in 2004, average of the four quarters. Includes hidden unemployment.
h/ Metropolitan area until 1998. Urban national coverage beginning in 2000.
i/ Progressive incorporation, reaching 32 urban areas beginning in 2003. New measurement beginning in 2005. Official country estimates based on the new methodology, 1997-2004.
j/ Urban national coverage. New measurement beginning in 2003; data are not comparable with previous years.
k/ National urban coverage. Includes hidden unemployment.
l/ Metropolitan area of Asunción in 1990. Beginning in 1995, urban national coverage.
m/ Metropolitan Lima. New measurement beginning in 2002; data are not comparable with previous years.
n/ National coverage. Includes hidden unemployment.
o/ Weighted average. Calculated based on the new series of Argentina, Brazil, Chile and Mexico. Hidden unemployment is excluded in data for Colombia, the Dominican Republic, Ecuador and Panama.
p/ Data are not comparable with previous years.
q/ Average, January-September.
r/ July data.
s/ Average of March, June and September.
t/ August data. Preliminary figures for 2008.
u/ April data.
v/ First semester.

TABLE 2-A

LATIN AMERICA AND THE CARIBBEAN: URBAN UNEMPLOYMENT BY SEX, 1990, 1995-2008

(Average annual rates)

Country	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2007	2008
															Average, January-November	
Latin America																
Argentina [a]	7.5	17.5	17.2	14.9	12.9	14.3	15.1	17.4	19.7	17.3	13.6	11.6	10.2	8.5	8.8 [p]	8.1 [p]
Men	7.2	15.6	15.8	13.0	11.8	13.3	14.1	17.5	20.2	15.5	11.9	10.0	8.4	6.7	7.0 [p]	6.7 [p]
Women	7.6	20.3	19.4	17.9	14.6	15.6	16.4	17.2	18.9	19.5	15.8	13.6	12.5	10.8	11.1 [p]	9.9 [p]
Bolivia [b]	7.3	3.6	3.8	3.7	4.1	7.2	7.5	8.5	8.7	...	6.2	8.2	8.0	...	...	...
Men	6.8	3.3	...	3.7	...	6.2	6.2	7.5	7.3	...	5.0	6.8	7.1	...	...	...
Women	7.8	4.0	...	3.6	...	8.5	9.0	9.7	10.3	...	7.5	9.9	9.1	...	...	...
Brazil [c]	4.3	4.6	5.4	5.7	7.6	7.7	7.1	6.2	11.7	12.3	11.5	9.8	10.0	9.3	9.5	8.0
Men	...	4.5	5.0	5.3	7.1	7.1	6.5	5.9	9.9	10.1	9.1	7.8	8.1	7.4	7.5	6.2
Women	...	4.8	6.1	6.3	8.3	8.3	8.0	6.7	13.9	15.2	14.4	12.4	12.2	11.6	11.8	10.2
Chile [d]	7.8	7.3	6.3	6.1	6.4	10.1	9.7	9.9	9.8	9.5	10.0	9.2	7.8	7.1	7.1 [p]	7.9 [p]
Men	7.0	6.3	5.6	5.4	5.8	9.8	9.3	9.7	9.6	9.1	9.4	8.5	6.9	6.3	6.3 [p]	6.8 [p]
Women	9.7	9.5	7.9	7.7	7.6	10.9	10.3	10.1	10.2	10.3	11.2	10.6	9.5	8.6	8.5 [p]	9.8 [p]
Colombia [e]	11.0	8.7	12.0	12.1	15.0	20.1	17.3	18.2	17.6	16.7	15.4	13.9	13.0	11.4	11.9 [p]	11.8 [p]
Men	8.3	6.8	9.6	9.8	12.6	17.1	15.0	16.0	15.3	14.0	13.0	12.2	10.7	9.7	10.2 [p]	9.9 [p]
Women	14.7	11.3	15.1	15.1	18.8	23.3	19.9	20.7	20.1	19.6	18.1	17.1	15.4	13.3	14.0 [p]	14.1 [p]
Costa Rica [f]	5.3	5.6	6.4	5.8	5.3	6.1	5.2	5.8	6.8	6.7	6.7	6.9	6.0	4.8	4.8 [q]	4.8 [q]
Men	4.9	5.2	5.8	5.3	4.4	5.3	4.6	5.2	6.2	6.1	5.8	5.6	4.5	3.4	3.4 [q]	4.3 [q]
Women	6.2	6.3	7.6	6.7	6.7	7.4	6.3	6.7	7.7	7.6	8.2	8.8	8.2	6.8	6.8 [q]	5.6 [q]
Dominican Republic [n]	...	15.8	16.7	16.0	14.4	13.8	13.9	15.6	16.1	16.7	18.4	17.9	16.2	15.6	15.6 [t]	14.0 [t]
Men	...	10.2	10.9	9.5	9.3	7.8	7.9	9.4	9.5	10.6	10.5	11.0	9.2	9.3	9.3 [t]	8.9 [t]
Women	...	26.2	28.1	28.9	23.8	24.9	23.9	26.0	26.6	26.6	30.7	28.8	27.0	25.4	25.7 [t]	21.7 [t]
Ecuador [g]	6.1	6.9	10.4	9.2	11.5	14.4	9.0	10.9	9.2	11.5	9.7	8.5	8.1	7.3	7.8 [r]	6.8 [r]
Men	4.3	5.5	...	7.4	8.4	10.8	6.2	7.1	6.0	9.1	7.4	6.8	6.2	6.0	6.3 [r]	5.5 [r]
Women	9.1	8.8	...	12.1	16.0	19.6	13.1	16.2	14.0	15.0	12.8	10.9	10.6	9.2	9.7 [r]	8.4 [r]
El Salvador [f]	7.5	7.0	7.7	7.5	7.6	6.9	6.7	7.0	6.2	6.2	6.5	7.3	5.7	5.8 [o]	...	...
Men	8.3	8.7	8.4	9.0	9.6	9.9	9.9	8.7	7.4	8.6	8.8	9.4	7.6	7.9 [o]	...	...
Women	6.6	5.9	6.5	5.5	6.1	5.8	3.7	4.9	3.4	3.1	3.7	4.8	3.6	3.4 [o]	...	...
Guatemala [h]	6.3	3.9	5.2	5.1	3.8	...	2.9	...	5.1	5.2	4.4	...	...	...	...	...
Men	...	...	...	...	...	...	3.6	...	4.3	4.0	4.3	...	...	...	...	...
Women	...	...	...	...	...	...	1.9	...	6.2	6.8	4.5	...	...	...	...	...
Honduras [f]	6.9	6.6	6.6	5.2	4.6	5.2	...	5.5	5.9	7.4	8.0	6.1	4.6	3.9	...	...
Men	9.6	10.7	11.8	5.9	...	...	...	5.9	6.2	7.1	7.4	5.4	4.3	4.1	...	...
Women	5.2	4.1	4.4	4.3	...	...	...	5.0	5.5	7.7	8.8	7.1	5.0	3.6	...	...
Mexico [i]	2.7	6.3	5.5	3.7	3.3	2.5	2.2	2.4	2.7	3.3	3.8	4.7	4.6	4.8	4.9	4.9
Men	2.6	6.1	5.3	3.5	3.0	2.4	2.1	2.4	2.6	3.2	3.5	4.5	4.4	4.5	4.5	4.8
Women	3.0	6.5	5.9	4.2	3.7	2.6	2.4	2.5	2.8	3.5	4.2	5.0	4.9	5.2	5.4	4.9
Nicaragua [j]	7.6	16.9	16.0	14.3	13.2	10.7	7.8	11.3	12.2	10.2	8.6	7.0	7.0	6.9	...	...
Men	...	...	...	...	...	...	8.0	12.8	13.4	11.7	8.6	7.8	8.1	7.6	...	...
Women	...	...	...	...	...	...	7.4	9.4	10.5	8.4	8.5	6.1	5.7	6.0	...	...

(continued...)

TABLE 2-A *(Continued)*

LATIN AMERICA AND THE CARIBBEAN: URBAN UNEMPLOYMENT BY SEX, 1990, 1995-2008

(Average annual rates)

Country	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2007	2008
															Average, January-November	
Panama [k/]	...	16.4	16.9	15.4	15.6	13.6	15.3	17.0	16.1	15.9	14.1	12.1	10.4	7.8	7.8 [s/]	6.5 [s/]
Men	...	10.8	11.0	13.3	12.4	8.8	12.0	15.1	13.9	13.2	11.5	10.0	8.6	6.5	6.5 [s/]	5.4 [s/]
Women	...	20.1	20.0	18.2	19.7	16.7	18.1	19.8	19.3	19.6	17.6	15.0	13.0	9.6	9.6 [s/]	7.9 [s/]
Paraguay [l/]	6.6	5.3	8.2	6.9	6.9	9.4	10.0	10.8	14.7	11.2	10.0	7.6	8.9	7.2	...	...
Men	6.6	5.1	7.8	6.2	6.2	9.6	9.9	10.5	14.0	10.5	8.7	7.1	7.7	6.2	...	...
Women	6.5	5.5	8.6	7.8	7.8	9.3	10.2	11.2	15.7	12.2	11.6	8.3	10.4	8.4	...	...
Peru [m/]	8.3	7.1	7.2	8.6	6.9	9.4	7.8	9.2	9.4	9.4	9.4	9.6	8.5	8.5	8.8 [p/]	8.6 [p/]
Men	6.5	6.0	6.2	7.0	5.0	8.7	8.2	8.2	8.3	8.5	8.1	8.3	7.2	7.3	7.5 [p/]	6.5 [p/]
Women	11.4	8.7	8.5	10.6	9.2	10.2	7.4	10.6	10.8	10.7	11.1	11.2	10.1	9.9	10.3 [p/]	11.1 [p/]
Uruguay [f/]	8.5	10.3	11.9	11.4	10.1	11.3	13.6	15.3	17.0	16.9	13.1	12.2	11.4	9.6	9.8	8.0
Men	6.9	8.0	9.8	9.0	7.8	8.7	10.9	11.5	13.5	13.5	10.3	9.6	8.8	7.1	7.1	5.8
Women	10.9	13.3	14.6	14.7	13.0	14.6	17.0	19.7	21.2	20.8	16.6	15.3	14.4	12.6	12.8	10.6
Venezuela [n/]	10.4	10.3	11.8	11.4	11.3	15.0	13.9	13.3	15.9	18.0	15.1	12.3	10.0	8.4	8.7	7.5
Men	10.4	8.9	10.3	10.3	9.9	13.6	13.2	13.6	14.4	16.3	13.1	11.3	9.2	7.9	8.2	7.2
Women	10.3	12.9	14.5	14.2	13.6	17.1	14.8	17.4	18.2	21.1	17.9	13.8	11.3	9.3	9.5	7.9
The Caribbean																
Bahamas [n/]	...	11.1	11.5	9.8	7.8	7.8	...	6.9	9.1	10.8	10.2	10.2	7.7	7.9	...	...
Men	...	10.3	8.6	8.3	5.7	6.0	...	6.8	8.8	10.0	9.4	9.2	8.4	...	...	...
Women	...	12.0	14.7	11.3	9.8	9.7	...	7.1	9.4	11.7	11.0	11.2	6.9	...	...	...
Barbados [n/]	15.0	19.7	15.5	14.4	12.3	10.4	9.3	9.9	10.3	11.0	9.6	9.1	8.7	7.4	7.9 [u/]	8.2 [u/]
Men	10.1	16.5	12.4	11.3	8.4	7.7	7.5	8.0	8.6	9.6	8.8	7.4	7.7	6.5	6.9 [u/]	7.2 [u/]
Women	20.5	22.9	18.9	17.7	16.4	13.3	11.5	11.9	12.1	12.6	10.5	10.8	9.8	8.5	9.0 [u/]	9.4 [u/]
Belize [n/]	14.7	12.5	13.8	12.7	14.3	12.8	11.1	9.1	10.0	12.9	11.6	11.0	9.4	8.5	...	...
Men	...	9.9	11.7	8.9	10.6	9.0	...	5.8	7.5	8.6	8.3	7.4	6.2	5.8	...	...
Women	...	17.9	18.6	20.3	21.3	20.3	...	15.4	15.3	20.7	17.4	17.2	15.0	13.1	...	...
Jamaica [n/]	15.3	16.2	16.0	16.5	15.5	15.7	15.5	15.0	14.3	10.9	11.4	11.2	10.3	9.8	10.1 [u/]	11.0 [u/]
Men	9.1	10.8	10.0	10.6	10.0	10.0	10.2	10.2	9.9	7.2	8.1	7.6	7.0	6.2	6.7 [u/]	7.7 [u/]
Women	20.4	22.5	23.0	23.5	22.1	22.4	22.3	21.0	19.8	15.6	15.7	15.8	14.4	14.5	14.6 [u/]	15.3 [u/]
Trinidad and Tobago [n/]	20.0	17.2	16.3	15.0	14.2	13.1	12.1	10.9	10.4	10.5	8.3	8.0	6.2	5.5	6.3 [u/]	4.9 [u/]
Men	17.8	15.2	13.3	12.3	11.3	10.9	10.2	8.7	7.8	8.0	6.4	5.8	4.5	3.9	4.4 [u/]	3.7 [u/]
Women	24.2	20.5	21.0	19.4	18.8	16.8	15.1	14.5	14.5	13.8	11.2	11.0	8.7	7.9	9.0 [u/]	6.7 [u/]

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

a/ Progressive incorporation, reaching 31 urban areas. New measurement beginning in 2003; data are not comparable with previous years. Preliminary data by sex for 2007.
b/ Departmental capitals and the city of El Alto. Urban area coverage beginning in 1999. Information for 2004 based on a survey conducted between November 2003 and October 2004. Preliminary figures beginning in 2005.
c/ Six metropolitan areas. New measurement beginning in 2002; data are not comparable with previous years.
d/ National coverage.
e/ Seven metropolitan areas until 1999, September of each year. Beginning in 2000, 13 metropolitan areas. Includes hidden unemployment.
f/ Urban national coverage.
g/ Urban national coverage, November of each year except 2001 (August) and 2003 (December). Beginning in 2004, average of the four quarters. Includes hidden unemployment.
h/ Metropolitan areas until 1998. Urban national coverage beginning in 2000.
i/ Progressive incorporation, reaching 32 urban areas beginning in 2003. New measurement beginning in 2005. Official country estimates based on the new methodology, 1997-2004.
j/ Urban national coverage. New measurement beginning in 2003; data are not comparable with previous years.
k/ National urban coverage. Includes hidden unemployment.
l/ Metropolitan area of Asunción in 1990. Beginning in 1995, urban national coverage.
m/ Metropolitan Lima. New measurement beginning in 2002; data are not comparable with previous years.
n/ National coverage. Includes hidden unemployment.
o/ Data are not comparable with previous years.
p/ Average, January-September.
q/ July data.
r/ Average, March, June and September
s/ August data. Preliminary figures for 2008.
t/ April data.
u/ First semester.

TABLE 3-A

LATIN AMERICA AND THE CARIBBEAN: URBAN YOUTH UNEMPLOYMENT, 1990, 1995-2008

(Average annual rates)

Country	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2007 Average, January-November	2008 Average, January-November
Latin America																
Argentina [a/]																
15-24	16.2	32.0	31.0	27.1	24.3	26.2	28.4	31.0	35.5	35.3	29.3	25.8	23.6	…	…	…
Bolivia [b/]																
10-19	13.3	5.0	7.0	…	…	16.1	14.7	14.2	20.0	…	12.8	18.1	14.4	…	…	…
20-29	9.5	5.4	…	…	…	9.9	10.8	10.9	10.7	…	8.7	9.6	…	…	…	…
Brazil [c/]																
15-17	…	11.0	13.0	14.3	18.8	17.8	17.8	29.8	33.9	38.2	35.4	33.3	32.6	31.9	32.3	29.2
18-24	…	9.3	10.5	11.4	14.0	14.5	14.0	12.5	21.3	23.4	22.5	20.6	21.0	19.8	20.1	16.9
15-24	…	…	…	…	…	…	…	…	…	25.3	24.2	22.1	22.4	21.1	21.5	18.3
Chile [d/]																
15-19	15.9	15.8	19.4	19.5	19.3	27.8	26.1	29.0	28.4	28.9	26.6	25.4	24.9	24.0	24.1[p/]	26.9[p/]
20-24	12.0	10.1	14.0	13.4	14.0	20.1	20.1	18.9	20.0	19.3	19.5	18.3	16.5	16.0	15.6[p/]	17.7[p/]
Colombia [e/]																
12-17	…	21.0	31.8	29.1	33.3	42.2	33.3	35.6	32.7	29.6	29.3	26.4	24.8	22.9	23.9[p/]	24.9[p/]
18-24	…	16.6	22.0	23.7	29.2	36.3	32.4	33.1	32.0	32.0	29.3	27.7	25.3	22.4	23.1[p/]	23.9[p/]
Costa Rica [f/]																
12-24	10.4	13.5	13.9	13.1	12.8	14.9	10.9	14.0	16.3	14.5	15.1	15.9	15.3	11.9	…	…
Dominican Republic [i/]																
10-24	…	…	…	…	…	…	…	27.0	29.3	31.8	33.0	…	36.0	30.9	…	…
Ecuador [g/]																
15-24	13.5	15.3	20.0	19.4	23.5	25.9	17.4	20.1	17.4	22.1	20.5 [n/]	…	…	…	…	…
El Salvador [f/]																
15-24	18.6	13.3	13.1	14.6	15.0	13.9	14.3	13.2	11.4	11.9	12.6	15.0	12.6	11.6[o/]	…	…
Honduras [f/]																
10-24	10.7	10.2	9.7	8.7	10.0	10.0	…	…	8.8	12.0	13.9	10.9	7.3	7.2	…	…
Mexico [h/]																
12-19	7.0	13.1	11.4	8.4	6.9	5.8	5.3	5.6	6.6	8.5	9.5	6.8	6.9	7.2	7.4[p/]	7.6[p/]
20-24	…	9.9	8.8	6.5	5.7	4.4	4.1	4.6	5.2	6.6	7.4					
Nicaragua [f/]																
10-24	…	…	…	…	…	…	…	19.3	18.6	16.4	15.7	11.9	12.1	10.7	…	…
Panama [i/]																
15-24	…	31.9	34.8	31.5	31.7	29.5	32.6	35.4	34.1	33.7	30.0	26.3	23.4	18.9	…	…
Paraguay [j/]																
15-19	18.4	10.8	29.1	13.7	…	21.2	…	22.3	29.9	25.3	21.6	18.4	23.1	…	…	…
20-24	14.1	7.8	12.6	12.7	…	13.4	…	15.4	21.3	19.0	16.2	14.5	27.7	…	…	…
Peru [k/]																
14-24	15.5	11.3	13.8	14.2	12.7	12.8	15.4	14.2	15.1	14.8	15.8	16.1	14.9	14.3	14.8[p/]	15.9[p/]
Uruguay [l/]																
14-24	26.6	25.5	28.0	26.8	25.5	28.0	31.7	36.2	40.0	39.1	33.0	29.5	29.3	25.3	25.6	22.0
Venezuela [m/]																
15-24	18.0	19.9	25.4	23.1	21.9	26.6	25.2	23.3	27.2	30.0	25.1	21.0	17.8	15.5	16.2[p/]	14.4[p/]

(continued...)

