ANNIVERSARY EDITION

International Labour Organization

1919·2019

2018 Labour Overview

Latin America and the Caribbean

25 YEARS

Regional Office
for Latin America and the Caribbean

2018 Labour Overview

Latin America and the Caribbean

YEARS

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FOREWORD

The ILO is celebrating its 100th anniversary. Ever since its founding in 1919, the organization has been a key player in the world of work. The centennial commemorations have already begun. As part of the activities planned in Latin America and the Caribbean, we present this edition of the *Labour Overview*, which has an additional reason to celebrate: this annual report on the labour situation in the region is celebrating 25 years of existence.

In what context does this 25th-anniversary edition appear?

The *2018 Labour Overview of Latin America and the Caribbean* reports that the changes in key labour market indicators in the region reflect a slight advance with respect to last year, including a shift in the trend in the unemployment rate, which declined after four years of increases.

The average unemployment rate in the region fell from 8.1 per cent in 2017 to an estimated 7.8 per cent at the end of 2018. There are also positive signs of growth in wage employment, as well as in earnings.

However, it is also true that in a context of slow economic growth, the unemployment rate has only modestly improved. Additionally, regional averages hide differences in the performance of indicators across countries and subregions. Once again, statistics for Brazil, which accounts for some 40 per cent of the economically active population, heavily influence the trend observed.

This edition of the *Labour Overview* reports that the labour participation rate among women maintained its upward trend. This rate increased from 50 per cent to 50.3 per cent in the third quarter of 2018, indicating a decline in the gender gap. Nevertheless, the gap remains given that the labour participation rate among women is still more than 20 percentage points lower than that among men.

The unemployment rate among women reached 10 per cent in the third quarter of 2018. This indicator is persistently higher than that among men, which was 7.3 per cent in the same period.

One pressing issue for the ILO is the employment situation of young people. This edition of the *Labour Overview* reports that the average unemployment rate among youth in the region is nearly 20 per cent (19.6 per cent in the third quarter), which means that one of every five youth seeking employment in the region cannot find a job. The lack of opportunities discourages and frustrates these young people.

We need to create more and better jobs more rapidly in the regional labour market. More robust growth and more efficient income redistribution policies are needed to actively address employment challenges, especially among the most vulnerable population groups. We must not forget that the regional unemployment rate means that there are some 25 million unemployed people.

This edition of the *Labour Overview* also discusses issues such as informality. According to recent data for the region, agricultural and non-agricultural informal employment is 53.8 percent. Some 140 million people are employed in occupations associated with precarious conditions, a lack of rights and social vulnerability.

Migration is another issue discussed in this edition. According to the ILO, there are 164 million migrant workers in the world. In the region, we must continue to improve our approach to this problem. Over the past two years, the region has experienced the mass migration of Venezuelan citizens, as well as other difficult situations in Central America and on the US border, which make the issue of migrant workers a top priority.

To commemorate the 25th anniversary of the *Labour Overview*, a feature article in this addition looks at the situation in the region since this report was first published in 1994. The article includes interviews, excerpts from all previous editions, and some statistical series that summarize what we have recorded over a quarter of a century in Latin America and the Caribbean.

When the *Labour Overview* was first published, it served as an important tool to monitor the regional labour market. The review of its content of 25 years reveals markedly distinct moments in the region's labour markets, with high and low levels of unemployment, effects of crises or adjustments, and persistent decent work deficits.

"We present this edition of the *Labour Overview*, which has an additional reason to celebrate: this annual report on the labour situation in the region is celebrating 25 years of existence."

"This future is a challenge for us all, and it is also a challenge for the *Labour Overview*, which must also assess that world of tomorrow in the years to come."

Over time, the *Labour Overview* has grown larger, has reached more people, especially through the Internet and social media promotion, and has improved its collection of data from the countries. An important change occurred in 2015, when data on urban employment was expanded to include current national data (urban and rural).

Now in 2018, we already have our sights on 2019. What we observe is moderately encouraging. As mentioned, this year, the unemployment rate declined for the first time in four years, and this trend could continue in 2019 if growth forecasts are maintained.

Currently, growth is expected to be 2.2 per cent for 2019 (IMF), which would mean that one million more jobs could be created and that the unemployment rate may fall to 7.5 per cent or lower. However, given that growth forecasts have usually been revised downwards in recent years, this estimate should be taken with caution.

Additionally, we live in highly uncertain, volatile times, which are reflected in commercial and financial relationships and, of course, in employment.

In this scenario, the commemoration of the ILO's 100th anniversary calls for reflection on a global scale concerning an issue that affects us all: the future of work. Beyond the labour situation, there are important changes resulting from the development of new technologies, climate change, the aging of the population and changes in the means of production.

This future is a challenge for us all, and it is also a challenge for the *Labour Overview*, which must also assess that world of tomorrow in the years to come.

Carlos Rodríguez

ILO Interim Regional Director
for Latin America and the Caribbean

ACKNOWLEDGMENTS

The interim Regional Director of the ILO for Latin America and the Caribbean, Carlos Rodríguez, would like to express his gratitude to the work team responsible for the *2018 Labour Overview*. The report was prepared by the ILO team of specialists composed of Andrés Marinakis, Bolívar Pino, Gerhard Reinecke and Juan Jacobo Velasco, with support from Werner Gárate and David Rivera. Luis Córdova coordinated the preparation of the feature article commemorating the 25th anniversary of the *Labour Overview*. Specialist Guillermo Dema and consultant Waldo Mendoza provided inputs for the report. Claudia Ruiz led the team during the initial phase while Hugo Ñopo assumed responsibility during the final phase of report preparation.

National statistics institutes and offices of the region deserve special mention for their contributions to the development of the Labour Analysis and Information System for Latin America and the Caribbean (SIALC/Panama). Their contributions make the annual publication of the *Labour Overview* possible.

The SIALC/Panama programming team, especially Rigoberto García and Leo Mendoza, processed databases and provided most of the indicators for this report. Bolívar Pino assumed the difficult task of ensuring the systematization and consistency of the indicators, as well as the analysis of the current labour situation.

Carola González and Mariella Mujica were responsible for the layout, image and style of this edition of the *Labour Overview*, with oversight from Milagros Parodi and Luis Córdova. Luis Córdova was also in charge of disseminating the report to the media, with support from Alejandro Iturrizaga. Kristin Keenan translated the report into English.

The support services of the ILO Regional Office for Latin America and the Caribbean, particularly colleagues in the Programming and Finance units, deserve special mention for their valuable collaboration at the different stages of the report preparation process.

Executive Summary

2018 Labour Overview

Latin America and the Caribbean

25 YEARS

EXECUTIVE SUMMARY

Economic growth in 2018 had a positive albeit moderate and nuanced impact on the labour market. Medium- and long-term challenges remain, such as improving working conditions for women and youth. The regional average unemployment rate is expected to fall from 8.1 per cent in 2017 to around 7.8 per cent by the end of this year.

The 2018 *Labour Overview of Latin America and the Caribbean* reports on some tendencies that diverge from the trends observed since 2014. The moderate recovery of economic activity, which became apparent in 2017 and continued in 2018, interrupted the cycle of economic deceleration that had negatively affected the regional labour market in recent years.

Due to the lag in demand for employment, the positive impact of economic growth on the labour market was not apparent until late 2017. The favourable economic situation led the employment-to-population ratio to rise more than the labour participation rate. Thus, for the first time since 2014, the regional unemployment rate declined in 2018.

The regional average unemployment rate is expected to be 7.8 per cent at the end of 2018, lower than the 8.1 per cent recorded in 2017.

Although the news is positive, the slower pace of the decline in unemployment and the uncertainty surrounding the economic situation over the next few years point to the need to create new, quality jobs. This is the only way to include the approximately 25 million unemployed people in the region.

Not Equal for Everyone

When assessing the reduction in the regional unemployment rate, two factors should be considered. One is the situation in Brazil, which has two of every five members of the economically active population (EAP) in Latin America and the Caribbean. Consequently, its relative weight significantly influences the regional average unemployment rate.

Unlike in previous years, when Brazil's economy contracted, the country's GDP grew in the third quarter of 2018, leading to a reduction in the unemployment rate of 0.6 percentage points, according to data to the third quarter. Although equal numbers of countries experienced increases and decreases in their unemployment rates in the region, the weight of Brazil played a pivotal role in the decline of 0.3 percentage points in the regional unemployment rate.

Additionally, in 2018, the reduction in unemployment, which occurred in a context of employment growth, affected certain groups of workers and sectors differently. Until 2017, own-account employment expanded as a share of total employment, while wage employment contracted. This trend continued for several years; however, 2018 marked a change in the trend observed since 2015. Although the growth rate of own-account employment still exceeds that of wage employment, the proportion of new employees is greater than that of new own-account workers. Job growth continues in the service sector while employment in manufacturing increased for the second year in a row.

High Youth Unemployment Rate

Statistics for 2018 also underscore how difficult it is to be young in the labour markets of the region. The youth unemployment rate triples that of the adult population. The average youth unemployment rate was 19.6 per cent, which means that one of every five youth seeking employment in the region cannot find a job.

This is a warning sign given that it threatens the current situation and future expectations of millions of people aged 15 to 24, who have few employment opportunities and whose aspirations for social mobility have been cut short.

Wages and Gender

Average real and minimum wages, which rose sharply between 2014 and 2017, continued to improve in 2018 but at a more moderate pace in a context of lower inflation. Women's wages rose slightly more than those of men, continuing the long-term process of narrowing pay gaps. Nevertheless, men's wages still exceed women’s by about 20 per cent. Most of this gap is attributed to discrimination, stereotypes and cultural factors rather than to objective, measurable variables associated with labour productivity, such as education, experience, economic sector and occupation. Gender gaps in unemployment, employment-to-population ratios and labour participation rates declined in most countries of the region in 2018, as part of a steady but slow process.

Has the Slow-motion Crisis Come to an End?

While the results observed in 2018 are positive, changes remain modest and vary across subregions and countries. Although the macroeconomic context is improving overall, it is still vulnerable to fluctuations in external and internal political, commercial and investment conditions.

Despite these shifts, the improvement observed in labour indicators in 2018 marks the beginning of the reversal of what recent editions of the *Labour Overview* referred to as a "slow-motion crisis" that threatened labour markets in Latin America and the Caribbean.

Whether this new trend will continue in 2019 depends on the continuity of regional economic growth and the global and local context that sustains it. For now, economic growth forecasts point to 2.2 per cent (IMF), and in that case, the regional unemployment rate could further decline.

However, in a highly volatile global economic context, what will happen in 2019 remains uncertain.

Labour Report

2018 Labour Overview

Latin America and the Caribbean

25 YEARS

LABOUR REPORT

1. THE GLOBAL CONTEXT

Economic and Labour Situation in the World's Leading Economies

The world economy is growing at the same pace but with important regional differences. The International Monetary Fund (IMF) estimates that while in 2018 the global economy will expand at the same rate as in 2017 (3.7 per cent), growth in advanced and emerging countries will vary. The good news for the Latin American and Caribbean region is that growth is approaching that of the rest of the world.

Among the advanced economies –whose growth will remain stable–, differences were also observed among countries. The United States stands out for its growth rate, which was 0.7 percentage points higher than that of 2017. At the other extreme are Canada, Japan, France and Germany, which will grow between 0.6 and 0.9 percentage points less than last year.

In emerging and developing countries, economic growth in 2018 will match that of 2017 (4.7 per cent). On the one hand, India and Sub-Saharan Africa will experience higher growth than in 2017, by 0.6 and 0.4 percentage points, respectively. On the other, the economy of China will grow 0.3 percentage points less than last year.

Economic growth in Latin America and the Caribbean declined slightly but unevenly across countries of the region. Brazil and Mexico returned to the path of growth (0.4 and 0.2 percentage points more than in 2017, respectively), but Argentina and Venezuela experienced sharp declines.

While the global GDP growth forecast has not changed, world trade volume did vary, from an increase of 5.2 per cent in 2017 to 4.2 per cent in 2018. This fact, along with lower GDP growth in China, explains the decline in the terms of trade (ratio between a country's export prices and its import prices) in the region after having increased for the past two years.

Rising trade tensions, particularly between the United States and China, coupled with the slower expansion of GDP in China in response to a growth strategy focusing on domestic dynamics, defined a pattern of growth, which, while similar to that of last year, will most likely lead to lower global growth in the coming years.

TABLE 1.1. World: Gross Domestic Product, World Trade Volume and Terms of Trade by Regions. 2011-2021 (annual percentage change)

Region	Years								
	2011	2012	2013	2014	2015	2016	2017	2018*	2019*
World GDP	**4.3**	**3.5**	**3.5**	**3.6**	**3.5**	**3.3**	**3.7**	**3.7**	**3.7**
Advanced economies	**1.7**	**1.2**	**1.4**	**2.1**	**2.3**	**1.7**	**2.3**	**2.4**	**2.1**
United States	1.6	2.2	1.8	2.5	2.9	1.6	2.2	2.9	2.5
Euro Zone	1.6	-0.9	-0.2	1.4	2.1	1.9	2.4	2.0	1.9
Germany	3.7	0.7	0.6	2.2	1.5	2.2	2.5	1.9	1.9
Italy	0.6	-2.8	-1.7	0.1	1.0	0.9	1.5	1.2	1.0
Spain	-1.0	-2.9	-1.7	1.4	3.6	3.2	3.0	2.7	2.2
France	2.2	0.3	0.6	1.0	1.0	1.1	2.3	1.6	1.6
Japan	-0.1	1.5	2.0	0.4	1.4	1.0	1.7	1.1	0.9
United Kingdom	1.6	1.4	2.0	2.9	2.3	1.8	1.7	1.4	1.5
Canada	3.1	1.7	2.5	2.9	1.0	1.4	3.0	2.1	2.0
Emerging and developing countries	**6.4**	**5.3**	**5.1**	**4.7**	**4.3**	**4.4**	**4.7**	**4.7**	**4.7**
Community of Independent States	5.3	3.7	2.5	1.1	-2.0	0.4	2.1	2.4	2.4
Russia	5.1	3.7	1.8	0.7	-2.5	-0.2	1.5	1.7	1.8
Developed countries of Asia	7.9	7.0	6.9	6.8	6.8	6.5	6.5	6.5	6.3
China	9.5	7.9	7.8	7.3	6.9	6.7	6.9	6.6	6.2
India	6.6	5.5	6.4	7.4	8.2	7.1	6.7	7.3	7.4

(continues...)

Region	Years								
	2011	2012	2013	2014	2015	2016	2017	2018*	2019*
Latin America and the Caribbean	4.6	2.9	2.9	1.3	0.3	-0.6	1.3	1.2	2.2
Brazil	4.0	1.9	3.0	0.5	-3.5	-3.5	1.0	1.4	2.4
Mexico	3.7	3.6	1.4	2.8	3.3	2.9	2.0	2.2	2.5
Sub-Saharan Africa	5.1	4.6	5.2	5.1	3.3	1.4	2.7	3.1	3.8
Middle East, Northern Africa, Afghanistan and Pakistan	4.4	4.8	2.6	2.9	2.5	5.1	2.2	2.4	2.7
Volume of world trade	**7.2**	**3.0**	**3.6**	**3.8**	**2.8**	**2.2**	**5.2**	**4.2**	**4.0**
Terms of trade of Latin America and the Caribbean	**5.2**	**-1.8**	**-1.3**	**-2.4**	**-9.0**	**1.2**	**4.5**	**-1.0**	**-1.7**

Source: IMF (2018). *World Economic Outlook.* October2018. Washington D.C: IMF.
Note: (*) Estimated data for the years 2018, 2019, 2020 and 2021.

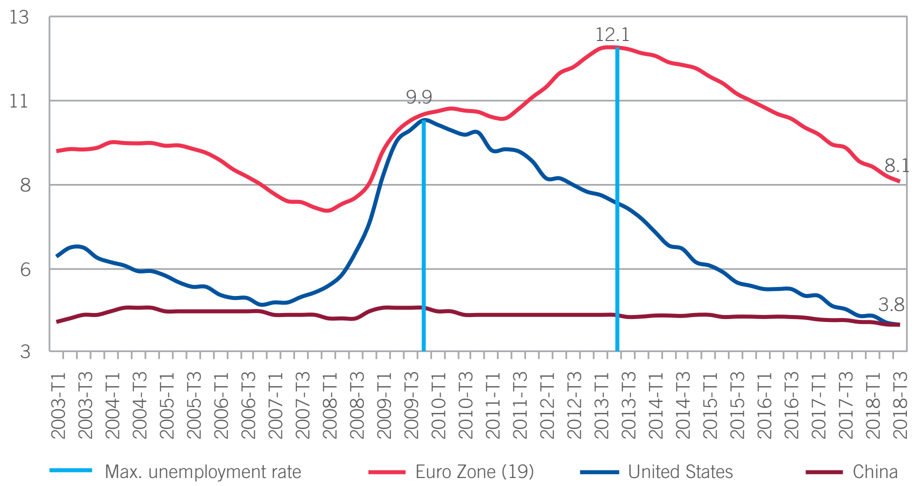
In this context, world unemployment rates also demonstrate important differences among regions and countries.

The US unemployment rate continued its downward trend. In the third quarter of 2018, it was 3.8 per cent, similar to the rate observed in the fourth quarter of 1969 and only slightly higher than the historic low of 2.6 per cent recorded in the mid-1950s.

In the Eurozone, following a rise in the unemployment rate in 2013, this rate continues to decline like in the United States.

In China, the unemployment rate of approximately 4 per cent has remained stable for more than a decade (Figure 1.1).

FIGURE 1.1. Quarterly Unemployment Rate in Selected Countries 2003 I - 2018 III (percentage)



Source: Bureau of Labor Statistics (United States), Eurostat and National Statistics Office of China.

Latin America and the Caribbean: Losing Steam

Making short-term forecasts has become increasingly difficult in a shifting, globalized world. In the case of Latin America and the Caribbean, 33 countries revised their growth projections during 2018 with respect to projections for 2017.[1] Of these countries, 20 revised downwards and 13 upwards. Brazil, Chile, Colombia, Mexico and Peru made upward adjustments. All these countries wield significant weight in the regional average. However, Argentina and Venezuela, which also carry economic weight in the region, made sharp downward adjustments to their growth forecasts.

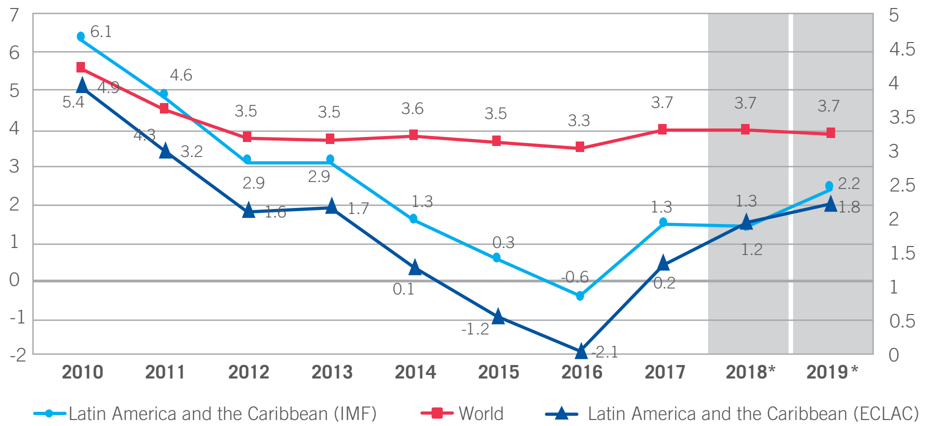
No less significantly, since the medium-term projections of 2013, the IMF has been making downward adjustments to the regional growth forecast for 2018. Consequently, the economic growth of Latin America and the Caribbean this year will be less than the previous year. The estimates of the IMF and the Economic Commission for Latin America and the Caribbean (ECLAC) point to growth rates

1 IMF (2017) database of the World Economic Outlook, D.C: IMF.

of 1.2 per cent and 1.3 per cent, respectively. Both are considerably below the 2.2 per cent forecast in October 2017. This downward shift in forecasts is explained by the unexpected sharp contraction of the economy in Argentina. In 2017, the IMF estimated a growth rate of 2.5 per cent for that country; however, in 2018 it readjusted its estimate to a contraction of -2.6 per cent. Another reason for the deceleration of the economies of the region is the precipitous decline of GDP in Venezuela. In 2017, the IMF estimated a decrease of -6.0 per cent; in 2018, it revised this decline to -18.0 per cent.

From another perspective, since 2012, Latin America and the Caribbean have grown less than the world average. This gap peaked in 2016. Since then, regional growth has been recovering, for which reason the gap could continue to narrow until 2020 (Figure 1.2).[2]

FIGURE 1.2. World and Latin America and the Caribbean: Gross Domestic Product 2010-2019 (annual real percentage change)



Source: IMF (2018). *World Economic Outlook*. October 2018. Washington D.C: IMF; and ECLAC (2018). *Actualización de Proyecciones de América Latina y el Caribe, 2018 - 2019*. October 2018. Santiago de Chile: ECLAC.
Note: (*) Estimated data for the years 2018 and 2019.

In Central America, growth in 2018 will range from 2.8 per cent (IMF) to 3.2 per cent (ECLAC), a percentage point less than in 2017. This decline reflects the deceleration of Panama (0.8 percentage points less) and the contraction of the economy of Nicaragua by -4 per cent, setbacks that contrast with the increased growth of Mexico, which was 0.2 percentage points higher than in 2017.

In South America, growth will also slow, to an estimated 0.6 per cent (IMF) or 0.7 per cent (ECLAC). Brazil, Chile, Colombia and Peru experienced notable increases in economic growth while Argentina and Venezuela recorded contractions (Table 1.2).

2 IMF (2018). World Economic Outlook. October 2018. Washington D.C: IMF.

TABLE 1.2. Latin America and the Caribbean: GDP Growth Forecasts, by Countries and Subregions. 2016-2019 (annual percentage change)

	IMF			ECLAC	IMF	ECLAC
	2016	2017	2018*	2018*	2019*	2019*
Latin America and the Caribbean a/	**-0.6**	**1.3**	**1.2**	**1.3**	**2.2**	**1.8**
Percentage b/	**...**	**...**	**...**	**1.3**	**...**	**1.8**
Argentina	-1.8	2.9	-2.6	-2.8	-1.6	-1.8
Bolivia	4.3	4.2	4.3	4.3	4.2	4.4
Brazil	-3.5	1.0	1.4	1.4	2.4	2.1
Chile	1.3	1.5	4.0	3.9	3.4	3.3
Colombia	2.0	1.8	2.8	2.7	3.6	3.3
Costa Rica	4.2	3.3	3.3	3.2	3.3	3.1
Cuba	...	...	...	1.1	...	1.3
Ecuador	-1.2	2.4	1.1	1.0	0.7	0.9
El Salvador	2.6	2.3	2.5	2.4	2.3	2.4
Guatemala	3.1	2.8	2.8	2.9	3.4	3.0
Haiti	1.5	1.2	2.0	1.8	2.5	2.0
Honduras	3.8	4.8	3.5	3.6	3.6	3.7
Mexico	2.9	2.0	2.2	2.2	2.5	2.3
Nicaragua	4.7	4.9	-4.0	-3.1	-1.0	-0.3
Panama	5.0	5.4	4.6	4.8	6.8	5.3
Paraguay	4.3	4.8	4.4	4.6	4.2	4.7
Peru	4.0	2.5	4.1	3.9	4.1	3.8
Dominican Republic	6.6	4.6	6.4	5.6	5.0	5.3
Uruguay	1.7	2.7	2.0	1.9	3.2	1.5
Venezuela	-16.5	-14.0	-18.0	-15.0	-5.0	-8.0
Caribbean c/	**3.4**	**2.6**	**4.4**	**1.9**	**3.7**	**2.1**
Antigua and Barbuda	5.3	2.8	3.5	4.2	3.0	4.5
Bahamas	-1.7	1.4	2.3	2.5	2.1	2.2
Barbados	2.3	-0.2	-0.5	0.0	-0.1	0.8
Belize	-0.5	0.8	1.8	2.6	2.0	2.0
Dominica	2.6	-4.7	-14.1	-4.4	9.4	7.0
Granada	3.7	5.1	3.6	4.0	3.6	4.1
Guyana	3.4	2.1	3.4	3.0	4.8	3.7
Jamaica	1.5	0.7	1.2	1.7	1.5	1.9
Saint Kitts and Nevis	2.9	2.1	2.7	3.2	3.5	4.0
Saint Lucia	3.4	3.0	3.4	2.1	3.6	2.5
Saint Vincent and the Grenadines	0.8	0.7	2.0	1.3	2.3	1.6
Suriname	-5.1	1.9	2.0	1.7	2.2	2.8
Trinidad and Tobago	-6.1	-2.6	1.0	1.9	0.9	1.7
Central America d/	**3.7**	**3.7**	**2.8**	**3.2**	**3.8**	**3.3**
South America e/	**-2.6**	**0.7**	**0.6**	**0.7**	**1.9**	**1.6**

Source: IMF (2018). *World Economic Outlook.* October2018. Washington D.C: IMF.; ECLAC (2018). *Actualización de Proyecciones de América Latina y el Caribe, 2018 - 2019.* October 2018. Santiago de Chile: ECLAC; and ECLAC database (CEPALSTAT).

a/ ECLAC estimate includes 33 countries, while the IMF includes 32 countries.
b/ ECLAC estimate includes the 20 countries mentioned in the table.
c/ ECLAC estimate includes the 13 countries mentioned in the table. The IMF estimate excludes Belize, Guyana and Suriname and includes the Dominican Republic and Haiti (12 countries).
d/ ECLAC estimate includes Costa Rica, Cuba, the Dominican Republic, El Salvador, Guatemala, Haiti, Honduras, Nicaragua and Panama (9 countries).The IMF estimate includes Belize, Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua and Panama (7 countries).
e/ ECLAC estimate includes 10 countries: Argentina, Bolivia (Pluri. State of), Brazil, Chile, Colombia, Ecuador, Paraguay, Peru, Uruguay and Venezuela (Boliv. Republic of). The IMF estimate also includes Guyana and Suriname (12 countries).

(*) Estimated data for the years 2018 and 2019.

The two largest economies in the region grew at a higher rate in 2018 than in 2017. Brazil recovered growth, driven by the private sector. Mexico did so in part because the preliminary trade agreement with the United States eased much of the existing uncertainty. In the case of Brazil, following three years of fiscal deficits of more than 8 per cent of GDP, discussions of fiscal policy took center-stage.

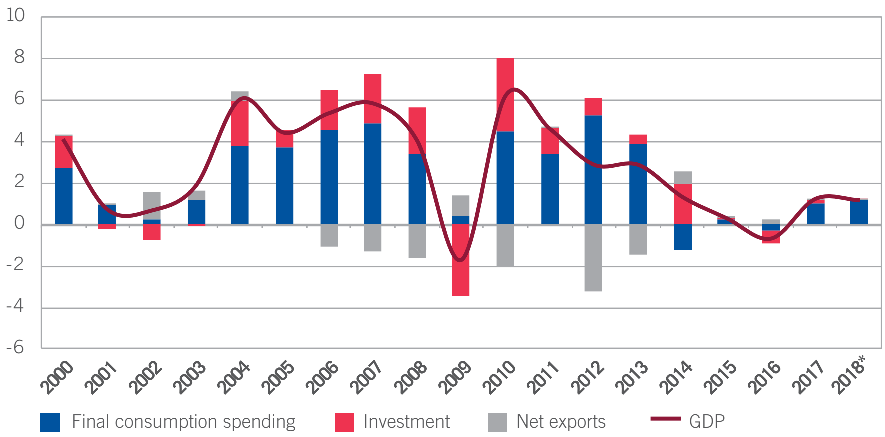
Chile and Peru are experiencing strong growth thanks to the recovery of public and private investment, as well as the increased external demand for traditional and non-traditional goods. The economic recovery in Colombia is sustained both by higher oil prices and vigorous private investment.

By contrast, the economy of Argentina is expected to contract in both 2018 and 2019. This is due to rising interest rates, which have created tensions in the financial market, and to the policy of fiscal consolidation supported by a special agreement with the IMF, which is contractionary initially. Additionally, inflation is expected to be high in 2018 (above 40 per cent), driven by the strong depreciation of the Argentine peso.

Thus, as in 2017, when the 2.5 per cent growth of GDP in Argentina drove the region's recovery, this year its contraction (-2.6 per cent), as well as that of Venezuela (-18 per cent), explains the deceleration of the region's recovery.

Domestic demand, particularly total consumption (98 per cent), will support the estimated regional GDP growth of 1.2 per cent in 2018. Investment has started to recover but remains quite low. This year, investment is expected to fall short of the levels achieved in other regions due to the low rates of aggregate savings (Figure 1.3).

FIGURE 1.3. Latin America and the Caribbean: Contribution of Components of Aggregate Demand to the GDP Growth Rate 2000-2018 (percentage)



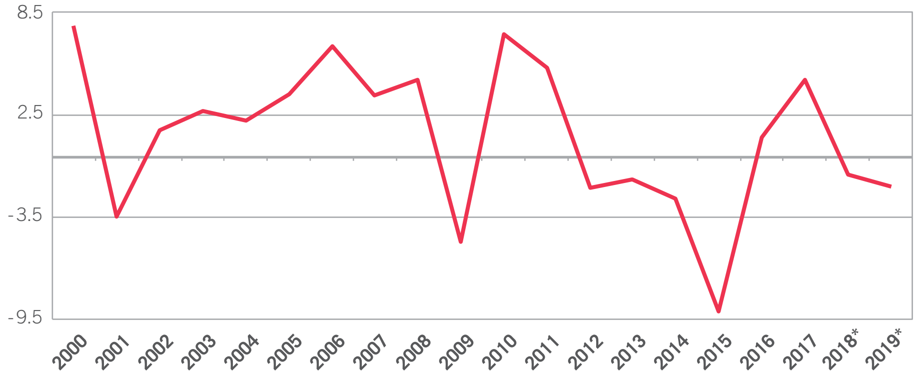
Source: ECLAC database (CEPALSTAT) and IMF (2018).
(*) Estimated data for 2018.

In the Caribbean, the differences between the IMF growth projection (4.4 per cent) and that of ECLAC (1.9 per cent) respond mainly to the selection of countries that comprise that subregion (See Note C of Table 1.2). Among the countries with positive growth, Antigua and Barbuda, Granada and Guyana are noteworthy. By contrast, Dominica experienced a significant economic contraction. The positive performance of most Caribbean countries is associated with the recovery of tourist flows thanks to the solid growth of the US and world economies.

Factors that Slowed the Economic Recovery

Several factors explain the slower pace of recovery in Latin America and the Caribbean in 2018. First, the performance of commodity prices. The rising-price trend that began in mid-2016 changed beginning in the second quarter of 2018. Commodity prices not only began to fall; they also became more volatile thanks to growing trade tensions between the US and China. Figure 1.4 demonstrates that, according to IMF figures, the terms of trade of the region's commodities declined during the year (-1 per cent), meaning that with the same volume of exported goods, the region can purchase a smaller volume of imported goods.

FIGURE 1.4. **Latin America and the Caribbean: Terms of Trade 2000-2019 (percentage change)**



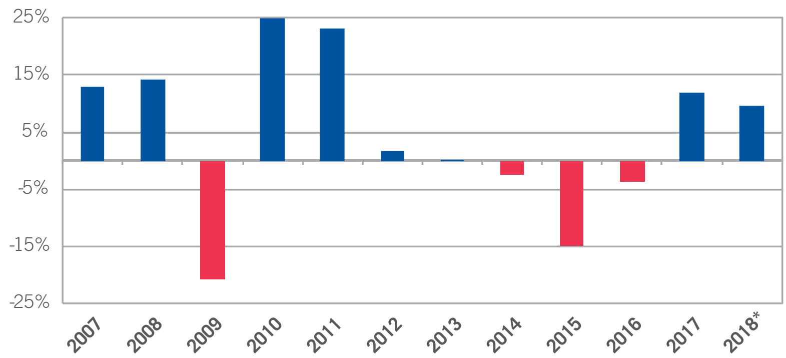
Source: IMF database (2018).
(*) Annual projection.

The IMF has warned that trade tensions between the US and China could reduce world growth in 2020 by 0.5 percentage points (small direct effect). However, the indirect effects would be costly for regions with close ties to the two countries, such as those of Latin America and the Caribbean. These effects would be expressed in reduced economic activity and increasingly volatile growth.

Consequently, the value of the region's exports, consisting mainly of commodities, will likely grow at a slower pace in 2018 (Figure 1.4). While exports grew 12 per cent in 2017, they will expand by an estimated 9.7 per cent this year. For ECLAC, growth in 2018 will be driven by the significant increase in the value of exports of Mexico and South America, by 10.2 per cent and 9.5 per cent, respectively.

According to ECLAC, against a backdrop of slowing global trade (a percentage point lower), the declining pace of the increase in the value of the region's exports coincides with the lower growth of export prices in 2018 (7.6 per cent) compared with 2017 (8 per cent).[3] This is due to the growth in export value, which breaks down into an increase in prices (7.6 per cent) and volumes (2.1 per cent). As a result, the region's export value will have been recovering for two straight years, following the sharp fall registered between 2012 and 2016.[4]

FIGURE 1.5. **Latin America and the Caribbean: Growth in Export Value of Goods and Services 2007-2018 (annual percentage change)**



Source: ECLAC database (CEPALSTAT).
Note: (*) ECLAC estimate (2018). Perspectiva del comercio internacional de América Latina y el Caribe. Las tenciones comerciales exigen una mayor integración regional. Santiago. ECLAC.

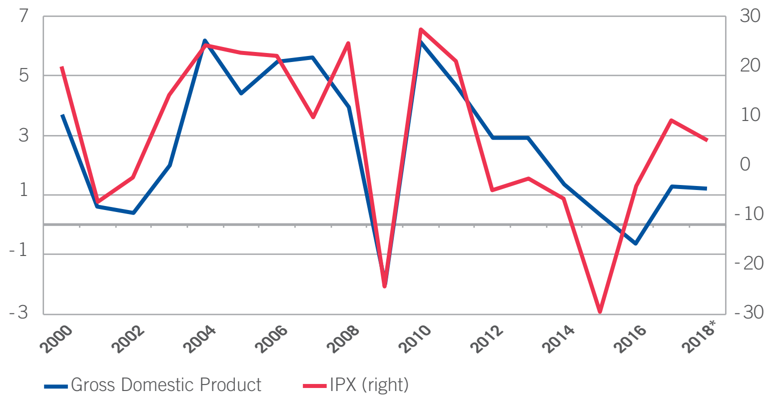
In commodity-exporting countries, like most of the countries in the region, the terms of trade (shipping prices) heavily influence trends in several macroeconomic variables. Figure 1.6 shows the high correlation between the growth of export prices and that of regional GDP. The coefficient of 0.83 for the period 2000-2018 clearly reflects the close relationship between these two variables.

3 ECLAC (2018). *Estudio económico de América Latina y el Caribe. Evolución de la inversión en América Latina y el Caribe: hechos estilizados, determinantes y desafíos de política*. Santiago: ECLAC.

4 ECLAC (2018). *Perspectivas del comercio internacional de América Latina y el Caribe. Las tensiones comerciales exigen una mayor integración regional*. Santiago: ECLAC.

According to the IMF (2018), this fact means that the region needs to diversify its production matrix to reduce the vulnerability of its economies to the price cycles of commodity exports.

FIGURE 1.6. Latin America and the Caribbean: GPD and Export Prices 2000-2018 (annual percentage change)



Source: IMF (2018). *World Economic Outlook*. October 2018. Washington D.C. IMF. CEPALSTAT.
(*) Estimated data for 2018.

Besides the reduction in the pace of growth of export prices, the region faces the tightening of international financial conditions. The strong growth and expansive fiscal policy of the United States has led the US Federal Reserve System (FED) to implement a contractionary monetary policy.5 Consequently, capital flows to Latin America and the Caribbean have slowed, as the IMF and ECLAC have reported. The Bank for International Settlements (2017) has estimated that an increase of 25 basis points in the FED's interest rate would produce a decline of 57 basis points in the growth rate of transnational loans.

The adverse external shock, real and financial, has exerted pressure on exchange rates (depreciation of the currency basket of the region), particularly in countries with weak bases and significant external financing needs. According to ECLAC (2018), the currencies of 16 countries of the region have weakened, particularly the Argentine peso, which depreciated 45 per cent in the first semester of 2018.6

The Fiscal Deficit

The IMF7 estimates that the fiscal deficit will reach 5.5 per cent of regional GDP in 2018, below the 6.0 per cent recorded in 2017. At any rate, gross government debt continued to rise (Figure 1.7). This resulted from an important increase in revenue and a slight reduction in spending, both as percentages of GDP and reflected in the reduction of the primary fiscal deficit, which decreased from 2 per cent of GDP in 2017 to 1.5 per cent of GDP in 2018. ECLAC (2018) estimates a reduction in expenditures in the region, from 18.7 per cent to 18.3 per cent of GDP between 2017 and 2018, which would lead to lower domestic demand, and, consequently, to a reduced stimulus for GDP growth in the short term.8

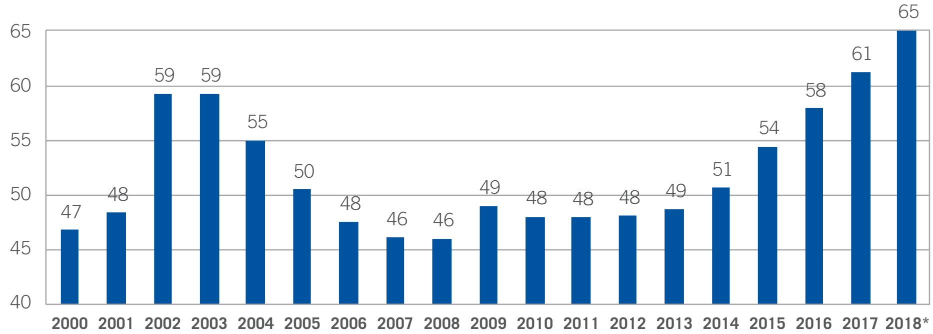
5 In 2018, the FED rose the interest rate three times: 25 basis points of its interest rate of monetary policy in March, June and September. Consequently, the rate rose from the range of 1.50-1.75 per cent to the range of 2.00–2.25 per cent. The FED not only planned to end 2018 with a referential rate of 2.4 per cent, but also to raise interest rates three times in 2019 (FOMC, 2018).

6 ECLAC (2018). *Estudio económico de América Latina y el Caribe. Evolución de la inversión en América Latina y el Caribe: hechos estilizados, determinantes y desafíos de política*. Santiago: ECLAC.

7 IMF (2018). *Outlook for Latin America and the Caribbean: An Uneven Recovery.* October 2018. Washington D.C: IMF.

8 ECLAC (2018). *Estudio económico de América Latina y el Caribe. Evolución de la inversión en América Latina y el Caribe: hechos estilizados, determinantes y desafíos de política*. Santiago: ECLAC.

FIGURE 1.7 **Latin America and the Caribbean: Government Debt-to-GDP Ratio 2000-2018 (percentage)**



Source: IMF (2018). World Economic Outlook. October2017. Washington D.C: IMF.
Note: (*) Estimated data for 2018.

Outlook

The continuation or worsening of unfavourable external conditions poses the most visible risk for the region. These conditions explain much of the sluggishness of the economic recovery. In the real sector of the economy, the focus is on China. According to the IMF, the economy of that country will grow slightly less in 2018 than in 2017, continuing its "new normal" over the next few years. In terms of global trade, growing trade tensions between China and the United States may lead to a decline in external demand and create a context of increased uncertainty that may discourage private investment. Both occurrences may accentuate the decline in the region's export prices. What occurs in 2019 will largely depend on how much this variable changes (the recovery of GDP in 2017 responded mainly to the increased terms of trade).

In terms of monetary policy, the FED's raising of interest rates generated unfavourable financial conditions for Latin America and the Caribbean, which led to significant financial capital flight as well as to a strong depreciation of the currency basket of the region. Finally, fiscal consolidation is contractionary in the short term but beneficial in the long term in that it plays a key role in the macroeconomic stabilization of the countries of the region.

The fiscal resources countries of the region used both during the 2008-2009 global crisis and in the period 2011-2016 have limited the ability of their economies to implement economic stimulus policies, to the point where most of the countries have begun a process of fiscal consolidation.

TABLE 1.3. **Latin America and the Caribbean: International Prices (annual percentage change)**

	Recovery 2017	Deceleration of the recovery 2018
Export price index	8.9%	5.0%
Import price index [a/]	4.0%	6.7%
Terms of Trade	4.5%	-1.0%
Price of total commodities		
Price of commodities, without oil	10.2%	3.4%
Oil	24.3%	33.6%
Metals	20.1%	7.6%

Source: IMF (2018).
a/ Taken from ECLAC (2018). *Estudio económico de América Latina y el Caribe. Evolución de la inversión en América Latina y el Caribe: hechos estilizados, determinantes y desafíos de política*. Santiago: ECLAC.
ECLAC (2018). *Perspectivas del comercio internacional de América Latina y el Caribe. Las tensiones comerciales exigen una mayor integración regional*. Santiago: ECLAC.

Finally, as reported by the ILO (2014), 100,000 jobs are lost for every tenth of a percentage point of loss of growth in the region. Consequently, that would be the number of jobs lost in 2018 considering that the region will grow just 1.2 per cent (compared with 1.3 per cent in 2017). In 2019, if growth forecasts remain at current levels, favourable levels of job creation can be expected. This will be discussed in detail in the following section of this report.

2. SUPPLY, DEMAND AND UNEMPLOYMENT

Key regional indicators with national data

Low, uneven economic growth characterized the region in 2018, a situation resembling that of 2017. In this context, the performance of the three basic labour market indicators are analyzed: the labour participation rate (the percentage of the working-age population that is working or seeking employment); employment-to-population ratio (percentage of the working-age population that is employed) and unemployment (percentage of people in the labour market who are not working).9 In the short term, variations in the first two indicators (labour force participation rate and employment-to-population ratio) can be understood as changes in the supply of and demand for labour, respectively.

Relatively Stable Market in the Short Term

In keeping with the modest economic growth, the labour force participation rate, the employment-to-population ratio and the unemployment rate experienced minor absolute variations, ranging from 0.1 to 0.3 percentage points to the third quarter of 2018 with respect to the same period of 2017. Statistically speaking, these changes are within the margins of stability from one year to the next. These figures denote some stagnation in the labour market. However, in 2018, for the first time since 2014, the unemployment rate declined in the region, although modestly.

A longer-term view reveals more obvious changes. Between 2012 and 2017, the employment-to-population ratio declined by more than a percentage point and unemployment rose nearly two points. Meanwhile, the labour force participation rate remained nearly constant.

TABLE 2. 1. Latin America and the Caribbean (26 countries): Key Labour Market Indicators 2008-2018 (percentages)

Years	Labour force participation rate	Employment-to-population ratio	Unemployment rate
Annual data [a/]			
2008	61.7	57.9	6.3
2009	62.1	57.7	7.3
2010	61.9	57.6	6.9
2011	61.7	57.8	6.4
2012	62.4	58.4	6.4
2013	62.2	58.3	6.3
2014	62.0	58.2	6.1
2015	61.9	57.9	6.6
2016	62.0	57.2	7.8
2017 [b/]	62.2	57.3	8.1
Average to the 3rd quarter [c/]			
2017 I - III	61.8	56.5	8.7
2018 I- IIII	61.9	56.7	8.4

Source: ILO, based on information from the household surveys of the countries.
a/ 26 countries were considered for the calculation of the annual data.
b/ Preliminary estimated data.
c/ 19 countries were considered for the calculation to the 3rd quarter (January to September).

The change in the regional unemployment rate resembled an inverted "U" shape, with growing year-over-year variations beginning in 2015 that stabilized in the third quarter of 2017. From that point until the third quarter of 2018, the trend shifted, with moderate reductions in the regional unemployment rate.

The most significant change from 2014 to 2017 was the rise in unemployment in the region. This resulted from a larger reduction in demand than the relative improvement in supply. Specifically, since 2013, the continuous decline in the employment-to-population ratio has exerted upward pressure on the unemployment rate given that it implies that labour demand has declined and that businesses are creating few jobs. Until 2017, in response to the needs of households to obtain

9 The precise definitions of each of these indicators appear in the Explanatory Note of the *Labour Overview.* To the extent possible, the information is analyzed to the third quarter of 2018 (average of the first three quarters of the year) unless otherwise indicated.

labour income in a context of low growth of wage employment, much of job creation owed to own-account employment.

An increase in the labour force participation rate implies a larger share of people entering the labour market, which does not necessarily manage to absorb all of them, for which reason this rate exerts upward pressure on the unemployment rate.

On the other hand, the shifts in the labour force participation rate can be attributed to two opposing long-term trends: the first is the lower youth labour force participation rate, which may reflect permanence in the education system or discouragement of young job-seekers. The second is the continuing upward trend in the women's labour force participation rate (see the section analyzing employed groups).

Growth in Employment Lags

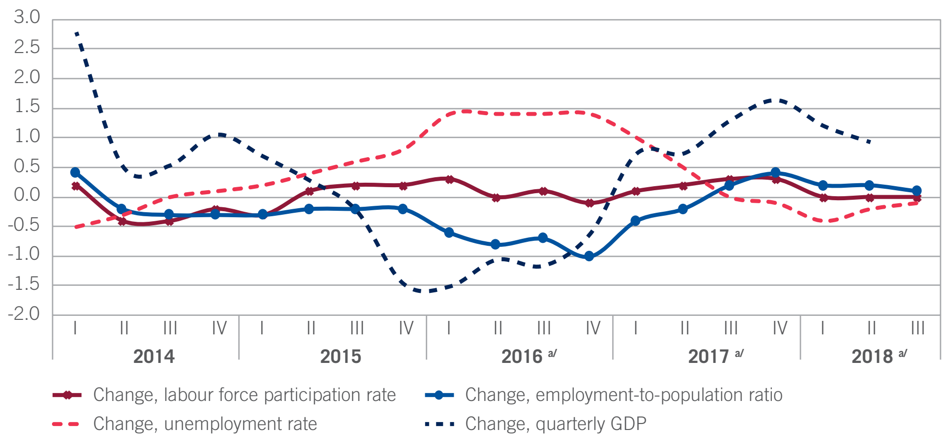
The quarterly analysis demonstrates that the recovery of economic growth in the countries of the region still has no clear impact on the labour market, although signs of improvement are observed. The change in the regional unemployment rate follows an inverted "U" shape, with growing variations beginning in 2015, which stabilized in 2017. This contrasts with the change in GDP, whose variation showed an opposite trend, revealing the link between lower growth and higher unemployment. Now that economic growth in the region has stabilized, the situation resembles that of 2014, of little variation in employment indicators (Figure 2.1).

Two other considerations deserve mention. The first is that labour market indicators have a delayed reaction of a few quarters to the variations in economic activity. The second is that labour indicators are less volatile than the indicator of macroeconomic activity.

Thus, for example, despite a period of less contraction of GDP beginning in the first quarter of 2016, the pace of the increase in the unemployment rate only began to slow beginning in the first quarter of 2017, after nearly a year in a high plateau of a point and a half of quarterly growth (see the *2017 Labour Overview*).

Several factors explain this lag and limited volatility. Among them, that the agents of the labour market –such as businesses– delay adjusting their expectations and in perceiving whether the recovery is transitory or permanent, or that the sectors leading the economic recovery are not employment-intensive (most are commodity export sectors such as mining, oil and agribusinesses), among others.

FIGURE 2.1. Latin America and the Caribbean (13 countries): Year-over-year Change in GDP, the Employment-to-Population Ratio, the Unemployment Rate and the Labour Force Participation Rate, Quarters 2014 I to 2018 III (percentage points)



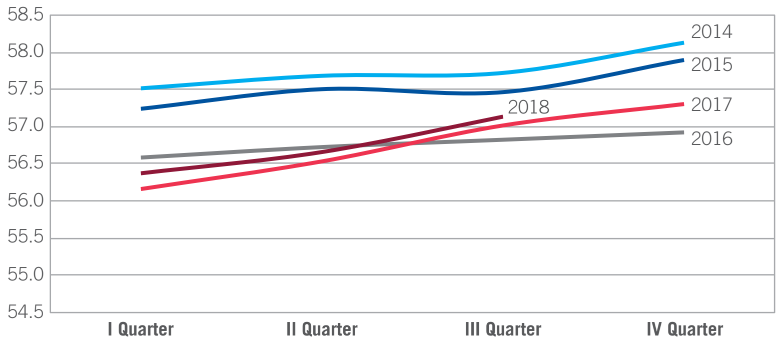
Source: ILO, based on information from the household surveys of the countries and ECLAC (CEPALSTAT).
Note: Preliminary data for 2016-2018. Includes Argentina, Brazil, Chile, Colombia, Costa Rica, Dominican Republic (since 2015), Ecuador, Jamaica, Mexico, Peru, Trinidad and Tobago, Uruguay and Venezuela (Boliv. Rep. of).
a/ Preliminary data.

For this reason, given that in 2018 there is little change with respect to 2017, employment indicators will probably not suffer drastic variations until mid-2019 at least.

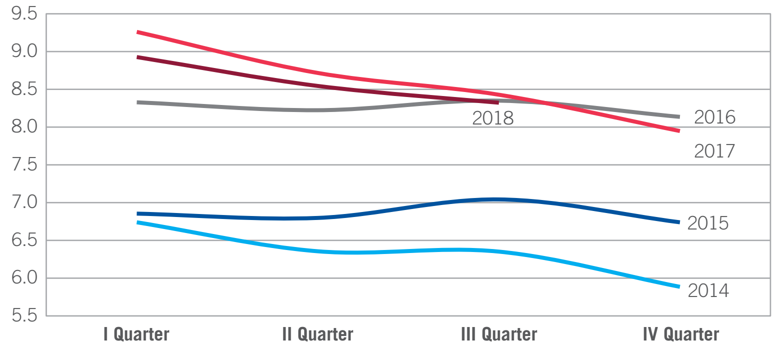
However, there are seasonal effects that persist from year to year. To the third quarter of 2018, the employment-to-population ratio and the unemployment rate have again demonstrated the seasonal behaviour characteristic of previous years (Figure 2.2). The employment-to-population ratio (Panel a) grew quarter to quarter between 2013 and 2017, with important hikes between the third and fourth quarter (except in 2016, where it remained almost flat). The unemployment rate (Panel b) is always, to a greater or lesser extent, a non-monotonous reduction throughout the year. Interestingly, these seasonal effects exist even though the region includes countries in both the northern and southern hemispheres.

FIGURE 2.2. Latin America and the Caribbean (13 countries): Quarterly Change in the Employment-to-population Ratio and the Unemployment Rate. Quarters 2014 I - 2018 III (percentages)

Panel A. Employment-to-population ratio



Panel B. Unemployment rate



Source: ILO, based on information from the household surveys of the countries.
Note: Preliminary data for 2016-2018. Includes Argentina, Brazil, Chile, Colombia, Costa Rica, Dominican Republic (since 2015), Ecuador, Jamaica, Mexico, Peru, Trinidad and Tobago, Uruguay and Venezuela (Boliv. Rep. of).

Analysis by subregions and countries

This year was one of few changes. However, there are three variations that deserve mention.

Labour market indicators in the subregions of South America, Central America, Mexico and the Caribbean performed differently (Table 2.2) in 2018. Indicator levels varied even within these subregions, reflecting the diverse pace of economic growth in the countries. As in recent years, the Southern Cone countries, particularly Brazil, had the highest rates of unemployment, along with the English-speaking Caribbean. The Andean countries recorded the highest labour force participation rates and employment-to-population ratios.

Usually, the performance of the labour markets of Brazil and Mexico determine regional averages. This was particularly relevant in the period 2014-2017 because Brazil experienced a more intensive contractionary phase than the rest of the region (except for Venezuela). However, in 2018, the year-over-year changes in Brazil and Mexico did not differ significantly from the average for the region. Thus, the calculation of changes in key labour market indicators is not very different if these two countries are excluded from the average.

As mentioned, this was a year of few changes. Three changes stand out, however. First, the fall in unemployment rate of Brazil, by a little more than half of a percentage point. Second, the English-speaking Caribbean experienced a significant decline in the unemployment rate (one and one-half percentage points) as well as an increase in the employment-to-population ratio (of slightly less than a percentage point). Third, the Central American region, excluding Mexico, recorded an increase in the labour force participation rate coupled with a similar increase in the employment-to-population ratio (nearly one percentage point).

TABLE 2.2. Latin America and the Caribbean (19 countries) : Key Labour Market Indicators by Subregion. January to September, 2017 and 2018 (percentages)

Region - Subregion	Labour force participation rate		Employment-to-population ratio		Unemployment rate	
	I-III Quarter 2017	I-III Quarter 2018	I-III Quarter 2017	I-III Quarter 2018	III Quarter 2017	III Quarter 2018
Latin America and the Caribbean	**61.8**	**61.9**	**56.5**	**56.7**	**8.7**	**8.4**
Latin America and the Caribbean without Mexico	62.4	62.5	56.2	56.5	10.0	9.8
Latin America and the Caribbean without Brazil	61.8	62.0	58.3	58.5	5.7	5.7
Latin America and the Caribbean without Mexico and Brazil	63.2	63.5	58.9	59.0	6.9	7.0
Central America and Mexico a/	**59.7**	**60.1**	**57.3**	**57.8**	**3.9**	**3.8**
Mexico	59.3	59.5	57.3	57.5	3.5	3.3
Central America without Mexico	60.8	61.6	57.6	58.4	5.0	5.0
English-speaking Caribbean b/	**65.0**	**64.7**	**59.0**	**59.8**	**9.1**	**7.6**
South America c/	**62.6**	**62.6**	**56.1**	**56.2**	**10.5**	**10.3**
Andean countries d/	**67.2**	**66.8**	**62.7**	**62.3**	**6.7**	**6.7**
Southern Cone e/	**61.1**	**61.2**	**53.9**	**54.2**	**11.9**	**11.5**
Southern Cone without Brazil	59.4	60.1	54.6	55.1	8.1	8.5
Brazil	61.7	61.6	53.6	53.9	13.1	12.5

Source: ILO, based on information from the household surveys of the countries.
Notes:
a/ Central America and Mexico includes: Costa Rica, the Dominican Republic, Guatemala, Honduras, Mexico and Panama.
b/ English-speaking Caribbean includes: Bahamas, Barbados, Belize, Jamaica and Saint Lucia.
c/ South America includes: Argentina, Brazil, Chile, Colombia, Ecuador, Paraguay, Peru and Uruguay.
d/ Andean countries includes a: Colombia, Ecuador and Peru.
e/ Southern Cone includes: Argentina, Brazil, Chile, Paraguay and Uruguay.

At the national level, labour market performance between 2017 and 2018 also demonstrated considerable variation. Of the countries analyzed, the labour force participation rate increased in 13 and decreased in six, whereas the employment-to-population ratio rose in 11 and fell in six (especially in Ecuador, where it declined by more than a percentage point). The unemployment rate increased in 10 countries and declined in seven.

Overall, the countries where these rates fluctuated the most, in both directions, were in the English-speaking Caribbean, perhaps because they are small economies compared with the rest of the region (owing both to economic reasons and statistics). During the period, the unemployment rates in this subregion varied more than the rates of labour force participation, which have remained relatively stable (Table 2.3).

TABLE 2.3. Latin America and the Caribbean (19 countries): Key Labour Market Indicators by Country. January to September, 2017 and 2018 (percentages)

Country	Labour force participation rate		Employment-to-population ratio		Unemployment rate	
	2017 I - III	2018 I - III	2017 I - III	2018 I - III	2017 I - III	2018 I - III
Latin America						
Argentina [a/]	57,3	58,4	52,2	53,0	9,0	9,4
Brazil	61,7	61,6	53,6	53,9	13,1	12,5
Chile	59,6	59,7	55,5	55,5	6,8	7,0
Colombia	64,2	63,8	58,0	57,6	9,7	9,8
Costa Rica	59,4	59,9	54,1	54,1	9,0	9,7
Ecuador	68,8	67,5	65,9	64,7	4,3	4,2
Guatemala [b/]	60,0	60,2	58,6	58,6	2,3	2,8
Honduras	59,0	60,4	55,1	57,0	6,7	5,7
Mexico	59,3	59,5	57,3	57,5	3,5	3,3
Panama [c/]	64,7	66,6	61,1	62,7	5,6	5,8
Paraguay [a/]	70,7	71,6	65,9	66,8	6,8	6,7
Peru	72,0	72,2	68,7	68,9	4,5	4,5
Uruguay	62,9	62,2	57,8	56,9	8,1	8,4
Spanish-speaking Caribbean						
Dominican Republic	62,2	63,4	58,7	59,9	5,6	5,6
English-speaking Caribbean						
Bahamas [d/]	80,0	82,5	72,1	74,2	9,9	10,0
Barbados [a/]	65,7	64,2	58,8	58,5	10,4	9,0
Belize [e/]	64,3	65,5	58,5	59,4	9,0	9,4
Jamaica	65,3	64,1	57,4	58,2	12,1	9,2
Saint Lucia [a/]	71,6	71,7	57,0	56,1	20,5	21,8
Latin America and the Caribbean	**61,8**	**61,9**	**56,5**	**56,7**	**8,7**	**8,4**

Source: ILO, based on information from household surveys of the countries.
In Colombia, Ecuador, Jamaica and Panama, hidden unemployment is included.
a/Average of data to the 1st semester.
b/2nd quarter data.
c/ March data.
d/ May data.
e/ April data.

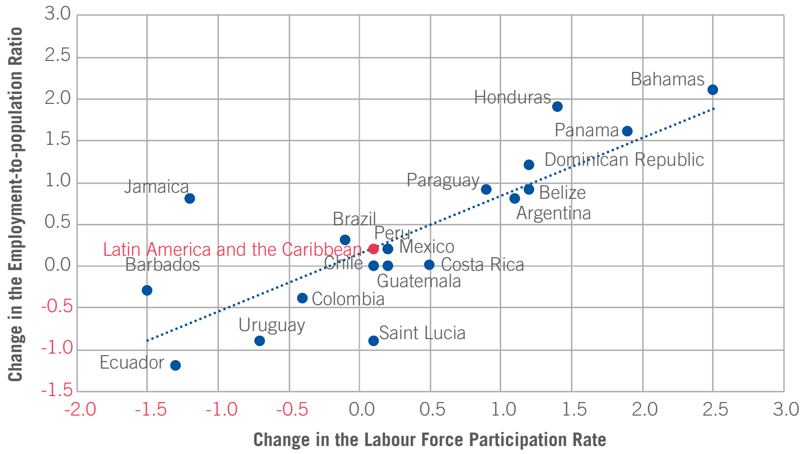
The combined changes in the unemployment rate, employment-to-population ratio and labour force participation rate reveal interesting relationships in the countries of the region. This is not coincidental since the unemployment rate is the result of the interaction between the labour force participation rate and the employment-to-population ratio.

In the group of countries, changes in the labour force participation rate between 2017 and 2018 have a linear relationship with the changes in the employment-to-population ratio. Interestingly, however, in Barbados and Jamaica, the employment-to-population ratio increased disproportionately more than in the other countries (the points representing those countries are far above the regression line). By contrast, in Saint Lucia, the employment-to-population ratio fell disproportionately more than in the rest of the region (the point representing the country lies far below the regression line).

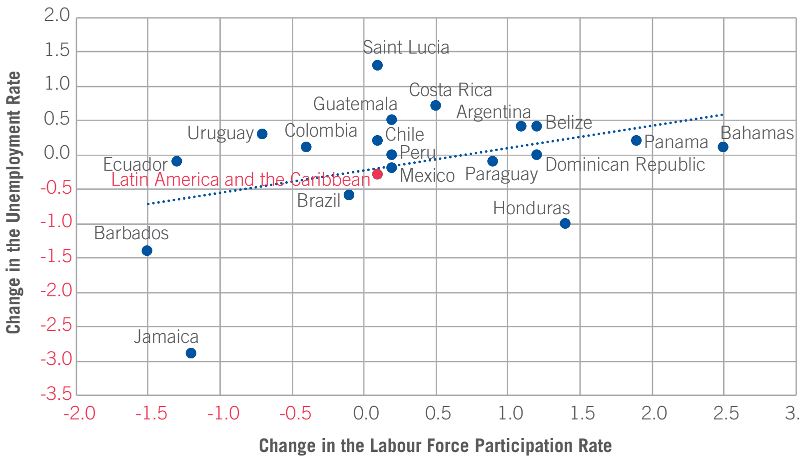
The relationship between the changes in the labour force participation rate and the shifts in the unemployment rate is also linear, but with a slope close to zero (horizontal line). Here, too, it is possible to observe that Barbados and Jamaica, on the one hand, and Saint Lucia on the other, are atypical cases of upswings in the unemployment rate (Figure 2.3).