TABLE 3-A *(Continued)*

LATIN AMERICA AND THE CARIBBEAN: URBAN YOUTH UNEMPLOYMENT, 1990, 1995-2008

(Average annual rates)

Country	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2007	2008
															Average, January-November	
The Caribbean																
Bahamas m/																
15-24	…	21.0	23.8	22.2	15.7	15.8	…	15.1	19.9	26.8	24.9	20.2	…	…	…	…
Barbados m/																
15-24	…	37.8	28.6	29.5	24.6	21.8	19.4	23.1	23.2	26.1	22.8	…	…	…	…	…
Belize m/																
15-24	…	23.4	25.6	23.7	25.1	22.5	…	15.5	19.2	22.3	18.9	…	…	…	…	…
Jamaica m/																
15-24	30.7	34.1	34.4	33.5	33.4	34.0	32.1	33.0	31.1	25.7	26.3	25.5	23.6	23.7	23.6 r/	26.5 r/
Trinidad and Tobago m/																
15-24	36.4	31.0	28.5	27.3	27.0	25.4	23.2	22.6	21.1	20.6	18.3	16.5	13.0	11.3	12.3 r/	10.4 r/

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

a/ Progressive incorporation, reaching 31 urban areas. New measurement beginning in 2003; data are not comparable with previous years.
b/ Departmental capitals and the city of El Alto. Urban area coverage beginning in 1999. Information for 2004 based on a survey conducted between November 2003 and October 2004. Preliminary figures beginning in 2005. 2006 data refer to ages 15 to 24 years.
c/ Six metropolitan areas. New measurement beginning in 2002; data are not comparable with previous years.
d/ National coverage. New measurement beginning in 1996; data are not comparable with previous years.
e/ Seven metropolitan areas until 1999, September of each year. Beginning in 2000, 13 metropolitan areas, annual average. Includes hidden unemployment.
f/ Urban national coverage.
g/ Urban national coverage, November of each year except 2001 (August) and 2003 (December). Beginning in 2004, average of the four quarters. Includes hidden unemployment.
h/ Progressive incorporation, reaching 32 urban areas from 2003 to 2004. Beginning in 2005, national total, ages 14 to 24 years.
i/ National urban coverage. Includes hidden unemployment.
j/ Metropolitan area of Asunción in 1990. Beginning in 1995, urban national coverage.
k/ Metropolitan Lima. New measurement beginning in 2002; data are not comparable with previous years.
l/ Montevideo. Urban national coverage beginning in 2004.
m/ National coverage. Includes hidden unemployment.
n/ September data.
o/ Data for ages 16 to 24 years.
p/ Average, January-September.
q/ Average, January-October.
r/ First semester.

TABLE 4-A

LATIN AMERICA AND THE CARIBBEAN: URBAN LABOUR FORCE PARTICIPATION RATES, 1990, 1995 - 2008

(Average annual rates)

Country	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2007 (Average, January-November)	2008 (Average, January-November)
Latin America																
Argentina a/	53.6	55.2	55.0	55.8	56.1	56.7	56.4	56.1	55.6	60.3	60.2	59.9	60.3	59.5	59.6 q/	58.6 q/
Bolivia b/	51.2	55.0	56.5	52.5	…	55.9	56.1	60.6	58.0	…	58.6	55.7	58.7	…	…	…
Brazil c/	61.5	59.3	59.6	58.5	58.2	57.1	58.0	56.4	56.7	57.1	57.2	56.6	56.9	56.9	56.9	57.0
Chile d/	52.7	54.8	54.2	54.2	54.5	54.8	54.4	53.9	53.7	54.4	55.0	55.6	54.8	54.9	54.7 q/	55.9 q/
Colombia e/	58.4	59.9	59.7	59.9	62.2	63.1	63.5	64.4	64.8	65.0	63.6	63.3	62.0	61.8	61.9	62.7
Costa Rica f/	53.2	54.5	52.3	54.0	56.1	56.4	54.8	56.8	56.4	56.8	56.3	58.2	58.2	58.5	58.5 r/	58.6 r/
Cuba d/	…	…	…	…	…	70.2	69.9	70.7	70.9	70.9	71.0	72.1	72.1	73.7	…	…
Dominican Republic n/	…	51.9	52.6	54.1	52.6	53.5	55.2	54.3	55.1	54.3	56.3	55.9	56.0	56.0	56.0 u/	55.7 u/
Ecuador g/	52.2	55.7	55.8	56.6	58.4	60.0	57.3	63.1	58.3	58.9	59.1	59.5	59.1	61.3	62.2 s/	60.7 s/
El Salvador f/	55.0	54.1	52.9	53.0	55.7	54.0	54.5	54.8	53.1	55.4	53.9	54.3	53.9	63.6 p/	…	…
Guatemala h/	…	…	…	…	…	…	58.2	…	61.7	61.6	58.4	…	…	…	…	…
Honduras f/	50.1	51.5	54.7	55.6	54.8	57.0	…	53.4	52.4	53.5	52.7	50.3	52.1	51.7	…	…
Mexico i/	51.8	55.0	55.4	58.9	59.1	58.3	58.7	58.1	57.8	58.3	58.9	59.5	60.7	60.7	60.8	60.6
Nicaragua j/	…	48.7	46.9	52.2	48.8	…	52.6	49.8	49.4	53.0	52.6	53.7	52.8	50.5		
Panama k/	56.7	63.1	61.7	63.1	63.9	61.2	60.9	61.4	63.4	63.5	64.2	63.7	62.8	62.6	62.6 t/	64.4 t/
Paraguay l/	60.9	70.5	66.0	63.7	60.6	58.5	60.6	60.6	60.5	59.2	62.4	60.4	57.9	59.6	…	…
Peru m/	59.6	62.4	59.7	64.5	64.6	65.7	63.4	67.1	68.5	67.4	68.0	67.1	67.5	68.9	69.2 q/	68.5 q/
Uruguay f/	57.0	59.0	58.2	57.6	60.4	59.3	59.6	60.6	59.1	58.1	58.5	58.5	60.9	62.7	62.7	62.5
Venezuela n/	59.4	61.6	62.2	63.8	65.1	66.3	64.6	66.5	68.7	69.1	68.5	66.2	65.5	64.9	65.1	64.8
The Caribbean																
Bahamas n/	…	73.9	73.7	74.9	77.3	76.8	…	76.2	76.4	76.5	75.7	…	…	…	…	…
Barbados n/	67.3	68.2	67.4	67.5	67.7	67.7	69.3	69.5	68.5	69.2	69.4	69.6	67.9	67.8	68.2 v/	68.2 v/
Belize n/	…	56.7	56.2	59.0	58.7	59.3	…	…	57.3	60.0	60.3	59.4	57.6	61.2	…	…
Jamaica n/	66.9	69.0	67.7	66.6	65.6	64.3	63.2	62.9	65.7	64.4	64.5	64.2	64.7	64.8	64.8 v/	64.9 v/
Trinidad and Tobago n/	55.9	60.3	60.5	60.3	61.1	60.8	61.2	60.7	60.9	61.6	63.0	63.7	63.9	63.5	62.9 v/	63.0 v/
Latin America and the Caribbean o/	**57.7**	**58.0**	**58.0**	**58.2**	**58.4**	**58.2**	**58.4**	**58.0**	**58.8**	**59.1**	**59.2**	**58.8**	**59.1**	**59.2**	**59.4**	**59.3**

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

a/ Progressive incorporation, reaching 31 urban areas. New measurement beginning in 2003; data are not comparable with previous years.
b/ Departmental capitals and the city of El Alto. Urban area coverage beginning in 1999. Information for 2004 based on a survey conducted between November 2003 and October 2004. Preliminary figures beginning in 2005.
c/ Six metropolitan areas. New measurement beginning in 2002; data are not comparable with previous years.
d/ National coverage.
e/ Seven metropolitan areas until 1999. Beginning in 2000, 13 metropolitan areas. Includes hidden unemployment.
f/ Urban national coverage.
g/ Urban national coverage, November of each year except 2001 (August) and 2003 (December). Beginning in 2004, average of the four quarters. Includes hidden unemployment.
h/ Metropolitan region until 1998. Urban national coverage beginning in 2000.
i/ Progressive incorporation, reaching 32 urban areas beginning in 2003. New measurement beginning in 2005. Official country estimates based on the new methodology, 1997-2004.
j/ Urban national coverage. New measurement beginning in 2003; data are not comparable with previous years.
k/ National urban coverage. Includes hidden unemployment.
l/ Metropolitan area of Asunción in 1990. Urban national coverage beginning in 1995.
m/ Metropolitan Lima. New measurement beginning in 2002; data are not comparable with previous years.
n/ National coverage. Includes hidden unemployment.
o/ Weighted average. Calculated based on the new series of Argentina, Brazil, Chile and Mexico. Hidden unemployment is excluded in data for Colombia, the Dominican Republic, Ecuador and Panama.
p/ Data are not comparable with previous years.
q/ Average, January-September.
r/ July data.
s/ Average of March, June and September.
t/ August data. Preliminary figures for 2008.
u/ April data.
v/ First semester.

TABLE 5-A

LATIN AMERICA AND THE CARIBBEAN: URBAN EMPLOYMENT-TO-POPULATION-RATIOS, 1990, 1995 - 2008

(Average annual rates)

Country	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2007 Average, January-November	2008 Average, January-November
Latin America																
Argentina [a]	50.3	46.1	45.5	47.5	48.9	48.6	47.9	45.6	44.6	49.9	52.1	53.0	54.1	54.5	54.4[n]	53.9[n]
Bolivia [b]	47.5	53.0	54.2	50.2	...	51.9	51.9	55.4	53.0	...	55.0	51.2	54.0	...		
Brazil [c]	61.1	56.6	56.4	55.2	53.8	52.8	53.9	53.0	48.9	50.1	50.6	51.0	51.2	51.6	51.5	52.5
Chile [d]	48.6	50.8	50.8	50.9	51.0	49.2	49.1	48.6	48.4	49.3	49.5	50.4	50.5	51.0	50.8[n]	51.5[n]
Colombia [e]	52.3	54.6	53.0	52.5	52.7	50.9	52.6	52.7	53.4	54.2	53.8	54.5	54.0	54.8	54.8	55.4
Costa Rica [f]	50.3	51.4	48.9	50.8	53.1	52.8	51.9	53.5	52.6	53.0	52.5	54.2	54.7	55.7	55.7[o]	55.7[o]
Cuba [d]	...	...	...	...	...	...	...	67.8	68.6	69.2	69.7	70.7	70.7	72.4	...	...
Dominican Republic [d]	...	43.7	44.4	45.4	45.4	46.1	47.5	45.8	46.2	45.2	46.0	45.9	46.9	47.4	47.2[r]	47.8[r]
Ecuador [g]	49.1	51.4	50.0	51.3	50.1	47.8	48.8	49.8	49.4	48.6	53.4	54.4	54.3	56.8	57.4[p]	56.6[p]
El Salvador [f]	49.5	50.3	49.8	49.0	51.5	50.3	48.9	51.0	49.8	52.0	50.4	50.3	50.8	59.9[m]	...	...
Guatemala [f]	...	...	...	...	...	...	56.6	...	58.5	58.4	55.8	...	...	...	...	...
Honduras [f]	46.7	48.1	51.1	52.7	52.2	54.1	...	50.5	49.3	49.5	48.5	47.2	49.7	49.7	...	...
Mexico [h]	50.3	51.6	52.4	55.7	56.3	56.1	56.8	56.0	55.5	55.6	55.8	56.7	57.9	57.8	57.8	57.6
Nicaragua [i]	...	40.5	39.4	44.7	42.4	...	...	44.9	43.3	47.6	48.0	49.9	49.1	47.1	...	...
Panama [f]	45.4	52.8	51.3	53.4	53.9	52.9	51.6	51.2	53.2	53.4	55.1	56.0	56.3	57.7	57.7[q]	60.2[q]
Paraguay [j]	56.9	66.8	60.6	59.2	56.6	52.3	52.2	50.8	48.4	52.5	56.1	55.8	52.7	55.3	...	...
Peru [k]	54.7	57.5	55.6	58.0	60.0	61.6	59.7	60.9	62.0	61.2	61.6	60.7	61.8	63.0	63.1[n]	62.7[n]
Uruguay [f]	52.1	53.0	51.3	51.1	54.3	52.6	51.6	51.4	49.1	48.3	50.9	51.4	53.9	56.7	56.6	57.5
Venezuela [d]	52.8	55.3	54.8	56.5	57.8	56.4	55.6	57.1	57.9	56.7	58.0	58.0	58.9	59.4	59.4	59.9
The Caribbean																
Bahamas [d]	...	65.8	65.2	67.6	71.3	70.8	...	70.9	70.5	69.7	68.0	...	...	...	...	...
Barbados [d]	54.7	54.7	56.9	57.7	59.4	60.7	62.9	62.7	61.4	61.6	62.7	63.2	61.9	62.8	62.8[s]	62.5[s]
Belize [d]	...	49.6	48.5	51.5	50.3	51.7	...	...	51.5	52.3	53.3	52.8	52.2	56.0	...	...
Jamaica [d]	50.2	57.8	56.9	55.6	55.4	54.4	53.8	53.5	56.4	57.1	57.0	57.0	58.0	58.4	58.2[s]	57.9[s]
Trinidad and Tobago [d]	47.1	49.9	50.7	51.3	52.5	52.8	53.8	54.1	54.6	55.2	57.8	58.6	59.9	59.9	58.9[s]	59.9[s]
Latin America and the Caribbean [l]	**54.2**	**52.8**	**52.5**	**52.7**	**52.0**	**51.6**	**51.8**	**51.9**	**51.7**	**52.3**	**52.2**	**53.4**	**53.9**	**54.4**	**54.4**	**54.9**

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

a/ Progressive incorporation, reaching 31 urban areas. New measurement beginning in 2003; data are not comparable with previous years.
b/ Departmental capitals and the city of El Alto. Urban area coverage beginning in 1999. Information for 2004 based on a survey conducted between November 2003 and October 2004. Preliminary figures beginning in 2005.
c/ Six metropolitan areas. New measurement beginning in 2002; data are not comparable with previous years.
d/ National coverage.
e/ Seven metropolitan areas until 1999. Beginning in 2000, 13 metropolitan areas.
f/ Urban national coverage.
g/ Urban national coverage, November of each year except 2001 (August) and 2003 (December). Beginning in 2004, average of the four quarters.
h/ Progressive incorporation, reaching 32 urban areas beginning in 2003. New measurement beginning in 2005. Official country estimates based on the new methodology, 1997-2004.
i/ Urban national coverage. New measurement beginning in 2003; data are not comparable with previous years.
j/ Metropolitan area of Asunción in 1990. Urban national coverage beginning in 1995.
k/ Metropolitan Lima. New measurement beginning in 2002; data are not comparable with previous years.
l/ Weighted average. Calculated based on the new series of Argentina, Brazil, Chile and Mexico.
m/ Data are not comparable with previous years.
n/ Average, January-September.
o/ July data.
p/ Average of March, June and September.
q/ August data. Preliminary figures for 2008.
r/ April data.
s/ First semester.

TABLE 6-A

LATIN AMERICA: EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT AND SEX, 1990 - 2007

(Percentages)

Country, Year and Sex	Situation in Employment											
	Wage and salaried workers				Non-wage workers					Domestic service	Unpaid family workers	Others
	Total	Public	Private		Total	Employers		Independent workers				
			Establishments with a maximum of five workers	Establishments with six or more workers		Establishments with a maximum of five workers	Establishments with six or more workers	Professional, technical and administrative	Non-professional, non-technical and non-administrative			
Latin America												
1995 Total	59.4	13.8	13.4	32.2	27.8	3.2	1.4	1.6	21.6	8.0	4.4	0.3
Men	64.9	11.4	16.6	36.9	30.6	4.3	1.8	1.6	22.9	0.8	3.3	0.3
Women	51.1	17.6	8.6	24.9	23.5	1.7	0.6	1.6	19.5	19.2	6.0	0.2
2000 Total	60.9	12.8	13.6	34.4	27.5	3.3	1.3	1.9	20.9	8.0	3.4	0.3
Men	65.5	10.3	16.4	38.8	31.0	4.3	1.8	1.9	22.9	0.8	2.4	0.4
Women	54.1	16.6	9.5	28.0	22.3	2.0	0.7	2.0	17.6	18.6	4.8	0.2
2005 Total	61.4	12.5	13.2	35.6	27.6	3.4	1.4	1.7	21.1	7.8	3.0	0.3
Men	66.2	9.9	16.0	40.3	30.7	4.3	1.8	1.6	23.0	0.7	2.0	0.3
Women	54.8	16.1	9.5	29.3	23.3	2.2	0.8	1.8	18.5	17.4	4.3	0.2
2006 Total	62.2	12.6	13.0	36.5	27.1	3.5	1.4	1.8	20.4	7.7	2.8	0.2
Men	66.8	10.2	15.7	41.0	30.2	4.5	1.9	1.7	22.1	0.7	1.9	0.3
Women	55.9	15.9	9.5	30.5	22.9	2.3	0.8	1.9	17.9	17.0	4.0	0.2
2007 Total	63.1	12.8	13.1	37.2	26.5	3.1	1.2	1.7	20.5	7.5	2.8	0.2
Men	67.7	10.1	15.5	42.0	29.5	4.0	1.6	1.6	22.3	0.7	1.9	0.2
Women	57.0	16.3	9.9	30.8	22.4	2.0	0.7	1.8	17.9	16.6	4.0	0.1
Argentina [a/]												
1996 Total	58.0	8.0	15.3	34.7	27.1	3.3	1.2	2.6	20.1	5.5	1.6	7.8
Men	60.6	8.4	17.2	35.0	29.8	4.2	1.6	2.4	21.7	0.3	1.0	8.3
Women	53.7	7.4	12.1	34.2	22.8	1.8	0.5	2.8	17.6	14.1	2.7	6.8
2000 Total	62.1	16.0	15.7	30.5	26.5	3.4	1.2	2.4	19.6	5.7	1.2	4.5
Men	64.4	12.5	17.7	34.1	29.8	4.1	1.6	2.4	21.6	0.1	0.8	4.9
Women	58.7	21.1	12.6	25.0	21.6	2.2	0.6	2.3	16.5	13.9	1.8	3.9
2005 Total	62.8	16.8	14.6	31.4	24.2	2.8	1.3	4.4	15.8	7.2	1.2	4.6
Men	65.6	12.8	17.7	35.0	28.0	3.5	1.8	4.1	18.6	0.4	0.7	5.4
Women	59.1	22.2	10.4	26.4	19.0	1.8	0.6	4.7	11.9	16.4	1.9	3.6
2006 Total	63.6	16.2	14.6	32.8	23.0	2.9	1.1	3.8	15.2	7.7	1.1	4.5
Men	66.8	12.3	16.9	37.6	26.6	3.7	1.5	3.5	17.9	0.2	0.7	5.6
Women	59.3	21.6	11.4	26.3	18.2	1.9	0.6	4.2	11.5	17.9	1.6	3.0
Bolivia [b/, c/]												
1990 Total	46.3	17.5	11.8	17.0	38.3	2.1	1.4	2.4	32.3	6.9	4.9	3.7
Men	57.6	19.2	15.3	23.0	33.6	2.9	2.1	2.9	25.8	0.7	3.6	4.5
Women	30.1	15.1	6.7	8.3	44.9	1.0	0.5	1.8	41.7	15.9	6.7	2.5
1995 Total	45.0	12.9	11.7	20.4	37.4	5.8	1.6	1.5	28.5	5.4	10.4	1.7
Men	56.6	13.6	15.8	27.2	33.4	8.3	2.3	2.0	20.8	0.6	6.8	2.5
Women	29.9	11.9	6.6	11.5	42.6	2.5	0.6	1.0	38.6	11.6	15.1	0.7
2000 Total	44.5	10.7	10.8	23.0	43.5	1.7	1.3	2.3	38.2	4.2	7.8	-
Men	54.9	11.2	15.3	28.4	39.8	2.2	1.9	3.0	32.7	0.2	5.1	-
Women	31.4	10.0	5.2	16.1	48.1	1.1	0.5	1.4	45.1	9.4	11.1	-
2005 Total	47.6	9.8	12.4	25.4	40.1	4.5	1.9	2.7	31.1	3.8	8.5	-
Men	58.4	9.0	16.4	33.0	35.6	5.8	2.4	3.1	24.3	0.1	5.8	-
Women	33.7	10.9	7.3	15.5	45.8	2.7	1.1	2.1	39.8	8.5	12.0	-
2006 Total	49.4	11.7	12.9	24.9	38.1	4.5	1.4	3.1	29.1	4.0	8.5	0.0
Men	58.8	11.8	15.6	31.3	35.3	6.0	2.3	3.6	23.4	0.1	5.8	0.0
Women	37.7	11.5	9.4	16.8	41.7	2.6	0.2	2.5	36.3	8.7	11.9	0.0
Brazil [d/]												
1990 Total	66.0	5.3	11.0	49.7	25.1	3.2	1.9	1.2	18.7	6.5	2.4	0.0
Men	70.9	4.2	12.9	53.8	26.8	4.3	2.6	1.1	18.9	0.4	1.9	0.0
Women	58.2	7.2	7.9	43.1	22.2	1.6	0.8	1.3	18.4	16.4	3.2	0.0
1995 Total	58.6	13.7	13.4	31.5	28.3	3.2	1.4	1.5	22.2	8.6	4.4	0.1
Men	64.4	11.1	16.7	36.6	31.2	4.2	1.8	1.5	23.8	0.8	3.5	0.1
Women	50.0	17.6	8.5	24.0	23.9	1.7	0.7	1.6	20.0	20.2	5.8	0.1
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

(continued...)