FIGURE 2.3. Latin America and the Caribbean (19 countries): Change in the Labour Force Participation Rate, the Employment-to-Population Ratio and the Unemployment Rate. January to September, 2017 and 2018 (percentage points)

Panel A. Change in the Labour Force Participation Rate and the Employment-to-Population Ratio



Panel B. Change in the Labour Force Participation Rate and the Unemployment Rate



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

Women and youth: working population of special interest

Women's labour force participation continues to rise in a steady but slow process of closing gaps.

Being a woman or young in the region continues to affect employment opportunities.

Following an increase in 2017, unemployment rates fell this year for both sexes. Nevertheless, beyond circumstantial variations, women continue to have unemployment rates above those of men, with a gap of nearly three percentage points in the regional weighted average.

Another persistent inequality is that women have lower labour force participation rates than men, with a gap of more than 20 points. One of every two women and three of every four men participate in labour markets of the region. In 2018, men's labour force participation rate fell two-tenths of a percentage point whereas that of women increased by three-tenths. Thus, the gender gap in labour market participation is closing, albeit slowly. Interestingly, this has been occurring in phases of both expansion and contraction of the economic cycle in recent decades.

The employment-to-population ratio demonstrates a similar pattern. In 2018, it rose four-tenths of a percentage point among women and just one-tenth of a point among men. In the case of this indicator, the recent trend has also been one of a steady although moderate reduction in the gap. However, the gender gap in this area is also more than 20 points (Table 2.4).

TABLE 2.4. Latin America and the Caribbean (26 countries): Key Labour Market Indicators by Sex. 2012-2018 (percentages)

	2012	2013	2014	2015	2016	2017	2017	2018
							Average to the 3rd quarter	
Unemployment rate	**6.4**	**6.3**	**6.1**	**6.6**	**7.8**	**8.1**	**8.7**	**8.4**
Men	5.5	5.4	5.3	5.7	6.8	7.0	7.5	7.3
Women	7.8	7.6	7.3	7.9	9.2	9.6	10.3	10.0
Labour force participation rate	**62.4**	**62.2**	**62.0**	**61.9**	**62.0**	**62.2**	**61.8**	**61.9**
Men	75.9	75.6	75.5	75.1	75.0	75.1	74.6	74.4
Women	49.9	49.7	49.5	49.6	50.0	50.4	50.0	50.3
Employment-to-population ratio	**58.4**	**58.3**	**58.2**	**57.9**	**57.2**	**57.3**	**56.5**	**56.7**
Men	71.8	71.6	71.4	70.9	70.0	69.9	69.0	69.1
Women	46.0	46.0	45.9	45.8	45.4	45.6	44.9	45.3

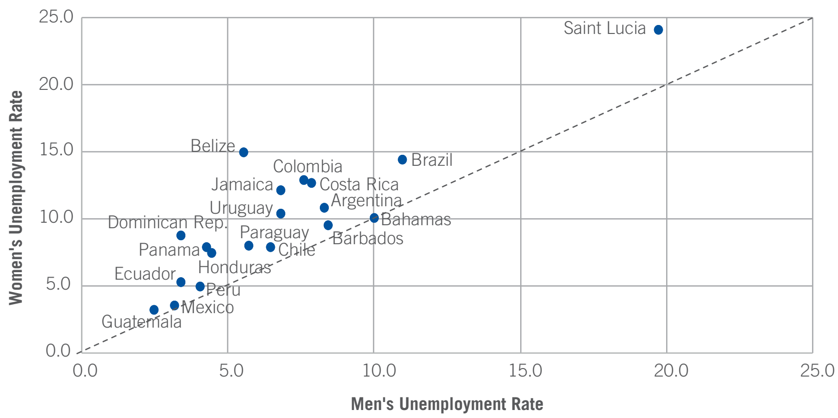
Source: ILO, based on information from the household surveys of the countries.
Note: 26 countries were included in the calculation of annual data for the period 2012-2017 and 19 countries for the average to the 3rd quarter of 2017 and 2018.

Panels A and B of Figure 2.4 reveal that the gender differences in labour force participation and unemployment rates prevail throughout the region without exception. Mexico and the Bahamas stand out as the countries that most closely reflect gender parity in unemployment, the first with low unemployment (nearly 3 per cent) and the second with moderate-to-high unemployment (slightly above 10 per cent).

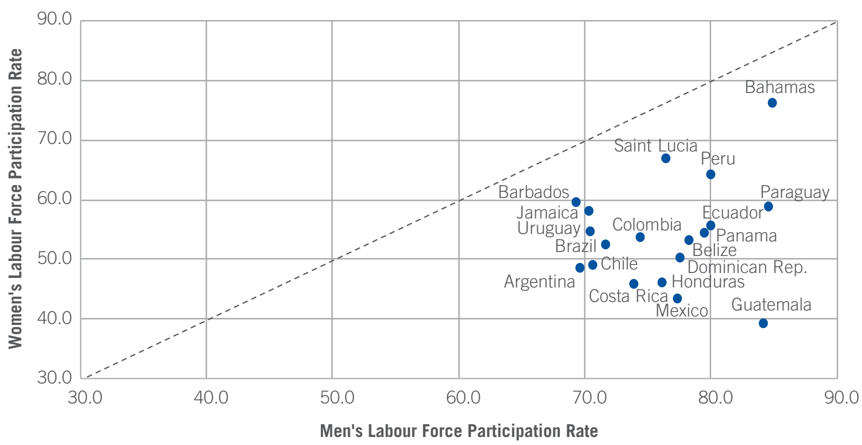
Gender differences in labour force participation rates are much more obvious. No country approaches the parity line (diagonal line of Figure 2.4, Panel B). Guatemala has the largest gender gap in labour force participation. In that country, men's labour participation doubles that of women.

FIGURE 2.4. Latin America and the Caribbean (19 countries): Gap between the Unemployment Rate and the Labour Force Participation Rate by Sex. January to September, 2018 (percentages)

Panel A. Unemployment rate



Panel B. Labour force participation rate



Fuente: OIT con base a información de las encuestas de hogares de los países.

Youth Employability Still Poses Challenges in the Region

Compared with other workers, youth (aged 15 to 24) are at a disadvantage in the labour market. Due to their youth, they lack work experience, which constitutes the main constraint to their employability. It is a vicious cycle of employability and discouragement.

Considering that among unemployed youth there are both unemployed individuals and a large share of people seeking employment for the first time, the unemployment rate is nearly 20 per cent in Latin America and the Caribbean, almost triple that of the rest of the labour force. One of every five youth in the region is seeking but not finding a job. Additionally, the employment-to-population ratio among youth is more than 20 percentage points below that among adults (although some of this difference is explained by youths' permanence in educational institutions). This high unemployment rate and low employment-to-population ratio among youth, as well as their precarious entry in the labour market, are the main challenges of youth labour policy in the region.

Consequently, youths' discouragement is reflected in labour force participation rates that lag behind those of adults by more than 20 percentage points. No indicator changed by more than two-tenths of a percentage point (Table 2.5).

TABLE 2.5. Latin America and the Caribbean (26 countries): Key Labour Market Indicators by Age Group, 2012-2018 (percentages)

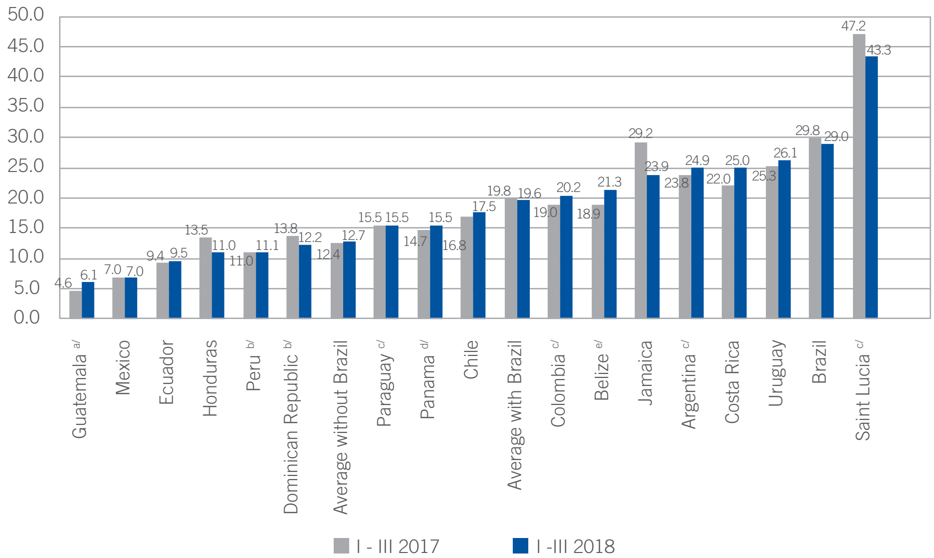
	2012	2013	2014	2015	2016	2017	2017	2018
							Average to the 3rd quarter	
Unemployment rate	**6.4**	**6.3**	**6.1**	**6.6**	**7.8**	**8.1**	**8.7**	**8.4**
15 to 24	14.0	14.0	13.9	15.2	18.3	18.8	19.8	19.6
25 and over	4.8	4.7	4.6	5.0	5.8	6.1	6.5	6.3
Labour force participation rate	**62.4**	**62.2**	**62.0**	**61.9**	**62.0**	**62.2**	**61.8**	**61.9**
15 to 24	49.6	48.3	47.7	47.2	47.3	47.6	48.0	48.2
25 and over	67.5	67.3	67.3	67.4	67.4	67.4	66.9	66.8
Employment-to-population ratio	**58.4**	**58.3**	**58.2**	**57.9**	**57.2**	**57.3**	**56.5**	**56.7**
15 to 24	42.7	41.6	41.0	40.1	38.8	38.8	38.7	38.9
25 and over	64.3	64.2	64.2	64.0	63.5	63.3	62.6	62.6

Source: ILO, based on information from the household surveys of the countries.
Note: 26 countries were included in the calculation of annual data for the period 2012-2017 and 17 countries for the average to the 3rd quarter of 2017 and 2018.

Youth unemployment varies considerably across countries. It may be low, such as in Guatemala, where just one of every 20 youth is unemployed. However, it may also be extremely high, such as in Saint Lucia, where nearly one of every two youth is unemployed. Along with that country, Brazil stands out. With the largest economy in the region, Brazil represents two of every five members of the labour force. The youth unemployment rate for Latin America and the Caribbean is less dramatic when the calculation excludes Brazil (12.7 per cent instead of the 19.6 per cent reported in the table). Nevertheless, the youth unemployment rate continues to nearly triple that of adults.

Between 2018 and 2017 (third quarter of 2017 versus the third quarter of 2018), some noteworthy changes were observed. Youth unemployment fell in Brazil, the Dominican Republic, Honduras, Jamaica and Saint Lucia, but rose in Argentina, Belize, Costa Rica and Guatemala. It is concerning that in 2018, the youth unemployment rate exceeds 20 percentage points in eight countries while in 2017, this level was recorded in just six countries.

FIGURE 2.5. **Latin America and the Caribbean (17 countries): Youth Unemployment Rate. January to September, 2017 and 2018 (percentages)**



Source: ILO, based on information from the household surveys of the countries.
a/2nd quarter data.
b/ 1st quarter data.
c/Average of data to the 1st semester.
d/ March data.
e/ April data.

The fact that one of every five youth seeks but cannot find work should be a warning given that it threatens the present and future expectations of millions of youth who have few opportunities for employment, education and social mobility.

Young women face even more risks. Their employment-to-population ratios are lower, their unemployment rates higher and they are more vulnerable to precarious employment than male workers.

Accordingly, opportunities for youth must be improved through appropriate social and employment policies to guarantee inclusive, sustainable societies and to achieve the Sustainable Development Goals.

3. COMPOSITION OF EMPLOYMENT AND WAGES

The Relative Share of Wage Employment Continued to Fall, A Trend Observed Since 2012

The effects of a less vigorous regional economic environment are reflected in both the quantity and quality of the jobs created in Latin America and the Caribbean. Typically, the indicators associated with higher quality jobs are those of formal, wage and registered employment. By contrast, own-account employment is generally associated with lower quality employment.

The share of public- and private-sector wage employment in the countries of the region continued to fall in 2017. While private-sector wage employment continues to prevail, its share in total wage employment is declining. To counteract the weakening of wage employment, non-professional own-account employment continued to rise (Table 3.1).

Moreover, throughout this decade, there has been a slight downward trend in the share of domestic workers and contributing family workers. Although some stagnation occurred between 2016 and 2017, this was good news given that it implies a reduction in the proportion of jobs characterized by poor quality working conditions. The challenge now is to accelerate this reduction process.

TABLE 3.1. Latin America (16 countries): Structure of the Employed Population by Status in Employment. 2012, 2015-2017 [a/] (percentages)

Status in Employment	2012	2015	2016	2017
Total employed	**100.0**	**100.0**	**100.0**	**100.0**
Employees	**62.6**	**61.3**	**60.4**	**59.8**
Public	12.3	12.0	12.0	11.9
Private	50.4	49.2	48.4	47.8
Maximum of five workers	11.3	11.0	11.8	11.9
Six or more workers	39.1	38.2	36.6	35.9
Non-employees	**25.1**	**26.6**	**27.4**	**27.7**
Employers	4.0	4.6	4.9	5.0
Maximum of five workers	2.6	2.8	2.7	2.9
Six or more workers	1.5	1.8	2.2	2.1
Own-account workers	**21.1**	**22.1**	**22.5**	**22.8**
Professional, technical and administrative	3.1	3.2	3.3	3.3
Non-professional, technical and administrative	18.0	18.9	19.2	19.4
Domestic work	**6.9**	**6.6**	**6.8**	**6.8**
Contributing family workers	**3.6**	**3.2**	**2.9**	**2.9**
Others	**1.8**	**2.3**	**2.5**	**2.8**

Source: ILO, based on information from the household surveys of the countries.
a/ Countries included: Argentina, Bolivia (Pluri. State of), Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Panama, Paraguay, Peru and Uruguay.

Comparing the third quarter of 2017 with the same period of 2018, the number of own-account workers grew at a faster pace than the number of employees and than the total employed population. This occurred not only for the average of the region, but also for almost every country where this indicator is measured. Chile and the Dominican Republic were the only exceptions. Panama had the highest rate of growth in own-account workers.

This growing percentage of own-account employment should be put in perspective as compared with wage employment. Whereas own-account workers account for a fifth of all employed workers, employees represent approximately a third. Thus, a growth of 2.7 per cent among own-account employment corresponds to 1.4 million people, but an increase of 1.3 per cent among employees represents 2.1 million people. Thus, from one year to the next, the net growth in wage employment exceeded that of own-account employment even though growth rates may indicate otherwise.

The growth of the total employed population in the region depends heavily on what occurs in Brazil. In that country, year-over-year growth in the number of employers, public-sector employees and own-account workers was noteworthy.

TABLE 3.2. Latin America (8 countries): Year-over-year Change in Employed Population by Status in Employment. January to September 2018 (percentages)

Country	Total employed	Employees			Employers	Own-account workers	Other
		Total	Private	Public			
Brazil	1,5	0,7	0,1	2,7	4,7	2,9	1,2
Chile	1,6	2,2	1,2	7,6	-4,5	1,6	-1,5
Colombia	0,5	0,2	0,1	1,2	6,6	1,2	-3,3
Costa Rica a/	1,5	0,8	…	…	-4,5	7,5	-12,5
Mexico b/	2,7	2,5	…	…	7,6	3,3	-0,4
Panama c/	5,0	2,9	2,7	3,2	-4,3	10,3	6,0
Dominican Republic	3,6	4,9	3,6	8,3	-3,9	3,9	-2,3
Uruguay d/	-1,5	-1,7	…	…	…	0,4	-6,8
TOTAL (8 countries) e/	**1,8**	**1,3**	**…**	**…**	**5,0**	**2,7**	**0,0**

Source: ILO, based on information from the household surveys of the countries.
a/ Employees includes domestic workers.
b/ Employees includes only subordinate employees and domestic workers.
c/ March data.
d/ Preliminary data, the year-over-year change in total employed population is an estimate. Employees also includes those who work in social employment programmes. The others category includes employers, cooperatives and unpaid workers.
e/ Estimated. The change in the employers category does not include Uruguay.

Registered Employment and Underemployment Experienced Advances and Setbacks

As mentioned, an indicator measuring registered wage employment is associated with employment quality. This registration usually takes the form of contribution to social security systems; however, in some countries, enterprises register jobs for other administrative purposes (such as in Brazil and Peru). The change in this indicator reflects the joint impact of the changes in the composition and quality of labour demand of formal enterprises (job creation and elimination), as well as the dynamics of the formalization of informal employment and the informalization of existing formal employment in the countries (see Box "Informal Employment: Measurements and Challenges").

In the first nine months of 2018, registered wage employment followed different trends in the countries of the region compared with the same period of 2017. In Brazil and Chile, it improved with respect to 2016-2017. By contrast, Uruguay recorded a slight decrease in the number of social security contributors, as it did in 2016, meaning that the reactivation of 2017 was transitory. Peru experienced a similar trend as a result of lower labour demand and the limited effects of the formalization of pre-existing informal jobs.

In Argentina, the increase in registered employment continued to be moderate. In Costa Rica, this indicator declined with respect to previous years. Policies to promote employment formalization in Mexico contributed to maintaining relatively high year-over-year growth in the number of contributors to the Mexican Social Security Institute (IMSS).

Also noteworthy was Nicaragua, which from January to September of 2018 experienced a sharp absolute decline in registered employment following two years of robust growth. This occurred against a backdrop of political and social tensions resulting from a proposed social security reform.

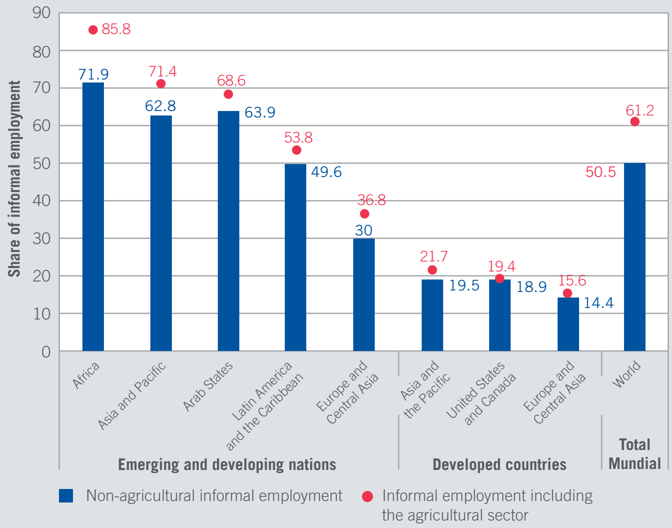
In sum, the indicators reveal a process of creation of quality jobs that varies across countries and remains precarious in several.

BOX 1. Informal Employment: Measurements and Challenges

This year, the ILO conducted two specialized studies on the problem of labour informality, a situation that limits the region's development possibilities. One study updates global informality measurements while the other presents advances and challenges with respect to formalization policies, a crucial issue in regional public policy discussions.

The report *Women and Men in the Informal Economy: A Statistical Picture*, discusses the size of the informal economy as well as its trends and composition: sociodemographic characteristics of workers and production/organizational structure as well as institutional, social and labour policy frameworks. Labour informality in the region accounts for nearly half of employment, a level approaching the global average but more than double that for developed countries (Figure 1).

FIGURE B1. Informal Employment by Regions, 2016



Source: *Women and Men in the Informal Economy: A Statistical Picture*, ILO, Geneva. 2018.

In the case of Latin America and the Caribbean, statistics confirm that informal employment is more prevalent among women, rural workers (agricultural) and less educated workers. With respect to age, informality is more common at the two age extremes: among the youngest workers and those older than retirement age who continue to work.

The higher informality rates among women reflect the higher concentration of women in more informal situations in employment (contributing family workers, domestic work) and the large share of women who work in economic activities with more informal conditions, such as trade and community, social and personal services. Consequently, formalization policies in the region should include a gender component that considers the characteristics of women's employment.

Informal employment in rural areas is 1.5 times higher than in urban areas. Nearly four of every five agricultural workers have informal jobs, compared with one of every two workers in the manufacturing or service sectors. This underscores the importance of targeting formalization policies in the region, including in rural areas, to achieve increased impact.

Informal employment among youth aged 15 to 24 is 62.6 per cent, while among adults aged 55 to 64, it is 59.9 per cent, a figure that increases to 78 per cent among adults over age 64. The high incidence of informal employment in these age groups also implies a challenge for designing formalization policies with an emphasis on the two extremes of employment distribution by age. With respect to the youngest workers, formalization policies should complement other public policies, such as those associated with labour market access and training. In terms of older workers, formalization policies should be linked with those of social protection.

The composition of informal employment in Latin America and the Caribbean has another unusual characteristic. Unlike in other regions, it is high both among employees (45.1 per cent) and own-account workers (43.2 per cent). In less developed economies, informal employment is highest among own-account employment whereas in developed economies, dependent employment accounts for the largest share of informality (Figure 2).

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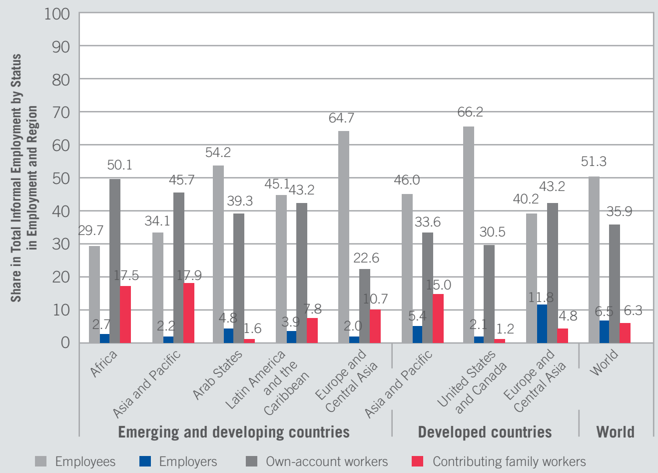
FIGURE B2. Share in Total Informal Employment, by Status in Employment



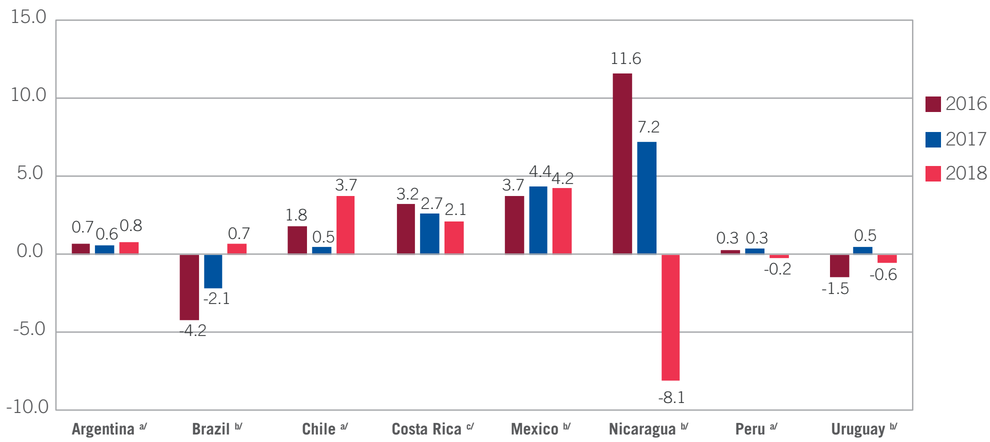
Source: *Women and Men in the Informal Economy: A Statistical Picture*, ILO, Geneva. 2018.

This situation points to an important challenge for employment formalization policies in the region. More than in other regions, in Latin America and the Caribbean, an appropriate balance of policies is needed for both sources of employment: dependent and own-account. There are no magic bullets to overcome the problem of informality. This is especially true in an environment in which the future of work is rapidly being redefined.

This is a key message of the second research report: *Formalization Policies in Latin America. Advances and Challenges*. That report highlights the importance of some drivers of the creation of formal employment. It stresses the importance of economic growth, as recent evidence clearly demonstrates. It is estimated that in the period 2005-2015, slightly more than 50 million jobs were created, 80 per cent of which were formal.

However, economic growth alone is insufficient for creating formal employment. This is created through a combination of regulation and economic and sector transformations. Achieving the formalization of labour markets in each concrete reality of the region depends on the appropriate use of these tools.

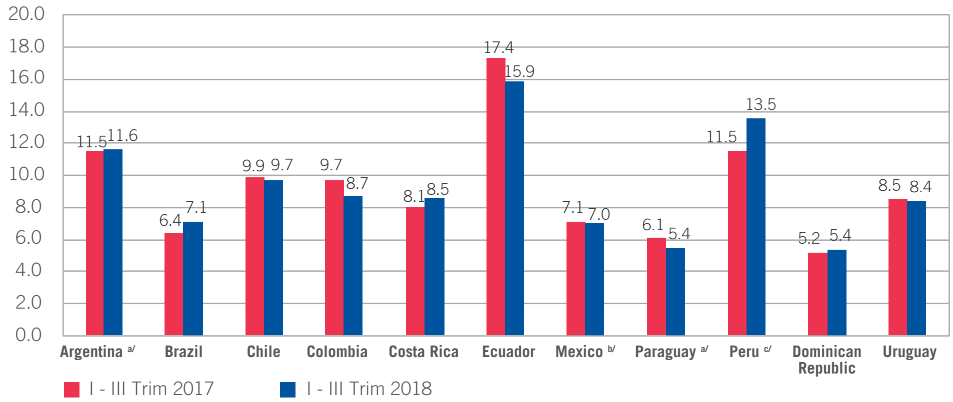
FIGURE 3.1. Latin America (8 countries): Year-over-Year Change in Registered Wage Employment. January to September, 2016, 2017 and 2018 (percentages)



Source: ILO, based on official information of the countries.
The data refer to the number of employees who contribute to social security systems in the cases of Argentina (social security, AFIP), Chile (administradoras de fondos de pensiones - AFP), Costa Rica (Caja Costarricense de Seguro Social - CCSS), Mexico (Instituto Mexicano del Seguro Social - IMSS), Nicaragua (Instituto Nicaragüense de Seguridad Social - INSS) and Uruguay (Banco de Previsión Social - BPS). In Brazil, the information includes private-sector employees and is provided by enterprises to the Registry of the Employed and Unemployed. In Peru, it corresponds to employees registered in formal enterprises of 10 or more workers.
a/ January to August of every year.
b/ January to September of every year.
c/ January to July of every year.

A complementary indicator of employment quality is the rate of time-related underemployment. This indicator refers to a situation where the working time of persons in employment is insufficient in relation to alternative employment situations in which they are willing and available to engage. Available information for 11 countries with data to the third quarter of 2018 demonstrate a varied reality. In four countries (Chile, Colombia, Ecuador and Paraguay), this rate fell with respect to the same period of 2017; in another four (Brazil, Costa Rica, the Dominican Republic and Peru) this indicator worsened, the rate increasing with respect to 2017. In three countries, no changes were observed (Figure 3.2).

FIGURE 3.2. Latin America (11 countries): Rate of Time-related Underemployment. January to September, 2017 and 2018 (percentage employed)



Source: ILO, based on information from the household surveys of the countries.
Employed individuals who work fewer hours weekly than a specified threshold and who wish to and are available to work more hours.
The workweek limit by country is: Argentina, 35 hours; Brazil, Costa Rica, Ecuador and Uruguay, 40 hours; Colombia, 48 hours; Chile and Paraguay, 30 hours; Dominican Republic, 40 hours for the public sector and 44 hours for the private sector.
a/ Data correspond to the average of the 1st semester.
b/ Employed individuals who wish to work more than the current job allows them to.
c/ Metropolitan Lima, employed individuals who work fewer than 35 hours weekly and want to work more hours.

Manufacturing and Tertiary Sectors Created Employment

Between 2012 and 2017, growth continued to be vigorous as a share of employment in the service sector, particularly in community, social and personal services, which concentrate more than a third of total employment; and in trade.

TABLE 3.3. Latin America (16 countries): Structure of the Employed Population by Economic Activity, 2012, 2015-2017 a/ (percentages)

Economic activity	2012	2015	2016	2017
Total employed	**100.0**	**100.0**	**100.0**	**100.0**
Agriculture, fishing, mining	11.5	10.7	10.6	10.1
Electricity, gas and waterworks	1.0	1.0	0.6	0.9
Manufacturing	13.3	13.1	12.5	12.5
Construction	8.2	7.9	7.9	7.4
Trade	22.5	23.4	23.9	24.1
Transportation, storage and communications	5.5	5.6	5.8	5.8
Financial establishments	5.7	6.0	5.6	5.9
Community, social and personal services	31.7	32.0	32.7	32.9
Unspecified activities	0.5	0.4	0.4	0.4

Source: ILO, based on information from household surveys of the countries.
a/ Countries included: Argentina, Bolivia (Pluri. State of), Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Panama, Paraguay, Peru and Uruguay.

Information available to the third quarter of 2018 demonstrates strong growth in employment in the Dominican Republic and Panama. The sectors with the largest increases are hotels and restaurants (particularly in Chile and Panama) as well as transportation and communications (especially in Costa Rica and Ecuador). Employment in manufacturing also grew, exhibiting an upward trend since last year (see the *2017 Labour Overview*). By contrast, agriculture and construction had the lowest growth in employment. While employment in the former sector is part of a long-terms process, the latter is more idiosyncratic (fiscal adjustments resulting from the current phase of the economic cycle), and heavily influenced by Brazil. To the extent that the investigations into corruption in the construction sector, and especially with respect to public tenders, are concluding, it is likely that employment growth in this sector will recover its usual vitality (Table 3.4).

TABLE 3.4 Latin America (10 countries): Year-over-year Change in Employed Population by Economic Activity. January to September 2018 (percentages)

Country	Total employed	Agriculture	Manufacturing	Construction	Trade	Hotels and restaurants	Transportation and communications	Others
Brazil	1,5	-0,8	1,2	-2,6	0,5	3,6	0,9	3,1
Chile	1,6	1,2	-2,1	1,1	-0,8	7,0	3,9	3,0
Colombia [a/]	0,5	0,7	2,2	0,9	0,2	…	-0,5	0,2
Costa Rica	1,5	1,8	12,2	12,7	-5,0	1,2	18,7	-1,8
Dominican Republic	0,1	2,8	3,5	0,1	-1,4	-11,7	10,5	-2,6
Ecuador	2,7	1,2	2,5	4,4	3,5	1,8	5,9	2,1
Mexico	5,0	8,1	8,3	7,6	1,4	6,8	3,8	4,1
Panama [b/]	1,7	2,1	1,0	5,3	2,3	…	…	0,9
Peru [a,c,d/]	3,6	2,1	0,9	11,6	6,1	-3,0	1,3	3,7
Uruguay [c/]	-1,5	-2,9	-5,3	-3,1	-2,1	1,1	0,3	-0,2
TOTAL (10 countries) [e/]	**1,7**	**0,8**	**1,7**	**0,9**	**1,2**	**2,1**	**2,7**	**2,2**

Source: ILO, based on information from household surveys of the countries.
a/ Trade data include hotels and restaurants.
b/ March data.
c/ Preliminary data under revision.
d/ Data on transportation and communications are in the group Others.
e/ Preliminary data. The total of hotels and restaurants does not include Colombia or Peru. The total of transportation and communication does not include Peru.

BOX 2. Migratory Crises

Migration has increased in terms of volume, dynamism and complexity in recent decades. This phenomenon is closely associated with the world of work and the search for opportunities for employment, income and decent work. Today, most of the countries in the region are part of migratory movements, whether as countries of origin, transit or destination.

The 2018 ILO report, *Global Estimates on International Migrant Workers*, states that the most recent figures on migration point to an increase in global flows. Between 2013 and 2017, the number of migrants increased by 9 per cent, totaling 164 million people.

The new migrant flows reveal a gender imbalance, being predominantely male. Today men represent 58 per cent of migrants, compared with 56 per cent four years ago.

Focusing on this region, the report *Labour Migration in Latin America and the Caribbean Diagnosis, Strategy, and ILO's Work in the Region* (August 2016) highlighted the geopolitical and geoeconomic recomposition of the countries. These shifts largely explain the creation of a complex, dynamic system of labour migration corridors. The changes in economic interdependence among countries and in the labour markets within the countries explain this dynamism. Additionally, demographics, environmental factors, political-social instability and changes in governance systems also affect migratory conditions. All of the above is also reflected in the continual redesign of routes, of forms of intermediation and recruitment, of transport systems, and even of people-smuggling.

Migratory processes in Latin America and the Caribbean have intensified considerably in recent years. For example: i) the mass migration of Venezuelans to countries of the region; ii) the endemic migratory crisis in countries of the northern triangle; iii) the humanitarian crisis in Haiti, with the consequent mass migration of its citizens to other countries of Latin America; iv) the forced return, in most cases of Mexican and Central American citizens, to countries of origin, due to tougher US migration policies; v) migratory crises in many Caribbean countries; and vi) the mass migration of Nicaraguans to Costa Rica due to the political and social upheaval in that country.

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For this reason, the ILO is developing a regional plan of action that includes the following:

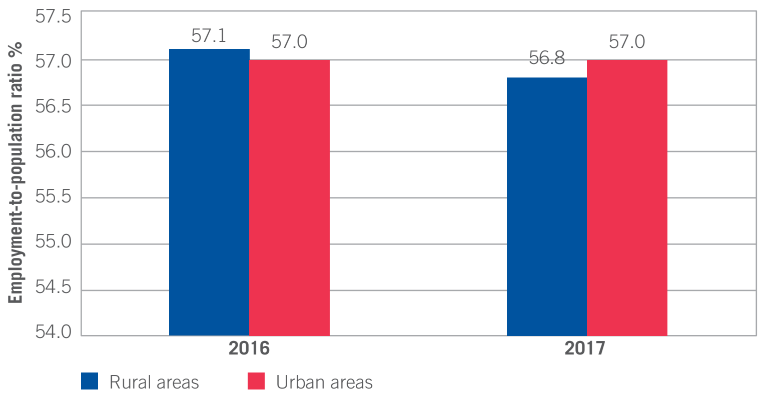
- Promote regular, safe and equitable migration.
- Promote governance of migrations for employment and social dialogue.
- Promote a rights-based approach, including the ratification and implementation of agreements on migrant workers.
- Improve working conditions of migrant workers.
- Promote a gender perspective in labour migratory policies.
- Promote the transition of migrant workers from the informal to the formal economy.
- Strengthen linkages between employment and labour migration policies.
- Protect migrant children and prevent migrant child labour.
- Promote fair hiring practices and reduce costs of labour migration.
- Provide technical assistance to constituents in labour migration.
- Improve information and statistics on labour migration.
- Mobilize and raise awareness on the contribution of migrant workers to development.

Rural-Urban Gaps Persist

Compared with other developing regions, Latin America is quite urbanized: only a fifth of its population lives in rural areas. However, the poverty rate in rural areas of the region doubles that of urban areas (ILO, 2016).10 Thus, improving the situation of its labour markets is crucial.

While the open rural unemployment rate increased from 4.7 per cent in 2016 to 5.1 per cent in 2017, it continues to be significantly lower than the urban rate (8.7 per cent in 2016, 9.0 per cent in 2017). Notwithstanding, the employment-to-population ratio in rural areas declined by three-tenths of a percentage point while it remained stable in urban areas (Figure 3.3).

FIGURE 3.3. Latin America (17 countries): Employment-to-population Ratio by Geographic Area, 2016 - 2017



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

Additionally, the most serious labour problem in rural areas, even more so than in urban areas, is employment quality. As such, it is important to examine some indicators on the gaps in employment quality by geographic area.

In recent years, urban and rural employment quality indicators have diverged. Slight advances were made between 2015 and 2017 nationwide in terms of the percentage of employed individuals who contribute to a pension system as well as in the share of employees who have a written work contract. However, this progress was concentrated more in urban than in rural areas. Social security coverage in urban areas rose two percentage points between 2015 and 2017, but just four-tenths of a percentage point in rural areas. Likewise, in that period, workers with employment contracts

10 ILO (2016): *Working in Rural Areas in the 21st Century. Reality and Prospects for Rural Employment in Latin America and the Caribbean. Thematic Labour Overview* No. 3. Lima.

increased slightly in urban areas whereas it declined somewhat in rural areas. The rate of unionized employees declined slightly in both rural and urban areas (Table 3.5).

TABLE 3.5. Latin America (Selected Countries): Share of Employed Population by Geographic Area and Working Conditions

Indicators of Working Conditions	2015			2016			2017		
	National	Urban	Rural	National	Urban	Rural	National	Urban	Rural
Employees contribute to or receive pension [a/]	34,1	40,2	15,9	35,9	42,2	16,7	35,8	42,2	16,3
Employees with contract [b/]	42,0	46,1	23,1	42,6	47,0	22,3	43,0	47,4	22,4
Unionized employees [c/]	10,2	11,3	5,4	9,7	10,7	5,2	9,5	10,4	5,2

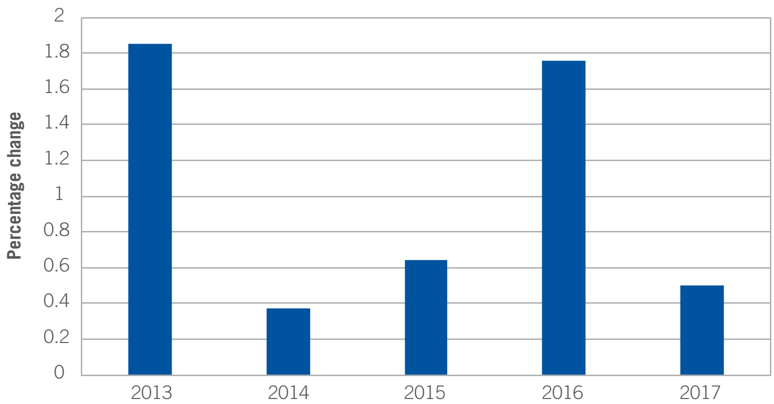
Source: ILO, based on information from household surveys of the countries.
a/ Countries included: Bolivia, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Panama, Paraguay, Peru and Uruguay.
b/ Countries included: Bolivia, Chile, Colombia, Dominican Republic, El Salvador, Guatemala, Honduras, Mexico, Panama, Paraguay and Peru.
c/ Countries included: Bolivia, Colombia, Dominican Republic, Guatemala, Honduras, Mexico and Paraguay.

Wage trends

The Upward Trend in Average and Minimum Wages Slows

Following two consecutive years of increasing rates, regional average real wage growth slowed in 2017, to increases similar to those observed in 2014 (Figure 3.4).

FIGURE 3.4. Latin America (15 countries): Change in Weighted Average Real Wage, 2013-2017 (percentages)



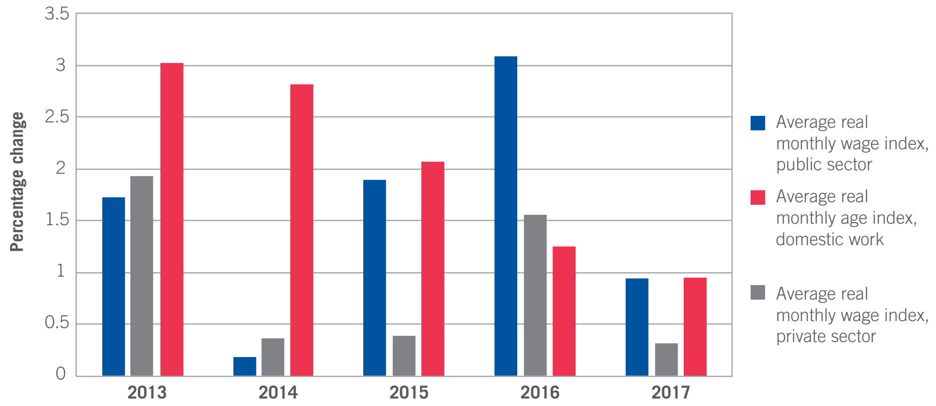
Source: ILO, based on information from household surveys of the countries.
Countries included: Bolivia (Pluri. State of) , Brazil, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Panama, Paraguay, Peru and Uruguay.

In Latin America and the Caribbean, approximately 76 per cent of employees work in private-sector enterprises, 16 per cent in the public sector and the remaining 8 per cent engage in domestic work. These three groups of dependent workers have experienced different wage trends.

Continuing a trend that began in 2015, in 2017, public-sector wages grew more rapidly than those of the private sector. Nevertheless, these adjustments vary by country. In 2017, there were significant increases in public-sector wages in Panama, the Dominican Republic, Paraguay and Chile, whereas in countries with relatively greater weight in the region, such as Mexico, public-sector wages declined, while they grew less than private-sector wages in Brazil.

Additionally, between 2013 and 2017, wages of domestic workers grew more than the average except in 2016 (Figure 3.5.). During that period, wages grew by 2.0 per cent annually. The continual improvement in domestic workers' wages is a trend observed since the middle of the past decade (see the *2017 Labour Overview*), particularly the strong increases recorded in the Southern Cone countries.

FIGURE 3.5. **Latin America (15 countries): Change in the Growth of the Weighted Average Real Wage, by Sector, 2013-2017 (percentage)**



Source: ILO, based on information from household surveys of the countries.
Countries included: Bolivia (Pluri. State of) , Brazil, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Panama, Paraguay, Peru and Uruguay.

Moreover, between 2013 and 2017, with the sole exception of 2014, women's wages grew at a faster pace than those of men (Figure 3.6). Nevertheless, this faster pace was insufficient for closing gender pay gaps (see the Box Article, "Inequalities that Persist: Gender Pay Gaps in the World.") In effect, whereas women's wages equaled 79 per cent of those of men in 2012, by 2017, that percentage had risen to 81 per cent. It was a marginal increase considering that it was a five-year period, during which the issue also received increased attention.

BOX 3. Inequalities that Persist: Gender Pay Gaps in the World

We live in a time of major global progress in health and education for women. This is reflected in fertility and life expectancy indicators, for example. Nevertheless, the same is not true for labour markets. Gender pay gaps are one of the main manifestations of continuing social injustice.

The *Global Wage Report*, a biannual flagship publication of the ILO, presented a special analysis of gender pay gaps in its 2018 edition. The study encompasses nearly 70 countries and 80 per cent of wage-earners around the world. Using the same methodology for all countries, the report achieved a comparability that is unusual for this type of estimate.

Worldwide, women earn about 20 per cent less than men per hour worked. While percentages vary across countries, all regions in the world have gender pay gaps. Variations also exists within each country. In developed countries, pay gaps tend to be larger among higher-earning individuals (the glass ceiling effect). In most emerging and low-income countries, gender pay gaps are largest among lower earners (sticky floor effect). Both effects occur in Latin American countries: pay gaps are most pronounced at the two extremes of income distribution and smaller among workers of average earnings.

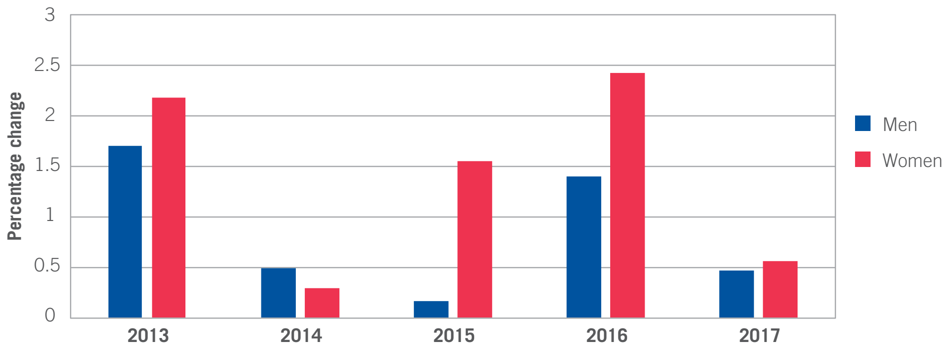
Factors that objectively influence worker productivity and, consequently, his or her wages, include: education, experience, occupation and economic industry or sector. However, the report found that these characteristics explain little of the gender pay gap. In fact, this occurs even though women have higher levels of education than men in several countries. The largest share of the pay gap is attributed to non-objective factors such as biases and stereotypes which, in the absence of appropriate policies and legislation, lead to discriminatory practices (intentional and unintentional) of employers and co-workers.

The study also found evidence that the social reproductive function of societies widens gender pay gaps in two ways. On the one hand, women with younger children earn lower wages than their female peers without parental responsibilities (this wage penalty can be as high as 30 per cent in some countries, such as in Turkey). By contrast, men with young children earn higher wages than their childless male peers (this premium can be as high as 26 per cent, such as in South Korea).

Gender gaps in access to executive positions in enterprises are even more notorious. Additionally, enterprises whose workforce is predominately female tend to offer lower wages.

Recent global movements suggest that this is a good time to take action. To this end, a starting point is a better understanding of the factors behind gender pay gaps. This means eliminating stereotypes and creating organizational climates in which there is space for everyone. Additionally, a larger network of childcare services, financed in a way that does not produce disincentives for hiring mothers of small children, would help alleviate part of the penalty for maternity. This, accompanied by appropriate legislation that promotes wage policy transparency, could contribute to reducing gaps.

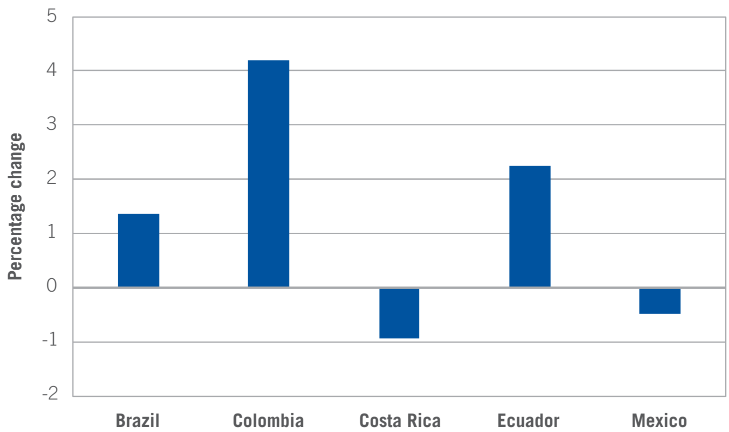
FIGURE 3.6. **Latin America (15 Selected Countries): Change in the Growth of the Weighted Average Wage by Sex, 2013-2017 (percentages)**



Source: ILO, based on information from household surveys of the countries.
Countries included: Bolivia (Pluri. State of) , Brazil, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Panama, Paraguay, Peru and Uruguay.

Average wages for the first semester of 2018 are available in just five countries of the region. Nevertheless, these countries account for more than two-thirds of wage employment in Latin America. During the first semester of that year, average real wages increased compared with the same period of 2017 in Colombia, Ecuador and Brazil, whereas they declined in Mexico and Costa Rica (Figure 3.7).

FIGURE 3.7. **Latin America (Five countries): Growth of Average Real Wage, First Semester, 2018 (percentage)**

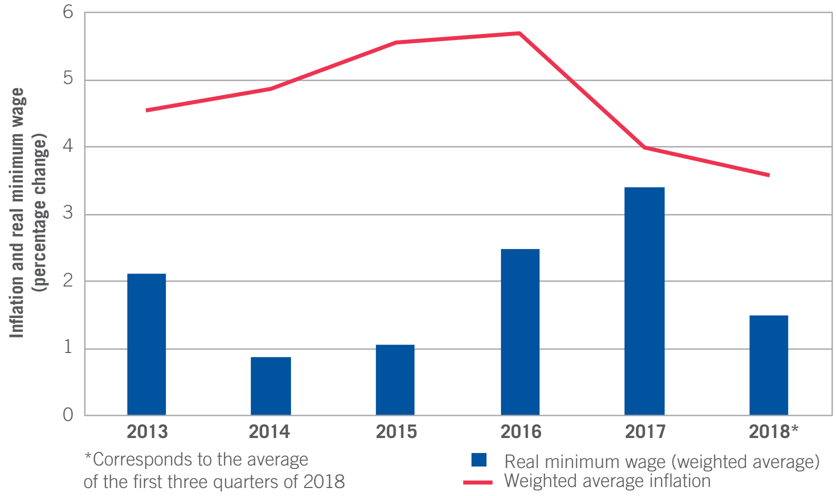


Source: ILO, based on information from household surveys of the countries.
Countries included: Brazil, Colombia, Costa Rica, Ecuador and Mexico.

Minimum Wages Increase but at a Lower Rate than Previously

Real minimum wages increased in the region in 2018, although at a lower rate than that observed in 2017. This occurred in a context in which average regional inflation of 16 countries maintained the downward trend of recent years. Between January and September of 2018, inflation was 3.6 per cent, below the 4.1 per cent recorded in the same period of 2017. Thus, in the first three quarters of 2018, weighted real minimum wages grew 1.5 per cent.

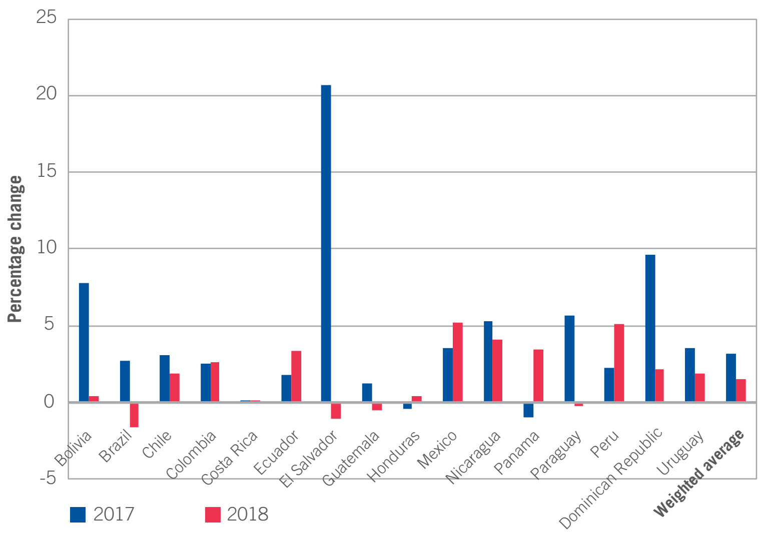
FIGURE 3.8. **Latin America (16 countries): Growth Trends in the Real Minimum Wage and Inflation, 2013-2018 (percentage)**



Source: ILO, based on information from household surveys of the countries.
Countries included: Bolivia (Pluri. State of), Brazil, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Panama, Paraguay, Peru and Uruguay.

At the level of countries of the region, during the first three quarters of 2018, real minimum wage increases occurred in 12 of the 16 countries analyzed (Figure 3.9). Growth of the weighted average of the regional real minimum wage in 2018 compared with 2017 was driven mainly by the increase in real minimum wages in Mexico (5.2 per cent) and Peru (5.1 per cent), while increases were more modest in the other countries. Real minimum wage decreases were also observed in four countries, the most noteworthy of which was Brazil (-1.6 per cent) given its effect on the regional average.

FIGURE 3.9. **Latin America (16 countries). Change in Real Minimum Wages, January to September, 2017 and 2018 (percentages)**



Source: ILO, based on information from household surveys of the countries.
Countries included: Bolivia (Pluri. State of), Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru and Uruguay.

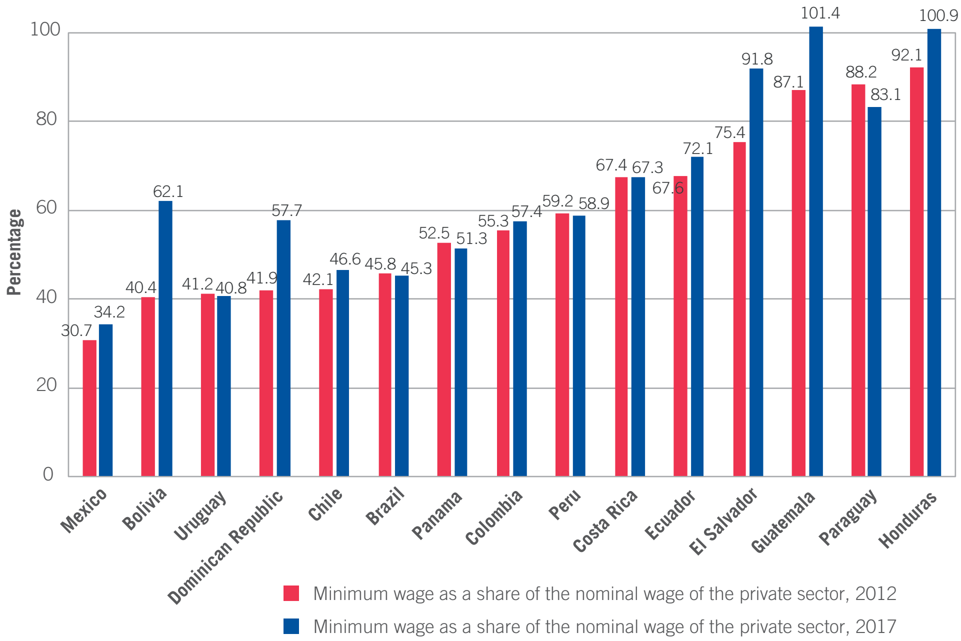
Changes in the minimum wage in the different countries of the region occurred in different economic and institutional contexts. This fact, as discussed in the *2017 Labour Overview,* has an impact on trends in normal and real wages in the short term. On the one hand, in most of the countries (eight), the nominal minimum wage is adjusted annually and generally corresponds to an institutionalized policy of increases. This is the case of Bolivia and Uruguay, countries which in recent years have maintained a policy of annual increases that exceed inflation. By contrast, in four countries of the region, minimum wage adjustments are more irregular (the Dominican Republic and Peru) or are recorded over longer periods, such as in the case of El Salvador and Panama. Figure 3.9 shows that countries with irregular adjustments tend to have more volatility in the variations in the real minimum wage from one year to the next.

One way to determine whether these minimum wage variations are well-absorbed by private-sector enterprises is to analyze changes in the relationship between the minimum wage and average wages in those enterprises. As stated in the *2017 Labour Overview*, while it is not possible to indicate an "adequate" range for this relationship, the extremes clearly reflect irregular situations.

At one extreme are countries where the minimum wage appears to be quite low. These include Mexico, Uruguay, Brazil and Chile, where minimum wages are 50 per cent less than average wages of the private sector.

At the other extreme are countries with a close relationship between the minimum wage and the average wage. This relationship would indicate that the level of the minimum wage is above the amount that enterprises are willing to pay. In those cases, it is predictable that there would be a higher level of non-compliance with the minimum wage, which weakens the effect of this policy. Thus, for example, Ecuador, Paraguay, El Salvador, Honduras and Guatemala have rates above 70 per cent. The last two countries experienced sharp increases in this percentage, even exceeding 100 per cent (Figure 3.10).

FIGURE 3.10. Latin America (15 countries). Minimum Wage as a Share of the Average Private-sector Wage, 2012 and 2017



Source: ILO, based on information from household surveys of the countries.
Countries included: Bolivia (Pluri. State of), Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Panama, Paraguay, Peru and Uruguay.

4. OUTLOOK

The IMF forecast for regional GDP growth at the end of 2018 is 1.2 per cent, and 2.2 per cent for 2019. According to the ILO (2014), that additional point in estimated growth should lead to the creation of a million more jobs, more than what would be created if the region grew at the same rates as in 2017 or 2018 (between 1.2 per cent and 1.3 per cent). In those years, the net increase in the number of employed individuals was two and one-half million annually.

This edition of the *Labour Overview* estimates an unemployment rate of 8.4 per cent to the third quarter of 2018. The year-end projection is that it will fall below 7.8 per cent. For 2019, if IMF forecasts are correct, the unemployment rate will be around 7.5 per cent. If this projected growth declined by half, the unemployment rate would just under 7.8 per cent, still below the unemployment rate of 2018. While this is good news for the region, daunting challenges remain since this means that there are still some 25 million unemployed Latin Americans.

The labour force participation rate will maintain its slightly upward trend, but with important gender gaps. The labour force participation rate among women will continue to rise whereas that among men will decline slightly. Nevertheless, the increased participation of women in labour markets continues to be concentrated in less favourable (and less productive) segments of the labour market. This challenge requires immediate action. Gender inequalities are one of the least justifiable inequalities in current society.

Crucially, these estimates of possible scenarios largely depend on the way in which the economy performs in the first quarter of the year. Recent economic history demonstrates that economies have become less predictable. Growth forecasts have been adjusted with increasing frequency.

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ILOSTAT – ILO database. ilo.org/ilostat.org

National Bureau of Statistics of China. http://www.stats.gov.cn/english/

SOCIAL JUSTICE
DECENT WORK

2018 Labour Overview

Latin America and the Caribbean

25 YEARS

Feature Article / 25 years of the Labour Overview

TWENTY-FIVE YEARS PROMOTING DECENT WORK IN LATIN AMERICA AND THE CARIBBEAN

The ILO began to publish its annual *Labour Overview* 25 years ago. From the beginning, the report raised concerns about the widespread informality in the region and served as a historical record of unemployment rates and other labour indicators. On the anniversary of the publication, which coincides with the 100th anniversary of the ILO, this historic summary serves to project the future.

Lima – During the past 25 years, the ILO has disseminated an annual report entitled the *Labour Overview of Latin America and the Caribbean*. True to its name, the report offers an overview of the employment situation, providing data on and an analysis of fluctuations in the unemployment rate, the impact of the economic situation and the persistence of a decent work deficit.

The first edition in 1994 had a simple, 24-page format. "We begin a series with information and analysis on the work situation in Latin America and the Caribbean," wrote then-director of the ILO Regional Office, Víctor Tokman, in an editorial. He led this project for the first seven years.

At that time, the region had undergone a period of economic adjustment. Although the economy was recovering, the report stressed that the recovery was modest and warned that to improve employment "growth must be more rapid." Additionally, it considered that the most relevant fact to keep in mind was that "the new jobs are mainly concentrated in the informal sector."

"The labour situation of the region during this last quarter century has been described in the *Labour Overview*. It is an overview that is crucial for understanding the challenges of the future of work, which is a key issue in the commemoration of the 100th anniversary of the ILO in 2019," said the Acting Director for Latin America and the Caribbean, Carlos Rodríguez.

"The labour situation of the region during this last quarter century has been described in the *Labour Overview*. It is an overview that is crucial for understanding the challenges of the future of work, which is a key issue in the commemoration of the 100th anniversary of the ILO in 2019," said the Acting Director for Latin America and the Caribbean, Carlos Rodríguez.

The ILO was created in 1919. Among its founding members were 16 countries of the region. The Regional Office, based in Lima, has existed since the 1960s.

Over these 25 years, the *Labour Overview* has evolved into a report that in 2017 had more than 130 pages, with an important Statistical Annex and with the incorporation of increasingly complete labour indicators provided by the countries of the region.

ILO constituents make up its target audience (ministries of labour and organizations of employers and of workers), as do academics, independent researchers, labour institutions, the mass media and the general public, which can consult the report online.

"The *Labour Overview* was a trailblazer in the generation and dissemination of knowledge on the structure and functioning of the diverse and highly unequal labour market in terms of productivity and labour income," said Ricardo Infante, former director of the ILO Office for the Southern Cone and ILO specialist and coordinator of the report during its first decade, in an interview for this anniversary edition.

During the life of the *Labour Overview*, the region has experienced a series of crises, beginning with the so-called Tequila Effect in 1995, to the most recent financial crisis of 2008, all of which had a significant impact on labour markets.

The second half of the 1990s witnessed a gradual increase in the unemployment rate, which entered the 21st century at around 10 per cent. In 2002, the report stated that "the world of work in Latin America and the Caribbean today faces a crisis of a depth unheard of in the past quarter of a century."

The editorial signed by the regional director at the time, Agustín Muñoz, raised concerns about "an increase in the decent work deficit." The ILO began to promote decent work in 1999, stressing the need to create opportunities to enable women and men to access productive, quality jobs carried out in conditions of freedom, equity, security and human dignity.

Beginning in 2004, the *Labour Overview* recorded a shift in economic performance that began a process of recovery during which the unemployment rate continually declined, a trend that was interrupted in 2009 due to the impact of the crisis, but that nevertheless continued until 2014, when it stood at 6.1 per cent, the lowest rate recorded since the *Labour Overview* was first published.