TABLE 6-A *(Continued)*

LATIN AMERICA: EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT AND SEX, 1990 - 2007

(Percentages)

Country, Year and Sex	Situation in Employment											
	Wage and salaried workers				Non-wage workers					Domestic service	Unpaid family workers	Others
	Total	Public	Private		Total	Employers		Independent workers				
			Establishments with a maximum of five workers	Establishments with six or more workers		Establishments with a maximum of five workers	Establishments with six or more workers	Professional, technical and administrative	Non-professional, non-technical and non-administrative			
2005 Total	61.1	12.4	13.1	35.6	27.5	3.3	1.4	1.5	21.3	8.5	2.9	0.0
Men	66.3	9.6	16.0	40.7	30.9	4.1	1.8	1.3	23.7	0.8	2.1	0.0
Women	54.3	16.1	9.4	28.9	22.9	2.2	0.9	1.7	18.1	18.7	4.1	0.0
2006 Total	61.9	12.5	12.9	36.5	27.0	3.4	1.5	1.6	20.4	8.4	2.7	0.0
Men	66.8	9.9	15.7	41.2	30.4	4.3	2.0	1.4	22.7	0.8	2.0	0.0
Women	55.5	15.9	9.3	30.3	22.6	2.3	0.9	1.9	17.5	18.3	3.7	0.0
2007 Total	63.0	12.8	12.9	37.3	26.1	2.9	1.2	1.5	20.4	8.2	2.7	0.0
Men	67.9	9.9	15.4	42.6	29.5	3.7	1.6	1.3	22.9	0.7	1.9	0.0
Women	56.7	16.6	9.7	30.4	21.7	1.9	0.7	1.8	17.3	17.9	3.7	-
Chile e/												
1990 Total	67.9	1.1	10.2	56.6	24.1	0.8	1.7	1.9	19.8	6.7	1.2	0.1
Men	72.8	1.6	10.6	60.6	26.5	0.9	2.1	1.9	21.5	0.2	0.5	0.1
Women	59.2	0.2	9.5	49.5	19.8	0.5	0.9	1.8	16.7	18.5	2.4	0.0
1996 Total	70.4	10.9	10.2	46.4	22.7	2.0	1.8	1.7	17.1	6.1	0.9	-
Men	74.8	9.5	10.8	50.9	24.5	2.3	2.1	1.7	18.4	0.2	0.4	-
Women	62.6	13.3	9.3	38.5	19.4	1.5	1.3	1.8	14.8	16.3	1.7	-
2000 Total	69.4	12.9	8.3	44.0	23.0	2.4	2.0	4.9	13.6	6.4	1.2	-
Men	73.9	11.6	8.4	48.8	25.2	2.9	2.6	4.6	15.1	0.1	0.6	-
Women	62.3	14.9	8.1	36.2	19.3	1.6	1.0	5.4	11.3	16.2	2.2	-
2003 Total	69.1	11.5	7.9	44.6	23.1	2.4	1.6	5.2	13.7	6.5	1.2	-
Men	73.9	9.9	8.2	49.7	25.1	2.7	2.0	4.5	15.9	0.2	0.6	-
Women	61.7	14.2	7.3	36.8	19.6	1.9	1.0	6.4	10.2	16.3	2.3	-
2006 Total	70.7	10.5	7.2	45.8	22.7	1.7	1.3	4.4	15.1	5.8	0.8	-
Men	75.8	9.2	7.3	50.6	23.4	2.0	1.6	4.0	15.8	0.1	0.5	-
Women	63.0	12.5	7.1	38.7	21.2	1.4	0.8	4.9	14.1	14.3	1.4	-
Colombia f/												
2000 Total	54.2	7.0	13.6	33.5	39.0	4.6	1.3	2.6	30.4	5.2	1.6	-
Men	56.2	6.1	15.8	34.3	42.5	6.0	1.7	3.2	31.5	0.5	0.8	-
Women	51.6	8.2	10.9	32.5	34.6	2.8	0.8	1.9	29.1	11.2	2.6	-
2005 Total	48.8	7.5	11.9	29.4	42.7	4.5	1.1	3.2	33.9	5.0	3.4	-
Men	51.3	6.8	13.7	30.8	46.6	5.8	1.5	3.3	35.9	0.3	1.8	-
Women	45.7	8.3	9.7	27.7	37.8	2.9	0.5	3.1	31.4	11.1	5.4	-
2006 Total	49.4	6.5	12.4	30.5	42.1	4.5	1.1	3.1	33.4	5.2	3.3	-
Men	51.6	5.6	13.8	32.2	46.2	6.0	1.5	3.3	35.4	0.5	1.8	-
Women	46.7	7.5	10.7	28.4	37.0	2.7	0.8	2.7	30.9	11.2	5.1	-
2007 Total	51.8	7.2	14.0	30.6	40.8	3.6	0.7	3.6	32.9	4.3	3.1	-
Men	53.7	6.3	15.6	31.8	44.1	4.4	1.0	4.3	34.5	0.2	2.0	-
Women	49.5	8.3	12.1	29.1	36.8	2.7	0.5	2.8	30.9	9.4	4.4	-
Costa Rica												
1990 Total	70.4	25.0	10.5	34.8	22.9	4.4	1.1	17.4	0.0	4.4	2.2	0.1
Men	71.9	23.0	11.1	37.8	26.6	5.7	1.6	19.3	0.0	0.2	1.2	0.1
Women	67.6	28.7	9.5	29.4	16.2	1.9	0.4	13.9	0.0	12.0	4.1	0.1
1995 Total	70.9	20.6	12.4	37.8	23.6	4.8	1.9	5.2	11.8	3.5	1.8	0.2
Men	72.7	18.4	13.6	40.6	25.9	6.0	2.4	5.2	12.4	0.3	0.9	0.2
Women	67.6	24.6	10.2	32.7	19.4	2.6	0.9	5.2	10.7	9.4	3.3	0.4
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
2005 Total	68.7	17.2	13.0	38.5	25.2	5.9	1.4	3.0	14.9	4.9	1.2	-
Men	72.1	13.8	13.9	44.3	26.8	7.3	1.9	3.4	14.3	0.4	0.7	-
Women	63.3	22.4	11.4	29.5	22.7	3.7	0.6	2.4	16.0	12.0	2.0	-
2006 Total	67.6	17.2	11.6	38.8	25.7	6.2	1.3	2.8	15.4	5.0	1.6	-
Men	70.2	13.9	12.4	43.9	28.2	7.5	1.9	3.5	15.2	0.5	1.1	-
Women	63.7	22.2	10.4	31.1	22.0	4.2	0.3	1.8	15.7	11.7	2.5	-

(continued...)

TABLE 6-A *(Continued)*

LATIN AMERICA: EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT AND SEX, 1990 - 2007

(Percentages)

Country, Year and Sex	Situation in Employment											
	Wage and salaried workers				Non-wage workers					Domestic service	Unpaid family workers	Others
	Total	Public	Private		Total	Employers		Independent workers				
			Establishments with a maximum of five workers	Establishments with six or more workers		Establishments with a maximum of five workers	Establishments with six or more workers	Professional, technical and administrative	Non-professional, non-technical and non-administrative			
2007 Total	70.2	16.5	12.1	41.6	24.2	5.7	1.5	2.6	14.4	4.6	1.0	-
Men	71.9	13.5	11.8	46.6	27.0	7.1	2.1	3.2	14.7	0.5	0.6	-
Women	67.6	21.0	12.4	34.2	20.1	3.5	0.7	1.8	14.0	10.8	1.6	-
Dominican Republic [b/]												
2000 Total	59.8	13.2	8.4	38.1	34.4	2.0	1.2	1.5	29.7	4.1	1.7	-
Men	58.2	11.4	8.5	38.3	40.0	2.2	1.7	1.5	34.6	0.5	1.3	-
Women	62.4	16.3	8.3	37.9	25.3	1.6	0.4	1.5	21.8	9.9	2.3	-
2005 Total	56.0	12.8	7.5	35.7	37.2	4.1	1.2	1.2	30.7	5.1	1.7	-
Men	53.6	10.7	7.2	35.6	43.9	4.9	1.7	1.2	36.2	1.0	1.6	-
Women	60.0	16.3	8.0	35.7	25.9	2.8	0.5	1.2	21.4	12.1	2.0	-
2006 Total	54.7	13.4	7.6	33.7	38.3	3.3	1.2	1.1	32.6	4.8	2.3	-
Men	52.0	11.0	7.4	33.6	45.7	3.8	1.6	1.3	39.0	0.7	1.7	-
Women	59.0	17.3	7.9	33.9	26.1	2.7	0.5	0.8	22.1	11.5	3.4	-
2007 Total	54.4	13.1	6.9	34.4	38.3	3.1	1.3	2.0	31.9	5.1	2.2	-
Men	52.0	10.8	6.8	34.5	45.3	3.7	1.7	2.1	37.8	0.8	1.8	-
Women	58.3	16.8	7.2	34.3	26.6	2.2	0.7	1.8	22.0	12.3	2.8	-
Ecuador [g/]												
1990 Total	52.9	17.5	11.9	23.6	34.5	3.6	1.3	1.5	28.0	4.5	6.5	1.6
Men	58.0	17.4	14.2	26.4	35.7	4.3	1.8	1.7	27.9	0.6	3.8	1.8
Women	43.7	17.6	7.7	18.4	32.2	2.3	0.4	1.3	28.2	11.6	11.3	1.2
1995 Total	53.4	13.4	12.7	27.3	34.9	6.2	1.6	1.3	25.8	4.8	7.0	-
Men	59.5	12.9	15.4	31.3	36.4	7.7	2.3	1.3	25.0	0.6	3.5	-
Women	43.6	14.1	8.6	20.9	32.6	3.7	0.5	1.2	27.1	11.4	12.5	-
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
2005 Total	55.0	10.0	16.4	28.6	34.3	4.8	1.5	2.0	25.9	5.2	5.6	-
Men	61.4	9.4	19.7	32.4	34.7	5.7	1.9	2.5	24.5	0.9	3.0	-
Women	45.3	10.9	11.5	22.9	33.7	3.4	1.0	1.4	27.9	11.6	9.4	-
2006 Total	55.5	9.7	16.7	29.1	33.3	4.9	1.6	1.8	25.0	4.2	7.1	0.0
Men	62.7	8.9	20.8	33.0	32.5	5.6	2.1	1.9	22.8	0.4	4.4	0.1
Women	44.7	10.9	10.5	23.2	34.4	3.7	0.8	1.6	28.3	9.8	11.1	0.0
2007 Total	54.7	10.0	15.2	29.5	33.7	4.3	1.5	1.6	26.3	4.2	7.2	0.2
Men	62.0	9.8	18.3	33.9	33.5	5.4	2.0	2.0	24.1	0.3	4.0	0.2
Women	44.3	10.3	10.8	23.2	34.0	2.8	0.7	1.1	29.5	9.7	11.7	0.2
El Salvador [h/]												
1990 Total	56.8	13.8	13.6	29.4	30.6	2.7	0.7	0.4	26.8	5.8	6.5	0.2
Men	71.0	15.5	18.6	36.9	24.0	3.8	1.0	0.6	18.6	0.0	4.6	0.3
Women	39.4	11.7	7.5	20.2	38.7	1.4	0.2	0.1	37.0	13.0	8.8	0.1
1995 Total	57.5	12.5	10.7	34.4	32.6	4.9	1.3	0.8	25.6	4.4	5.4	0.1
Men	68.4	13.0	14.5	40.9	27.5	6.7	1.9	1.3	17.6	0.5	3.5	0.1
Women	44.3	11.8	6.1	26.4	38.8	2.8	0.5	0.3	35.2	9.1	7.7	0.0
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
2005 Total	55.7	10.8	13.5	31.4	33.0	4.7	0.6	1.1	26.6	3.8	7.3	0.3
Men	65.3	10.5	18.3	36.5	27.7	5.9	0.8	1.5	19.5	0.7	5.9	0.4
Women	44.9	11.1	8.1	25.8	38.8	3.2	0.3	0.8	34.6	7.2	9.0	0.1
2006 Total	55.5	10.4	14.7	30.4	30.0	4.6	0.6	1.0	23.8	4.5	6.4	3.7
Men	65.2	10.5	19.6	35.0	24.9	5.8	1.1	1.4	16.6	0.7	4.5	4.7
Women	45.0	10.2	9.4	25.4	35.4	3.2	0.1	0.6	31.6	8.5	8.5	2.5
2007 Total	60.0	11.2	15.4	33.4	31.0	4.5	0.6	1.1	24.7	4.1	4.9	0.1
Men	70.7	11.4	20.1	39.2	25.6	5.3	1.1	1.7	17.6	0.7	2.9	0.1
Women	48.0	11.0	10.2	26.9	37.0	3.6	0.1	0.5	32.7	7.8	7.2	0.0

(continued...)

TABLE 6-A *(Continued)*

LATIN AMERICA: EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT AND SEX, 1990 - 2007

(Percentages)

Country, Year and Sex	Situation in Employment											
	Wage and salaried workers				Non-wage workers					Domestic service	Unpaid family workers	Others
	Total	Public	Private		Total	Employers		Independent workers				
			Establishments with a maximum of five workers	Establishments with six or more workers		Establishments with a maximum of five workers	Establishments with six or more workers	Professional, technical and administrative	Non-professional, non-technical and non-administrative			
Honduras												
1990 Total	59.2	14.4	14.0	30.7	29.1	1.0	0.5	1.1	26.5	6.7	5.0	-
Men	69.9	13.6	18.4	37.9	25.6	1.2	0.7	1.3	22.4	0.4	4.0	-
Women	43.2	15.5	7.6	20.1	34.3	0.8	0.1	0.7	32.7	16.0	6.5	-
1995 Total	57.9	12.3	12.6	33.0	31.0	4.9	1.3	1.1	23.7	5.4	5.8	-
Men	65.4	10.8	17.2	37.5	29.2	6.2	2.0	0.5	20.5	0.7	4.8	-
Women	46.9	14.5	5.9	26.5	33.6	2.9	0.4	1.9	28.3	12.2	7.3	-
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
2005 Total	59.7	10.8	10.2	38.7	31.9	2.2	1.2	1.4	27.1	4.0	4.4	0.0
Men	63.2	8.5	13.0	41.7	32.5	2.8	1.4	1.8	26.4	0.5	3.7	0.0
Women	54.8	14.1	6.3	34.4	30.9	1.4	0.8	0.7	27.9	9.0	5.3	0.0
2006 Total	55.4	10.6	11.1	33.7	34.9	3.3	0.7	2.3	28.7	3.7	6.0	-
Men	60.1	8.2	14.6	37.3	35.0	4.0	1.0	2.8	27.2	0.6	4.3	-
Women	49.2	13.5	6.5	29.2	34.8	2.4	0.4	1.6	30.5	7.7	8.2	-
2007 Total	55.1	11.0	10.4	33.7	35.0	2.9	0.6	2.5	29.1	3.9	6.0	-
Men	59.6	8.7	14.3	36.6	35.7	3.7	0.8	2.9	28.2	0.4	4.3	-
Women	49.2	13.9	5.4	29.9	34.2	1.8	0.2	1.9	30.2	8.4	8.2	-
Mexico [i/]												
1990 Total	69.5	19.1	11.4	39.0	20.6	3.4	1.0	1.6	14.6	4.4	4.6	0.8
Men	71.1	17.2	13.1	40.8	24.3	4.6	1.4	1.9	16.4	0.6	3.1	1.0
Women	66.4	22.8	7.9	35.6	13.6	1.2	0.3	1.0	11.1	11.9	7.7	0.5
1995 Total	66.6	16.1	13.4	37.1	22.1	3.6	1.2	2.0	15.2	5.2	5.8	0.4
Men	69.5	13.8	16.2	39.5	25.5	4.9	1.7	2.4	16.5	1.0	3.6	0.4
Women	61.5	20.0	8.5	33.0	16.0	1.4	0.3	1.4	13.0	12.5	9.7	0.3
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
2005 Total	67.2	14.4	13.8	39.0	23.0	4.0	1.0	2.2	15.9	4.5	3.8	1.4
Men	70.4	12.5	16.2	41.7	25.1	5.5	1.4	2.6	15.6	0.7	2.2	1.7
Women	62.4	17.4	10.0	35.0	19.9	1.8	0.4	1.5	16.3	10.3	6.3	1.1
2006 Total	67.9	13.9	14.2	39.8	22.8	4.3	1.0	2.0	15.5	4.3	3.8	1.3
Men	71.0	12.0	16.2	42.8	24.9	5.7	1.4	2.4	15.4	0.6	1.9	1.5
Women	63.2	16.7	11.1	35.3	19.7	2.1	0.4	1.4	15.8	9.8	6.5	0.9
2007 Total	67.5	14.0	13.9	39.6	23.0	4.3	1.0	2.3	15.5	4.3	3.6	1.6
Men	70.6	12.3	16.2	42.1	24.8	5.6	1.4	2.7	15.1	0.6	2.0	1.9
Women	62.9	16.6	10.5	35.9	20.3	2.3	0.3	1.6	16.1	9.7	5.9	1.1
Nicaragua [j/]												
1993 Total	60.3	24.5	20.4	15.4	34.9	1.0	0.9	5.6	27.4	0.0	2.9	1.9
Men	62.9	23.6	21.2	18.0	32.8	1.1	0.9	4.9	25.8	0.0	2.3	2.1
Women	56.8	25.8	19.3	11.7	37.8	0.7	0.9	6.5	29.7	0.0	3.6	1.7
1995 Total	59.5	16.4	21.9	21.2	36.2	0.6	0.5	6.0	29.1	0.0	3.2	1.1
Men	62.1	15.6	20.2	26.4	34.1	0.7	0.7	5.4	27.2	0.0	2.5	1.3
Women	56.2	17.5	24.0	14.7	38.9	0.5	0.2	6.7	31.5	0.0	4.2	0.8
2000 Total	58.3	11.3	19.3	27.7	34.8	1.3	0.8	2.0	30.8	0.0	6.9	-
Men	60.5	9.4	19.0	32.1	33.8	1.6	1.1	2.9	28.3	0.0	5.7	-
Women	55.5	13.9	19.8	21.8	36.1	1.0	0.3	0.7	34.1	0.0	8.4	-
2005 Total	57.2	11.7	19.2	26.4	35.9	3.9	1.0	2.1	28.9	0.0	6.9	-
Men	59.7	10.3	18.3	31.1	34.5	5.0	1.5	2.7	25.3	0.0	5.7	-
Women	54.2	13.4	20.2	20.5	37.5	2.5	0.4	1.3	33.2	0.0	8.3	-
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
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

(continued...)