Subsequently, a period of economic deceleration began, which the ILO Regional Office characterized as a "slow-motion crisis," with a gradual increase in the unemployment rate, which reached 8.1 per cent in 2017. In a context of slow economic recovery that resumed last year, this rate has again fallen slightly, to an estimated 7.8 per cent this year.

The *Labour Overview* looks beyond the unemployment rate, however. "Concrete challenges include formalizing informality, increasing social security coverage and incorporating the most vulnerable persons in the labour market," wrote Regional Director Elizabeth Tinoco in the 2013 edition.

About half of the regional labour force is engaged in informal employment. In recent years, it has proved difficult to significantly reduce this percentage. The ILO recently estimated that some 140 million workers are employed under these conditions.

The *Labour Overview* also records other problems with the quality of employment, such as the increased rate of own-account workers, which is usually associated with conditions of informality as compared with those of employees, or the increase in labour demand in sectors with poorer working conditions, such as services.

The disadvantage of women and youth in labour markets has been a constant in the *Labour Overview*. Although women's labour participation has consistently risen in Latin America and the Caribbean, remaining slightly above 50 per cent over the past two years, it is still more than 20 percentage points below that of men. Additionally, the unemployment rate among women is 1.4 times higher than among men.

Youth unemployment, which this edition of the *Labour Overview* estimates at 20 per cent, is characterized in this way: it is three times higher than the adult unemployment rate.

Another problem the *Labour Overview* has discussed since 1994 has been low productivity, which is considered a structural problem that heavily influences labour market performance. The region needs to "address structural gaps of low productivity and the lack of productive development and diversification," wrote former ILO Regional Director José Manuel Salazar in 2017.

The *Labour Overview* is prepared using information from statistics institutes of the country, which is mainly gleaned from labour force surveys. The data "come exclusively from official sources," said the coordinator of the ILO Labour Information System for Latin America and the Caribbean (SIALC), Bolívar Pino.

Each year, these data are compiled to the third quarter, which has always meant a race against time to complete the *Labour Overview* with updated, comparable information.

However, on the anniversary of this report, the focus must now be on facing the challenges of the future of work. In Latin America, there is a confluence of pending tasks such as informality and inequality, in addition to the appearance of new challenges, such as those posed by automation, demographics or new forms of production and employment.

For a report like the *Labour Overview*, it will be crucial to contribute to "innovating the ways of producing and analyzing data and disseminating the information," said Juan Chacaltana, an ILO specialist who coordinated the report from 2014 to 2016, when referring to the challenge of the future of work, which is a key issue during the commemoration of the ILO's 100th anniversary.

TESTIMONIES: FIVE PERSPECTIVES ON 25 YEARS

Behind the scenes of each edition of the *Labour Overview* of Latin America and the Caribbean, a large team of ILO employees and collaborators works to collect data and generate information, prepare the report and the statistical annex, carry out design and production tasks, translate the report into English, present it to the press and distribute it throughout the countries of the region.

In its 25 years of existence, the *Labour Overview* has accumulated an extensive list of individuals who have contributed to developing the report. In this article, we offer a sampling of five perspectives of former and current ILO officials who have been involved in the preparation and analysis of the data, in some cases, since the first edition in 1994.

These are five perspectives that provide an overview of 25 years of work.

Daniel Martínez

Former ILO Regional Director for Latin America and the Caribbean, who was also an assistant director and regional specialist. He was involved in producing the *Labour Overview* since the beginning.

“...the causal factors of the structural diversity and segmentation of the labour market unfortunately persist...”

What role did you play in preparing this report and during what period?

Since 1994 (the first edition) to the *2006* Labour *Overview.*

What was the goal of the *Labour Overview* when it was first published in 1994?

Basically, the idea was to offer ILO constituents in the Americas and academics an updated study of labour market behaviour in the countries of the region during the year of the report. Later, it become important to produce a Statistical Annex to provide users with abundant, reliable statistical information, as well as to analyze special topics related to wages, informal employment, social protection and others.

During the years you were involved, what were the main challenges the publication faced?

The main challenges were, on the one hand, obtaining updated information since in many countries, the latest household survey was processed in November or December of each year while the L*abour Overview* had to be prepared during those same months. On the other hand, it was always difficult to standardize the different definitions and methodologies the countries used (for example, the definition and measurement of unemployment or informality), and, consequently, to estimate regional averages for each indicator.

What sort of reception did the *Labour Overview* have among constituents?

I would say it was very well-received, both by constituents and academics. Governments and employers always feared the ILO would make a comparative ranking of the labour performance of countries. This never occurred, however, because we have always avoided making comparisons among countries. Rather, we prioritized demonstrating the change in labour performance in each country in relation to the labour performance of that country during the year prior to the publication of the report.

What type of region does the *Labour Overview* describe?

A highly structurally diverse region in terms of its production activity and a very segmented occupational structure between formal and informal employment, quality employment and precarious employment, with insufficient social protection systems and an employment level that is extremely sensitive to the economic performance of more developed countries. While most of the countries of the region made important labour advances during the years that I was involved in preparing the *Labour Overview*, the causal factors of the structural diversity and segmentation of the labour market unfortunately persist…

Ricardo Infante

Former Director of the ILO Office for the Southern Cone, based in Santiago, and formerly a regional specialist who helped coordinate this report from the beginning.

"The goal was to collect the available information, place it in a comparative framework among the countries of the region and keep it updated."

Tell us about your participation in producing several editions of the *Labour Overview*.

I became involved in 1994 and for 10 years coordinated activities associated with the production of the *Labour Overview*. The idea was to obtain and process information, analyze labour market trends in the region and help select and prepare the feature articles included in each annual edition of the *Labour Overview*.

What challenges were involved in first producing this report? How did the idea come about?

We began producing the *Labour Overview* in the early 1990s with the idea of generating a series with information and analysis on the labour situation in Latin America and the Caribbean. The goal was to collect the available information, place it in a comparative framework among the countries of the region and keep it updated. This report attempted to cover different aspects of labour activity, from employment and wages to more qualitative issues, such as working conditions and worker protection. These are still the objectives today. At the time, however, the main challenge was to obtain and process the information from many countries, a pioneering effort in the region.

Was it always planned as an annual publication? Why?

From the beginning, the *Labour Overview* was designed as an annual publication. This was mainly due to the periodicity of data production, both with respect to labour markets and the main macroeconomic variables influencing employment and wages.

Did employment reports exist before the *Labour Overview* was first published?

Yes. One was the *PREALC Report* produced by the ILO's Regional Employment Programme for Latin America and the Caribbean. The goal was to provide information on unemployment through indicators of labour force participation rates, employment-to-population ratios, unemployment rates and characteristics of the structure of employment (formal and informal sectors) for several countries in the region. From a more analytical perspective, the ILO Regional Office published the report *Crítica y Comunicación* in the 1990s to exchange ideas on difference aspects of the world of work among the Office's technical staff.

Was this a pioneering regional report for the ILO?

I understand that it was. The *Labour Overview* was a trailblazer in the generation and dissemination of knowledge on the structure and functioning of the diverse and highly unequal labour market in terms of productivity and labour income, thereby capturing the essence of the productive diversity characterizing Latin America and the Caribbean.

"The *Labour Overview* was a trailblazer in the generation and dissemination of knowledge on the structure and functioning of the diverse and highly unequal labour market..."

Is there anything you would like to share about the production of the *Labour Overview?*

The key role that Víctor Tokman, then regional ILO director, played in creating the *Labour Overview.* Víctor not only had the vision, but also the determination and analytical capacity to lead the effort to produce a report on the regional world of work that is still relevant 25 years later.

Bolívar Pino

Coordinator of the ILO Labour Information System for Latin America and the Caribbean (SIALC) based in Panama, which produces the information for the *Labour Overview.*

How long have you been involved with the *Labour Overview* and what are your responsibilities?

"The raw material that SIALC uses to generate its statistical data comes exclusively from official sources."

I've participated in the *Labour Overview* since it began in 1994 but was given increasing responsibility for the second edition in 1995, when I began to coordinate the team of analysts-programmers of ILO Labour Information System for Latin America and the Caribbean (SIALC). The team is responsible for the compilation, processing and production of data and indicators that comprise the Statistical Annex of the *Labour Overview,* as well as the data for the feature articles published in the report each year.

Initially, the SIALC was responsible for the statistical data for Central American countries, a task that was later expanded to include all the countries of Latin America and the Caribbean. Since the 16th edition in 2010, we have been revising the systematization, consistency and technical quality of the statistical indicators in the report.

How does SIALC operate? Where does it obtain the raw data for its statistics?

The SIALC, based in Panama, specializes in the production of ILO statistical data for Latin America. It coordinates its methodological activities with the ILO Department of Statistics in Geneva. The conceptual and methodological bases of the statistical data SIALC produces are mainly the international standards derived from resolutions and guidelines adopted by the International Conference of Labour Statisticians (ICLS), complemented by national provisions and circumstances that the countries of the region apply with respect to labour statistics.

The raw material that SIALC uses to generate its statistical data comes exclusively from official sources. The main official source for SIALC is the microdata from labour force surveys conducted by the national statistics institutes of the countries of the region. The SIALC has an important regional statistical capital thanks to its databank of microdata from surveys conducted since the 1980s to the present. This primary source of microdata is complemented by official administrative records of agencies associated with the labour market.

It is important to recognize the work of the SIALC analysts-programmers, especially Rigoberto García, who has processed the microdata in accordance with the statistical requirements of the report since it was first published.

What statistical data are included in the *Labour Overview?*

There are two major groups. The first is "key labour market indicators." These indicators offer a regional and country-specific overview of labour market trends in Latin America during a specific period. These basic indicators describe how the share of the working-age population that actively participates in the labour market has changed; how employment-to-population ratios and taking advantage of the human resources of working age perform; and, the extent of unemployment. These three key indicators are disaggregated by sex to analyze the labour situation from a gender perspective, as well as by age groups, to determine and analyze the problems facing youth employment. Additionally, macroeconomic indicators complement these basic indicators to analyze the labour market within an international and national context.

The second group of indicators in the *Labour Overview* includes statistical data that we refer to as "indicators on the quality of employment or occupation." These indicators are associated with wage levels, both the general and minimum wages, education levels of the employed population, levels of informality and social security coverage; distribution of the employed population by status in employment and economic activity; time-related underemployment, as well as indicators associated with the existence of an employment contract, among others.

How have the data in the *Labour Overview* changed?

During the 25 years the *Labour Overview* has been published, the statistical data of the report have changed, taking into consideration the statistical development of the countries and international standards. From that perspective, the statistical data of the early editions of the *Labour Overview* were quite limited, not only in terms of the quantity of indicators, but also with respect to the number of countries included. In those early years, most of the labour force surveys conducted by statistics institutes of the region limited their geographical coverage to urban areas, and were often even more limited, for example, to cities, capitals, metropolitan regions, municipal capitals, etc.

Beginning in 2015, a series of national coverage was created, which gradually replaced the urban series until the Statistical Annex of the *Labour Overview* assumed its current form, in other words, a very complete series with national coverage (urban and rural). This transition from the urban to the national series occurred because most of the labour force surveys conducted by national statistics institutes already had national coverage, as well as because of an important international event in the field of labour statistics, which was Resolution I on labour statistics, employment and underemployment of the labour force, adopted by the ICLS in 2013. This Resolution completely revised the conceptual framework of the labour force based on income-generating activities and definitions of forms of work. The adoption of this new resolution led many of the countries of the region to proactively adapt their labour force surveys and gave them the capacity to generate new indicators that better reflected the reality of the new forms of employment being created.

How is cooperation established with the statistics institutes of the countries? Do they always respond on time with the required information?

The ILO officially and formally establishes collaboration and cooperation with the national statistics institutes of the countries of the region through the signing of collaboration agreements. In addition to defining a technical assistance framework, these agreements establish access to or delivery of the microdata from the labour force surveys conducted by the national statistics institutes. This official-formal mechanism is complemented by strong technical relations, where issues associated with concepts, methodologies, statistical consistency and publication of data are discussed, and where the areas of technical assistance and statistical strengthening are defined.

The annual compilation of microdata and other information required to update the SIALC databank usually begins in May-June and concludes at the end of November each year, a period during which the national statistics institutes of the different countries of the region comply with timetables for supplying information. In general, the statistical information required for the *Labour Overview* or for a special study is produced on time. However, since the *Labour Overview* attempts to present the latest information available to the third quarter of each year, some indicators, particularly those that are disaggregated, are not yet available. In those cases, if at that late stage the SIALC has the microdata, it processes them internally; if it does not, it contacts the technical counterpart of the national statistics institute to request special processing, which in most cases is granted. The national statistics institutes of the region deserve recognition for their invaluable work producing labour market data and contributions to the SIALC, as do all the employees who are the technical counterparts of the SIALC.

The SIALC would have a very limited, inferior capacity if it were not for the collaboration of the national statistics institutes throughout these 25 years.

Mónica Castillo

Chief, Standards and Method Unit, ILO Department of Statistics in Geneva. Previously, she was a regional specialist in decent work, labour information and analysis at the ILO Regional Office, where she participated in preparing and later coordinating the *Labour Overview.*

When did you work on the *Labour Overview* and what were your responsibilities?

I was the first female coordinator of the *Labour Overview*, participating in the 2003 to 2008 editions. Ricardo Infante and I coordinated the 2003 edition, the year which coincided with the report's 10th anniversary, and I wrote several texts. From 2004 until mid-2009, I was responsible for coordinating all aspects of the report, from organizing the writing, review and editing team to editing the graphics and supervising the English-language translation. I was also responsible for preparing several of the feature articles and texts and co-editing the report. Beginning with the 2006 *Labour Overview*, I presented the report to the press at a press conference.

"The different users awaited its publication every year to understand the progress made in terms of the labour market and decent work and to process the information in accordance with their countries, institutions and perspectives."

When you worked on the *Labour Overview*, what were the main challenges for preparing the content?

Given the wide range of topics that the rich concept of decent work encompasses (which the ILO had recently defined in 1999), it was sometimes a challenge to choose a limited, balanced set of feature articles and graphics that would appeal to the different readers and users of the *Labour Overview*. As much as possible, we tried to present information on the different subregions, including the Caribbean. We had to present enough statistical information to corroborate the analysis without becoming too technical for some readers. The many stages of writing and editing were long and arduous. For example, there were sometimes 20 versions of a single feature article. The team tried to ensure that the information presented was the most updated and well-documented possible, including the monthly or quarterly statistical information in the Statistical Annex. Consistency in the tables, figures and texts always represented an enormous challenge for the quality of the report. Deadlines were always too short for the enormous amount of work the *Labour Overview* entailed; that was probably the greatest challenge. I was lucky to work with an excellent team, including the SIALC-Panama team, which responded to these challenges with professionalism, exceptional humanity and even humour.

What about the production of the report, which had to be ready for publication at the end of the year? What were the greatest difficulties?

Without good planning and organization from the start, it would not have been possible to deliver the report on time at the end of the year. We always worked with an Excel planning tool that updated progress daily. When the delivery date was approaching, I remember anxiously waiting with the whole team for the publication of the latest monthly data to include them in the tables of the Statistical Annex and subsequently update the corresponding figures and texts. In the final phase, we always carefully prepared the draft of the director's Foreword as well as the Executive Summary, which served as input for the press releases, thereby incorporating the updated information in the main report. We worked long hours to deliver the report at the end of the year. In my opinion, the hardest times at the end of the process were those we spent together with the people responsible for the layout, when we were overcome with exhaustion, yet still needed to fully focus on the work.

What sort of reception did this report receive in the region? How was it used? Who do you consider to be its main users?

I know from the reports that the ILO Regional Office prepared on the media impact of the *Labour Overview* that it was having a growing impact within the region with each edition, and even outside the region. During the years I coordinated the report, I had to do several interviews with journalists from different agencies and countries of the region, which had significant impact. The different users awaited its publication every year to understand the progress made in terms of the labour market and decent work and to process the information in accordance with their countries, institutions and perspectives. The *Labour Overview* is used as a reliable source of labour market data, for research, as a reference document and simply to disseminate its content.

When I was coordinator, we conducted a questionnaire of *Labour Overview* users in which we attempted to identify the users, the reasons they consulted the report, etc. Users are a diverse group of professionals and institutions, including independent researchers, private companies, institutes, universities, government agencies, ministries of labour, employers' organizations, employees' organizations, as well as international and regional organizations, including the ILO.

What type of information would you add to the *Labour Overview*?

I think it would be useful to provide more information and studies based on the Decent Work Measurement Framework presented at the 18th International Conference of Labour Statisticians (ICLS) in 2008, as well as the indicators of the Sustainable Development Goals related to decent work. Increased emphasis on gender and the disaggregation of indicators to study vulnerable groups (for example, youth, rural and urban workers and ethnic groups) would also be important. Indicators should be constructed based on the concepts and methodologies established in the latest statistical standards adopted by the ICLS. For example, at the 20th ICLS in October 2018, a Resolution was adopted on statistics concerning working relationships that has important implications for the construction of indicators such as informal employment. I think that the concepts recently defined or updated in the ICLS, such as dependent contractors, multi-party relations, domestic workers, employers differentiated by type, independent workers that include entrepreneurs, as well as the work in the gig economy, among others, could serve as a source for interesting research studies and feature articles for future editions of the *Labour Overview*. The first step would be to introduce the questions needed to measure the new concepts in household survey questionnaires.

How did you prepare to present the report to journalists at the press conferences? Is it difficult to promote this type of report?

The work of preparing the report from the beginning represented most of the effort for preparing for the press conference. However, it was also essential to have some key messages that I could focus on during the press conference. To this end, the Office of the Director and I, together with the other officers involved, would meet several days before the press conference to agree on how we would organize the event and define the main messages. Beginning in 2006, when I became responsible for presenting the report to the press, a team member and I prepared slides and I wrote a few notes. I also brought some tables with the latest figures on the levels of population, employment and unemployment throughout the region. My nerves couldn't get the better of me since I was totally focused on the team's months of solid work.

I believe that advances in information networks and social media have enabled the increased dissemination of the *Labour Overview*, and this was already occurring in the last years I participated in its preparation. To achieve extensive dissemination and promote a report of this type, you need to mobilize a communication team and have professionals who are dedicated and willing to meet with the press to talk about the results. Without that effort, we cannot achieve significant impact, in other words, we cannot contribute to the public debate or inform policies that affect the lives of millions of people.

Finally, I would like to say that it was truly a pleasure to have the opportunity to coordinate the *Labour Overview* for six and a half years and to work with such professional colleagues committed to the goal of producing a high-quality report on the labour market of Latin America and the Caribbean. It was a wonderful, gratifying professional experience.

Juan Chacaltana

Employment specialist based in Geneva who was previously a regional labour economy specialist at the ILO Regional Office and the Office for the Andean Countries in Lima. He coordinated some recent editions of the Labour Overview.

"The 25th anniversary of the *Labour Overview* will surely serve to initiate a new, more modern and creative stage, one that will be more at the service of ILO constituents..."

How and when were you involved with the *Labour Overview?*

I was responsible for producing the *Labour Overview* during my time as a regional economist for Latin America (2014-2016). Previously, I was also actively involved as an employment specialist with the Office for the Andean Countries (2012-2013). I had the honour of coordinating a formidable team of specialists from SIALC-Panama and experts from the different subregional offices. The *Labour Overview* has always been an example of collaboration among the different offices and many specialists of the region.

At that time, what was the regional labour situation that was reflected in the report?

The region had been experiencing an economic boom since the beginning of the previous decade, which had improved important labour market variables, such as reducing unemployment to historical lows, and especially reducing informality to levels not seen in decades. Nevertheless, there were also signs of an economic slowdown. Labour market variables remained vigorous thanks to the outstanding social and labour policies implemented, although the first signs of the end of this period became apparent in 2015 and especially in 2016.

Is there some information that you believe should be included in this report?

The information that nourishes the *Labour Overview* comes mainly from household surveys. One idea we discussed with SIALC was how to incorporate other information sources, for example, information from surveys of establishments and from administrative records that the ILO receives from different ministries of labour. It is a project that we should pursue. Additional information, especially on the education system, should also be included with more detail given the growing importance of lifelong learning.

Why is a report like the *Labour Overview* necessary?

The *Labour Overview* condenses information from different countries and organizes it at the regional, subregional and country levels. It also tries to standardize estimates to make them consistent with the recommendations of the ICLS. It has multiple users. The producers of statistics use it to determine how to compare their indicators with those of other countries. Policymakers and stakeholders use it to identify policy areas that could be further developed. I think that throughout its 25 years, the *Labour Overview* has earned a reputation as a solid, reliable reference for users and communicators in the region.

What were the main challenges for preparing the *Labour Overview* when you were responsible for its coordination?

The *Labour Overview* involves the production, analysis and dissemination of information. At the data production level, one innovation we focused on at that time was to make the *Labour Overview* information consistent with the data that the ILO headquarters in Geneva publishes in the *Global Employment Trends* reports and more recently, in the *World Economic and Social Outlook*. The *Labour Overview* published urban data and the *World Economic and Social Outlook* published total data (urban and rural). To achieve this, the SIALC made an enormous effort to switch from calculating regional urban trends to calculating information on both urban and rural trends in recent editions. For the first time, we could publish both series: the urban series to continue with the trends, and the total, which gives a complete picture of the complex behavior of the region's labour markets. This seemingly simple step is very significant for the region.

At the analytical level, in addition to the analysis of the situation, the report includes short articles on topics of interest for the region. Different regional research studies conducted by a variety of specialists serve as the basis for these articles. To make these more reader-friendly, we created a new series together with the Regional Director's Office: The *Thematic Labour Overview*. The *Thematic Labour Overview* takes an in-depth look at specific issues and disseminates them in a specialized format. This report already has four editions and I believe they are widely used in the region.

At the level of dissemination, challenges sometimes arise when the ILO data do not coincide with some national data, especially when they are related to sensitive variables, such as unemployment, wages or informality. Overall, however, I believe that by carefully explaining the differences and demonstrating the meticulousness of our calculations, we have been able to overcome these difficulties.

How should the report change in the future?

The *Labour Overview* has participated in the discussion on the future of work. The 2016 edition dedicated a special section to reviewing some issues associated with this discussion. It stated that this discussion in the region had not yet acquired the nuances that it has in more advanced countries for several reasons, particularly the technological lag and the unequal penetration of technology, the high level of labour market informality in the region, its insertion in the global economy, and the state of its demographic transition. With respect to the region's youth, it also reported that there was no major fear of losing jobs, but rather a moderate level of optimism with respect to the drivers of the future of work, especially in terms of technology. This is explained mainly by the lower level of technology in the region: as is known, any elasticity of substitution is not independent from the level of the variables to be substituted.

The *Labour Overview* will undoubtedly actively address key issues for the future of work, such as the new forms of work, lifelong learning, more inclusive and sustainable growth, etc. It will also innovate the ways of producing, analyzing and disseminating data. We are in the midst of an information era and new technologies are making this information more accessible and easier to use. The 25th anniversary of the *Labour Overview* will surely serve to initiate a new, more modern and creative stage, one that will be more at the service of ILO constituents, to jointly build the future of work we desire.

TRENDS: 25 YEARS OF LABOUR STATISTICS

An overview of the changes occurring in the regional labour market over the past quarter century

The ILO's decision to publish the first *Labour Overview of Latin America and the Caribbean* in 1994 responded to the need to take a closer look at the labour market situation in the region. At the time, the labour market had a limited capacity to create quality jobs given the volatile economic environment.

The first *Labour Overview* identified labour market characteristics at the time, including the most vulnerable workers and those most likely to have precarious employment: women, youth and informal sector workers. Since it was first published, the *Labour Overview* has measured wages in the region to analyze trends and the impact of economic growth and inflation on wages.

Publishing the *Labour Overview* every year for the past 25 years has presented some daunting challenges given that the way labour market indicators are measured has changed over time. Countries have introduced changes in household surveys, in collection methods, in geographic areas covered and in the definition of the concepts of labour force participation and employment-to-population ratios and their characteristics. Adjustments were also made when population censuses enabled sampling frames to be updated to ensure more accurate measurements.

When the *Labour Overview* was first published, only a few countries in the region produced monthly, quarterly or semi-annual data, which limited the ability of the report to give a complete assessment of the labour situation. Since then, however, the universe of countries included has grown, as has the regularity of data reporting.

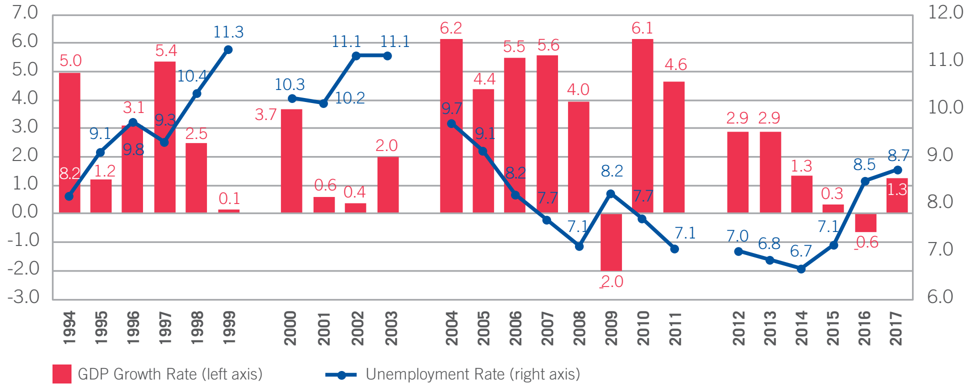
The report also expanded its coverage from only urban statistics to the national statistics (urban and rural areas) currently used. Year-over-year comparisons are only possible with the urban series, which have been available since the 1990s.

The review of these series offers an overview of changes in regional labour market trends over the past quarter century.

For example, the unemployment rate experienced fluctuations associated with the recurring economic cycles. During 1994-1999, the regional economy experienced two significant slowdowns resulting from the Mexican crisis in 1995 and the Asian crisis that affected several countries between 1998 and 1999. Both events increased the regional unemployment rate by more than 3 percentage points. Between 2000 and 2003, another recessive period occurred, particularly in South America, which triggered a 1 percentage-point increase in the regional unemployment rate.

At the other end of the cycle, the rising prices of the region's export economies benefited most countries, which – despite the short-term setback caused by the 2009 subprime crisis – reduced the regional unemployment rate by 2.6 percentage points between 2004 and 2011. While this trend continued until 2013, sluggish external demand and economic adjustments in several countries led to a cycle of economic contraction between 2014 and 2017, raising unemployment rates by 2 percentage points during those years (Figure E1).

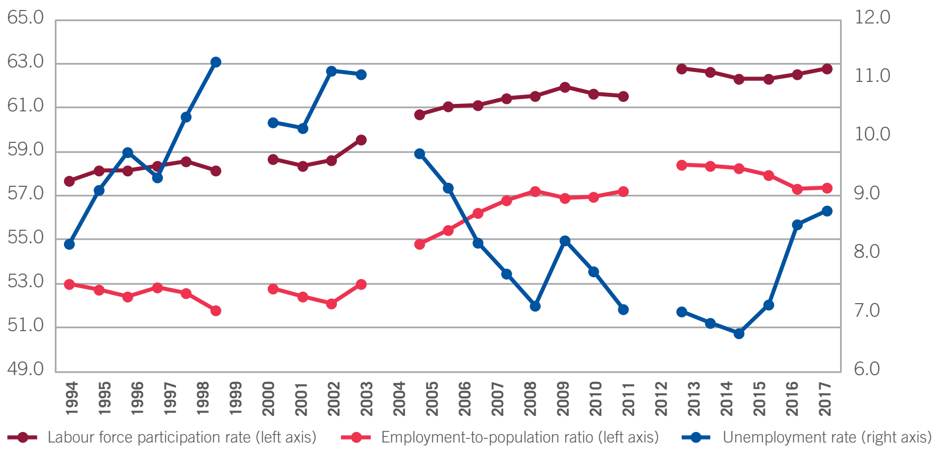
FIGURE E.1. Latin America and the Caribbean: GDP Growth and Urban Unemployment Rate, 1994-2017 (percentages)



Source: ILO, based on information from household surveys of the countries.
Note: the break in the series of the unemployment rate is due to changes in methodology and/or coverage of the countries.

The close relationship between the unemployment rate and economic cycles also occurs in the performance of labour supply and demand in Latin America and the Caribbean. The regional employment-to-population ratio has a markedly procyclical behaviour – the stronger the economic growth, the higher the percentage of employed people – whereas the response of the labour force participation rate is more modest. Consequently, during the periods 1994-1999, 2000-2003 and 2014-2017, which were characterized by economic contraction, the labour force participation rate experienced more minor shifts than did the employment-to-population ratio, which demonstrated a clear downward trend, driving an increase in unemployment rates. By contrast, the positive relationship between the employment-to-population ratio and economic growth during the period 2004-2011, together with a more moderate increase in the labour force participation rate, explain the reduction in the regional unemployment rate during that period (Figure E2). The figure also shows that the 2009 international crisis caused only a temporary reduction in the employment-to-population ratio and an increase in the unemployment rate given that it had a short-term impact and was successfully managed with anticyclical policies – increased public spending to stimulate demand – in most of the countries.

FIGURE E.2. Latin America and the Caribbean: Unemployment Rates, Employment-to-Population Ratios and Urban Labour Force Participation Rates, 1994-2017 (percentages)

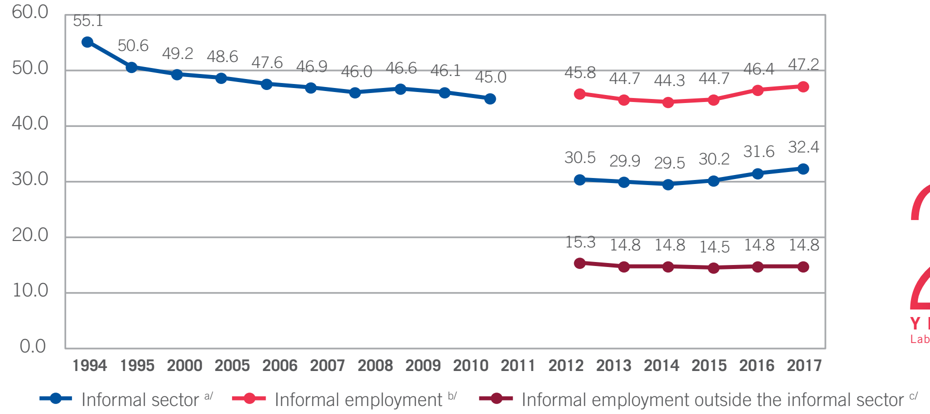


Source: ILO, based on information from household surveys of the countries.
Note: the break in the series is due to changes in methodology and/or coverage of the countries.

The structure of employment in the region also experienced changes in terms of its formal-informal composition. From the mid-1990s until 2011, informal sector employment declined. This was particularly evident during the expansive economic cycle associated with higher commodity prices.

The measurement of informal employment began to improve in 2012, when most of the countries of the region incorporated recommendations on measuring this type of employment. With the new measurement, it was possible to observe that informal employment was closely associated with the economic cycle between 2012 and 2017: it decreased when the economy grew and increased when economic activity contracted. This is particularly evident in the informal sector (Figure E3).

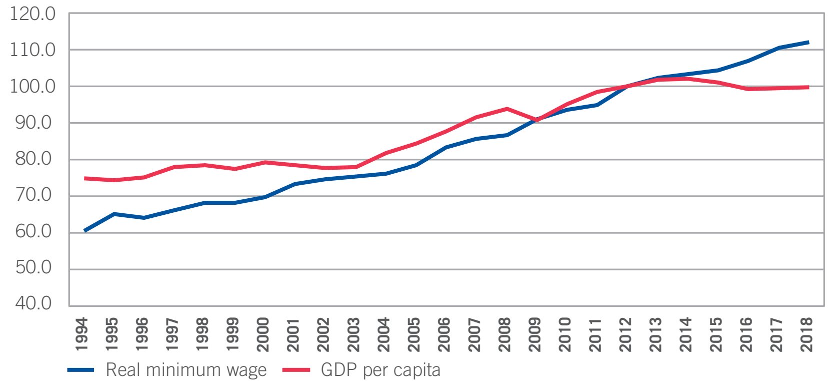
FIGURE E.3. Latin America and the Caribbean: Change in Non-agricultural Informal Employment and Sector, 1994-2017 (percentages)



Source: ILO, based on information from household surveys of the countries.
a/ Informal sector: the methodology applied for the period 1994-2011 is based on status in employment and size of establishment and includes domestic work. The observation unit is employed individuals. For the period 2012-2017, the methodology applied is based on the characteristics of the production unit where the employed individual works.
b/ Informal employment: sum of individuals employed in the informal sector and informal employment outside the informal sector.
c/ Informal employment outside the informal sector: the methodology applied is based on the job characteristics.

Finally, Figure E4 illustrates trends in the real minimum wage and GDP per capita in the region between 1994 and 2018. Between 1994 and 2003, GDP per capita had practically stagnated while minimum wages continued to rise. However, at the outset of the economic expansion period (2004-2008), GDP per capita growth outpaced that of minimum wages. This gap narrowed in 2009, when regional GDP contracted as a result of the international financial crisis while minimum wages were adjusted upward. This was because the countries of the region used this wage as a tool to drive domestic demand. From 2011 to 2014, the two indicators grew at a similar pace. Nevertheless, the recessive economic cycle since then led to a concentration in GDP per capita while real minimum wages continued to grow. In the aggregate, the regional trend has been one of robust growth of minimum wages in recent years, even exceeding average wages, as reported in the *2017 Labour Overview.*

FIGURE E.4. Latin America and the Caribbean: Change in the Weighted Average Real Minimum Wage and GDP per Capita, 1994-2018 (2012=100)



Source: ILO, based on official national data and the IMF database (October 2018).
a/ Countries included in the regional minimum wage index are: Bolivia (Plurinational State of), Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru and Uruguay.
b/Data between 1994 and 1999 are being revised. Data on the real minimum wage of 2018 is to the 3rd quarter.
c/ 2018 GDP per capita is a preliminary estimate.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THE 24 PREVIOUS EDITIONS

A review of the 25 years that have passed since the end of 1994, when the first *Labour Overview of Latin America and the Caribbean* was published, provides an overview of some of the key concerns of the ILO with respect to the creation of more and better jobs for the region's labour force.

From the outset, there was concern about the levels of economic growth and its impact on labour market indicators, the persistence of informality and the situation of women and youth.

Looking at the entire production provides a portrait of an era that began with the gradual deterioration of labour market indicators, with the effects of the economic adjustment and the turbulent turn of the century with high levels of unemployment. Also recorded was the era of sustained growth in employment and the 2008 financial crisis. In recent years, the slow pace of economic growth is reflected in labour markets.

In this feature article of the *2018 Labour Overview,* readers can review the covers of the previous 24 editions, as well as excerpts from the forewords of each report, which were signed by the directors of the ILO Regional Office for Latin America and the Caribbean based in Lima.

In the first edition, the foreword was signed by Víctor Tokman, the ILO Regional Director who promoted the idea to create this report. The first seven editions of the annual report have an introduction by Tokman.

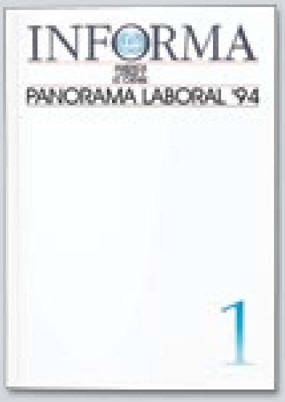
Subsequently, the forewords were written by other directors: Agustín Muñoz, Daniel Martínez, Jean Maninat, Elizabeth Tinoco, Juan Manuel Salazar and finally, Carlos Rodríguez, who is responsible for the current *Labour Overview.*

A team of ILO specialists in the region participated in each of these reports and the indicators were and are the responsibility of the ILO Labour Information System for Latin America and the Caribbean (SIALC, based in Panama), which compiles and processes the results of household surveys and other studies in different countries of the region.

Currently, each report has a Foreword, Acknowledgments, Executive Summary, Labour Report, Feature Articles that change each year, an Explanatory Note and a Statistical Annex. The *Labour Overview* is published in December (in Spanish) and is presented at a press conference during that month. The same day, the report is published online and is distributed to ILO constituents throughout the region. It is published in Spanish and English.

THE LABOUR OVERVIEW OVER TIME

1 / 1994



"With this edition of the *Labour Overview,* we begin a series with information and analysis on the work situation in Latin America and the Caribbean."

With this edition of the *Labour Overview,* we begin a series with information and analysis on the work situation in Latin America and the Caribbean. The purpose of this effort is to collect available information, place it in a comparative framework and keep it updated. It attempts to cover different aspects of the world of work, from employment and earnings to more qualitative aspects, such as working conditions and protection of workers…. Following the most intense period of the adjustment, the region has recorded a moderate recovery of growth (3.3 per cent annually), with significant progress towards stabilization, which has controlled the increase in unemployment and enabled the slight recovery of real wages. The most relevant trend, however, is that the new jobs are concentrated mainly in the informal sector, including in microenterprises. More than eight of every 10 jobs created between 1990 and 1993 were informal.

Is this enough? Are we entering a period of growth without employment?

Víctor E. Tokman,
ILO Assistant Director General

+ Visit online [Spanish version]

https://www.ilo.org/americas/publicaciones/WCMS_187609/lang--es/index.htm

2 / 1995

The problem of employment worsened this year as a result of new adjustments, which drive the growing trend of the informal sector in some countries and exacerbate open unemployment in others. Additionally, even as inflation continues to decline, the purchasing power of minimum wages has stagnated, and manufacturing wages have contracted. Clearly, despite the growing price stability, the slower economic growth is generating in most cases the poor performance of the labour market in 1995, thereby stemming the recovery of previous years….

These statements appear in this edition of the *Labour Overview,* whose key objectives are to provide updated information and comparative analyses of the labour situation in Latin America and the Caribbean.

If we had to summarize what occurred in the region in 1995, we would say that it was a year of "fragile economies with setbacks in employment," …The report states that job creation was insufficient for countering the strong pressure of the labour supply.

Víctor E. Tokman,
ILO Assistant Director General

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3 / 1996

The 1996 labour report we present here has a dual message. On the one hand, that the Latin American economy was capable of overcoming the 1995 crisis quickly and without it involving, as was suspected at times during the Mexican crisis, the rupture of the growth trend in most of the countries. The Latin American economy grew an average of 3 per cent this year...

Additionally, the rapid ability to overcome the economic difficulties demonstrated that it was once again not enough to be reflected in advances in the area of labour. To the contrary, the unemployment rate continued to rise, reaching 8 per cent, the highest level since the crisis of the mid-1980s. Most job growth responds to poor quality jobs; eight of every 10 new jobs have those characteristics and, despite the continued success in controlling inflation, wages interrupt the slight recovery experienced beginning in 1990. The year 1996 could be characterized by the capacity to recover growth without labour market advances.

***Víctor E. Tokman*,**
ILO Assistant Director General

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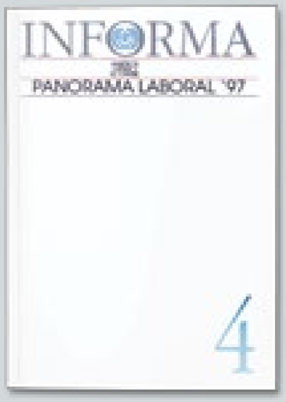
4 / 1997



The year that is ending gives us a more encouraging *Labour Overview* than the previous one. There are improvements in several indicators for the region as a whole and in most of the countries, although with the usual differences among them. Perhaps most important was the break in the trend of deteriorating working conditions, but this break was insufficient for reversing the situation to the levels of the early 1990s and much less than the periods before the adjustment of the 1980s. Moreover, it is difficult to anticipate the sustainability of these trends, an issue further complicated by the Asian crisis.

For this reason, we call this new edition of the *Labour Overview* "Improved Climate."

The good news comes from the economic arena since the Latin American economy grew 4.5 per cent in 1997 and inflation continued to decline to nearly 12.5 per cent and with more than half of the countries now recording single-digit inflation. The positive economic situation is also beginning to be reflected in slight improvements in labour market indicators. Specifically, the unemployment rate fell slightly, which we estimate will be around 7.2 per cent...

***Víctor E. Tokman*,**
ILO Assistant Director General

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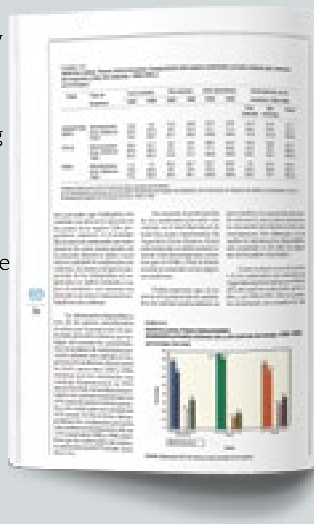
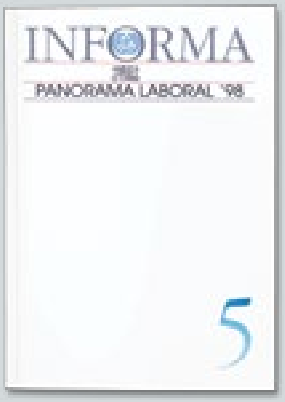
"The good news comes from the economic arena since the Latin American economy grew 4.5 per cent in 1997 and inflation continued to decline..."



5 / 1998



In this *1998 Labour Overview,* we unfortunately confirm the expected since the crisis continues and has even worsened since it was prolonged due to the problems of Russia and Japan and the effect of adverse weather phenomena such as El Niño and hurricanes George and Mitch.

The crisis reached the region through its effect on trade by affecting prices of basic goods and export markets and by increasing competitiveness of imports…; it affected capital markets by reducing the availability of funds. It also required most of our countries to adopt adjustments policies once again.

As a result, GDP growth in 1998 was only 2.6 per cent, substantially lower than the rate recorded last year. This made job creation insufficient and the average unemployment rate rose from 7.2 percent to 8.4 per cent and the informalization process gained momentum given that the informal sector is responsible for the entire increase in employment this year. Currently, it is estimated that nearly 59 per cent of non-agricultural employment is in the informal sector.

Víctor E. Tokman,
ILO Assistant Director General for the Americas

+ Visit online [Spanish version]

https://www.ilo.org/americas/publicaciones/WCMS_187605/lang--es/index.htm

6 / 1999

The recent crisis brought new costs, but also left lessons that should be taken into account in future situations. Costs fall on the labour situation and affect the most vulnerable, unprotected groups the most. Unemployment affected 18 million Latin Americans in 1999 and we estimate that the unemployment rate will be 8.8 per cent, a figure similar to that recorded in 1983 at the start of the adjustment of the external debt. In 10 of the 15 countries with available information, unemployment rates reached two digits and in one it was 19.8 per cent. One of every five youth who sought employment did not find it. Neither did one of every seven women, nor 15.2 per cent of job-seekers from poor households.

Two factors contributed to preventing an even greater increase in unemployment. On the one hand, employment, despite the economic contraction, rose 1.3 per cent. However, the processes of informalization and labour subcontracting of its structure continued. All jobs created were informal…Additionally, the pressure of job-seekers declined given that some three million people stopped actively seeking employment.

Víctor E. Tokman,
ILO Regional Director for the Americas

+ Visit online [Spanish version]

https://www.ilo.org/americas/publicaciones/WCMS_187604/lang--es/index.htm

"The recent crisis brought new costs, but also left lessons that should be taken into account in future situations."

7 / 2000

We are living through a period of economic recovery with high unemployment. After a year-long recession caused by the implementation of adjustment policies in the majority of the countries, Latin American economies began to make a comeback. Current estimates project 4.3 per cent GDP growth for the year 2000, as well as real wage gains (1.2 per cent for industrial wages and 0.5 per cent for minimum wages) as a result of a continued low and decreasing rate of inflation.

However, the unemployment rate will remain at a level similar to last year's 9 per cent. The number of unemployed workers throughout the region is being estimated at 19 million. Youth and women will continue to suffer most, and especially the former, whose present unemployment rate more than doubles the regional average.

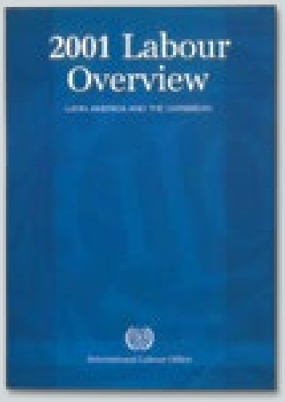
… Although the economic recovery created expectations of improved employment conditions, unemployment continues to resist abatement.

Víctor E. Tokman,
ILO *Regional Director for the Americas*

+ Visit online

https://www.ilo.org/americas/publicaciones/WCMS_187610/lang--en/index.htm

8 / 2001



The *2001 Labour Overview* appears at a difficult time in the world economic situation, aggravated by the events of last 11 September. As short-term indicators have shown, these have had marked repercussions on the economy and employment of most countries in Latin America and the Caribbean.

First of all, it can be seen that the labour situation has not improved. During the present year, the average unemployment rate in the region remained at a level similar to 2000. However, this is due mainly to the reduction of unemployment in Brazil, while unemployment increased in most other countries in the region...

Both the increased open unemployment in some countries and the reduced participation rate in others, are related to the reduction in economic growth, that fell from 4.1 per cent in 2000 to an estimated 0.9 per cent this year. This is a drastic reduction that can only adversely impact the labour market.

Agustín Muñóz V.,
Acting Regional Director for the Americas

+ Visit online

https://www.ilo.org/americas/publicaciones/WCMS_187553/lang--en/index.htm

"The *2001 Labour Overview* appears at a difficult time in the world economic situation, aggravated by the events of last 11 September."

9 / 2002

The world of work in Latin America and the Caribbean today faces a crisis of a depth unheard of in the past quarter of a century. A series of external factors, particularly the slowdown in growth of the most industrialized economies, the drop in prices for some of the region's main commodity exports, and the recession in Argentina, whose effects have spread beyond the countries of the Southern Cone, have pushed the average annual urban unemployment rate upward, to around 9.3 per cent by the end of 2002, and driven more workers into informal employment.

Urban unemployment rose by similar amounts for workers of both sexes and for young people. Average productivity fell, as did wages' purchasing power. There is even evidence that the quality of family life has eroded, while new indicators for decent work development point to a growing deficit, as this edition of *Labour Overview* reports.

The impact of this crisis has particularly hurt those countries that have been struggling under an enormous burden of social debt since the 1980s; this in turn has translated into an increase in the decent work deficit.

Agustín Muñoz Vergara,
Regional Director for the Americas

+ Visit online

https://www.ilo.org/americas/publicaciones/WCMS_187552/lang--en/index.htm

10 / 2003

The *Labour Overview* is celebrating its 10th year since it was first published in 1994. At that time, a novel initiative in the heart of the ILO was proposed to deliver exhaustive information annually on the labour market situation in Latin America and the Caribbean and the factors influencing its performance. This involved investing resources to produce and collect timely data, organize them in a standardized framework, regularly update them and analyze them in a reader-friendly summary document.... we recognize that this publication has grown, matured and adapted to new challenges. Above all, in response to growing demand, it has become a useful information tool for understanding the annual trend not only of the labour market situation but also of the broader framework of decent work in the region.

.... the economic recovery in 2003 is insufficient to improve labour market performance ... The results are sobering: unemployment continues to be high, with an estimated average urban unemployment rate of 10.7 per cent in 2003; jobs are of poorer quality than in the past...Labour market indicators have been consistently negative in the last five years. During this period, there was an increase in the primary decent work deficit...

Agustín Muñoz Vergara,
Regional Director for the Americas

+ Visit online

https://www.ilo.org/americas/publicaciones/WCMS_187481/lang--en/index.htm

"The *Labour Overview* is celebrating its 10th year since it was first published in 1994. At that time, a novel initiative in the heart of the ILO was proposed..."

11 / 2004

The *2004 Labour Overview* conveys a double message. On the one hand, it highlights the economic recovery of the majority of the countries in the region for the second consecutive year. On the other, it stresses that while this recovery has fostered labour progress in most of the countries of the region, progress has been moderate at best, with no significant reduction in the decent work deficit. Nevertheless, forecasts for 2005 are positive as long as favourable international economic conditions continue and the labour supply in the region does not expand excessively…

…In the *2004 Labour Overview*, the estimated open urban unemployment rate for Latin America is 10.5 per cent for the first three quarters of the year, which is 0.8 percentage points below the rate for the same period in 2003…

…It is therefore a year marked by advances and setbacks, with favourable projections for 2005 as long as the positive perspectives for economic growth persist, the growth of the labour supply remains at moderate levels and economic and social policies are applied that make quality employment a core objective.…

Daniel Martínez,
Acting Regional Director for the Americas

+ Visit online

https://www.ilo.org/americas/publicaciones/WCMS_187470/lang--en/index.htm

12 / 2005

The *Labour Overview Advance Report for 2005* conveys a mixed message with respect to the current economic and labour market situation in Latin America and the Caribbean. In general, there are reasons for cautious optimism as regards the region's economic growth. At the same time, despite favourable economic conditions, progress is modest compared with the need to reverse the decent work deficit that has accumulated since the 1990s…

During the first semester of 2005, the downward trend in urban unemployment continued in the region, which was estimated at 9.6 per cent, 1.3 percentage points below the rate recorded for the same period in 2004… This regional urban unemployment rate is the equivalent of approximately 18.3 million unemployed individuals.

Although the decline in the unemployment rate is encouraging, it remains at the high levels which have characterized the region since the mid-1990s. For this reason, job creation continues to be a major challenge for policymakers.

Daniel Martínez,
Acting Regional Director for the Americas

+ Visit online

https://www.ilo.org/americas/publicaciones/WCMS_186772/lang--en/index.htm

"Although the decline in the unemployment rate is encouraging, it remains at the high levels which have characterized the region since the mid-1990s."

13 / 2006

> **"At the end of 2006, Latin America and the Caribbean will have experienced economic growth for the fourth consecutive year. Forecasts for 2007 indicate that this trend will continue..."**

At the end of 2006, Latin America and the Caribbean will have experienced economic growth for the fourth consecutive year. Forecasts for 2007 indicate that this trend will continue, although at a more moderate pace, yielding five consecutive years of growth. As expected, the stability of economic growth over several years has produced a positive impact on the labour market in the countries of the region, as the pages of the *2006 Labour Overview* confirm: the unemployment rate declined and real wages increased during the first three quarters of 2006, as compared with the same period of 2005.

Despite this positive trend, important gaps persist in key labour market indicators by sex and age, whereas informal sector employment remains high and workers' health insurance and pension coverage in the region remains deficient.

...The regional urban unemployment rate fell from 9.5 per cent in the first three quarters of 2005 to 9.0 per cent in the same period of 2006, in a context of a 0.3 percentage point increase in the labour supply and an expansion of 0.6 percentage points in labour demand...

Jean Maninat,
ILO Regional Director
for Latin America and the Caribbean

+ Visit online

https://www.ilo.org/americas/publicaciones/WCMS_186250/lang--en/index.htm

14 / 2007

The countries of Latin America and the Caribbean are entering 2008 on solid footing although employment challenges persist. In 2007, the region completed a five-year period of strong economic growth driven by favourable conditions in the global economy as well as healthy domestic demand. On average, regional GDP has grown at approximately 4.8 per cent in the past five years, marking the longest period of high growth since 1980. This year, growth is expected to slow slightly, from 5.6 per cent in 2006 to 5.5 per cent in 2007. GDP growth has been widespread, benefiting most of the economies of Central America, the Caribbean and South America...

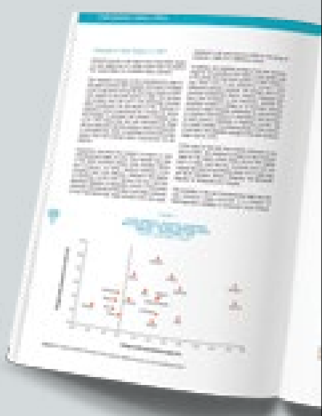
The decline for the fifth consecutive year in the regional urban unemployment rate, to an estimated 8.5 per cent on average for the first three quarters of 2007, is reason for cautious optimism. It is the lowest level of unemployment recorded for Latin America and the Caribbean since the first half of the 1990s. The total wage increase has contributed to the growth of household consumption. This in turn has permitted domestic demand to become a key determinant of economic growth. Nevertheless, the change in real wages has not kept pace with the growth in labour productivity...

An analysis of the quality of employment in recent years reveals that a decent work deficit still exists in the region.

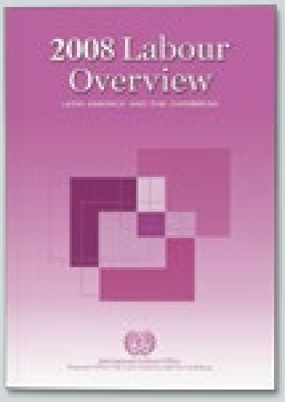
Jean Maninat,
ILO Regional Director
for Latin America and the Caribbean

+ Visit online

https://www.ilo.org/americas/publicaciones/WCMS_185221/lang--en/index.htm



15 / 2008



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...

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 per cent to an estimated 7.4 per cent for 2008, occurred in a context of 4.6 per cent GDP growth in the region. The *2008 Labour Overview* also reports that real wages have increased, although modestly…

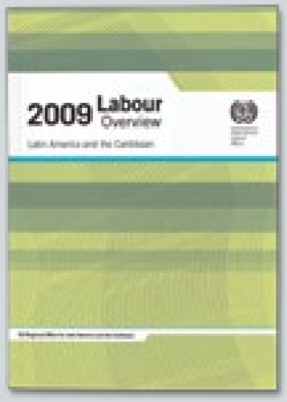
The *2008 Labour Overview* states that these results mark the end of a positive cycle in the urban unemployment rate… the effects of the economic slowdown became apparent beginning in the third quarter of 2008.

Jean Maninat,
ILO Regional Director
for Latin America and the Caribbean

+ Visit online

https://www.ilo.org/americas/publicaciones/WCMS_187428/lang--en/index.htm

16 / 2009



Undoubtedly, 2009 will be remembered as the year we experienced a crisis. It has been a bitter pill for the economies of Latin America and the Caribbean, largely due to the impact of the crisis on the labour market.

The *2009 Labour Overview* is special because it recounts the entire scenario of the global crisis and its effect on employment in our region…

The arrival of the crisis put an end to the five-year growth cycle during which the positive performance of Latin American and Caribbean economies also meant the continual decrease in regional urban unemployment...

In 2009, the unemployment rate rose to 8.4 per cent. Although this increase was less than 1 percentage point, it meant that more than two million people joined the ranks of the unemployed. More than 18 million men and women have been unable to find work. In light of the crisis, many other people had to settle for employment in the informal sector...

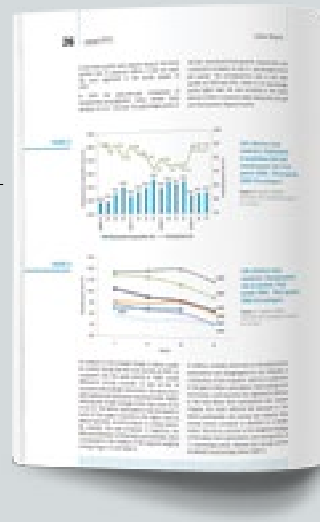
In other words, the crisis has increased the deficit of decent work in our region. The challenge is to overcome this deficit in the near future…

Jean Maninat,
ILO Regional Director
for Latin America and the Caribbean

+ Visit online

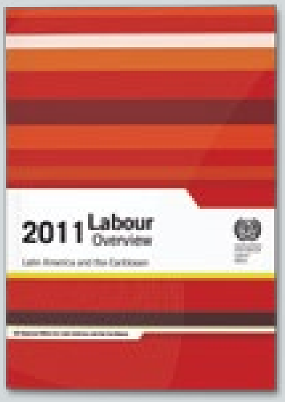
https://www.ilo.org/americas/publicaciones/WCMS_187426/lang--en/index.htm

"The *2009 Labour Overview* is special because it recounts the entire scenario of the global crisis and its effect on employment in our region."



17 / 2010

18 / 2011



"The proposals of the ILO Global Jobs Pact (Geneva, 2009) have newfound significance in light of the current global economic recovery."

In Latin America and the Caribbean, 2010 closes with an encouraging scenario of economic recovery. Nearly all countries in the region recorded positive economic growth, moving away from the spectre of recession…

The economic recovery had a positive impact on job creation in the region. The most direct effect was the reduction in the urban unemployment rate, which fell from 8.1 per cent in 2009 to an estimated 7.4 per cent in 2010. This meant that in 2010, economic growth generated employment or jobs for nearly 1.2 million people. Nevertheless, in 2010 unemployment affected 16.9 million men and women, which represents a major gap in decent work…

The proposals of the ILO Global Jobs Pact (Geneva, 2009) have newfound significance in light of the current global economic recovery. At the ILO's Seventeenth American Regional Meeting, Latin American and Caribbean employers, workers and governments reiterated the viability and priority of these proposals in this region of the world…

The statement that the quality of work defines the quality of a society resonated deeply at that conference. All of this requires the development of sustainable enterprises in a sustainable environmental context.

Jean Maninat,
ILO Regional Director
for Latin America and the Caribbean

+ Visit online

https://www.ilo.org/americas/publicaciones/WCMS_180204/lang--en/index.htm

For Latin America and the Caribbean, growth and employment ended with a positive balance in 2011. We are now at the end of a year characterized by intense uncertainty about the global economy. There is growing concern about the negative repercussions that a new recession could have on the economies and unemployment rates of our region.

After the economic slowdown of 2008-2009, Latin America and the Caribbean experienced a rapid economic recovery that was reflected in employment. This edition of the *Labour Overview* reports that the urban unemployment rate continued to decline in 2011, breaking the 7 per cent barrier to reach 6.8 per cent at the end of this year, a level not seen since the 1990s. This is a major achievement. Readers of recent editions of the *Labour Overview* will recall that the region entered the twenty-first century with unemployment rates surpassing 10 per cent, and even exceeding 13 per cent in some countries. Current results reflect a positive economic growth cycle lasting more than five years and which was not interrupted by the crisis…

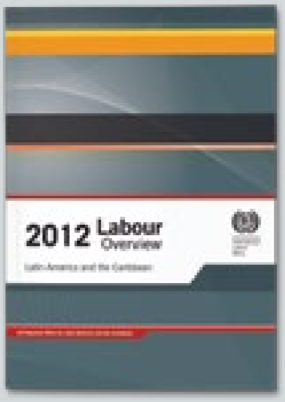
It is essential to have updated labour market information that enables us to monitor the possible impact of the European crisis on our region. The *2011 Labour Overview* encourages us to reflect on the potential impact of a new recession, how it could affect employment and the quality of work…

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

+ Visit online

https://www.ilo.org/americas/publicaciones/WCMS_180475/lang--en/index.htm

19 / 2012



"New labour indicators for Latin America and the Caribbean portray a region that is experiencing its finest moment despite the crisis in other latitudes".

New labour indicators for Latin America and the Caribbean portray a region that is experiencing its finest moment despite the crisis in other latitudes. We now face the challenge of taking advantage of this platform to remedy deficits that dampen prospects for development.

The ILO's *2012 Labour Overview for Latin America and the Caribbean* reports that the unemployment rate has continued its decline and that real wages, formal employment and social protection coverage have all increased.

In 2012, the average urban unemployment rate for the region decreased once again, to 6.4 per cent. This is a major achievement for a region where the rate exceeded 10 per cent less than a decade ago…

While the above is good news, much remains to be done:

- Nearly 15 million people are unemployed
- Nearly half of all workers hold informal jobs
- The region has 20 million youth who neither study nor work and who are presumably discouraged by high youth unemployment rates and poor labour conditions
- While poverty has declined, it still affects 167 million people in the region
- Some 90 million workers do not have social protection coverage.

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

+ Visit online

https://www.ilo.org/americas/publicaciones/WCMS_213162/lang--en/index.htm

20 / 2013

"The 20 years of the publication of the *Labour Overview* cover two very different decades in terms of labour markets of the region."