TABLE 6-A *(Continued)*

LATIN AMERICA: EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT AND SEX, 1990 - 2007

(Percentages)

Country, Year and Sex	Situation in Employment											
	Wage and salaried workers				Non-wage workers					Domestic service	Unpaid family workers	Others
	Total	Public	Private		Total	Employers		Independent workers				
			Establishments with a maximum of five workers	Establishments with six or more workers		Establishments with a maximum of five workers	Establishments with six or more workers	Professional, technical and administrative	Non-professional, non-technical and non-administrative			
Panama b/												
1991 Total	71.2	30.1	5.9	35.2	20.1	1.8	1.1	2.8	14.4	7.4	1.3	0.0
Men	71.6	26.8	6.6	38.2	26.3	2.4	1.6	2.3	20.0	0.8	1.2	0.0
Women	70.7	34.6	5.0	31.2	11.6	1.0	0.5	3.4	6.6	16.4	1.3	0.0
1995 Total	71.8	26.6	6.4	38.8	20.3	1.9	1.1	2.6	14.7	7.1	0.9	-
Men	72.6	23.7	6.9	42.0	25.9	2.6	1.5	2.1	19.6	0.9	0.6	-
Women	70.5	30.9	5.6	34.0	11.6	0.8	0.4	3.3	7.1	16.7	1.2	-
2000 Total	70.0	22.2	6.8	41.0	23.2	2.2	0.8	1.7	18.5	6.2	0.6	-
Men	69.9	19.4	7.2	43.3	28.4	2.7	1.1	2.1	22.4	1.4	0.4	-
Women	70.1	26.3	6.2	37.6	15.4	1.3	0.2	1.1	12.7	13.5	1.0	-
2005 Total	66.6	18.4	7.4	40.8	25.1	2.4	1.2	2.0	19.5	6.8	1.6	-
Men	68.3	15.2	8.5	44.6	29.8	3.1	1.8	2.4	22.5	1.2	0.7	-
Women	64.1	23.0	5.7	35.3	18.3	1.4	0.3	1.4	15.1	14.9	2.8	-
2006 Total	66.9	17.9	7.2	41.8	24.9	2.5	1.2	1.8	19.4	6.9	1.3	-
Men	69.7	14.9	8.3	46.5	28.7	3.1	1.8	1.9	21.9	0.8	0.8	-
Women	62.8	22.3	5.7	34.8	19.1	1.5	0.4	1.5	15.7	15.9	2.1	-
2007 Total	69.3	18.5	7.9	42.9	23.3	2.7	0.8	1.8	18.0	6.5	0.9	-
Men	71.5	16.0	8.8	46.8	27.0	3.5	1.2	2.0	20.4	0.9	0.5	-
Women	66.1	22.1	6.6	37.4	18.1	1.7	0.2	1.5	14.7	14.3	1.4	-
Paraguay k/												
1995 Total	41.5	9.9	11.2	20.5	31.7	4.7	1.8	1.7	23.5	5.6	2.1	19.1
Men	51.0	9.9	14.8	26.3	31.8	5.6	2.8	1.9	21.6	3.9	2.1	11.3
Women	29.0	9.9	6.3	12.7	31.6	3.5	0.6	1.5	26.0	8.0	2.1	29.4
2000-01Total	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
2005 Total	50.2	12.7	16.1	21.5	33.9	4.6	1.4	2.9	25.0	11.1	4.2	0.6
Men	60.3	11.6	22.7	26.1	34.6	6.4	1.8	3.5	22.8	1.5	2.9	0.6
Women	37.7	14.1	7.9	15.8	33.0	2.4	0.9	2.1	27.6	23.0	5.7	0.6
2006 Total	51.9	12.1	18.0	21.8	33.3	5.0	0.9	3.1	24.4	9.1	4.9	0.8
Men	60.5	10.9	23.1	26.5	34.1	6.5	1.3	3.6	22.8	1.1	3.2	1.1
Women	40.0	13.9	10.9	15.2	32.3	2.9	0.3	2.5	26.6	20.1	7.1	0.4
2007 Total	51.8	11.6	16.3	23.9	33.6	5.3	0.8	3.1	24.4	10.0	3.4	1.3
Men	61.2	10.4	20.9	30.0	33.4	6.8	1.1	2.9	22.5	1.6	2.2	1.6
Women	39.1	13.2	10.1	15.8	34.0	3.3	0.5	3.2	27.0	21.1	4.9	0.9
Peru l/												
1990 Total	51.4	14.9	15.2	21.3	35.6	4.5	0.3	2.2	28.7	5.1	5.0	2.9
Men	58.4	15.2	17.8	25.4	34.1	6.4	0.5	2.4	24.9	1.0	2.8	3.6
Women	40.6	14.5	11.2	15.0	38.0	1.5	0.1	1.8	34.5	11.3	8.3	1.8
1995 Total	52.6	10.0	19.5	23.0	36.4	5.5	0.3	2.3	28.3	4.7	4.8	1.6
Men	60.2	10.0	22.5	27.7	35.1	7.4	0.4	2.8	24.5	0.5	2.7	1.5
Women	41.4	10.1	15.2	16.2	38.3	2.6	0.1	1.6	33.9	10.9	7.8	1.6
2000 Total	49.9	7.8	13.2	28.9	39.1	4.1	0.6	3.9	30.4	5.3	5.6	0.0
Men	57.3	7.7	15.7	33.9	38.8	5.2	1.0	4.6	27.9	0.4	3.5	0.0
Women	40.1	7.9	10.0	22.2	39.6	2.7	0.1	3.0	33.8	11.8	8.4	0.1
2005 Total	54.4	7.6	13.4	33.5	37.1	4.4	0.9	3.1	28.7	4.6	3.9	-
Men	59.0	6.9	15.0	37.1	39.0	5.8	1.3	3.6	28.3	0.3	1.6	-
Women	48.1	8.5	11.1	28.5	34.5	2.4	0.5	2.5	29.1	10.4	7.0	-
2006 Total	55.2	9.0	12.9	33.3	35.7	3.9	0.4	2.2	29.2	4.9	4.1	-
Men	60.2	8.7	14.2	37.3	36.8	5.0	0.7	2.9	28.2	0.5	2.5	-
Women	48.5	9.5	11.1	27.8	34.3	2.3	0.1	1.3	30.6	11.1	6.2	-
2007 Total	54.6	8.5	12.4	33.7	37.8	4.6	0.9	1.9	30.4	5.0	2.7	-
Men	59.0	8.5	13.2	37.3	38.9	6.1	1.3	2.0	29.5	0.4	1.7	-
Women	48.3	8.5	11.1	28.6	36.2	2.3	0.4	1.8	31.7	11.5	4.0	-

(continued...)

TABLE 6-A *(Continued)*

LATIN AMERICA: EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT AND SEX, 1990 - 2007

(Percentages)

Country, Year and Sex	Situation in Employment											
	Wage and salaried workers				Non-wage workers					Domestic service	Unpaid family workers	Others
	Total	Public	Private		Total	Employers		Independent workers				
			Establishments with a maximum of five workers	Establishments with six or more workers		Establishments with a maximum of five workers	Establishments with six or more workers	Professional, technical and administrative	Non-professional, non-technical and non-administrative			
Uruguay b/												
1997 Total	65.4	17.6	11.3	36.5	25.5	2.8	1.6	2.3	18.7	6.9	1.8	0.5
Men	69.3	17.1	12.1	40.0	29.2	3.6	2.2	1.8	21.5	0.2	0.9	0.5
Women	60.0	18.1	10.1	31.7	20.2	1.6	0.7	3.0	14.9	16.3	3.0	0.5
2000 Total	64.3	17.4	10.4	36.5	25.5	2.2	1.8	3.9	17.5	8.7	1.5	-
Men	68.3	16.8	10.7	40.8	29.7	2.8	2.5	3.6	20.8	1.1	0.9	-
Women	58.8	18.2	10.0	30.7	19.8	1.3	1.0	4.4	13.1	18.9	2.5	-
2005 Total	62.6	17.0	10.6	35.0	27.9	2.7	1.6	2.1	21.5	8.2	1.3	-
Men	65.8	15.5	12.9	37.5	32.4	3.5	2.3	2.0	24.6	1.1	0.7	-
Women	58.6	18.9	7.9	31.8	22.2	1.7	0.8	2.2	17.6	17.1	2.1	-
2006 Total	63.1	16.4	13.3	33.4	27.1	2.9	1.4	22.8	0.0	8.1	1.5	0.2
Men	67.7	15.6	14.2	37.9	30.4	3.8	1.8	24.8	0.0	0.9	0.8	0.3
Women	57.4	17.5	12.2	27.7	23.0	1.9	0.8	20.3	0.0	17.1	2.3	0.1
2007 Total	63.1	15.6	9.8	37.7	27.0	2.8	1.6	6.9	15.8	8.3	1.4	0.2
Men	67.5	14.3	12.0	41.2	30.1	3.6	2.2	6.5	17.8	1.3	0.8	0.3
Women	57.7	17.1	7.3	33.4	23.2	1.9	0.8	7.2	13.3	16.7	2.1	0.1
Venezuela m/												
1995 Total	59.5	17.6	11.5	30.4	36.7	4.0	1.7	1.9	29.1	2.1	1.2	0.5
Men	58.5	12.1	13.5	32.9	39.5	5.1	2.3	1.8	30.3	0.1	1.1	0.7
Women	61.5	29.0	7.2	25.3	30.7	1.7	0.4	2.1	26.4	6.2	1.4	0.3
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
2005 Total	62.0	16.0	14.8	31.2	34.5	3.7	1.2	1.6	28.0	1.9	1.6	0.0
Men	64.4	11.2	17.6	35.6	34.5	4.9	1.6	1.6	26.4	0.1	1.1	0.0
Women	58.1	23.7	10.4	24.0	34.5	1.8	0.4	1.8	30.5	4.9	2.5	0.0
2006 Total	63.0	16.8	14.3	31.9	33.7	3.5	1.0	1.3	27.9	2.0	1.2	-
Men	65.1	11.6	17.0	36.4	34.0	4.7	1.4	1.2	26.8	0.1	0.9	-
Women	59.7	25.1	10.0	24.6	33.2	1.5	0.4	1.5	29.8	5.2	1.8	-
2007 Total	64.1	17.1	14.2	32.8	33.0	3.2	0.9	1.2	27.6	1.9	1.0	0.0
Men	66.4	12.0	17.1	37.3	32.9	4.3	1.3	1.0	26.3	0.1	0.6	0.0
Women	60.4	25.3	9.6	25.5	33.2	1.5	0.4	1.5	29.8	4.8	1.6	0.0

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

a/ 28 urban areas. 2000 data are for October; data for 2005 and 2006 correspond to the second semester. Beginning in 2003, changes were made to the survey that may affect comparability with previous years.

b/ Microenterprises: establishments with a maximum of four workers. Uruguay beginning in 2000.

c/ Data for 1990-1995 correspond to capital cities and El Alto. Data for 1990 refer to the third round of the EIH Survey captured in September; 1995 data are from the eighth round of the EIH Survey in June. 2000 data are from the MECOVI Survey (November). 2005 data are from the EIH Survey (November-December).

d/ PNAD Survey of September each year.

e/ CASEN Survey. For 1996, microenterprises refer to establishments with a maximum of four workers. Public sector data for 1990 include only the Armed Forces and Police Forces. The data for wage and salaried workers of the private sector and employers by size of establishment for 1996, 2000, 2003 and 2006 exclude respondents who did not respond to the question on establishment size. The columns covering total wage and salaried workers and total non-wage workers do include them.

f/ Data for 2000 correspond to 10 cities and metropolitan areas and are from June of the ENH Survey, Stage 1; data from 2005 and 2006 are from April-June of the ECH Survey. Data from 2007 are from GEIH, second quarter.

g/ Data for 1990, 1995 and 2000 are for November; data for 2005 to 2007 are from the fourth quarter.

h/ Before 2007, the minimum working age in the survey was 10; in 2007, it was 16.

i/ Data for 1990, 1995 and 2000 refer to the third quarter, ENEU Survey. Data from 2005 to 2007 are from the second quarter, ENOE.

j/ Data for 1993 are for urban areas of eight municipalities. Data for 1995 refer to urban areas of 17 municipalities, and for 2000, to urban areas of 90 municipalities. Data for 1995: EHMEU Survey conducted by the Ministry of Labour; data for 2005 to 2007: EHMEUR Survey conducted by the National Statistics Office.

k/ Data for 2000-2001 refer to September 2000-August 2001. Data for 2005 are for October-December while 2006 data refer to November-December. Data for 2007: October-December, EPE Survey.

l/ Metropolitan Lima.

m/ National coverage. Data are from the second semester.

TABLE 7-A

LATIN AMERICA: URBAN EMPLOYMENT BY ECONOMIC ACTIVITY AND SEX, 1990 - 2007

(Percentages)

Year	Sex	Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing industry	Construction	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
Latin America											
1995	Total	100.0	8.6	1.0	15.4	7.1	21.7	4.9	2.3	38.8	0.3
	Men	100.0	10.3	1.3	18.5	11.3	21.3	7.4	2.4	27.0	0.4
	Women	100.0	5.8	0.6	10.6	0.5	22.1	1.1	2.2	57.1	0.1
2000	Total	100.0	6.7	0.9	15.3	7.2	22.3	5.3	2.1	40.0	0.3
	Men	100.0	8.5	1.2	18.0	11.8	21.3	8.1	2.1	28.6	0.4
	Women	100.0	4.1	0.4	11.2	0.5	23.6	1.3	2.2	56.7	0.1
2005	Total	100.0	7.0	0.5	16.0	7.4	25.9	5.7	3.5	33.6	0.3
	Men	100.0	8.9	0.7	17.6	12.5	26.3	8.6	3.8	21.0	0.5
	Women	100.0	4.3	0.2	13.8	0.5	25.1	1.8	3.1	50.9	0.1
2006	Total	100.0	6.6	0.5	15.9	7.4	25.6	5.7	3.6	34.3	0.3
	Men	100.0	8.6	0.7	17.6	12.6	25.9	8.7	4.0	21.4	0.5
	Women	100.0	3.9	0.2	13.6	0.6	25.0	1.8	3.1	51.5	0.1
2007	Total	100.0	6.1	0.5	16.2	7.5	25.8	5.9	3.7	34.0	0.3
	Men	100.0	8.0	0.7	18.1	12.7	26.0	8.8	4.0	21.1	0.4
	Women	100.0	3.6	0.2	13.7	0.6	25.3	2.0	3.2	51.2	0.2
Argentina [a/]											
1996	Total	100.0	1.0	0.9	16.4	7.6	20.3	7.8	9.2	36.3	0.5
	Men	100.0	1.5	1.3	19.3	11.9	21.0	11.3	8.8	24.3	0.5
	Women	100.0	0.2	0.4	11.4	0.5	19.2	1.9	9.8	56.0	0.6
2000	Total	100.0	0.8	0.6	13.9	7.7	20.9	8.1	9.6	37.9	0.5
	Men	100.0	1.2	0.8	17.1	12.5	20.8	11.8	10.3	25.0	0.5
	Women	100.0	0.3	0.2	9.0	0.6	21.0	2.7	8.7	57.0	0.5
2005	Total	100.0	1.4	0.5	14.1	8.5	23.5	6.7	9.4	35.5	0.3
	Men	100.0	1.9	0.8	17.0	14.4	25.2	9.9	9.9	20.7	0.3
	Women	100.0	0.8	0.1	10.1	0.5	21.3	2.5	8.7	55.6	0.3
2006	Total	100.0	1.2	0.4	14.0	8.8	23.9	6.4	10.0	35.0	0.2
	Men	100.0	1.8	0.7	17.1	14.8	25.5	9.6	10.8	19.5	0.2
	Women	100.0	0.5	0.1	9.9	0.7	21.7	2.0	8.8	56.0	0.3
Bolivia [b/]											
1990	Total	100.0	3.2	0.6	15.9	6.6	25.6	7.7	3.0	37.0	0.4
	Men	100.0	5.1	1.0	19.6	10.9	13.8	12.4	3.5	33.4	0.4
	Women	100.0	0.5	0.1	10.7	0.5	42.5	0.9	2.3	42.3	0.3
1995	Total	100.0	3.7	0.4	18.4	8.5	33.5	7.6	3.9	24.1	0.1
	Men	100.0	5.4	0.5	20.9	14.7	23.3	12.6	4.5	18.0	0.1
	Women	100.0	1.4	0.2	15.2	0.4	46.5	1.1	3.2	32.0	0.0
2000	Total	100.0	6.6	0.8	15.3	10.4	31.4	6.9	5.5	23.0	0.1
	Men	100.0	8.7	1.2	17.5	17.9	20.4	11.2	7.2	15.8	0.1
	Women	100.0	3.9	0.1	12.6	0.9	45.4	1.4	3.4	32.0	0.2
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

(continued...)

TABLE 7-A *(Continued)*

LATIN AMERICA: URBAN EMPLOYMENT BY ECONOMIC ACTIVITY AND SEX, 1990 - 2007

(Percentages)

Year	Sex	Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing industry	Construction	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
2006	Total	100.0	6.0	0.4	16.4	7.9	30.0	8.9	6.8	23.5	0.0
	Men	100.0	8.1	0.7	17.8	14.1	20.4	13.6	8.0	17.2	0.0
	Women	100.0	3.3	0.0	14.7	0.3	41.9	3.0	5.4	31.3	0.0
Brazil [c/]											
1990	Total	100.0	6.5	1.0	18.1	7.2	20.4	4.8	3.1	38.5	0.3
	Men	100.0	9.2	1.3	21.3	11.3	20.3	7.2	3.2	25.7	0.5
	Women	100.0	2.2	0.4	13.0	0.5	20.4	1.1	2.9	59.3	0.1
1995	Total	100.0	9.6	1.1	14.8	7.3	20.8	4.6	2.0	39.5	0.3
	Men	100.0	11.6	1.4	18.1	11.9	20.8	7.0	2.1	26.7	0.5
	Women	100.0	6.5	0.6	10.0	0.5	20.9	1.0	1.9	58.6	0.1
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
2005	Total	100.0	7.9	0.5	15.9	7.5	25.4	5.4	3.3	34.0	0.3
	Men	100.0	10.0	0.7	17.5	12.7	26.7	8.2	3.6	20.1	0.4
	Women	100.0	5.0	0.2	13.7	0.5	23.7	1.7	2.8	52.4	0.0
2006	Total	100.0	7.5	0.5	15.7	7.4	25.0	5.3	3.4	34.9	0.3
	Men	100.0	9.7	0.7	17.4	12.7	26.2	8.1	3.9	20.8	0.4
	Women	100.0	4.6	0.2	13.4	0.5	23.6	1.6	2.8	53.1	0.1
2007	Total	100.0	6.8	0.5	16.2	7.5	25.2	5.6	3.6	34.5	0.3
	Men	100.0	9.0	0.7	18.2	12.9	26.2	8.4	3.9	20.3	0.4
	Women	100.0	4.1	0.2	13.5	0.5	23.8	1.8	3.1	52.9	0.1
Chile [d/]											
1990	Total	100.0	8.1	0.0	19.7	8.3	20.0	8.3	8.7	26.4	0.6
	Men	100.0	11.1	0.0	21.9	12.3	18.1	11.4	9.1	15.5	0.6
	Women	100.0	2.9	0.0	15.8	0.9	23.4	2.6	7.9	46.0	0.4
1996	Total	100.0	8.5	0.7	16.3	9.4	20.6	7.8	7.3	28.8	0.6
	Men	100.0	11.2	1.0	18.4	14.2	18.0	10.6	6.9	19.1	0.6
	Women	100.0	3.6	0.2	12.6	1.1	25.3	2.7	7.9	45.8	0.7
2000	Total	100.0	8.7	0.9	14.7	8.6	20.4	8.0	8.3	30.2	0.3
	Men	100.0	11.7	1.3	16.9	13.2	17.7	11.3	8.1	19.4	0.3
	Women	100.0	3.9	0.2	11.0	1.0	24.8	2.8	8.6	47.4	0.3
2003	Total	100.0	7.8	0.6	14.4	9.1	21.5	8.3	7.7	30.3	0.3
	Men	100.0	10.4	0.8	17.1	14.2	18.7	11.4	7.8	19.3	0.3
	Women	100.0	3.8	0.3	10.2	1.1	25.8	3.6	7.5	47.5	0.2
2006	Total	100.0	8.2	0.5	14.2	9.8	21.1	8.2	8.0	28.8	1.1
	Men	100.0	10.9	0.8	16.5	15.5	17.5	11.3	8.5	17.9	1.1
	Women	100.0	4.2	0.2	10.8	1.3	26.6	3.6	7.2	45.0	1.2
Colombia [e/]											
1991	Total	100.0	4.0	0.9	20.4	5.7	26.7	6.7	5.7	29.8	0.1
	Men	100.0	5.9	1.2	20.0	9.0	25.2	10.0	6.2	22.4	0.1
	Women	100.0	1.1	0.5	21.1	0.7	28.9	1.7	5.0	41.0	0.2

(continued...)