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

The region runs the risk of losing an opportunity to advance in the creation of more and better jobs. We are at a positive but challenging point in time. The urban unemployment rate decreased to a historic low of 6.3 per cent in 2013. However, that slight reduction from the 6.4 per cent recorded in 2012 was not due to job creation, but rather to the decline in labour force participation…

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

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

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

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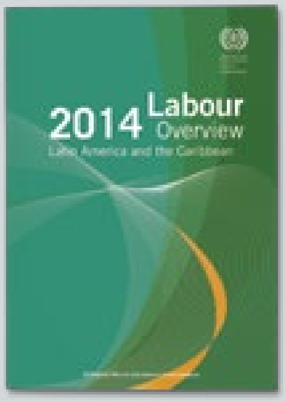
https://www.ilo.org/americas/publicaciones/WCMS_242634/lang--en/index.htm

21 / 2014



"The *2014 Labour Overview of Latin America and the Caribbean* is characterized by slower economic growth."

The *2014 Labour Overview of Latin America and the Caribbean* is characterized by slower economic growth. Following a decade of robust growth, during which the region created jobs and improved the quality of employment, there is uncertainty and apprehension...

Currently, the most worrying issue is that job growth is slowing in Latin America and the Caribbean. The urban employment-to-population ratio has fallen over the past two years and now stands at 56.2 per cent. The only time this ratio declined in the past decade was in 2009, the year of the global financial crisis...

What does this figure mean? Basically, that one million jobs were not created in 2014...

Normally, reductions in job creation are accompanied by increases in unemployment, but this did not occur. This is largely explained by the decline in the labour participation rate… The reduction in the labour force participation rate means that many people --especially women and youth-- no longer receive an income that may be important for the wellbeing of their households. Sometimes this is for positive reasons, such as remaining in school to complete their education, but in other cases it results from discouragement and frustration in response to the lack of opportunities.

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

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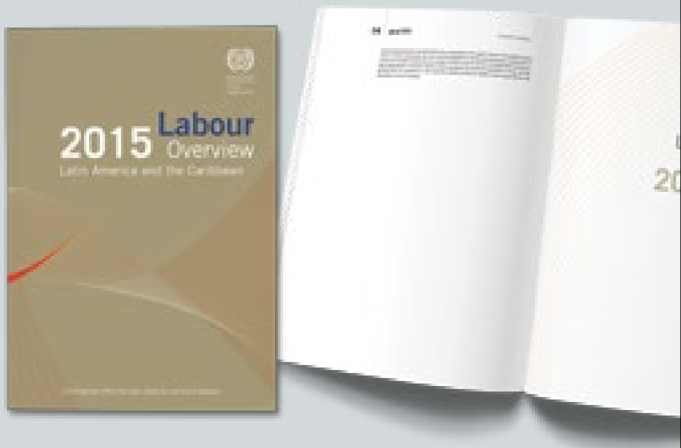
https://www.ilo.org/americas/publicaciones/WCMS_334089/lang--en/index.htm

22 / 2015



For the past three years, the Latin American and Caribbean region has been experiencing an economic slowdown whose accumulated effects can be described as a "slow-motion crisis." The full impact on labour markets was felt in 2015 and is expected to continue in 2016…

Regional unemployment, which had declined to a historic low of 6.2 per cent in 2014, will increase to an estimated 6.7 per cent by the end of 2015, according to national data. This is still a moderate figure compared with the rates recorded over a decade ago. Nevertheless, it is the first significant increase in the regional open unemployment rate in five years. It also means an additional 1.7 million unemployed people, which raises the total number of unemployed in the region to nearly 19 million. A majority of the newly unemployed are women, with a high percentage of youth as well.

…the countries of Latin America and the Caribbean need both short-term responses to mitigate the negative impact of the slowdown and return to the path of growth, as well as actions to address long-standing structural problems and to promote sustained, inclusive and sustainable growth with full and productive employment and decent work for all…

José Manuel Salazar-Xirinachs,
ILO Regional Director
for Latin America and the Caribbean

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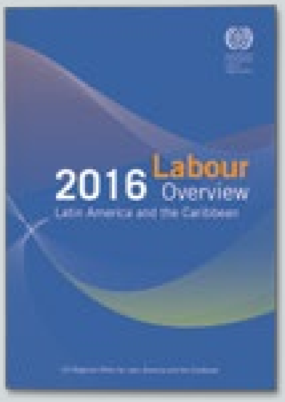
https://www.ilo.org/americas/publicaciones/panorama-laboral/WCMS_450098/lang--en/index.htm

23 / 2016



The region's labour situation worsened in 2016: there was a sharp increase in unemployment, informality increased and the quality of employment deteriorated, as measured by various indicators, such as the increase in own-account work, the reduction of wage employment and a decrease in real wages…

…This report also describes a heterogeneous region, where economic growth is occurring at different rates, and where the effects on employment are also diverse. Regional averages are notably influenced by the situation in Brazil, where about 40 per cent of the region's economically active population lives. Although some countries maintain relatively high GDP growth, others, such as Venezuela and Brazil, have registered a sharp contraction.

Regional averages, however, show a real trend: in 2016, the unemployment rate increased in 13 of the 19 countries for which current information is available.

In 2016, the regional unemployment rate will average 8.1 per cent, an increase of 1.5 percentage points. This means that by the end of the year the number of unemployed people in the region will reach 25 million, some 5 million more than in 2015. A large proportion of the newly unemployed are women and young people.

José Manuel Salazar-Xirinachs,
ILO Regional Director
for Latin America and the Caribbean

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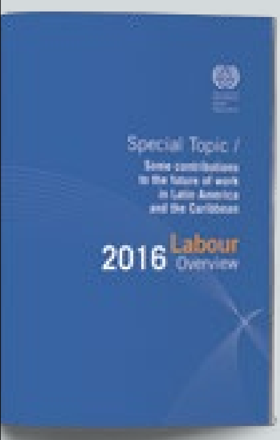
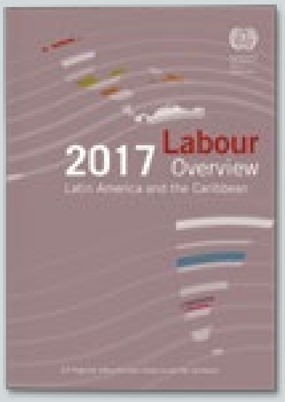
https://www.ilo.org/americas/publicaciones/panorama-laboral/WCMS_545825/lang--en/index.htm



24 / 2017



2017 has been a year of mixed performance, of ups and downs, with some signs of improvement and others of deterioration in regional and sub-regional averages…

The mixed results occurred because the region returned to the path of growth in 2017, to a rate of 1.2 per cent, which is not high enough to reverse the negative trends in all labour market indicators…

… the regional average unemployment rate rose for the third consecutive year … In absolute terms, this rate means that some 26.4 million people are unemployed in the region, two million more than in 2016.

Overall, how can we assess this upswing in growth, and to a lesser extent, currently in labour markets?

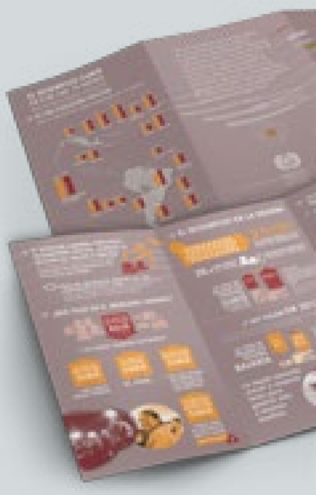
…it should be stressed that to advance rapidly toward a better employment future, and to have transformative impact on social and labour market indicators, countries must grow by 5 per cent or 6 per cent annually. This means addressing structural gaps of low productivity and the lack of productive development and diversification. Education and vocational training and business development also require attention.

José Manuel Salazar-Xirinachs,
ILO Regional Director
for Latin America and the Caribbean

+ Visit online

https://www.ilo.org/americas/publicaciones/panorama-laboral/WCMS_618120/lang--en/index.htm

"2017 has been a year of mixed performance, of ups and downs, with some signs of improvement and others of deterioration..."



Explanatory Note

2018 Labour Overview

Latin America and the Caribbean

25 YEARS

EXPLANATORY NOTE

The ILO prepares the statistical information published in the *Labour Overview* using data from different official sources of statistics of Latin America and the Caribbean. In the first edition of the *Labour Overview* in 1994, household surveys in most countries of the region were limited to urban areas, many of which were restricted to the countries' leading cities or urban centres. Thus, in an attempt to cover the most countries, the *Labour Overview* opted to generate a statistical series limited to urban areas.

In the 2015 edition, for the first time, the *Labour Overview* incorporated a series with national data to complement the urban series. Additionally, while all key indicators contained in the Statistical Annexes have always considered a gender perspective, they are now disaggregated by sex. In the 2016 edition, the ILO carefully revised and updated the national and urban coverage series (see the Explanatory Note in the 2016 *Labour Overview*).

This 2018 edition of the *Labour Overview* commemorates 25 years of uninterrupted publication. In the framework of this important anniversary, the ILO Regional Office for Latin America and the Caribbean convened – in Santiago de Chile in May 2018– a work team to conduct a methodological review of the statistical process. The goal was to improve the statistical quality and consistency of the indicators on which this publication is based, as well as to harmonize these indicators with other indicators of ILO publications. This is especially relevant given that national statistics institutes of the region have been proactive in updating their survey systems, adapting them both to the recent resolutions adopted by international standards and to changing national realities.

This meeting resulted in significant adjustments in the Statistical Annex in terms of both content and form. These changes include:

1. **Definition and adoption of a new set of weighting factors to estimate regional averages.** The *Labour Overview* now has a vector of weighting factors for each of the basic outcome variables. These weighting factors are disaggregated by sex and age group, enabling the report to maintain gender and age distributions within the population participating in the labour market. Footnotes of tables provide details on the weighting factor used in each case.
2. **Strengthening of the series of national indicators.** The urban series were also changed to others of national coverage (labour force participation rate, employment-to-population ratio and unemployment rate). The tables of employed persons by status in employment and area of economic activity were redefined to national coverage. Coverage of countries in the national series was expanded, mainly with the incorporation of new English-speaking Caribbean countries. National series were disaggregated by groups of countries that comprise the subregions served by the ILO subregional offices in Latin America and the Caribbean. The national series of the minimum wage was revised and standardized beginning in 1995, with special treatment for countries that fix the minimum wage by area of activity or establishment size, as well as those that fix an hourly rather than a monthly minimum wage. The national series were standardized with the base year 2012=100, replacing the earlier base year of 2000= 100.
3. **Revision of wage indicators.** The data on average real remunerations in the formal sector based on administrative records were replaced by several indicators and wage indices taken from micro-data of labour force surveys. The new indicator for real wages is based on the average real monthly wage earned in the main occupation of urban employees aged 15 and over.
4. **Introduction of a new series of indicators to complement the national series.** A new series was generated with urban and rural basic global indicators (labour force participation rate, employment-to-population ratio and unemployment rate).

Below is a glossary of the definitions used, information sources, international comparability of the data, reliability of the estimates and overall considerations of the estimates published in the Statistical Annex. The statistical information presented refers to national areas unless otherwise indicated.

I. Concepts and Definitions

The national definitions of several concepts appearing in the *Labour Overview* are generally based on the standards of the International Conferences of Labour Statisticians (ICLS), although some are defined according to standards developed for this publication to the extent that the processes following national criteria imply a partial adherence to international standards. In 2013, the 19th ICLS adopted the "Resolution concerning statistics of work, employment and labour underutilization," through which it revised and expanded on the "Resolution concerning statistics of the economically active population, employment, unemployment and underemployment" adopted by the 13th ICLS (1983). Given that the countries of the region have not yet fully incorporated the provisions of the new resolution in effect into the conceptual framework of their surveys, the concepts and definitions detailed below largely maintain the conceptual framework of the 13th ICLS, although they do include elements of the new provisions.

Employed persons are those individuals above a certain specified age who, during the brief reference period of the survey (which can be a week, month or quarter) were employed for at least one hour in: (1) wage or salaried employment, in other words, they worked during the reference period for a wage or salary, or who were employed but without work due to a temporary absence during the reference period, during which time they maintained a formal tie with their job, or (2) own-account employment, working for profit or family income (includes contributing family workers), or not working independently due to a temporary absence during the reference period. It should be noted that not all countries require verification of formal ties with the establishments that employ those temporarily absent, nor do they necessarily follow the same criteria. Furthermore, some countries do not explicitly include the hour criterion but rather establish it as an instruction in the interviewers' handbook. In the case of contributing family workers, countries may establish a minimum number of hours to classify them as employed.

Unemployed persons include individuals over a specified age who, during the reference period, (1) are not employed, (2) are actively searching for a job, and (3) are currently available for a job. It should be noted that not all countries of the region apply these three criteria to estimate the number of unemployed persons. Some countries include in the unemployed population individuals who did not actively seek employment during the established job-search period.

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

The employment-to-population ratio is the number of employed individuals divided by the working-age population multiplied by 100 and denotes the level of exploitation of the working-age population.

The unemployment rate is the number of unemployed persons divided by the labour force multiplied by 100 and represents the proportion of the labour force that does not have work.

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

Wages and salaries refer to payment in cash and/or in kind (for example foodstuffs or other articles) that employees receive, 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.

Average monthly real wage considers the monthly wage in cash or in kind, including overtime hours and bonuses, earned by urban employees aged 15 and over in their main occupation, which is deflated by the Consumer Price Index at the national level (the same one used for the deflation of the minimum wage series). Coverage of the average monthly real wage includes employees of the private, public and domestic sectors, disaggregated by sex and youth aged 15 to 24. It includes all employees who in the reference period of the survey declared that they received a monetary and/or in-kind payment, and with few exceptions, corresponds to the gross wage, in other words, before deductions. The average monthly real wage index is constructed using 2012 as the base year.

Real minimum wages are defined as the value of the monthly nominal minimum wage deflated using the CPI at the national level. Most of the countries have a single minimum wage. Nonetheless, in some countries, the minimum wage is differentiated by industry and/or occupation, in which case the minimum wage of the industry is used as the reference. The real minimum wage index was constructed using 2012 as the base year.

II. International comparability

Progress toward harmonizing concepts and methodologies of statistical data that facilitate international comparisons is directly related to the situation and development of the statistical system in each country of the region. This largely depends on institutional efforts and commitments for implementing resolutions adopted in the ICLS or regional integration agreements on statistical issues. Efforts should focus on information needs, infrastructure and level of development of the data collection system (based primarily on labour force sample surveys), as well as on guaranteeing the availability of human and financial resources to this end. 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 indicators. This is also true of related variables, since countries may have different concepts for geographic coverage, minimum working-age thresholds and different reference periods. They may also use different versions of international classification manuals. In recent years, statistics institutes of the countries of the region have made significant efforts to adjust the conceptual framework of employment surveys to comply with international standards, which has led to advances in standardization and comparability at the regional level.

III. Information sources

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

Argentina
Instituto Nacional de Estadísticas y Censos –INDEC– (www.indec.mecon.ar) and Ministerio de Producción y Trabajo (www.argentina.gob.ar/produccion).

Bahamas
Department of Statistics (www.statistics.bahamas.gov.bs).

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

Belize
Statistical Institute of Belize (www.sib.org.bz).

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

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

Chile
Instituto Nacional de Estadísticas –INE– (www.ine.cl), Banco Central de Chile (www.bcentral.cl), Ministerio de Desarrollo Social (www.ministeriodesarrollosocial.gob.cl), Ministerio de Trabajo y Previsión Social (www.mintrab.gob.cl) and the Dirección de Trabajo del Ministerio de Trabajo y Previsión Social (www.dt.gob.cl).

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

Costa Rica
Instituto Nacional de Estadísticas y Censos –INEC– (www.inec.go.cr), Banco Central de Costa Rica (www.bccr.fi.cr), Ministerio de Trabajo y Seguridad Social (www.mtss.go.cr) and Caja Costarricense de Seguridad Social (http://www.ccss.sa.cr/).

Dominican Republic
Banco Central de la República Dominicana (www.bancentral.gov.do) and Ministerio de Trabajo (www.ministeriodetrabajo.gov.do).

Ecuador
Instituto Nacional de Estadística y Censo (www.ecuadorencifras.gob.ec) and Ministerio de Relaciones Laborales (www.relacioneslaborales.gov.ec).

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

Granada
Central Statistics Office (www.finance.gd/index.php/central-statistics-office).

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.gob.hn), Banco Central (www.bch.hn) and Secretaría de Trabajo y Seguridad Social (www.trabajo.gob.hn).

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

Mexico
Instituto Nacional de Estadística y Geografía –INEGI– (www.inegi.org.mx) and Secretaría del Trabajo y Previsión Social (www.stps.gob.mx).

Nicaragua
Instituto Nacional de Información de Desarrollo –INIDE- (www.inide.gob.ni), Ministerio de Trabajo (www.mitrab.gob.ni) and Banco Central de Nicaragua (http://www.bcn.gob.ni/).

Panama
Instituto Nacional de Estadística y Censo –INEC– (www.contraloria.gob.pa/inec) and Ministerio de Trabajo y Desarrollo Laboral (www.mitradel.gob.pa).

Paraguay
Dirección General de Estadística, Encuesta y Censo (www.dgeec.gov.py) and Banco Central del Paraguay –BCP– (www.bcp.gov.py).

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

Saint Lucia
The Central Statistical Office of Saint Lucia (www.stats.gov.lc).

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

IV. General Considerations

The information on labour indicators and data on the employment structure indicators for Latin American and Caribbean countries presented in the *Labour Overview* are obtained from national household surveys and administrative records. These sources are processed by the ILO/SIALC team (Labour Information and Analysis System for Latin America and the Caribbean).

Several of the household surveys have undergone methodological changes or have made adjustments to the sampling frame and to the weighting factors, for which reason the contents of the series may have changed, which may affect the comparability of information across years. The most significant changes occurred in Mexico (2005, 2010, 2014), Argentina (2003), Brazil (2002, 2012), Colombia (2007), Nicaragua (2009), Costa Rica and Chile (2010), Guatemala (2010-2011) and Paraguay (2010-2017), Ecuador, El Salvador and Uruguay (2014) and the Dominican Republic (2015). These breaks in the statistical series are indicated in the tables with a double red line to facilitate reading. In some cases, the notes of the tables provide additional information following accepted international usage to prevent mistaken conclusions of comparisons with respect to the corresponding years. The footnotes of the tables of the Statistical Annex provide clarifying details.

Additionally, while the *Labour Overview* uses official unemployment rates and labour force participation rates of Colombia, Ecuador, Jamaica and Panama to calculate the respective regional series of averages, hidden unemployment was excluded given that official information of those countries considers hidden unemployment within the labour force.

Following recommendations of the National Statistics and Census Institute of Argentina (INDEC), given the "statistical emergency" declared in 2016, beginning with that year's edition of the *Labour Overview*, statistics on labour market indicators of Argentina for the period 2007-2015 have not been included. The INDEC reviewed and evaluated the Encuesta Permanente de Hogares and in the annex to the corresponding press release published on 23 August 2016 stated:

> *"The revision (ongoing) of the different labour processes and data published earlier has encountered problems with respect to the omission of geographic coverage, discrepancies with population forecasts, the lack of conceptual and operational training of the personnel responsible for data collection, the use of biased practices to conduct fieldwork, the lack of definition of conceptual criteria for the reclassification of specific population groups, the mistaken classification of some groups, in accordance with the international recommendations of the International Labour Organization, and the elimination of integrated labour circuits, among others… For this reason, the series mentioned are not included in the press release and their use for comparative purposes and for labour market analysis is prohibited…"*[11]

V. Reliability of Estimates

The data in the Statistical Annexes originating from household or establishment surveys of the countries are subject to sampling and non-sampling errors. Sampling errors occur because samples are used rather than censuses and vary depending on the sample selected but are statistically within certain reliability margins. Estimates of the key labour market indicators in most countries of Latin America and the Caribbean presented in the *Labour Overview* are obtained through a probability sample considering a pre-determined sampling error and a 95% confidence level.

Non-sampling errors may also affect estimates derived from household or establishment surveys. These may occur for a variety of reasons, including incomplete geographic coverage, errors in the questionnaires, 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 (respondent errors) and errors occurring during data collection and processing.

11 See: INDEC "Anexo Informe de Prensa." Buenos Aires, Argentina, 23 August 2016 (http://www.indec.gov.ar/ftp/cuadros/sociedad/anexo_informe_eph_23_08_16.pdf).

Statistical Annex

2018 Labour Overview

Latin America and the Caribbean

25 YEARS

STATISTICAL ANNEX

Statistical Annex NATIONAL

TABLE 1. Latin America and the Caribbean: national unemployment rates, by year and country, 2008 - 2018 (average annual rates)

Country	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2017	2018
											Average to the 3rd quarter	
Latin America												
Argentina [a/]	…	…	…	…	…	…	…	…	8.5	8.4	9.0	9.4
Bolivia (Pluri. State of)	2.8	3.3	…	2.7	2.3	2.9	2.3	3.5	3.4	3.4	…	…
Brazil [b/]	7.1	8.3	…	6.7	‖ 7.3	7.1	6.8	8.5	11.5	12.7	13.1	12.5
Chile [c/]	7.8	9.7	‖ 8.2	7.1	6.4	5.9	6.4	6.2	6.5	6.7	6.8	7.0
Colombia [d/]	11.3	12.0	11.8	10.8	10.4	9.6	9.1	8.9	9.2	9.4	9.7	9.8
Costa Rica [e/]	4.9	7.8	‖ 8.9	10.3	10.2	9.4	9.6	9.6	9.5	9.1	9.0	9.7
Ecuador [d/]	6.0	6.5	5.6	4.6	4.1	4.0	4.3	4.3	5.4	4.4	4.3	4.2
El Salvador	5.9	7.3	7.0	6.6	6.1	5.9	7.0	7.0	7.1	7.0	…	…
Guatemala [f/]	…	…	3.7	‖ 4.1	2.9	3.1	2.9	2.6	2.7	2.5	2.3	2.8
Honduras	3.1	3.1	3.9	4.3	3.6	3.9	5.3	7.3	7.4	6.7	6.7	5.7
Mexico	3.9	5.4	5.3	5.2	4.9	4.9	4.8	4.3	3.9	3.4	3.5	3.3
Nicaragua [g/]	6.1	‖ 7.7	7.9	6.0	5.9	5.8	6.6	5.9	4.5	3.7	…	…
Panama [h/]	5.6	6.6	6.5	4.5	4.0	4.1	4.8	5.1	5.5	6.1	5.6	5.8
Paraguay [i/]	5.7	6.3	5.7	5.5	4.6	5.0	6.0	5.4	6.0	‖ 6.1	6.8	6.7
Peru [j/]	4.6	4.5	4.1	4.0	3.7	4.0	3.7	3.5	4.2	4.1	4.5	4.5
Uruguay	8.0	7.7	7.2	6.3	6.5	6.5	6.6	7.5	7.8	7.9	8.1	8.4
Venezuela (Boliv. Rep. of) [k/]	7.3	7.9	8.7	8.3	8.1	7.8	7.3	7.0	7.3	7.2	…	…
Spanish-speaking Caribbean												
Cuba	1.6	1.7	2.5	3.2	3.5	3.3	2.7	2.5	2.0	1.7	…	…
Dominican Republic [l/]	4.8	5.5	5.2	6.1	6.7	7.4	6.7	‖ 7.3	7.1	5.5	5.6	5.6
English-speaking Caribbean												
Bahamas [m/]	8.7	15.3	…	15.9	14.4	15.8	14.6	13.4	12.2	10.0	9.9	10.0
Barbados [n/]	8.1	10.0	10.7	11.2	11.6	11.6	12.3	11.3	9.7	10.5	10.4	9.0
Belize [o/]	8.2	13.1	12.5	…	15.3	14.3	11.6	10.1	9.5	9.3	9.0	9.4
Granada	…	…	…	26.2	…	32.2	29.3	29.0	28.2	23.6	…	…
Jamaica [d/]	10.6	11.4	12.4	12.7	13.9	15.2	13.7	13.5	13.2	11.7	12.1	9.2
Saint Lucia [n/]	…	…	…	…	21.2	23.3	24.5	24.1	21.3	20.2	20.5	21.8
Trinidad and Tobago	4.6	5.3	5.9	4.9	5.0	3.7	3.3	3.4	4.0	4.8	…	…
Latin America and the Caribbean [p/]	**6.3**	**7.3**	**6.9**	**6.4**	**6.4**	**6.3**	**6.1**	**6.6**	**7.8**	**8.1**	**8.7**	**8.4**

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

a/ 31 urban clusters. In the framework of the statistical emergency, the INDEC recommends excluding the series published between 2007 and 2015 for comparison and analysis of labour market data for Argentina. Annual data for 2016 is the average of the 2nd, 3rd and 4th quarters; data to the 3rd quarter of 2017 and 2018 correspond to the average of the 1st semester.

b/ Beginning in 2012, data are based on PNADC series that are not comparable with previous years.

c/ New measurement beginning in 2010; data not comparable with previous years.

d/ Includes hidden unemployment.

e/ Data from 2007-2009 correspond to the EHPM, implemented annually in July. Beginning in 2010, data are from ECE and are not comparable with previous years (2010 information is the average of the 3rd and 4th quarters).

f/ Data to the 3rd quarter of 2017 and 2018 correspond to the 2nd quarter.

g/ New measurement (ECH) beginning with the 2009 revised series; data not comparable with previous years.

h/ Includes hidden unemployment. Data to the 3rd quarter of 2017 and 2018 correspond to March.

i/ Annual series based on EPH. Based on EPHC beginning in 2017; data not comparable with previous years. Data to the 3rd quarters of 2017 and 2018 correspond to the average of the 1st semester.

j/ Data to the 3rd quarters of 2017 and 2018 are preliminary.

k/ Data of 2015, 2016 and 2017 correspond to the semester average and are preliminary data under revision.

l/ 2008-2015 series based on re-weighted ENFT. Beginning in 2015, data are based on the ENCFT; data not comparable with previous years.

m/ Data to the 3rd quarters of 2017 and 2018 correspond to May.

n/ Data to the 3rd quarters of 2017 and 2018 correspond to the average of the 1st semester.

o/ Data to the 3rd quarters of 2017 and 2018 correspond to April.

q/ Data to the 3rd quarters of 2017 and 2018 correspond to the 1st quarter.

p/ Weighted average. Excludes hidden unemployment of Colombia, Ecuador, Jamaica and Panama. Weighting factors used are ILO projections on the total labour force and by sex.

‖ A break in the series can occur when a country revises its survey or important variables.

TABLE 2. Latin America and the Caribbean: national unemployment rates, by year, country and sex, 2008 - 2018 (average annual rates)

Country	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2017	2018
											Average to the 3rd quarter	
Latin America												
Argentina [a]	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**8.5**	**8.4**	**9.0**	**9.4**
Men	...	...	...	...	...	...	...	...	7.8	7.5	8.4	8.4
Women	...	...	...	...	...	...	...	...	9.4	9.5	9.9	10.7
Bolivia (Pluri. State of)	**2.8**	**3.3**	**...**	**2.7**	**2.3**	**2.9**	**2.3**	**3.5**	**3.4**	**3.4**	**...**	**...**
Men	2.1	2.5	...	2.2	1.6	2.3	1.7	3.0	2.6	2.9	...	...
Women	3.7	4.3	...	3.2	3.1	3.5	3.1	4.2	4.4	4.1	...	...
Brazil [b]	**7.1**	**8.3**	**...**	**6.7**	**7.3**	**7.1**	**6.8**	**8.5**	**11.5**	**12.7**	**13.1**	**12.5**
Men	5.2	6.2	...	4.9	6.0	5.8	5.7	7.3	10.1	11.3	11.6	11.0
Women	9.6	11.1	...	9.1	9.2	8.9	8.2	10.1	13.3	14.6	15.0	14.3
Chile [c]	**7.8**	**9.7**	**8.2**	**7.1**	**6.4**	**5.9**	**6.4**	**6.2**	**6.5**	**6.7**	**6.8**	**7.0**
Men	6.8	9.1	7.2	6.1	5.4	5.3	6.0	5.8	6.1	6.3	6.4	6.5
Women	9.5	10.7	9.6	8.7	7.9	6.9	6.9	6.8	7.0	7.2	7.3	7.8
Colombia [d]	**11.3**	**12.0**	**11.8**	**10.8**	**10.4**	**9.6**	**9.1**	**8.9**	**9.2**	**9.4**	**9.7**	**9.8**
Men	8.9	9.3	9.0	8.2	7.8	7.4	7.0	6.7	7.1	7.2	7.4	7.7
Women	14.8	15.8	15.6	14.4	13.7	12.7	11.9	11.8	12.0	12.3	12.7	12.8
Costa Rica [e]	**4.9**	**7.8**	**8.9**	**10.3**	**10.2**	**9.4**	**9.6**	**9.6**	**9.5**	**9.1**	**9.0**	**9.7**
Men	4.2	6.6	7.6	8.7	8.9	8.3	8.1	8.0	8.0	7.5	7.5	7.9
Women	6.2	9.9	11.0	13.0	12.2	11.1	11.9	12.2	12.1	11.6	11.4	12.6
Ecuador [d]	**6.0**	**6.5**	**5.6**	**4.6**	**4.1**	**4.0**	**4.3**	**4.3**	**5.4**	**4.4**	**4.3**	**4.2**
Men	4.3	5.2	4.5	3.8	3.6	3.5	3.7	3.5	4.3	3.5	3.4	3.4
Women	8.3	8.4	7.2	5.8	4.9	4.9	5.2	5.5	6.8	5.7	5.6	5.2
El Salvador	**5.9**	**7.3**	**7.0**	**6.6**	**6.1**	**5.9**	**7.0**	**7.0**	**7.1**	**7.0**	**...**	**...**
Men	7.5	9.0	8.4	8.2	7.3	6.8	8.6	8.4	8.1	8.3	...	...
Women	3.6	4.9	5.1	4.4	4.3	4.7	4.7	5.0	5.3	5.2	...	...
Guatemala [f]	**...**	**...**	**3.7**	**4.1**	**2.9**	**3.1**	**2.9**	**2.6**	**2.7**	**2.5**	**2.3**	**2.8**
Men	...	...	3.2	2.9	2.4	2.7	2.6	2.0	2.2	2.0	1.8	2.6
Women	...	...	4.0	6.6	3.6	3.7	3.5	3.6	3.5	3.5	3.2	3.2
Honduras	**3.1**	**3.1**	**3.9**	**4.3**	**3.6**	**3.9**	**5.3**	**7.3**	**7.4**	**6.7**	**6.7**	**5.7**
Men	2.7	2.6	3.2	3.3	2.9	3.3	4.5	4.4	5.1	4.0	4.0	4.5
Women	3.7	4.1	5.2	6.1	5.0	4.9	6.7	11.8	10.7	10.8	10.8	7.4
Mexico	**3.9**	**5.4**	**5.3**	**5.2**	**4.9**	**4.9**	**4.8**	**4.3**	**3.9**	**3.4**	**3.5**	**3.3**
Men	3.8	5.4	5.4	5.2	4.9	4.9	4.8	4.3	3.8	3.3	3.4	3.2
Women	4.1	5.4	5.2	5.2	4.9	5.0	4.9	4.5	3.9	3.6	3.6	3.4
Nicaragua [g]	**6.1**	**7.7**	**7.9**	**6.0**	**5.9**	**5.8**	**6.6**	**5.9**	**4.5**	**3.7**	**...**	**...**
Men	5.6	6.8	7.3	5.5	5.4	5.6	6.2	5.6	4.2	3.5	...	...
Women	7.4	9.0	8.7	6.6	6.6	6.0	7.0	6.3	4.8	3.8	...	...
Panama [h]	**5.6**	**6.6**	**6.5**	**4.5**	**4.0**	**4.1**	**4.8**	**5.1**	**5.5**	**6.1**	**5.6**	**5.8**
Men	4.4	5.1	5.3	4.2	3.5	3.3	4.0	4.2	4.7	5.0	4.6	4.3
Women	7.5	8.9	8.5	4.9	4.9	5.3	6.0	6.2	6.7	7.7	6.9	7.9
Paraguay [i]	**5.7**	**6.3**	**5.7**	**5.5**	**4.6**	**5.0**	**6.0**	**5.4**	**6.0**	**6.1**	**6.8**	**6.7**
Men	4.6	5.3	4.6	4.3	3.7	4.5	4.6	4.9	5.0	5.0	5.7	5.8
Women	7.3	7.9	7.4	7.3	5.8	5.7	8.1	6.1	7.5	7.6	8.5	8.0
Peru [j]	**4.6**	**4.5**	**4.1**	**4.0**	**3.7**	**4.0**	**3.7**	**3.5**	**4.2**	**4.1**	**4.5**	**4.5**
Men	4.1	4.3	3.6	3.7	3.2	3.4	3.4	3.4	3.9	3.8	4.1	4.1
Women	5.3	4.7	4.7	4.4	4.4	4.7	4.0	3.6	4.6	4.4	4.8	4.9
Uruguay	**8.0**	**7.7**	**7.2**	**6.3**	**6.5**	**6.5**	**6.6**	**7.5**	**7.8**	**7.9**	**8.1**	**8.4**
Men	5.6	5.5	5.3	4.8	4.9	5.0	5.1	6.4	6.5	6.6	6.7	6.9
Women	10.8	10.4	9.4	8.1	8.3	8.2	8.3	8.9	9.4	9.5	9.7	10.3
Venezuela (Boliv. Rep. of) [k]	**7.3**	**7.9**	**8.7**	**8.3**	**8.1**	**7.8**	**7.3**	**7.0**	**7.3**	**7.2**	**...**	**...**
Men	7.0	7.4	8.5	7.7	7.4	7.1	6.7	6.6	7.1	6.3	...	...
Women	7.8	8.5	9.0	9.2	9.0	8.8	8.1	7.7	7.8	8.4	...	...