TABLE 7-A *(Continued)*

LATIN AMERICA: URBAN EMPLOYMENT BY ECONOMIC ACTIVITY AND SEX, 1990 - 2007

(Percentages)

Year	Sex	Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing industry	Construction	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
1995	Total	100.0	1.9	0.7	21.3	7.5	26.6	6.9	7.1	28.0	0.0
	Men	100.0	2.8	1.0	21.1	12.0	24.6	10.7	7.5	20.3	0.0
	Women	100.0	0.6	0.3	21.5	1.0	29.4	1.7	6.4	39.0	0.1
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
2005	Total	100.0	7.1	0.6	16.5	5.2	28.4	8.5	7.8	25.9	0.0
	Men	100.0	11.5	0.8	16.1	8.9	27.8	12.8	8.0	14.1	0.0
	Women	100.0	1.5	0.4	16.9	0.4	29.2	2.9	7.7	41.0	0.0
2006	Total	100.0	6.6	0.6	16.2	5.6	28.4	9.0	7.4	26.2	0.0
	Men	100.0	10.9	0.7	16.3	9.5	27.4	13.2	7.8	14.2	0.0
	Women	100.0	1.4	0.4	16.0	0.7	29.6	3.9	6.9	41.1	0.0
2007	Total	100.0	5.1	0.4	15.5	5.7	29.3	9.4	8.8	25.8	0.0
	Men	100.0	8.2	0.6	15.7	9.9	28.1	13.6	9.4	14.5	0.0
	Women	100.0	1.3	0.2	15.3	0.6	30.7	4.3	8.1	39.5	0.0
Costa Rica											
1990	Total	100.0	3.8	1.6	21.9	6.0	21.0	5.3	5.9	33.7	0.8
	Men	100.0	5.5	2.3	21.9	9.0	20.1	7.7	7.2	25.5	0.9
	Women	100.0	0.6	0.4	21.8	0.6	22.7	0.9	3.4	48.7	0.8
1995	Total	100.0	4.1	1.3	18.9	5.7	23.9	6.3	7.1	31.7	1.0
	Men	100.0	5.9	1.6	19.0	8.7	22.6	8.5	8.4	24.2	1.1
	Women	100.0	0.8	0.8	18.6	0.3	26.3	2.3	4.8	45.2	0.9
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
2005	Total	100.0	4.0	1.1	15.3	6.0	23.4	7.1	10.5	28.2	4.2
	Men	100.0	5.7	1.6	17.6	9.6	21.2	10.0	11.8	16.4	6.2
	Women	100.0	1.3	0.4	11.8	0.5	26.8	2.6	8.5	46.8	1.2
2006	Total	100.0	3.8	1.2	14.8	6.4	27.2	7.5	10.4	28.5	0.3
	Men	100.0	5.5	1.5	16.5	10.4	27.8	10.7	11.3	16.2	0.2
	Women	100.0	1.3	0.8	12.2	0.4	26.3	2.7	9.0	47.0	0.4
2007	Total	100.0	3.7	1.1	14.4	7.3	27.6	7.4	11.3	26.7	0.5
	Men	100.0	5.3	1.3	16.0	11.6	27.7	10.3	11.7	15.6	0.4
	Women	100.0	1.4	0.8	12.1	0.6	27.4	2.9	10.7	43.6	0.5
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
2004	Total	100.0	4.8	1.0	17.2	6.9	24.3	7.7	6.0	27.6	4.5
	Men	100.0	7.4	1.2	19.0	10.5	22.3	10.7	5.9	16.5	6.6
	Women	100.0	0.6	0.7	14.2	0.8	27.7	2.7	6.3	46.0	1.0

(continued...)

TABLE 7-A *(Continued)*

LATIN AMERICA: URBAN EMPLOYMENT BY ECONOMIC ACTIVITY AND SEX, 1990 - 2007

(Percentages)

Year	Sex	Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing industry	Construction	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
2006	Total	100.0	5.6	0.9	16.1	7.3	29.4	7.6	5.6	27.5	0.0
	Men	100.0	8.6	1.1	17.3	11.5	29.2	10.9	5.5	15.8	0.0
	Women	100.0	0.6	0.5	14.0	0.5	29.9	2.1	5.9	46.5	0.0
2007	Total	100.0	5.4	1.1	16.2	7.1	29.7	7.7	6.1	26.8	0.0
	Men	100.0	8.3	1.2	17.9	10.9	29.9	10.9	5.6	15.4	0.0
	Women	100.0	0.5	0.9	13.4	0.8	29.3	2.3	6.9	45.9	0.0
Ecuador f/											
1990	Total	100.0	7.5	1.0	18.0	7.2	27.1	5.7	4.6	28.9	0.0
	Men	100.0	10.2	1.4	19.0	10.9	21.9	8.1	5.2	23.1	0.0
	Women	100.0	2.5	0.3	16.0	0.6	36.5	1.2	3.5	39.3	0.0
1995	Total	100.0	6.7	0.6	14.6	6.1	31.7	5.5	4.5	30.1	0.1
	Men	100.0	9.7	0.7	15.1	9.7	26.2	8.1	4.9	25.5	0.0
	Women	100.0	2.1	0.5	13.7	0.5	40.6	1.3	3.9	37.4	0.1
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
	Women	100.0	4.5	0.3	13.8	0.6	35.9	1.7	4.7	38.3	0.0
2005	Total	100.0	8.6	0.5	13.8	6.6	33.1	7.2	6.5	23.6	0.0
	Men	100.0	11.5	0.7	15.5	10.7	28.7	10.5	7.3	15.1	0.0
	Women	100.0	4.3	0.2	11.2	0.6	39.7	2.3	5.2	36.4	0.0
2006	Total	100.0	8.7	0.5	13.8	7.2	34.2	7.3	6.2	22.3	0.0
	Men	100.0	11.6	0.7	15.2	11.5	29.3	10.4	7.1	14.2	0.0
	Women	100.0	4.4	0.2	11.6	0.7	41.4	2.5	4.8	34.4	0.0
2007	Total	100.0	7.9	0.5	13.2	7.5	34.2	7.5	6.7	22.5	0.0
	Men	100.0	10.9	0.8	14.1	12.3	29.1	10.6	7.3	14.8	0.0
	Women	100.0	3.6	0.2	12.0	0.6	41.4	3.0	5.7	33.5	0.0
El Salvador g/											
1990	Total	100.0	7.5	0.6	22.3	6.1	27.5	5.3	2.7	28.0	0.0
	Men	100.0	11.4	1.1	22.6	10.8	18.2	9.0	3.1	23.8	0.0
	Women	100.0	2.7	0.1	21.8	0.4	38.9	0.8	2.2	33.0	0.0
1995	Total	100.0	7.0	0.5	24.0	6.8	26.2	5.6	4.5	22.2	3.3
	Men	100.0	11.4	0.7	22.1	12.0	17.9	9.4	4.9	15.8	5.8
	Women	100.0	1.7	0.2	26.1	0.6	36.2	0.9	4.1	29.8	0.3
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
2005	Total	100.0	5.9	0.3	19.1	5.6	31.2	5.7	6.2	22.2	3.6
	Men	100.0	9.7	0.5	17.8	10.4	22.2	9.6	7.5	16.1	6.2
	Women	100.0	1.7	0.1	20.5	0.3	41.4	1.5	4.6	29.1	0.7
2006	Total	100.0	5.3	0.5	18.1	6.7	35.4	5.4	5.5	23.0	0.0
	Men	100.0	9.2	0.8	17.9	12.3	27.5	9.5	6.2	16.6	0.0
	Women	100.0	1.2	0.1	18.4	0.7	44.0	1.0	4.7	29.9	0.0

(continued...)

TABLE 7-A *(Continued)*

LATIN AMERICA: URBAN EMPLOYMENT BY ECONOMIC ACTIVITY AND SEX, 1990 - 2007

(Percentages)

Year	Sex	Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing industry	Construction	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
2007	Total	100.0	5.2	0.6	18.7	6.4	34.1	5.2	6.3	23.4	0.0
	Men	100.0	8.7	1.0	18.1	11.7	26.5	8.9	7.7	17.4	0.0
	Women	100.0	1.4	0.1	19.4	0.5	42.6	1.1	4.8	30.1	0.0
Honduras											
1990	Total	100.0	10.3	1.1	19.5	7.7	24.8	4.4	2.7	29.4	0.1
	Men	100.0	15.8	1.6	19.6	12.5	19.3	6.9	2.9	21.2	0.1
	Women	100.0	2.0	0.4	19.3	0.5	33.0	0.8	2.4	41.6	0.1
1995	Total	100.0	8.6	0.9	24.3	7.0	24.8	3.8	3.6	27.0	0.0
	Men	100.0	13.4	1.3	23.8	11.4	19.1	5.7	4.2	21.1	0.1
	Women	100.0	1.6	0.3	25.0	0.4	33.2	1.0	2.7	35.8	0.0
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
2005	Total	100.0	8.7	0.8	21.2	6.9	29.3	5.6	5.9	21.3	0.3
	Men	100.0	13.6	1.1	19.0	11.6	26.8	8.4	6.5	12.7	0.3
	Women	100.0	1.6	0.3	24.4	0.3	32.8	1.8	5.1	33.5	0.2
2006	Total	100.0	7.7	0.7	20.6	7.8	30.9	5.1	5.6	21.5	0.1
	Men	100.0	12.6	0.9	19.2	13.4	26.9	7.8	6.1	13.0	0.1
	Women	100.0	1.5	0.4	22.4	0.6	36.0	1.6	5.0	32.4	0.1
2007	Total	100.0	7.4	0.6	19.7	8.7	29.3	5.9	6.1	22.1	0.1
	Men	100.0	11.7	0.9	18.3	15.1	25.1	9.2	6.7	13.0	0.2
	Women	100.0	1.7	0.3	21.5	0.4	34.9	1.6	5.5	34.1	0.1
Mexico h/											
1990	Total	100.0	1.5	0.6	24.1	5.0	25.5	5.5	5.8	31.9	0.1
	Men	100.0	2.0	0.8	26.3	7.1	23.3	7.3	5.7	27.3	0.1
	Women	100.0	0.5	0.3	19.8	0.7	29.9	1.9	6.1	40.8	0.0
1995	Total	100.0	1.5	0.8	19.8	5.0	27.8	6.1	2.1	36.7	0.1
	Men	100.0	2.2	1.0	21.7	7.5	25.0	8.4	2.1	31.9	0.2
	Women	100.0	0.4	0.4	16.4	0.6	32.8	1.9	2.2	45.1	0.1
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
2005	Total	100.0	1.2	0.6	17.9	7.4	29.2	6.5	2.2	34.2	0.9
	Men	100.0	1.6	0.9	19.5	11.6	25.4	9.3	2.1	28.7	1.0
	Women	100.0	0.4	0.2	15.6	1.0	35.0	2.1	2.3	42.7	0.7
2006	Total	100.0	1.1	0.5	17.9	7.6	29.0	6.8	2.2	33.8	1.0
	Men	100.0	1.5	0.7	19.4	12.1	25.0	9.7	2.2	28.1	1.1
	Women	100.0	0.4	0.3	15.6	0.9	35.0	2.4	2.3	42.3	0.9

(continued...)

TABLE 7-A *(Continued)*

LATIN AMERICA: URBAN EMPLOYMENT BY ECONOMIC ACTIVITY AND SEX, 1990 - 2007

(Percentages)

Year	Sex	Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing industry	Construction	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
2007	Total	100.0	1.0	0.6	17.4	7.7	29.3	6.4	2.3	34.2	1.0
	Men	100.0	1.5	0.9	18.9	12.3	25.1	9.1	2.3	28.9	1.1
	Women	100.0	0.3	0.3	15.3	1.0	35.5	2.4	2.3	42.0	0.9
Nicaragua i/											
1993	Total	100.0	2.6	1.1	17.2	5.1	27.0	5.6	2.0	39.3	0.0
	Men	100.0	4.1	1.6	19.7	8.5	20.5	8.7	2.1	34.8	0.0
	Women	100.0	0.7	0.5	13.8	0.4	36.1	1.3	1.9	45.4	0.0
1995	Total	100.0	3.2	1.1	18.3	4.7	27.9	4.9	1.4	38.5	0.0
	Men	100.0	5.4	1.5	20.9	8.1	21.7	7.7	1.3	33.4	0.0
	Women	100.0	0.5	0.5	15.0	0.5	35.8	1.2	1.5	45.0	0.0
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
2005	Total	100.0	6.4	0.6	19.3	5.7	30.1	5.6	5.0	27.2	0.0
	Men	100.0	10.6	0.8	19.2	10.2	25.6	9.2	6.1	18.3	0.0
	Women	100.0	1.3	0.3	19.6	0.3	35.6	1.1	3.6	38.2	0.0
2006	Total	100.0	6.2	0.5	18.9	5.9	30.0	6.1	5.0	27.3	0.0
	Men	100.0	10.2	0.7	19.0	10.7	24.9	10.2	6.3	18.1	0.0
	Women	100.0	1.5	0.2	18.9	0.1	36.1	1.1	3.5	38.6	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
Panama											
1991	Total	100.0	4.6	1.7	11.4	3.2	26.3	8.6	6.7	37.5	0.1
	Men	100.0	7.6	2.2	13.5	5.4	28.4	12.5	6.7	23.7	0.1
	Women	100.0	0.4	1.0	8.4	0.3	23.3	3.3	6.8	56.4	0.1
1995	Total	100.0	3.5	1.3	12.1	6.7	25.3	9.3	8.0	33.7	0.0
	Men	100.0	5.2	1.7	14.2	10.9	25.8	13.0	7.5	21.8	0.0
	Women	100.0	0.8	0.8	9.0	0.4	24.6	3.7	8.7	52.0	0.0
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
2005	Total	100.0	2.6	0.8	9.0	8.7	28.6	9.3	9.7	31.5	0.0
	Men	100.0	4.2	1.0	10.7	14.0	27.6	13.5	9.1	19.8	0.0
	Women	100.0	0.4	0.3	6.5	0.9	30.0	3.2	10.5	48.3	0.0
2006	Total	100.0	2.7	0.8	9.4	9.5	27.7	9.1	9.9	30.9	0.0
	Men	100.0	4.2	1.0	11.4	15.3	26.9	12.8	9.3	19.2	0.0
	Women	100.0	0.5	0.5	6.4	0.9	29.1	3.5	10.8	48.4	0.0
2007	Total	100.0	2.5	0.8	9.0	10.5	27.7	8.7	10.1	30.7	0.0
	Men	100.0	4.0	0.9	10.5	17.1	26.0	12.7	9.4	19.4	0.0
	Women	100.0	0.4	0.6	6.8	1.2	30.1	3.1	11.2	46.7	0.0

(continued...)

TABLE 7-A *(Continued)*

LATIN AMERICA: URBAN EMPLOYMENT BY ECONOMIC ACTIVITY AND SEX, 1990 - 2007

(Percentages)

Year	Sex	Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing industry	Construction	Trade	Transportation, storage and communications	Establishments Financial	Community, social and personal services	Unspecified activities
Paraguay [j/]											
1995	Total	100.0	8.5	0.8	14.6	7.5	31.6	4.8	4.7	27.5	0.0
	Men	100.0	7.8	1.2	18.1	13.1	27.5	7.4	5.3	19.4	0.0
	Women	100.0	9.3	0.1	9.9	0.0	37.1	1.3	4.0	38.3	0.0
2000-2001	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
2005	Total	100.0	5.8	1.1	12.7	7.1	31.1	5.0	6.2	31.0	0.0
	Men	100.0	6.7	1.6	14.3	12.9	32.1	7.3	7.5	17.5	0.0
	Women	100.0	4.7	0.4	10.7	0.0	29.9	2.0	4.6	47.6	0.0
2006	Total	100.0	4.7	1.2	12.9	8.0	31.6	5.5	5.5	30.6	0.0
	Men	100.0	5.9	1.9	15.7	13.5	30.7	7.8	5.8	18.7	0.0
	Women	100.0	3.1	0.2	9.1	0.4	32.9	2.3	5.0	46.9	0.1
2007	Total	100.0	4.9	0.5	14.6	7.6	32.0	5.2	5.9	29.2	0.0
	Men	100.0	5.3	0.8	17.8	13.2	32.1	7.6	6.4	16.9	0.0
	Women	100.0	4.5	0.1	10.3	0.1	31.9	2.0	5.3	45.7	0.1
Peru [k/]											
1990	Total	100.0	1.6	0.7	21.3	5.0	31.3	5.8	5.0	29.4	0.0
	Men	100.0	2.0	0.8	23.4	7.7	25.5	8.4	6.1	26.1	0.0
	Women	100.0	1.0	0.4	18.1	0.8	40.2	1.7	3.3	34.5	0.0
1995	Total	100.0	1.4	0.2	19.9	5.2	31.8	7.5	7.7	26.3	0.0
	Men	100.0	2.0	0.3	22.6	8.5	24.4	11.7	10.0	20.7	0.0
	Women	100.0	0.5	0.1	15.9	0.3	42.7	1.3	4.4	34.7	0.0
2000	Total	100.0	1.0	0.5	16.2	4.3	32.5	9.8	8.5	27.2	0.0
	Men	100.0	1.5	0.7	18.8	7.1	23.5	15.6	9.7	23.1	0.0
	Women	100.0	0.3	0.2	12.9	0.6	44.3	2.1	6.9	32.7	0.0
2005	Total	100.0	1.0	0.1	18.4	5.2	31.5	9.9	7.7	26.2	0.0
	Men	100.0	1.6	0.2	22.2	8.8	22.8	15.5	8.8	20.2	0.0
	Women	100.0	0.2	0.0	13.2	0.3	43.4	2.3	6.2	34.4	0.0
2006	Total	100.0	1.2	0.2	16.7	5.7	33.6	9.8	8.8	23.9	0.0
	Men	100.0	1.5	0.4	19.2	9.6	26.7	15.2	10.5	17.0	0.0
	Women	100.0	0.8	0.0	13.3	0.4	43.1	2.4	6.5	33.4	0.0
2007	Total	100.0	1.3	0.2	17.2	5.9	32.6	10.2	9.9	22.7	0.0
	Men	100.0	1.9	0.4	20.0	10.1	26.0	15.5	11.3	14.9	0.0
	Women	100.0	0.5	0.0	13.2	0.1	41.9	2.7	7.9	33.7	0.0
Uruguay											
1997	Total	100.0	4.6	1.2	16.9	6.5	20.1	6.1	6.7	38.0	0.0
	Men	100.0	6.6	1.6	18.6	10.8	20.0	9.0	6.5	26.8	0.0
	Women	100.0	1.6	0.7	14.4	0.4	20.1	2.0	6.9	53.9	0.0
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-A *(Continued)*

LATIN AMERICA: URBAN EMPLOYMENT BY ECONOMIC ACTIVITY AND SEX, 1990 - 2007

(Percentages)

Year	Sex	Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing industry	Construction	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
2005	Total	100.0	4.7	0.9	13.9	6.7	22.6	5.5	9.8	35.8	0.1
	Men	100.0	7.2	1.1	15.7	11.8	24.3	7.9	10.7	21.3	0.1
	Women	100.0	1.6	0.5	11.7	0.3	20.6	2.6	8.6	54.1	0.1
2006	Total	100.0	6.3	1.1	14.2	6.6	23.0	5.6	7.6	35.4	0.2
	Men	100.0	9.5	1.4	16.2	11.6	24.0	8.0	8.0	21.0	0.2
	Women	100.0	2.2	0.7	11.7	0.4	21.7	2.5	7.2	53.5	0.2
2007	Total	100.0	5.2	0.9	14.6	7.0	23.0	6.0	8.5	34.7	0.1
	Men	100.0	8.1	1.1	16.9	12.5	23.5	8.8	8.9	20.2	0.1
	Women	100.0	1.8	0.6	11.8	0.5	22.3	2.6	8.1	52.4	0.2
Venezuela l/											
1995	Total	100.0	14.2	0.9	13.4	8.1	22.9	6.1	5.7	28.6	0.2
	Men	100.0	20.0	1.1	14.0	11.4	20.6	8.2	5.1	19.4	0.1
	Women	100.0	2.2	0.5	12.0	1.1	27.7	1.7	6.8	47.6	0.4
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
2005	Total	100.0	10.3	0.5	11.6	8.0	24.4	8.1	4.8	31.3	0.9
	Men	100.0	15.3	0.7	12.7	12.4	19.7	11.6	5.1	21.5	0.9
	Women	100.0	2.3	0.3	9.8	0.8	31.9	2.5	4.4	47.2	0.8
2006	Total	100.0	9.8	0.5	12.2	9.5	23.6	8.2	5.0	31.1	0.2
	Men	100.0	14.6	0.6	13.6	14.6	18.7	11.9	5.2	20.6	0.2
	Women	100.0	2.1	0.3	9.8	1.2	31.5	2.2	4.6	48.1	0.3
2007	Total	100.0	9.6	0.4	12.3	9.7	23.5	8.7	5.1	30.4	0.2
	Men	100.0	14.3	0.6	13.7	15.0	18.5	12.7	5.2	19.9	0.2
	Women	100.0	2.1	0.3	10.2	1.1	31.6	2.2	5.1	47.2	0.2

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

a/ 28 urban areas. Data from 1996 and 2000 are for October; data from 2005 and 2006 correspond to the second semester. Beginning in 2003, changes were made to the survey that may affect comparability with previous years.
b/ Data for 1990-1995 correspond to capital cities and El Alto. Data for 1990 refer to the third round of the EIH Survey captured in September; 1995 data are from the eighth round of the EIH Survey in June. 2000 data are from the MECOVI Survey (November). 2005 data are from the EIH Survey (November-December).
c/ PNAD Survey of September of each year.
d/ CASEN Survey.
e/ Data for 1991, 1995 and 2000 are from the ENH Survey of September; data for 2005 and 2006 are for April-June of the ECH Survey. Data for 1991 and 1995 refer to 13 metropolitan areas. Data for 2000 refer to 10 cities and metropolitan areas and data for 2005 and 2006 refer to district capitals. Data for 2007 are from the GEIH Survey, second quarter.
f/ Data for 1990, 1995 and 2000 are for November; data from 2005 to 2007 are from the fourth quarter.
g/ Before 2007, the minimum working age in the survey was 10; in 2007, it was 16.
h/ Data for 1990, 1995 and 2000 refer to the third quarter, ENEU Survey. Data for 2005 to 2007 are from the second quarter, ENOE.
i/ Data for 1993 are for urban areas of eight municipalities. Data for 1995 refer to urban areas of 17 municipalities, and from 2001, to urban areas of 37 municipalities. Data from 1995 and 2001: EHMEU Survey conducted by the Ministry of Labour; data from 2005 to 2007: EHMEUR Survey conducted by the National Statistics Institute.
j/ Data for 1995 correspond to July-November; 2000-2001 refer to September 2000-August 2001. Data for 2005 are for October-December while 2006 data refer to November-December. Data for 2007: October-December, EPE Survey.
k/ Metropolitan Lima.
l/ National coverage. Data are from the second semester.

TABLE 8-A

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 1995-2007

(Percentages)

Country, Year and Sex			TOTAL	Wage and salaried workers				Non-wage workers			Domestic service
				TOTAL	Public	Private		Total	Employers	Independent workers and unpaid family workers	
						Establishments with a maximum of five workers	Establishments with six or more workers				
Latin America											
1995	Health and/or pension	Total	55.0	71.8	88.6	32.9	81.4	28.8	54.6	24.5	27.3
		Men	55.7	68.4	86.6	29.3	80.5	29.9	52.6	25.0	39.6
		Women	53.7	78.2	90.5	43.1	83.3	26.4	58.7	23.6	26.6
2000		Total	54.6	71.5	90.4	33.0	79.9	25.9	49.2	21.9	30.9
		Men	54.3	68.2	88.8	28.5	79.2	26.0	47.4	21.4	40.7
		Women	55.1	77.3	91.8	43.8	81.2	25.5	53.0	22.4	30.6
2005		Total	59.4	74.1	91.4	39.9	81.1	34.2	56.0	30.2	34.3
		Men	58.9	71.1	90.7	35.1	80.5	33.0	54.3	28.3	40.6
		Women	60.2	79.1	92.1	50.4	82.2	36.1	59.4	33.2	34.5
2006		Total	60.8	75.2	92.3	41.0	82.0	35.7	56.8	31.5	35.4
		Men	60.4	72.2	91.5	36.4	81.2	34.7	54.9	29.8	43.1
		Women	61.4	79.9	93.0	50.5	83.3	37.3	60.6	34.2	35.7
2007		Total	61.0	76.8	91.9	40.8	84.8	31.7	51.8	28.3	34.5
		Men	59.7	72.6	90.7	36.4	81.6	30.9	49.8	27.1	44.5
		Women	62.6	83.2	92.9	49.3	89.6	32.7	55.9	30.0	34.8
Argentina [a/]											
2005	Health	Total	62.7	71.7	81.3	45.0	79.0	48.9	74.7	44.0	30.7
		Men	61.2	68.5	87.1	38.3	77.1	44.3	73.2	37.8	27.5
		Women	64.8	76.5	76.8	60.5	82.5	57.6	78.9	54.8	30.8
	Pension	Total	42.6	63.2	77.3	27.2	72.5	0.0	0.0	0.0	6.5
		Men	43.5	61.8	84.5	24.2	72.5	0.0	0.0	0.0	13.0
		Women	41.4	65.4	71.6	34.1	72.5	0.0	0.0	0.0	6.3
	Health and/or pension	Total	63.6	72.9	82.2	46.0	80.4	48.9	74.7	44.0	31.7
		Men	62.3	70.1	88.1	39.5	79.0	44.3	73.2	37.8	27.8
		Women	65.4	77.1	77.5	61.3	83.1	57.6	78.9	54.8	31.8
2006	Health	Total	66.2	75.3	88.2	47.3	81.4	51.9	75.2	47.1	35.8
		Men	64.9	72.2	90.5	42.2	79.7	47.2	73.2	41.1	35.6
		Women	67.9	80.1	86.4	57.7	84.6	60.7	80.8	57.7	35.8
	Pension	Total	45.4	66.2	83.8	28.3	74.2	0.0	0.0	0.0	10.6
		Men	46.4	64.5	87.8	26.3	74.0	0.0	0.0	0.0	11.2
		Women	44.1	68.7	80.7	32.3	74.7	0.0	0.0	0.0	10.6
	Health and/or pension	Total	67.1	76.5	88.9	48.8	82.7	51.9	75.2	47.1	37.5
		Men	66.0	73.7	91.6	43.8	81.2	47.2	73.2	41.1	36.6
		Women	68.7	80.9	86.8	58.7	85.7	60.7	80.8	57.7	37.5
Brazil [c/]											
1995	Health	Total	53.1	72.6	85.9	34.4	83.1	26.5	73.3	19.0	21.0
		Men	55.6	69.0	82.3	30.7	82.5	31.2	72.6	22.5	38.2
		Women	49.3	79.4	89.2	45.2	84.3	18.6	76.0	13.6	20.0
	Pension	Total	57.3	73.7	85.9	37.1	84.0	35.8	76.7	29.2	26.6
		Men	59.3	70.2	82.0	33.2	83.5	39.2	76.1	31.5	47.1
		Women	54.3	80.5	89.6	48.4	85.0	29.9	79.1	25.6	25.4
	Health and/or pension	Total	57.6	74.0	86.5	37.4	84.2	36.4	77.7	29.8	26.8
		Men	59.7	70.5	82.9	33.5	83.7	39.8	77.0	32.1	47.1
		Women	54.7	80.7	89.9	49.0	85.3	30.6	80.3	26.2	25.6
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

(continued...)

TABLE 8-A *(Continued)*

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 1995-2007

(Percentages)

Country, Year and Sex			TOTAL	Wage and salaried workers: TOTAL	Public	Private: Establishments with a maximum of five workers	Private: Establishments with six or more workers	Non-wage workers: Total	Employers	Independent workers and unpaid family workers	Domestic service
	Pension	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 pension	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
2005	Health	Total	55.3	74.9	89.3	39.2	83.1	23.0	63.8	15.5	29.8
		Men	56.3	71.7	86.2	34.6	82.8	25.8	63.1	17.6	40.8
		Women	54.0	80.1	91.8	49.5	83.5	18.4	65.5	12.4	29.2
	Pension	Total	59.9	76.1	89.5	41.9	84.0	33.8	68.2	27.6	36.4
		Men	59.9	72.7	86.2	36.7	83.7	34.5	67.6	27.3	47.3
		Women	59.8	81.6	92.1	53.7	84.7	32.7	69.9	27.9	35.8
	Health and/or pension	Total	60.4	76.4	89.8	42.3	84.2	34.8	69.9	28.4	36.7
		Men	60.4	73.0	86.7	37.0	83.8	35.5	69.1	28.2	47.4
		Women	60.3	81.8	92.3	54.3	84.9	33.6	71.7	28.7	36.1
2006	Health	Total	56.2	75.1	89.5	39.5	82.7	24.1	65.1	15.9	30.5
		Men	57.5	72.4	86.9	35.5	83.0	26.9	64.2	17.9	42.2
		Women	54.6	79.3	91.5	48.3	82.3	19.6	67.4	13.0	29.8
	Pension	Total	60.9	76.3	89.6	42.5	83.7	35.4	69.3	28.6	37.1
		Men	61.3	73.4	86.9	37.7	83.8	36.5	68.6	28.7	50.3
		Women	60.3	80.8	91.9	53.1	83.5	33.6	70.9	28.4	36.4
	Health and/or pension	Total	61.3	76.6	89.9	42.7	83.9	36.3	71.2	29.3	37.3
		Men	61.8	73.7	87.3	37.9	84.0	37.5	70.5	29.5	50.4
		Women	60.7	81.1	92.1	53.3	83.9	34.5	73.0	29.2	36.6
2007	Health	Total	57.9	77.0	89.8	42.9	84.5	23.8	63.7	17.0	31.2
		Men	59.4	74.6	87.0	39.1	84.6	26.8	62.7	19.4	42.6
		Women	56.1	80.8	91.9	50.9	84.3	19.0	66.5	13.4	30.6
	Pension	Total	62.2	78.1	90.0	45.7	85.3	34.3	67.9	28.6	37.4
		Men	62.7	75.5	87.0	41.2	85.2	35.5	67.1	29.0	47.9
		Women	61.5	82.3	92.4	54.9	85.5	32.4	70.0	28.0	36.9
	Health and/or pension	Total	62.7	78.4	90.3	45.9	85.6	35.4	69.9	29.6	37.6
		Men	63.3	75.8	87.6	41.5	85.4	36.6	69.0	30.0	48.3
		Women	61.9	82.5	92.5	55.2	85.8	33.5	72.1	29.0	37.1
Chile [d/]											
1996	Health and/or pension	Total	92.4	96.6	98.8	90.7	97.3	80.6	83.0	80.1	91.9
		Men	91.7	96.2	98.6	89.7	97.2	78.7	82.0	78.0	81.4
		Women	93.7	97.3	99.1	92.7	97.8	84.5	85.8	84.3	92.2
2000	Health	Total	88.5	93.5	97.0	85.4	94.0	75.3	81.9	73.8	90.6
		Men	86.6	92.7	96.9	82.4	93.5	71.0	81.9	68.0	89.8
		Women	91.7	95.0	97.2	90.3	95.1	83.5	81.9	83.7	90.7
	Pension	Total	66.7	82.7	92.0	57.6	84.7	28.0	56.7	21.6	48.4
		Men	68.6	82.7	91.8	55.6	85.1	30.6	58.7	22.9	81.5
		Women	63.8	82.8	92.3	60.9	83.8	23.0	49.7	19.3	47.9
	Health and/or pension	Total	89.7	94.8	97.7	86.9	95.4	76.1	82.6	74.6	91.2
		Men	88.0	94.2	97.5	84.4	95.0	72.0	82.7	69.0	89.8
		Women	92.5	95.9	98.0	91.1	96.0	83.9	82.4	84.1	91.2

(continued...)

TABLE 8-A *(Continued)*

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 1995-2007

(Percentages)

Country, Year and Sex			TOTAL	Wage and salaried workers				Non-wage workers			Domestic service
				TOTAL	Public	Private: Establishments with a maximum of five workers	Private: Establishments with six or more workers	Total	Employers	Independent workers and unpaid family workers	
2003	Health	Total	91.6	95.5	97.7	86.9	96.5	81.7	85.2	81.0	93.7
		Men	90.2	95.2	97.9	85.6	96.3	77.6	83.0	76.4	93.8
		Women	93.9	96.1	97.5	89.3	97.0	89.2	90.5	89.0	93.6
	Pension	Total	67.6	82.4	91.2	53.9	85.2	31.4	62.3	25.3	50.3
		Men	69.8	82.8	92.7	51.2	86.1	34.0	64.3	27.2	75.3
		Women	64.1	81.8	89.5	58.6	83.4	26.7	57.2	21.9	49.8
	Health and/or pension	Total	93.1	96.6	98.5	88.4	97.5	83.6	88.4	82.7	95.2
		Men	91.8	96.2	98.4	87.0	97.3	80.1	86.9	78.6	95.2
		Women	95.2	97.2	98.6	90.9	98.0	90.0	92.1	89.7	95.2
2006	Health	Total	91.6	94.5	96.2	90.0	94.9	84.2	86.6	83.9	93.5
		Men	90.0	93.8	96.3	87.8	94.2	80.4	84.9	79.6	84.4
		Women	94.0	95.8	96.0	93.3	96.2	90.3	90.8	90.3	93.7
	Pension	Total	66.5	82.8	90.5	56.4	85.1	25.8	53.4	21.7	42.6
		Men	69.4	83.2	90.9	56.3	85.7	28.8	56.6	23.9	64.6
		Women	62.2	81.9	90.1	56.5	83.9	21.0	45.9	18.3	42.3
	Health and/or pension	Total	93.9	96.8	98.5	92.1	97.2	85.8	89.1	85.3	95.0
		Men	92.6	96.3	98.4	90.3	96.7	82.5	87.7	81.5	88.4
		Women	95.7	97.8	98.6	94.8	98.1	91.2	92.7	91.0	95.1
Colombia [e/]											
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
	Pension	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 pension	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
2005	Health	Total	79.7	86.9	99.8	68.7	90.9	72.9	82.7	71.5	72.3
		Men	77.4	84.5	99.7	64.9	89.8	70.0	81.7	67.9	67.1
		Women	82.6	90.3	100.0	75.8	92.6	77.0	85.6	76.3	72.5
	Pension	Total	33.4	59.2	97.7	13.3	68.0	8.3	18.0	6.9	13.4
		Men	32.5	54.9	96.6	10.9	65.2	8.9	18.3	7.2	20.5
		Women	34.5	65.4	98.9	17.7	72.0	7.4	17.2	6.6	13.1
	Health and/or pension	Total	79.8	87.0	99.8	68.9	91.1	73.0	82.9	71.6	72.4
		Men	77.5	84.6	99.7	65.1	89.9	70.2	81.9	68.1	67.1
		Women	82.7	90.5	100.0	75.8	92.7	77.1	85.6	76.4	72.6
2006	Health	Total	82.3	88.7	99.8	73.7	92.5	76.3	83.8	75.2	72.7
		Men	80.4	86.7	99.8	70.4	91.3	73.8	82.1	72.2	67.9
		Women	84.5	91.6	99.8	79.0	94.2	79.8	88.2	79.1	72.9
	Pension	Total	33.4	59.1	94.8	15.1	69.5	7.8	19.2	6.2	12.3
		Men	33.0	55.9	94.5	13.3	67.5	8.5	18.7	6.6	21.2
		Women	33.9	63.6	95.1	18.0	72.4	7.0	20.5	5.8	11.8
	Health and/or pension	Total	82.4	88.9	99.8	73.8	92.7	76.4	84.0	75.4	72.7
		Men	80.6	86.8	99.9	70.5	91.5	74.0	82.3	72.5	67.9
		Women	84.6	91.8	99.8	79.1	94.4	79.9	88.6	79.1	73.0

(continued...)

TABLE 8-A *(Continued)*

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 1995-2007

(Percentages)

Country, Year and Sex			TOTAL	Wage and salaried workers				Non-wage workers			Domestic service
				TOTAL	Public	Private: Establishments with a maximum of five workers	Private: Establishments with six or more workers	Total	Employers	Independent workers and unpaid family workers	
2007	Health	Total	85.9	90.5	99.6	79.2	93.5	81.0	88.1	80.2	80.2
		Men	84.2	88.7	99.8	76.8	92.4	79.1	88.2	77.9	72.4
		Women	87.9	92.8	99.4	82.8	95.0	83.7	87.9	83.3	80.4
	Pension	Total	35.8	60.6	89.9	16.3	74.0	8.9	18.8	7.8	12.8
		Men	35.9	58.1	91.2	15.2	72.6	10.2	20.4	8.8	32.9
		Women	35.7	63.9	88.7	18.0	75.9	7.2	15.5	6.5	12.4
	Health and/or pension	Total	86.0	90.6	99.6	79.3	93.6	81.2	88.5	80.4	80.4
		Men	84.4	88.8	99.8	76.9	92.4	79.3	88.8	78.0	72.4
		Women	88.0	92.9	99.4	82.9	95.1	83.8	88.0	83.5	80.6
Costa Rica											
1995	Health and/or pension	Total	84.1	91.0	99.7	70.5	92.9	68.4	76.9	65.4	64.0
		Men	81.9	88.5	99.7	65.5	91.2	64.7	77.6	58.8	63.4
		Women	87.9	95.6	99.6	82.5	96.8	76.3	73.7	76.7	64.0
2000	Health and/or pension	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
2005	Health and/or pension	Total	79.5	86.0	99.5	57.9	89.4	65.4	70.8	63.3	64.7
		Men	75.9	82.1	99.3	48.9	87.2	59.9	70.1	54.8	62.9
		Women	85.2	93.0	99.7	75.3	94.8	74.9	73.0	75.3	64.8
2006	Health and/or pension	Total	79.6	87.5	99.6	59.8	90.4	62.4	69.6	59.7	67.3
		Men	76.6	84.6	99.3	51.3	89.4	57.6	68.1	52.5	59.9
		Women	84.2	92.3	99.8	75.1	92.6	71.2	74.4	70.4	67.8
2007	Health and/or pension	Total	82.0	88.7	99.5	66.8	90.7	65.8	72.1	63.3	69.1
		Men	79.1	86.5	99.8	58.3	89.8	59.9	69.2	55.3	69.8
		Women	86.4	92.1	99.3	79.0	92.5	77.3	81.5	76.2	69.1
Ecuador [f/]											
1995	Health and/or pension	Total	34.9	53.0	89.1	14.9	53.1	12.8	24.2	10.2	25.0
		Men	35.0	48.8	89.9	11.7	50.1	14.1	24.6	10.5	50.8
		Women	34.7	62.1	87.9	23.9	60.4	11.1	22.6	9.9	22.8
2000	Health and/or pension	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
2005	Health and/or pension	Total	31.7	47.6	93.6	15.5	49.9	12.1	25.5	9.5	14.5
		Men	31.6	43.0	94.8	12.5	46.5	13.3	25.4	10.2	18.4
		Women	31.9	56.8	92.2	23.2	57.0	10.5	25.7	8.8	14.0
2006	Health and/or pension	Total	32.3	47.0	93.9	12.5	51.0	12.9	25.7	10.5	24.0
		Men	30.7	41.5	94.6	10.0	47.0	12.4	26.2	8.7	21.4
		Women	34.6	58.3	93.1	19.8	59.4	13.5	24.5	12.3	24.2
2007	Health and/or pension	Total	33.6	48.7	92.5	12.3	52.6	14.4	27.0	12.3	25.1
		Men	32.7	43.9	93.7	9.7	48.1	14.4	27.0	11.3	32.3
		Women	34.8	58.2	91.0	18.6	62.0	14.4	27.1	13.3	24.8

(continued...)

TABLE 8-A *(Continued)*

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 1995-2007

(Percentages)

Country, Year and Sex			TOTAL	Wage and salaried workers				Non-wage workers			Domestic service
				TOTAL	Public	Private		Total	Employers	Independent workers and unpaid family workers	
						Establishments with a maximum of five workers	Establishments with six or more workers				
El Salvador g/											
1995	Health and/or pension	Total	34.7	58.4	77.5	8.2	67.0	2.9	11.5	1.3	1.3
		Men	38.2	53.5	81.0	5.5	61.7	5.1	12.9	2.0	4.3
		Women	30.5	67.4	72.8	15.9	76.8	1.2	7.1	0.8	1.1
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 pension	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
2005	Health	Total	41.9	58.9	94.2	15.6	65.4	15.0	27.9	13.1	9.9
		Men	41.5	51.2	92.7	10.7	59.6	13.9	26.2	10.7	38.3
		Women	42.4	71.4	95.8	28.1	74.5	16.0	31.7	14.7	6.9
	Health and/or pension	Total	42.9	60.4	95.7	16.7	67.0	15.3	28.7	13.3	9.9
		Men	42.8	52.9	94.1	11.9	61.6	14.2	27.2	10.9	38.3
		Women	43.0	72.6	97.4	28.8	75.6	16.2	31.8	15.0	6.9
2006	Health	Total	43.5	62.2	93.3	14.5	74.8	16.7	34.0	13.8	9.8
		Men	43.1	54.4	92.7	8.0	68.9	15.6	34.2	9.8	24.8
		Women	43.9	74.5	93.9	29.1	83.6	17.4	33.7	16.1	8.5
	Health and/or pension	Total	44.6	64.0	94.9	15.4	77.0	17.2	35.5	14.1	9.8
		Men	44.3	55.9	94.1	8.8	70.9	16.3	36.2	10.1	24.8
		Women	45.0	76.6	95.7	30.4	86.1	17.8	34.0	16.5	8.5
2007	Health	Total	43.9	62.3	95.5	15.9	72.6	16.8	33.0	14.1	12.7
		Men	44.2	56.0	95.3	11.0	67.6	15.5	33.2	10.4	31.0
		Women	43.6	72.7	95.8	26.5	80.7	17.7	32.6	16.3	10.7
	Health and/or pension	Total	44.7	63.3	96.2	16.2	74.0	17.2	33.2	14.6	12.7
		Men	45.0	57.0	95.9	11.4	69.0	15.9	33.2	11.0	31.0
		Women	44.3	73.7	96.5	26.8	82.1	18.2	33.3	16.8	10.7
Mexico h/											
1995	Health	Total	45.1	66.0	87.5	15.8	74.8	0.5	2.4	0.1	15.9
		Men	44.1	62.6	87.0	13.0	74.3	0.7	2.7	0.1	23.2
		Women	46.8	72.9	88.2	25.1	76.0	0.1	0.4	0.1	14.8
	Pension	Total	35.5	53.1	76.9	7.7	59.1	0.3	1.4	0.0	1.2
		Men	34.7	49.6	75.5	6.0	58.4	0.4	1.6	0.0	7.2
		Women	37.0	60.0	78.6	13.2	60.8	0.1	0.5	0.1	0.3
	Health and/or pension	Total	45.6	66.9	90.4	15.9	75.1	0.5	2.5	0.1	15.9
		Men	44.5	63.2	89.4	13.1	74.5	0.7	2.8	0.1	23.2
		Women	47.7	74.3	91.7	25.3	76.4	0.1	0.5	0.1	14.8
2000	Health	Total	48.9	68.3	85.5	14.4	78.9	0.5	2.1	0.1	12.3
		Men	48.0	65.6	84.9	11.8	78.6	0.6	2.2	0.1	17.5
		Women	50.4	73.5	86.1	22.2	79.4	0.3	1.2	0.2	11.4
	Pension	Total	44.9	63.4	81.3	11.1	73.2	0.3	1.3	0.1	2.1
		Men	44.2	60.5	79.8	8.9	72.8	0.4	1.4	0.1	8.5
		Women	46.1	68.7	83.1	17.6	73.9	0.2	0.5	0.1	1.0

(continued...)

TABLE 8-A *(Continued)*

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 1995-2007

(Percentages)

Country, Year and Sex			TOTAL	Wage and salaried workers: TOTAL	Public	Private: Establishments with a maximum of five workers	Private: Establishments with six or more workers	Non-wage workers: Total	Employers	Independent workers and unpaid family workers	Domestic service
	Health and/or pension	Total	49.7	69.5	90.9	14.5	79.0	0.5	2.1	0.1	12.3
		Men	48.9	66.8	91.1	11.8	78.8	0.6	2.2	0.1	17.5
		Women	51.3	74.8	90.8	22.3	79.6	0.3	1.2	0.2	11.4
2005	Health	Total	47.8	68.3	93.7	17.8	76.8	2.3	7.0	1.3	7.8
		Men	48.2	65.7	93.9	15.0	77.0	2.7	6.9	1.3	18.6
		Women	47.4	72.9	93.4	24.7	76.5	1.8	7.7	1.2	6.6
	Pension	Total	42.4	61.2	84.2	13.8	69.4	1.6	1.0	1.7	1.9
		Men	42.7	58.5	83.5	11.2	69.4	2.2	1.2	2.6	13.8
		Women	41.9	65.9	84.9	20.4	69.4	0.6	0.1	0.7	0.7
	Health and/or pension	Total	49.1	69.4	94.4	18.8	78.1	3.9	8.0	3.0	8.0
		Men	49.6	66.8	94.6	16.0	78.2	4.9	8.1	3.9	20.5
		Women	48.3	74.0	94.1	25.6	78.0	2.4	7.8	1.9	6.7
2006	Health	Total	47.5	67.6	93.0	16.8	76.8	2.0	5.8	1.1	6.2
		Men	47.7	64.7	93.4	14.0	75.8	2.5	6.0	1.3	14.7
		Women	47.2	72.5	92.6	23.1	78.5	1.3	4.6	0.9	5.5
	Pension	Total	43.0	61.6	84.3	13.6	70.8	1.6	1.3	1.7	1.2
		Men	43.3	58.9	83.2	10.8	70.3	2.3	1.5	2.6	7.1
		Women	42.6	66.3	85.5	19.5	71.9	0.6	0.5	0.6	0.7
	Health and/or pension	Total	48.7	68.7	93.8	18.0	78.0	3.6	7.0	2.8	6.6
		Men	49.2	65.9	94.2	15.1	77.2	4.8	7.5	3.8	17.1
		Women	48.0	73.5	93.5	24.1	79.5	1.9	5.0	1.6	5.6
2007	Health	Total	48.2	69.2	92.7	18.6	78.5	0.2	0.4	0.2	8.1
		Men	48.4	66.4	93.3	15.6	78.1	0.2	0.4	0.1	24.2
		Women	48.0	73.7	92.1	25.4	79.3	0.3	0.3	0.3	6.5
	Pension	Total	42.9	61.6	83.6	13.8	70.5	1.7	1.1	1.9	1.6
		Men	43.3	58.9	83.8	11.2	70.0	2.3	1.0	2.8	12.4
		Women	42.4	65.9	83.3	19.9	71.3	0.8	1.3	0.7	0.6
	Health and/or pension	Total	53.9	76.8	93.7	19.7	90.8	1.9	1.5	2.1	8.6
		Men	49.9	67.5	94.3	16.8	79.2	2.5	1.4	2.9	28.9
		Women	59.7	92.0	93.1	26.3	110.7	1.1	1.6	1.0	6.6
Panama [b/]											
2005	Health and/or pension	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
2006	Health and/or pension	Total	64.4	82.7	98.1	38.3	83.8	25.9	42.6	23.2	32.5
		Men	61.6	79.0	97.3	33.4	81.3	20.8	39.5	17.0	44.2
		Women	68.5	88.7	99.0	48.9	88.6	36.6	55.1	34.8	31.6
2007	Health and/or pension	Total	67.3	84.1	98.6	33.1	87.2	27.5	42.0	25.1	37.3
		Men	64.6	81.2	98.1	28.3	85.4	22.4	39.5	18.9	41.1
		Women	71.2	88.5	99.1	42.0	90.5	37.8	50.8	36.4	36.9

(continued...)

TABLE 8-A *(Continued)*

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 1995-2007

(Percentages)

Country, Year and Sex			TOTAL	Wage and salaried workers				Non-wage workers			Domestic service
				TOTAL	Public	Private: Establishments with a maximum of five workers	Private: Establishments with six or more workers	Total	Employers	Independent workers and unpaid family workers	
Paraguay [i/]											
1995	Health	Total	23.8	42.9	74.4	9.7	45.7	11.3	26.1	7.8	7.9
		Men	25.6	39.1	74.6	9.5	42.5	10.9	23.9	6.7	5.0
		Women	21.4	51.7	74.2	10.4	54.6	11.9	31.9	9.1	9.8
	Pension	Total	21.5	44.6	90.1	8.0	42.7	4.0	9.2	2.7	2.9
		Men	23.9	41.1	91.3	8.5	40.6	3.8	8.8	2.1	1.7
		Women	18.2	52.9	88.6	6.3	48.3	4.2	10.4	3.4	3.6
	Health and/or pension	Total	25.9	47.3	90.6	9.7	46.9	12.0	27.6	8.3	8.3
		Men	27.8	43.0	91.7	9.5	43.6	11.5	25.0	7.1	5.0
		Women	23.4	57.3	89.3	10.4	55.8	12.7	34.3	9.7	10.4
2000	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
	Pension	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 pension	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
2005	Health	Total	32.1	45.9	82.3	14.4	48.0	20.6	35.3	17.8	8.1
		Men	29.4	38.7	81.3	11.6	43.2	14.4	29.8	10.1	18.2
		Women	35.5	60.3	83.3	24.3	57.7	28.0	52.6	25.7	7.3
	Pension	Total	19.6	37.4	82.9	5.8	34.1	1.0	3.1	0.6	2.0
		Men	19.7	31.3	82.5	4.7	31.6	1.1	3.1	0.5	10.9
		Women	19.4	49.5	83.4	9.4	39.3	0.9	3.4	0.6	1.3
	Health and/or pension	Total	33.3	48.2	89.0	14.7	49.1	20.6	35.8	17.8	8.1
		Men	30.6	40.6	87.8	11.9	44.5	14.5	30.0	10.1	18.2
		Women	36.6	63.3	90.3	24.6	58.5	28.1	53.5	25.7	7.3
2006	Health	Total	26.9	40.2	73.8	15.6	41.8	13.6	24.5	11.6	5.2
		Men	25.0	34.1	73.0	10.8	38.4	10.5	17.8	8.5	0.0
		Women	29.5	53.1	74.7	29.7	50.1	17.7	47.2	15.1	5.6
	Pension	Total	17.2	32.1	78.0	6.9	27.4	1.0	5.2	0.2	0.0
		Men	17.1	27.3	75.4	5.6	26.6	0.8	2.9	0.2	0.0
		Women	17.4	42.1	80.8	10.6	29.3	1.3	13.0	0.3	0.0
	Health and/or pension	Total	28.6	43.4	84.4	16.1	43.3	13.7	24.8	11.6	5.2
		Men	26.2	36.1	82.1	11.0	39.2	10.5	18.1	8.5	0.0
		Women	31.8	58.8	86.8	31.0	53.1	17.7	47.2	15.1	5.6
2007	Health	Total	32.4	44.6	75.2	18.9	47.3	21.0	33.0	18.6	8.5
		Men	30.1	38.7	74.0	14.3	43.3	15.0	25.9	11.9	13.5
		Women	35.6	57.1	76.4	31.4	57.4	28.3	52.9	25.7	8.0
	Pension	Total	21.1	37.8	82.2	8.5	36.2	2.1	7.0	1.2	2.1
		Men	22.5	34.1	83.0	7.6	35.5	2.2	6.0	1.2	10.5
		Women	19.3	45.7	81.3	11.2	38.0	2.0	10.0	1.1	1.3

(continued...)

TABLE 8-A *(Continued)*

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 1995-2007

(Percentages)

Country, Year and Sex			TOTAL	Wage and salaried workers				Non-wage workers			Domestic service
				TOTAL	Public	Private: Establishments with a maximum of five workers	Private: Establishments with six or more workers	Total	Employers	Independent workers and unpaid family workers	
	Health and/or pension	Total	34.0	47.5	86.3	18.9	48.2	21.2	33.8	18.7	8.5
		Men	31.8	41.3	86.2	14.4	44.4	15.3	27.0	11.9	13.5
		Women	37.0	60.5	86.4	31.4	57.6	28.4	52.9	25.7	8.0
Peru [j/]											
1995	Health	Total	44.4	59.1	91.0	14.5	83.2	26.6	40.3	24.4	19.9
		Men	46.6	58.4	92.2	13.7	82.5	26.3	39.1	23.0	9.7
		Women	41.3	60.7	89.2	16.2	84.8	27.0	45.2	25.9	20.5
	Pension	Total	34.7	53.6	87.0	10.9	75.3	11.8	26.3	9.4	8.6
		Men	40.3	54.0	88.9	10.4	76.8	17.1	27.8	14.4	4.9
		Women	26.6	52.8	84.2	12.0	71.7	5.3	20.1	4.4	8.8
	Health and/or pension	Total	45.0	59.8	91.2	15.2	84.0	27.1	40.8	24.9	20.4
		Men	47.3	59.1	92.6	14.7	83.2	27.0	39.7	23.6	9.7
		Women	41.7	61.3	89.2	16.2	86.2	27.3	45.2	26.2	21.2
2000	Health	Total	35.7	52.4	90.0	13.7	60.1	19.2	29.6	18.0	16.8
		Men	36.4	50.0	87.2	9.0	60.6	18.1	30.3	16.0	14.6
		Women	34.8	57.0	93.6	23.6	59.0	20.6	27.6	20.1	16.9
	Pension	Total	27.0	47.2	82.4	8.2	55.5	7.1	16.7	6.0	5.0
		Men	31.1	47.2	81.7	5.7	58.6	9.5	18.0	8.1	0.0
		Women	21.7	47.1	83.4	13.5	49.3	4.3	13.1	3.8	5.3
	Health and/or pension	Total	36.6	53.8	90.9	14.7	61.7	19.8	31.1	18.5	16.8
		Men	37.6	51.5	88.9	10.4	62.1	19.0	31.1	16.9	14.6
		Women	35.3	58.0	93.6	23.6	60.7	20.8	31.0	20.1	16.9
2005	Health	Total	32.5	47.7	85.4	9.8	54.3	14.9	28.7	12.9	10.6
		Men	32.8	47.2	84.2	8.1	56.1	12.1	28.3	8.7	3.7
		Women	32.2	48.5	86.6	12.8	51.0	18.7	30.1	17.8	10.9
	Pension	Total	27.0	45.1	84.0	6.5	51.7	5.6	15.9	4.1	2.8
		Men	29.5	45.2	84.1	6.3	53.8	7.0	17.0	4.9	0.0
		Women	23.5	45.0	83.9	6.9	48.1	3.7	12.2	3.0	3.0
	Health and/or pension	Total	33.0	48.3	86.1	10.5	54.9	15.2	28.7	13.2	10.6
		Men	33.1	47.6	85.7	8.6	56.3	12.4	28.3	9.0	3.7
		Women	32.9	49.7	86.6	14.2	52.4	19.0	30.1	18.2	10.9
2006	Health	Total	39.3	57.1	90.7	15.3	64.2	17.4	32.1	15.7	16.7
		Men	38.5	55.2	91.1	9.4	64.2	13.2	29.2	10.5	32.2
		Women	40.4	60.5	90.2	25.7	64.3	23.1	41.6	22.0	15.7
	Pension	Total	33.4	53.9	87.6	8.7	62.3	7.7	19.8	6.3	10.0
		Men	36.1	54.0	88.5	6.1	64.1	9.0	18.1	7.4	32.2
		Women	29.6	53.9	86.4	13.2	59.1	6.1	25.3	4.9	8.6
	Health and/or pension	Total	40.7	58.5	91.6	16.2	65.9	18.9	33.1	17.2	17.3
		Men	40.3	56.7	91.9	10.7	66.0	15.2	30.5	12.7	32.2
		Women	41.3	61.5	91.2	25.7	65.7	23.9	41.6	22.8	16.4
2007	Health	Total	36.4	51.8	81.5	14.0	58.1	17.9	27.3	16.4	17.5
		Men	35.9	50.9	81.2	11.2	58.1	14.2	24.4	11.9	28.8
		Women	37.0	53.2	82.1	18.7	58.1	23.1	38.4	22.0	17.0

(continued...)

TABLE 8-A *(Continued)*

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 1995-2007

(Percentages)

Country, Year and Sex			TOTAL	Wage and salaried workers				Non-wage workers			Domestic service
				TOTAL	Public	Private: Establishments with a maximum of five workers	Private: Establishments with six or more workers	Total	Employers	Independent workers and unpaid family workers	
	Pension	Total	29.3	47.3	76.7	6.4	54.8	7.6	17.4	6.0	8.1
		Men	32.0	48.0	77.1	6.0	56.2	9.0	16.9	7.2	16.0
		Women	25.4	46.0	76.1	7.0	52.3	5.6	19.2	4.6	7.8
	Health and/or pension	Total	37.0	52.4	81.6	14.3	59.0	18.6	27.7	17.2	18.2
		Men	36.9	51.9	81.3	11.7	59.4	15.1	24.9	12.9	28.8
		Women	37.3	53.3	82.1	18.7	58.3	23.6	38.4	22.6	17.7
Uruguay [b/]											
1997	Health and/or pension	Total	94.3	96.4	97.9	92.2	97.0	89.5	96.4	88.1	94.2
		Men	93.4	95.7	98.0	90.2	96.4	88.0	96.2	86.1	85.0
		Women	95.7	97.5	97.7	95.5	98.0	92.1	97.0	91.5	94.3
2001	Health	Total	96.2	97.9	98.5	95.5	98.2	94.0	95.6	93.7	91.0
		Men	95.6	97.7	99.0	94.9	98.0	91.4	95.3	90.5	89.9
		Women	96.9	98.1	97.8	96.7	98.6	98.9	96.7	99.2	91.1
	Pension	Total	65.0	83.3	98.5	48.3	86.0	34.8	85.6	25.7	33.0
		Men	65.6	80.5	99.1	43.0	84.4	35.0	84.6	24.2	64.1
		Women	64.3	87.6	97.7	59.8	88.4	34.4	89.0	28.3	30.7
	Health and/or pension	Total	96.9	98.5	100.0	95.9	98.5	95.2	98.0	94.7	91.2
		Men	96.3	98.2	100.0	95.2	98.3	92.8	97.9	91.7	89.9
		Women	97.7	99.0	99.9	97.4	98.9	99.8	98.4	99.9	91.3
2005	Health	Total	96.1	97.7	98.5	94.7	98.2	92.2	92.9	92.0	96.4
		Men	95.2	97.0	98.1	94.0	97.6	91.0	92.5	90.7	93.7
		Women	97.2	98.6	99.0	96.2	99.0	94.1	94.2	94.0	96.6
	Pension	Total	61.9	80.3	98.6	41.5	83.1	31.6	82.1	22.8	28.8
		Men	62.2	76.9	98.4	36.9	81.7	32.9	81.3	22.5	56.7
		Women	61.6	85.0	98.9	51.2	85.2	29.5	84.5	23.3	26.5
	Health and/or pension	Total	96.6	98.2	99.9	94.9	98.3	92.9	95.2	92.5	96.5
		Men	95.8	97.6	99.9	94.2	97.8	91.9	95.0	91.3	93.7
		Women	97.6	99.0	100.0	96.3	99.1	94.6	95.7	94.5	96.8
2006	Health	Total	95.9	97.6	98.9	94.5	98.2	91.8	95.6	91.2	96.8
		Men	95.1	97.3	98.9	93.7	98.0	90.3	94.9	89.3	93.7
		Women	96.9	98.1	99.0	95.7	98.5	94.2	97.6	93.8	97.0
	Pension	Total	64.7	80.6	98.5	42.9	86.9	32.6	84.4	23.4	52.9
		Men	65.2	79.5	98.6	43.1	85.4	33.8	84.5	22.6	69.2
		Women	64.0	82.3	98.4	42.5	89.6	30.8	84.2	24.5	51.8
	Health and/or pension	Total	96.5	98.1	99.9	94.9	98.5	92.9	98.2	91.9	97.2
		Men	95.9	97.8	99.9	94.1	98.4	91.6	98.0	90.2	95.2
		Women	97.4	98.5	99.9	96.0	98.7	94.9	98.6	94.5	97.3
2007	Health	Total	95.7	97.7	99.2	93.2	98.2	91.1	95.0	90.3	96.4
		Men	94.5	96.9	99.1	92.0	97.6	89.1	94.5	87.8	96.5
		Women	97.1	98.7	99.4	95.8	99.0	94.0	96.2	93.7	96.4
	Pension	Total	65.6	83.5	98.7	45.9	87.0	32.7	84.1	23.3	41.9
		Men	66.2	80.4	98.8	40.8	85.4	34.7	84.1	23.3	71.3
		Women	64.9	87.9	98.6	56.2	89.3	29.8	83.9	23.3	39.0

(continued...)

TABLE 8-A *(Continued)*

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 1995-2007

(Percentages)

Country, Year and Sex		TOTAL	Wage and salaried workers				Non-wage workers			Domestic service
			TOTAL	Public	Private: Establishments with a maximum of five workers	Private: Establishments with six or more workers	Total	Employers	Independent workers and unpaid family workers	
Health and/or pension	Total	96.3	98.1	99.9	93.5	98.5	92.2	97.9	91.2	96.8
	Men	95.3	97.4	99.9	92.2	98.1	90.4	97.7	88.8	97.0
	Women	97.6	99.0	100.0	96.1	99.1	94.9	98.5	94.5	96.8

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

a/ 28 urban areas. Data for 2000 are for October; data for 2005 and 2006 correspond to the second semester. Beginning in 2003, changes were made to the survey that may affect comparability with previous years.
b/ Microenterprises: establishments with a maximum of four workers. Uruguay beginning in 2001.
c/ PNAD Survey of September of each year.
d/ CASEN Survey. For 1996, microenterprises refer to establishments with a maximum of four workers. Public sector data for 1990 include only the Armed Forces and Police Forces.
e/ Data for 2000 correspond to 10 cities and metropolitan areas and are from June of the ENH Survey, Stage 1; data for 2005 and 2006 are from April-June of the ECH Survey. Data for 2007 are from GEIH, second quarter.
f/ Data for 1990, 1995 and 2000 are for November; data for 2005, 2006 and 2007 refer to the fourth quarter. Since 2005, this survey includes information on private insurance.
g/ Before 2007, the minimum working age in the survey was 10; in 2007, it was 16.
h/ Data for 1990, 1995 and 2000 refer to the third quarter, ENEU Survey. Data for 2005 to 2007 are from the second quarter, ENOE.
i/ Data for 1995 refer to July-November; 2000-2001: September 2000-August; 2005: October-December; data for 2006: November-December; data for 2007: October-December, EPE Survey.
j/ Metropolitan Lima.

TABLE 9-A

LATIN AMERICA: REAL AVERAGE WAGES, 1999 - 2008

(Index 2000 = 100)

Country	1999	2000	2001	2002	2003	2004	2005	2006	2007	2007	2008
										January to October [m/]	
Argentina											
[a/]	...	...	...	100.0	105.0	114.7	123.2	134.2	146.4	8.8	8.4
[b/]	98.5	100.0	98.4	79.4	85.9	104.3	114.8	129.9	145.5	11.4 [n/]	14.8 [n/]
Brazil											
[c/]	...	...	...	...	100.0	100.4	100.2	104.5	106.2	1.3	1.6
[d/]	101.6	100.0	101.4	99.5	95.9	103.3	105.7	107.1	110.5	3.1	3.9
Chile [e/]	98.6	100.0	101.6	103.6	104.6	106.5	108.5	110.6	113.7	3.2	-0.3
Colombia [f/]	96.3	100.0	99.7	102.8	102.1	103.8	105.3	109.2	108.7	-0.2 [n/]	-1.3 [n/]
Costa Rica [g/]	99.2	100.0	101.0	105.1	105.5	103.1	100.8	102.5	103.9	1.7 [n/]	-3.0 [n/]
Mexico [h/]	94.4	100.0	106.7	108.7	110.2	110.5	110.2	110.6	111.8	1.2	1.0
Nicaragua [g/]	100.0	100.0	101.0	104.7	106.6	104.3	104.4	106.6	104.3	-1.5	-5.5
Panama [i/]	105.6	100.0	98.8	95.8	95.3	94.5	93.4	95.5	98.0	...	...
Paraguay [j/]	98.7	100.0	101.4	95.8	95.3	94.5	93.4	95.5	98.0	...	...
Peru [k/]	99.9	100.0	99.8	104.2	105.7	106.9	104.9	106.2	104.3	-3.6 [o/]	2.6 [o/]
Uruguay [j/]	101.9	100.0	100.0	80.5	77.8	80.1	83.7	86.8	90.4	4.9	3.3
Venezuela [l/]	98.5	100.0	106.9	95.2	78.4	78.5	80.7	84.8	86.1	-0.1 [n/]	-5.6 [n/]

Source: ILO, based on official country figures.

a/ Wages of registered private-sector workers (index 2002 = 100).
b/ Wages of non-supervisory workers in the manufacturing sector.
c/ Private-sector workers covered by social and labour legislation (index 2003 = 100).
d/ Manufacturing wages.
e/ General index of hourly wages.
f/ Manufacturing wages with coffee threshing.
g/ Average wages declared by individuals covered by social security.
h/ Manufacturing wages.
i/ Average wages declared by individuals covered by social security. For 2007, average wages in manufacturing, trade and services are used, with estimates based on data for January-June.
j/ General index of public- and private-sector wages.
k/ Private-sector non-supervisory workers of Metropolitan Lima. Averages of June and December.
l/ General index of private-sector wages. In 1999, average earnings of urban employees and non-supervisory workers were used.
m/ Change in the average for the indicator from January to October with respect to the same period the previous year.
n/ Change in the average for the indicator from January to September with respect to the same period the previous year.
o/ Change from June to June.

TABLE 10-A

LATIN AMERICA: REAL MINIMUM WAGES. 1990, 1996 - 2008

(Index 2000 = 100)

Country	1990	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Argentina a/	36.8	99.3	98.8	97.9	99.1	100.0	101.1	81.3	84.0	129.8	171.1	193.2	219.6	252.5
Bolivia a/	40.3	75.3	77.5	90.3	94.3	100.0	110.9	118.1	117.0	112.0	106.3	111.1	110.1	108.0
Brazil a/	72.0	90.8	92.3	96.6	97.4	100.0	109.8	114.3	117.4	121.4	128.5	145.3	154.7	160.8
Chile a/	57.7	78.2	81.0	85.7	93.3	100.0	103.8	106.8	108.3	111.3	113.4	116.3	118.4	118.3
Colombia a/	98.2	93.2	95.2	95.0	99.3	100.0	101.8	103.5	103.7	105.6	107.2	109.9	110.7	110.1
Costa Rica b/	95.3	91.4	95.0	98.5	100.6	100.0	100.6	100.9	101.4	99.6	99.9	101.6	102.9	102.6
Dominican Republic b/	79.7	96.0	94.4	101.5	101.4	100.0	106.4	105.0	95.4	80.1	96.3	89.5	93.7	87.7
Ecuador a/	86.1	129.8	125.3	116.2	103.7	100.0	111.5	112.8	119.5	122.2	125.9	130.0	135.1	146.6
El Salvador b/	117.3	101.0	96.7	100.0	102.3	100.0	96.1	94.4	95.8	95.1	90.8	90.2	92.5	92.5
Guatemala b/	126.8	95.9	87.7	92.2	95.6	100.0	107.9	108.2	117.1	115.9	116.5	120.4	118.8	111.7
Haiti a/	239.8	161.4	138.8	123.3	113.4	100.0	103.1	...	...	...	...	...	...	...
Honduras b/	108.8	100.6	98.6	100.0	97.1	100.0	102.4	104.9	114.0	114.8	121.6	127.8	132.7	132.3
Jamaica	129.4	110.9	107.4	106.2	105.8	100.0	98.2	97.8	...	...	...	...	...	...
Mexico a/	144.5	103.6	102.5	103.0	99.5	100.0	100.5	101.3	101.2	100.8	101.3	101.8	101.6	100.7
Nicaragua	...	63.9	67.8	103.6	100.5	100.0	102.1	105.9	109.2	113.5	118.0	128.5	131.5	133.8
Panama b/	81.6	91.6	90.5	93.1	96.3	100.0	106.8	105.7	105.8	107.3	103.9	107.3	105.3	105.5
Paraguay a/	108.5	96.8	101.9	100.5	95.8	100.0	103.6	103.0	105.9	102.3	104.4	106.7	103.9	101.3
Peru a/	73.3	47.9	84.0	93.2	90.1	100.0	101.2	101.0	102.2	106.9	105.2	112.1	111.8	114.5
Trinidad and Tobago	...	62.8	60.6	107.2	103.6	100.0	94.8	91.1	...	...	...	...	...	...
Uruguay a/	166.6	99.7	97.4	101.3	101.8	100.0	98.7	88.7	77.7	77.6	132.1	153.3	159.6	176.9
Venezuela a/	124.9	107.9	96.8	96.6	96.9	100.0	98.8	96.0	85.0	97.0	108.6	121.0	124.2	119.9
Average c/	**95.2**	**92.4**	**93.5**	**98.1**	**98.1**	**100.0**	**103.6**	**102.9**	**103.4**	**106.3**	**113.9**	**120.3**	**123.7**	**126.4**
d/	**87.9**	**93.1**	**94.8**	**97.6**	**97.8**	**100.0**	**105.1**	**105.5**	**106.7**	**113.0**	**120.8**	**131.2**	**137.8**	**142.9**

Source: ILO, based on official country data.

a/ National minimum wage.
b/ Lowest minimum manufacturing wage.
c/ Simple average. Does not include Haiti, Jamaica and Trinidad and Tobago.
d/ Weighted average. Does not include Haiti, Jamaica and Trinidad and Tobago.

TABLE 11-A

LATIN AMERICA AND THE CARIBBEAN: CHANGES IN THE CONSUMER PRICE INDEX, 1996 - 2008

(Accumulated percentage change, December-to-December)

Country	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
Argentina [a/]	0.1	0.3	0.7	-1.8	-0.7	-1.5	41.0	3.7	6.1	12.3	9.8	8.5	7.2
Bahamas	1.1	0.8	1.9	1.4	1.0	2.9	1.9	2.4	2.0	1.2	2.3	2.8	5.1 [g/]
Barbados	2.4	7.7	-1.3	1.6	2.4	2.6	0.6	0.3	4.3	7.4	5.6	5.7	7.4 [h/]
Bolivia	7.9	6.7	4.4	3.1	3.4	0.9	2.4	3.9	4.6	4.9	5.0	11.7	11.8
Brazil	9.6	5.2	1.7	8.9	6.0	7.7	12.5	9.3	7.6	5.7	3.1	4.5	5.9
Chile [b/]	6.6	6.0	4.7	2.3	4.6	2.7	2.9	1.1	2.4	3.7	2.6	7.8	7.1
Colombia	21.6	17.7	16.7	9.2	8.8	7.6	7.0	6.5	5.5	4.9	4.5	5.7	7.7
Costa Rica	13.9	11.2	12.4	10.1	10.2	11.0	9.7	9.9	13.1	14.1	9.4	10.8	13.9
Dominican Republic	3.9	8.4	7.8	5.1	9.0	4.4	10.5	42.7	28.7	7.4	5.0	8.9	4.5
Ecuador	25.5	30.7	43.4	60.7	91.0	22.4	9.4	6.1	2.0	3.1	2.9	3.3	8.8
El Salvador	7.4	1.9	4.2	-1.0	4.3	1.4	2.8	2.5	5.4	4.3	4.9	4.9	5.5
Guatemala	10.9	7.1	7.5	4.9	5.1	8.9	6.3	5.9	9.2	8.6	5.8	8.7	9.4
Haiti	20.1	17.0	8.3	9.9	15.3	11.5	11.2	35.8	20.2	15.3	10.3	10.0	12.7 [i/]
Honduras	25.3	12.8	15.6	10.9	10.1	8.8	8.1	6.8	9.2	7.7	5.3	8.9	10.8
Jamaica	15.8	9.2	7.9	6.8	6.1	8.8	7.3	14.1	13.7	12.6	5.7	16.8	16.8 [i/]
Mexico	27.7	15.7	18.6	12.3	9.0	4.4	5.7	4.0	5.2	3.3	4.1	3.8	6.5
Nicaragua	12.1	7.3	18.5	7.2	9.9	4.8	3.9	6.5	9.3	9.6	9.4	16.9	13.8
Panama	2.3	-0.5	1.4	1.5	0.7	0.0	1.8	-0.3	1.6	3.4	2.2	6.4	6.8
Paraguay [c/]	8.2	6.2	14.6	5.4	8.6	8.4	14.6	9.3	2.8	9.9	12.5	6.0	7.5
Peru [d/]	11.8	6.5	6.0	3.7	3.7	-0.1	1.5	2.5	3.5	1.5	1.1	3.9	6.7
Trinidad and Tobago	4.3	3.5	5.6	3.4	5.6	3.2	4.3	3.0	5.6	7.2	9.1	7.6	14.1 [i/]
Uruguay [e/]	24.3	15.2	8.6	4.2	5.1	3.6	25.9	10.2	7.6	4.9	6.4	8.5	9.2
Venezuela [f/]	103.2	37.6	29.9	20.0	13.4	12.3	31.2	27.1	19.2	14.4	17.0	22.5	31.9
Latin America and the Caribbean	**18.4**	**10.7**	**10.0**	**9.7**	**9.0**	**6.1**	**12.2**	**8.5**	**7.4**	**6.1**	**5.0**	**6.5**	**8.9** [j/]

Source: ILO, based on information from ECLAC, IMF and official country information.

a/ Greater Buenos Aires.
b/ Greater Santiago.
c/ Metropolitan Asuncion.
d/ Metropolitan Lima.
e/ Montevideo.
f/ Caracas.
g/ Accumulated percentage change, December to June.
h/ Accumulated percentage change, December to July.
i/ Accumulated percentage change, December to November.
j/ Estimated.

TABLE 12-A

LATIN AMERICA AND THE CARIBBEAN: GROSS DOMESTIC PRODUCT, 1996 - 2007

(Average annual rates)

Country	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007 [a/]
Latin America	**3.8**	**5.5**	**2.5**	**0.4**	**4.0**	**0.4**	**-0.3**	**2.2**	**6.1**	**4.9**	**5.8**	**5.8**
Argentina	5.5	8.1	3.9	-3.4	-0.8	-4.4	-10.9	8.8	9.0	9.2	8.5	8.7
Bolivia	4.4	5.0	5.0	0.4	2.5	1.7	2.5	2.7	4.2	4.4	4.8	4.6
Brazil	2.2	3.4	0.0	0.3	4.3	1.3	2.7	1.1	5.7	3.2	4.0	5.7
Chile	7.4	6.7	3.3	-0.4	4.5	3.4	2.2	3.9	6.0	5.6	4.3	5.1
Colombia	2.1	3.4	0.6	-4.2	2.9	2.2	2.5	4.6	4.7	5.7	6.8	7.7
Costa Rica	0.9	5.6	8.4	8.2	1.8	1.1	2.9	6.4	4.3	5.9	8.8	7.3
Cuba	7.8	2.7	0.2	6.3	5.9	3.2	1.4	3.8	5.8	11.2	12.1	7.3
Dominican Republic	7.2	8.2	7.4	8.1	5.7	1.8	5.8	-0.3	1.3	9.3	10.7	8.5
Ecuador	2.4	4.1	2.1	-6.3	2.8	5.3	4.2	3.6	8.0	6.0	3.9	2.5
El Salvador	1.7	4.2	3.8	3.4	2.2	1.7	2.3	2.3	1.9	3.1	4.2	4.7
Guatemala	2.8	4.1	4.6	3.7	3.6	2.3	3.9	2.5	3.2	3.3	5.3	5.7
Haiti	4.1	2.7	2.2	2.7	0.9	-1.0	-0.3	0.4	-3.5	1.8	2.3	3.2
Honduras	3.6	5.0	2.9	-1.9	5.7	2.7	3.8	4.5	6.2	6.1	6.3	6.3
Mexico	5.2	6.8	5.0	3.8	6.6	0.0	0.8	1.4	4.0	3.2	4.8	3.2
Nicaragua	6.3	4.0	3.7	7.0	4.1	3.0	0.8	2.5	5.3	4.3	3.9	3.8
Panama	7.4	6.5	7.3	3.9	2.7	0.6	2.2	4.2	7.5	7.2	8.5	11.5
Paraguay	0.4	3.0	0.6	-1.5	-3.3	2.1	0.0	3.8	4.1	2.9	4.3	6.8
Peru	2.5	6.9	-0.7	0.9	3.0	0.2	5.0	4.0	5.1	6.7	7.7	8.9
Uruguay	5.6	5.0	4.5	-2.8	-1.4	-3.4	-11.0	2.2	11.8	6.6	7.0	7.4
Venezuela	-0.2	6.4	0.3	-6.0	3.7	3.4	-8.9	-7.8	18.3	10.3	10.3	8.4
The Caribbean												
Anguilla	3.5	9.2	5.2	8.7	-0.3	3.3	-3.1	3.3	16.3	11.7	10.4	...
Antigua and Barbuda	6.1	5.6	4.9	4.9	1.5	2.2	2.5	5.2	7.2	4.7	12.6	10.0
Aruba	1.3	7.8	6.7	1.1	3.7	-0.7	-2.6	1.4	3.6	...	...	...
Bahamas	4.2	4.9	6.8	4.0	4.3	-0.3	2.0	-2.4	-0.2	3.3	4.6	2.8
Barbados	4.0	4.7	3.6	0.4	2.3	-4.6	0.7	2.0	4.8	4.3	3.3	3.2
Belize	1.4	3.6	3.7	8.7	12.3	5.0	5.1	9.3	4.6	3.0	4.7	1.2
Bermuda	...	...	...	...	3.4	...	...	4.7	1.3	...	...	...
Dominica	3.1	2.0	2.8	1.6	0.6	-3.6	-4.2	2.2	6.3	3.4	5.2	3.4
Granada	2.9	4.4	13.4	8.0	17.5	-3.9	2.1	8.4	-6.5	12.0	-1.9	3.6
Guyana	8.0	6.2	-1.7	3.0	-1.4	2.3	1.1	-0.7	1.6	-1.9	5.1	5.4
Jamaica	-1.1	-1.0	-1.2	1.0	0.7	1.5	1.1	2.3	1.0	1.4	2.5	1.4
Saint Kitts and Nevis	6.5	7.0	0.9	3.6	4.3	2.0	1.0	0.5	7.6	4.8	6.4	3.3
San Vicente and the Grenadines	1.2	3.1	5.7	3.6	1.8	1.0	3.7	3.2	6.2	3.6	9.6	7.7
Saint Lucia	1.6	0.3	3.8	3.6	-0.2	-5.1	3.1	4.3	5.2	6.0	4.0	1.1
Suriname	1.3	5.7	1.6	-0.9	4.0	5.9	1.9	6.1	7.7	5.6	5.8	5.3
Trinidad and Tobago	7.0	7.7	8.1	8.0	6.9	4.2	7.9	14.4	8.8	8.0	12.0	5.5
Latin America and the Caribbean	**3.8**	**5.5**	**2.5**	**0.4**	**4.0**	**0.4**	**-0.4**	**2.2**	**6.1**	**4.9**	**5.8**	**5.7**

Source: ILO, based on information from ECLAC and official country information.

a/ Preliminary data.

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