(continues...)

Country	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2017	2018
											Average to the 3rd quarter	
Spanish-speaking Caribbean												
Cuba	**1.6**	**1.7**	**2.5**	**3.2**	**3.5**	**3.3**	**2.7**	**2.5**	**2.0**	**1.7**	**…**	**…**
Men	1.3	1.5	2.4	3.0	3.4	3.1	2.4	2.4	1.9	1.7	…	…
Women	2.0	2.0	2.7	3.5	3.6	3.5	3.1	2.6	2.2	1.6	…	…
Dominican Republic l/	**4.8**	**5.5**	**5.2**	**6.1**	**6.7**	**7.4**	**6.7**	**7.3**	**7.1**	**5.5**	**5.6**	**5.6**
Men	3.2	4.1	4.1	4.7	5.1	5.3	4.8	5.2	4.8	4.0	4.1	3.5
Women	7.4	7.9	7.0	8.3	9.2	10.5	9.7	10.5	10.5	7.8	7.9	8.7
English-speaking Caribbean												
Bahamas m/	**8.7**	**15.3**	**…**	**15.9**	**14.4**	**15.8**	**14.6**	**13.4**	**12.2**	**10.0**	**9.9**	**10.0**
Men	7.7	…	…	…	15.0	15.6	13.5	11.8	10.3	9.0	8.9	10.1
Women	9.7	…	…	…	13.7	16.0	15.8	15.0	14.2	11.0	10.9	10.0
Barbados n/	**8.1**	**10.0**	**10.7**	**11.2**	**11.6**	**11.6**	**12.3**	**11.3**	**9.7**	**10.5**	**10.4**	**9.0**
Men	6.9	10.1	10.9	9.8	10.9	11.7	11.8	12.3	9.3	10.2	10.3	8.5
Women	9.5	9.8	10.6	12.6	12.3	11.6	12.8	10.3	10.1	10.8	10.6	9.4
Belize o/	**8.2**	**13.1**	**12.5**	**…**	**15.3**	**14.3**	**11.6**	**10.1**	**9.5**	**9.3**	**9.0**	**9.4**
Men	…	…	…	…	10.5	10.6	6.3	6.8	5.6	5.9	4.8	5.6
Women	…	…	…	…	22.3	20.0	19.9	15.4	15.6	14.6	15.6	14.9
Granada	**…**	**…**	**…**	**26.2**	**…**	**32.2**	**29.3**	**29.0**	**28.2**	**23.6**	**…**	**…**
Men	…	…	…	24.8	…	27.0	28.0	26.0	25.6	20.6	…	…
Women	…	…	…	27.9	…	38.1	30.9	32.3	31.2	26.8	…	…
Jamaica d/	**10.6**	**11.4**	**12.4**	**12.7**	**13.9**	**15.2**	**13.7**	**13.5**	**13.2**	**11.7**	**12.1**	**9.2**
Men	7.3	8.5	9.2	9.3	10.5	11.2	10.1	9.9	9.6	8.4	8.8	6.9
Women	14.6	14.8	16.2	16.7	18.1	20.1	18.1	17.9	17.4	15.4	15.8	12.0
Saint Lucia n/	**…**	**…**	**…**	**…**	**21.2**	**23.3**	**24.5**	**24.1**	**21.3**	**20.2**	**20.5**	**21.8**
Men	…	…	…	…	19.1	21.3	21.1	21.3	19.4	18.1	19.6	19.8
Women	…	…	…	…	23.5	25.5	28.4	27.4	23.5	22.4	21.4	24.0
Trinidad and Tobago	**4.6**	**5.3**	**5.9**	**4.9**	**5.0**	**3.7**	**3.3**	**3.4**	**4.0**	**4.8**	**…**	**…**
Men	…	…	5.2	3.9	4.1	3.0	2.8	2.9	3.9	…	…	…
Women	…	…	7.0	6.3	6.2	4.6	4.0	4.2	4.0	…	…	…
Latin America and the Caribbean p/	**6.3**	**7.3**	**6.9**	**6.4**	**6.4**	**6.3**	**6.1**	**6.6**	**7.8**	**8.1**	**8.7**	**8.4**
Latin America and the Caribbean - Men p/	**5.1**	**6.1**	**5.7**	**5.3**	**5.5**	**5.4**	**5.3**	**5.7**	**6.8**	**7.0**	**7.5**	**7.3**
Latin America and the Caribbean - Women p/	**8.0**	**9.0**	**8.5**	**8.0**	**7.8**	**7.6**	**7.3**	**7.9**	**9.2**	**9.6**	**10.3**	**10.0**

Source: ILO, based on information from household surveys of the countries.
a/ 31 urban clusters. In the framework of the statistical emergency, the INDEC recommends excluding the series published between 2007 and 2015 for comparison and analysis of labour market data for Argentina. Annual data for 2016 is the average of the 2nd, 3rd and 4th quarters; data to the 3rd quarter of 2017 and 2018 correspond to the average of the 1st semester.
b/ Beginning in 2012, data are based on PNADC series that are not comparable with previous years.
c/ New measurement beginning in 2010; data not comparable with previous years.
d/ Includes hidden unemployment.
e/ Data from 2007-2009 correspond to the EHPM, implemented annually in July. Beginning in 2010, data are from ECE and are not comparable with previous years (2010 information is the average of the 3rd and 4th quarters).
f/ Data to the 3rd quarter of 2017 and 2018 correspond to the 2nd quarter.
g/ New measurement (ECH) beginning with the 2009 revised series; data not comparable with previous years.
h/ Includes hidden unemployment. Data to the 3rd quarter of 2017 and 2018 correspond to March.
i/ Annual series based on EPH. Based on EPHC beginning in 2017; data not comparable with previous years. Data to the 3rd quarters of 2017 and 2018 correspond to the average of the 1st semester.
j/ Data to the 3rd quarters of 2017 and 2018 are preliminary.
k/ Data of 2015, 2016 and 2017 correspond to the semester average and are preliminary data under revision.
l/ 2008-2015 series based on re-weighted ENFT. Beginning in 2015, data are based on the ENCFT; data not comparable with previous years.
m/ Data to the 3rd quarters of 2017 and 2018 correspond to May.
n/ Data to the 3rd quarters of 2017 and 2018 correspond to the average of the 1st semester.
o/ Data to the 3rd quarters of 2017 and 2018 correspond to April.
p/ Weighted average. Excludes hidden unemployment of Colombia, Ecuador, Jamaica and Panama. Weighting factors used are ILO projections on the total labour force and by sex.
‖ A break in the series can occur when a country revises its survey or important variables.

TABLE 3. Latin America and the Caribbean: national unemployment rates by year, country and age group, 2008 - 2018 (average annual rates)

Country	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2017	2018
											Average to the 3rd quarter	
Latin America												
Argentina [a]	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**8.5**	**8.4**	**9.0**	**9.4**
15 - 24	…	…	…	…	…	…	…	…	23.9	22.6	23.8	24.9
25 and over	…	…	…	…	…	…	…	…	5.9	6.0	6.5	6.8
Bolivia (Pluri. State of)	**2.8**	**3.3**	**…**	**2.7**	**2.3**	**2.9**	**2.3**	**3.5**	**3.4**	**3.4**	**…**	**…**
15 - 24	6.6	6.2	…	6.6	4.3	6.9	5.5	8.0	7.3	8.3	…	…
25 and over	1.9	2.7	…	1.8	1.9	2.0	1.6	2.6	2.6	2.6	…	…
Brazil [b]	**7.1**	**8.3**	**…**	**6.7**	**7.3**	**7.1**	**6.8**	**8.5**	**11.5**	**12.7**	**13.1**	**12.5**
15 - 24	15.5	17.8	…	15.3	16.4	16.2	16.1	20.0	27.2	29.2	29.8	29.0
25 and over	4.8	5.7	…	4.6	5.1	5.0	4.8	6.0	8.1	9.2	9.4	9.0
Chile [c]	**7.8**	**9.7**	**8.2**	**7.1**	**6.4**	**5.9**	**6.4**	**6.2**	**6.5**	**6.7**	**6.8**	**7.0**
15 - 24	19.7	22.6	18.5	17.5	16.3	16.0	16.4	15.5	15.6	16.8	16.8	17.5
25 and over	5.9	7.7	6.4	5.5	4.9	4.5	5.0	5.0	5.3	5.5	5.6	5.9
Colombia [d]	**11.3**	**12.0**	**11.8**	**10.8**	**10.4**	**9.6**	**9.1**	**8.9**	**9.2**	**9.4**	**9.7**	**9.8**
15 - 24	22.8	23.5	23.3	21.9	20.5	19.1	18.7	17.7	18.4	18.6	19.0	20.2
25 and over	8.5	9.2	9.0	8.1	7.9	7.4	6.9	6.9	7.2	7.4	7.9	7.9
Costa Rica [e]	**4.9**	**7.8**	**8.9**	**10.3**	**10.2**	**9.4**	**9.6**	**9.6**	**9.5**	**9.1**	**9.0**	**9.7**
15 - 24	11.0	17.9	21.5	22.4	23.1	22.5	25.1	23.0	23.1	22.6	22.0	25.0
25 and over	3.3	5.2	6.0	7.7	7.3	6.5	6.3	6.8	6.8	6.5	6.5	6.9
Ecuador [f]	**6.0**	**6.5**	**5.6**	**4.6**	**4.1**	**4.0**	**4.3**	**4.3**	**5.4**	**4.4**	**4.3**	**4.2**
15 - 24	13.8	14.1	12.7	11.9	10.7	10.9	11.3	10.4	11.9	9.7	9.4	9.5
25 and over	3.9	4.4	3.9	3.1	2.7	2.6	2.9	3.1	4.0	3.3	3.3	3.1
El Salvador	**5.9**	**7.3**	**7.0**	**6.6**	**6.1**	**5.9**	**7.0**	**7.0**	**7.1**	**7.0**	**…**	**…**
15 - 24	11.1	14.0	13.7	12.2	12.4	12.4	15.0	14.0	14.2	14.4	…	…
25 and over	4.4	5.5	5.2	5.0	4.4	4.2	4.9	5.1	5.2	5.2	…	…
Guatemala [g]	**…**	**…**	**3.7**	**4.1**	**2.9**	**3.1**	**2.9**	**2.6**	**2.7**	**2.5**	**2.3**	**2.8**
15 - 24	…	…	5.8	7.5	4.9	5.7	6.1	5.7	5.8	5.1	4.6	6.1
25 and over	…	…	2.9	2.7	2.1	2.1	1.7	1.3	1.4	1.5	1.4	1.5
Honduras	**3.1**	**3.1**	**3.9**	**4.3**	**3.6**	**3.9**	**5.3**	**7.3**	**7.4**	**6.7**	**6.7**	**5.7**
15 - 24	5.5	6.0	7.5	8.0	6.9	7.1	9.4	14.2	15.9	13.5	13.5	11.0
25 and over	2.2	2.2	2.8	3.0	2.5	2.9	4.0	4.6	4.1	3.9	3.9	4.0
Mexico	**3.9**	**5.4**	**5.3**	**5.2**	**4.9**	**4.9**	**4.8**	**4.3**	**3.9**	**3.4**	**3.5**	**3.3**
15 - 24	7.7	10.1	9.8	9.8	9.4	9.5	9.5	8.6	7.7	6.9	7.0	7.0
25 and over	2.9	4.2	4.2	4.0	3.8	3.9	3.8	3.4	3.1	2.7	2.7	2.6
Nicaragua [h]	**6.1**	**7.7**	**7.9**	**6.0**	**5.9**	**5.8**	**6.6**	**5.9**	**4.5**	**3.7**	**…**	**…**
15 - 24	9.6	…	11.9	7.8	9.0	…	…	…	…	…	…	…
25 and over	4.9	…	6.3	4.4	4.8	…	…	…	…	…	…	…
Panama [i]	**5.6**	**6.6**	**6.5**	**4.5**	**4.0**	**4.1**	**4.8**	**5.1**	**5.5**	**6.1**	**5.6**	**5.8**
15 - 24	13.6	15.2	15.0	12.4	10.3	10.8	12.6	13.1	13.7	16.5	14.7	15.5
25 and over	3.6	4.6	4.7	3.0	2.8	2.7	3.3	3.5	3.9	4.1	3.8	3.8
Paraguay [j]	**5.7**	**6.3**	**5.7**	**5.5**	**4.6**	**5.0**	**6.0**	**5.4**	**6.0**	**6.1**	**6.8**	**6.7**
15 - 24	11.7	13.1	12.5	12.6	10.4	10.4	12.3	11.8	12.9	13.7	15.5	15.5
25 and over	3.4	3.9	3.4	3.0	2.6	3.3	4.0	3.3	3.9	3.9	4.2	4.2
Peru [k]	**4.6**	**4.5**	**4.1**	**4.0**	**3.7**	**4.0**	**3.7**	**3.5**	**4.2**	**4.1**	**4.5**	**4.5**
15 - 24	9.8	9.2	9.5	9.5	9.1	9.0	9.9	8.4	10.7	10.5	12.1	12.2
25 and over	2.9	3.0	2.5	2.4	2.1	2.7	2.0	2.3	2.6	2.6	3.5	3.5
Uruguay	**8.0**	**7.7**	**7.2**	**6.3**	**6.5**	**6.5**	**6.6**	**7.5**	**7.8**	**7.9**	**8.1**	**8.4**
15 - 24	22.3	21.0	20.6	18.1	18.5	19.2	19.4	22.5	23.8	24.7	25.3	26.1
25 and over	5.2	5.2	4.5	4.0	4.1	4.0	4.2	4.7	5.0	4.9	5.1	5.4
Venezuela (Boliv. Rep. of) [l]	**7.3**	**7.9**	**8.7**	**8.3**	**8.1**	**7.8**	**7.3**	**7.0**	**7.3**	**7.2**	**…**	**…**
15 - 24	14.2	15.6	17.6	17.5	17.1	16.5	15.0	15.1	15.8	15.9	…	…
25 and over	5.8	6.1	6.7	6.5	6.3	6.1	5.8	5.6	5.9	5.6	…	…

(continues...)

Country	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2017	2018
											Average to the 3rd quarter	
Spanish-speaking Caribbean												
Cuba	**1.6**	**1.7**	**2.5**	**3.2**	**3.5**	**3.3**	**2.7**	**2.5**	**2.0**	**1.7**	**…**	**…**
15 - 24	…	…	…	…	…	…	…	…	…	…	…	…
25 and over	…	…	…	…	…	…	…	…	…	…	…	…
Dominican Republic m/	**4.8**	**5.5**	**5.2**	**6.1**	**6.7**	**7.4**	**6.7**	**7.3**	**7.1**	**5.5**	**5.6**	**5.6**
15 - 24	10.6	12.5	10.8	13.9	14.9	17.4	13.4	16.0	16.4	12.8	13.8	12.2
25 and over	3.2	3.8	3.9	4.2	4.8	5.0	5.2	5.4	4.9	3.9	4.2	3.9
English-speaking Caribbean												
Bahamas n/	**8.7**	**15.3**	**15.3**	**15.9**	**14.4**	**15.8**	**14.6**	**13.4**	**12.2**	**10.0**	**9.9**	**10.0**
15 - 24	…	…	…	…	…	…	…	…	…	…	…	…
25 and over	…	…	…	…	…	…	…	…	…	…	…	…
Barbados o/	**8.1**	**10.0**	**10.7**	**11.2**	**11.6**	**11.6**	**12.3**	**11.3**	**9.7**	**10.5**	**10.4**	**9.0**
15 - 24	…	…	…	…	…	…	…	…	…	…	…	…
25 and over	…	…	…	…	…	…	…	…	…	…	…	…
Belize p/	**8.2**	**13.1**	**12.5**	**…**	**15.3**	**14.3**	**11.6**	**10.1**	**9.5**	**9.3**	**9.0**	**9.4**
15 - 24	…	…	…	…	27.7	21.8	22.9	21.2	21.3	19.4	18.9	21.3
25 and over	…	…	…	…	11.2	11.9	7.9	6.7	5.9	6.2	5.9	5.7
Granada	**…**	**…**	**…**	**26.2**	**…**	**32.2**	**29.3**	**29.0**	**28.2**	**23.6**	**…**	**…**
15 - 24	…	…	…	…	…	…	…	…	…	…	…	…
25 and over	…	…	…	…	…	…	…	…	…	…	…	…
Jamaica l/	**10.6**	**11.4**	**12.4**	**12.7**	**13.9**	**15.2**	**13.7**	**13.5**	**13.2**	**11.7**	**12.1**	**9.2**
15 - 24	26.5	…	30.8	30.1	33.5	37.8	34.3	32.8	31.8	28.2	29.2	23.9
25 and over	…	…	…	…	10.4	11.1	10.1	10.1	9.7	8.6	8.8	6.6
Saint Lucia o/	**…**	**…**	**…**	**…**	**21.2**	**23.3**	**24.5**	**24.1**	**21.3**	**20.2**	**20.5**	**21.8**
15 - 24	…	…	…	…	40.6	44.4	51.2	49.6	46.2	…	47.2	43.3
25 and over	…	…	…	…	16.5	17.2	18.4	18.6	16.3	…	14.2	17.4
Trinidad and Tobago	**4.6**	**5.3**	**5.9**	**4.9**	**5.0**	**3.7**	**3.3**	**3.4**	**4.0**	**4.8**	**…**	**…**
15 - 24	…	…	14.0	12.0	11.4	8.9	8.0	8.5	10.6	…	…	…
25 and over	…	…	4.4	3.7	3.9	2.9	2.6	2.7	3.1	…	…	…
Latin America and the Caribbean q/	**6.3**	**7.3**	**6.9**	**6.4**	**6.4**	**6.3**	**6.1**	**6.6**	**7.8**	**8.1**	**8.7**	**8.4**
Latin America and the Caribbean - 15 to 24 years q/	**13.6**	**15.4**	**14.7**	**14.0**	**14.0**	**14.0**	**13.9**	**15.2**	**18.3**	**18.8**	**19.8**	**19.6**
Latin America and the Caribbean - 25 years and over q/	**4.6**	**5.5**	**5.2**	**4.7**	**4.8**	**4.7**	**4.6**	**5.0**	**5.8**	**6.1**	**6.5**	**6.3**

Source: ILO, based on information from household surveys of the countries.
a/ 31 urban clusters. In the framework of the statistical emergency, the INDEC recommends excluding the series published between 2007 and 2015 for comparison and analysis of labour market data for Argentina. Annual data for 2016 is the average of the 2nd, 3rd and 4th quarters; data to the 3rd quarter of 2017 and 2018 correspond to the average of the 1st semester.
b/ Beginning in 2012, data are based on PNADC series that are not comparable with previous years.
c/ New measurement beginning in 2010; data not comparable with previous years.
d/ Includes hidden unemployment. Data to the 3rd quarters of 2017 and 2018 for unemployment correspond to the average to the 3rd quarter while the disaggregated information by age group is the average of the 1st semester.
e/ Data from 2007-2009 correspond to the EHPM, implemented annually in July. Beginning in 2010, data are from ECE and are not comparable with previous years (2010 information is the average of the 3rd and 4th quarters).
f/ Includes hidden unemployment.
g/ Data to the 3rd quarter of 2017 and 2018 correspond to the 2nd quarter.
h/ New measurement (ECH) beginning with the 2009 revised series; data not comparable with previous years. 2009 data correspond to the 2nd, 3rd and 4th quarters.
i/ Includes hidden unemployment. Data to the 3rd quarter of 2017 and 2018 correspond to March.
j/ Annual series based on EPH. Based on EPHC beginning in 2017; data not comparable with previous years. Data to the 3rd quarters of 2017 and 2018 correspond to the average of the 1st semester.
k/ Data to the 3rd quarters of 2017 and 2018 are preliminary. For this same period, total unemployment corresponds to the average to the 3rd quarter while disaggregated information by age group corresponds to the 1st quarter.
l/ Data of 2015, 2016 and 2017 correspond to the semester average and are preliminary data under revision.
m/ 2008-2015 series based on re-weighted ENFT. Beginning in 2015, data are based on the ENCFT; data not comparable with previous years. Data to the 3rd quarters of 2017 and 2018 on total unemployment correspond to the average to the 3rd quarter while the disaggregated information by age group corresponds to the 1st quarter.
n/ Data to the 3rd quarters of 2017 and 2018 correspond to May.
o/ Data to the 3rd quarters of 2017 and 2018 correspond to the average of the 1st semester.
p/ Data to the 3rd quarters of 2017 and 2018 correspond to April.
q/ Weighted average. The weighting factors used are ILO projections on the total labour force and disaggregated by age group.
‖ A break in the series can occur when a country revises its survey or important variables.

TABLE 4. Latin America and the Caribbean: national labour force participation rates, by year, country and sex, 2008 - 2018 (average annual rates)

Country	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2017	2018
											Average to the 3rd quarter	
Latin America												
Argentina [a/]	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**57.5**	**57.8**	**57.3**	**58.4**
Men	…	…	…	…	…	…	…	…	69.4	69.7	69.4	69.7
Women	…	…	…	…	…	…	…	…	46.9	47.6	46.5	48.5
Bolivia (Pluri. State of)	**64.9**	**65.1**	**…**	**65.9**	**61.1**	**63.4**	**65.8**	**61.0**	**65.6**	**62.4**	**…**	**…**
Men	73.7	73.3	…	74.7	70.4	72.6	75.0	72.1	75.0	72.4	…	…
Women	56.8	57.4	…	57.5	52.6	54.8	57.1	50.4	56.8	52.9	…	…
Brazil [b/]	**62.0**	**62.1**	**…**	**60.0**	**61.4**	**61.3**	**61.0**	**61.3**	**61.4**	**61.7**	**61.7**	**61.6**
Men	72.4	72.3	…	70.8	73.1	72.9	72.5	72.4	72.3	72.0	72.0	71.7
Women	52.2	52.7	…	50.1	50.8	50.7	50.6	51.2	51.4	52.3	52.3	52.4
Chile [c/]	**56.0**	**55.9**	**58.5**	**59.8**	**59.5**	**59.6**	**59.8**	**59.7**	**59.5**	**59.7**	**59.6**	**59.7**
Men	71.8	71.0	72.1	72.7	71.9	71.8	71.6	71.5	71.3	71.2	71.3	70.7
Women	40.9	41.3	45.3	47.3	47.6	47.7	48.4	48.2	48.0	48.5	48.3	49.0
Colombia [d/]	**58.5**	**61.3**	**62.7**	**63.7**	**64.5**	**64.2**	**64.2**	**64.7**	**64.5**	**64.4**	**64.2**	**63.8**
Men	71.1	73.4	74.2	75.1	75.4	74.9	74.9	75.2	74.9	74.8	74.6	74.5
Women	46.4	49.8	51.8	52.8	54.1	53.9	54.0	54.8	54.5	54.5	54.3	53.6
Costa Rica [e/]	**56.7**	**56.5**	**60.7**	**59.0**	**62.8**	**62.3**	**62.5**	**61.2**	**58.4**	**58.8**	**59.4**	**59.9**
Men	72.5	71.5	75.4	73.6	75.9	75.1	75.9	74.3	72.4	73.0	73.4	73.9
Women	41.7	42.1	45.9	44.2	49.5	49.3	49.0	48.1	44.3	44.5	45.3	45.8
Ecuador [d/]	**66.2**	**65.3**	**63.7**	**62.5**	**63.0**	**62.9**	**63.1**	**66.2**	**68.2**	**68.6**	**68.8**	**67.5**
Men	81.6	80.2	78.9	77.9	78.1	77.6	78.8	80.5	81.0	81.0	81.1	80.1
Women	51.8	51.3	49.4	48.1	48.8	48.9	48.5	52.7	56.2	56.9	57.3	55.6
El Salvador	**62.7**	**62.8**	**62.5**	**62.7**	**63.2**	**63.6**	**62.8**	**62.1**	**62.2**	**61.9**	**…**	**…**
Men	81.3	81.0	80.9	81.2	81.4	80.7	80.7	80.2	80.1	80.6	…	…
Women	47.3	47.6	47.3	47.0	47.9	49.3	47.8	46.7	47.3	46.3	…	…
Guatemala [f/]	**…**	**…**	**62.5**	**61.8**	**65.4**	**60.6**	**60.9**	**60.7**	**60.8**	**61.0**	**60.0**	**60.2**
Men	…	…	84.7	84.6	87.6	83.4	83.8	84.7	84.0	85.3	85.1	84.2
Women	…	…	42.9	40.4	45.7	40.6	40.6	38.9	40.1	39.2	37.4	39.2
Honduras	**51.3**	**53.1**	**53.6**	**51.9**	**50.8**	**53.7**	**56.1**	**58.1**	**57.5**	**59.0**	**59.0**	**60.4**
Men	69.9	72.3	71.0	70.4	69.2	72.1	73.6	74.0	74.0	76.0	76.0	76.3
Women	34.4	35.9	37.4	34.9	33.8	37.2	40.5	43.9	43.0	43.8	43.8	46.0
Mexico	**60.0**	**59.9**	**59.7**	**59.8**	**60.4**	**60.3**	**59.8**	**59.8**	**59.7**	**59.3**	**59.3**	**59.5**
Men	80.0	79.0	78.7	78.5	78.8	78.5	78.3	78.0	77.7	77.6	77.6	77.4
Women	42.3	42.8	42.5	42.8	43.9	43.9	43.1	43.4	43.4	43.0	42.9	43.3
Nicaragua [g/]	**53.3**	**66.9**	**71.3**	**75.6**	**76.8**	**75.8**	**74.0**	**72.4**	**73.6**	**73.5**	**…**	**…**
Men	69.1	83.2	85.4	87.9	87.7	87.2	85.8	84.6	84.9	84.7	…	…
Women	38.6	51.5	58.1	64.0	66.6	65.1	63.0	60.9	63.1	63.3	…	…
Panama [h/]	**63.9**	**64.1**	**63.5**	**61.9**	**63.5**	**64.1**	**64.0**	**64.2**	**64.4**	**64.0**	**64.7**	**66.6**
Men	81.5	80.9	80.4	79.2	80.1	79.7	79.4	78.4	78.6	77.6	78.1	79.6
Women	47.2	48.3	47.5	45.8	48.2	49.4	49.8	50.8	51.1	51.2	51.9	54.2
Paraguay [i/]	**62.2**	**63.1**	**60.8**	**61.1**	**64.4**	**62.4**	**62.3**	**62.1**	**62.6**	**71.0**	**70.7**	**71.6**
Men	76.1	76.4	73.9	73.2	75.1	74.0	74.6	74.1	74.5	84.4	84.3	84.7
Women	48.3	49.6	47.4	49.0	53.7	52.7	50.1	50.2	50.8	57.8	57.2	58.7
Peru [j/]	**73.8**	**74.0**	**74.1**	**73.9**	**73.6**	**73.2**	**72.2**	**71.6**	**72.2**	**72.4**	**72.0**	**72.2**
Men	83.0	83.1	82.7	82.7	82.4	82.0	81.3	81.0	81.2	81.0	79.6	80.1
Women	64.7	65.0	65.7	65.2	64.8	64.5	63.2	62.3	63.3	64.0	63.6	64.1
Uruguay	**62.7**	**63.4**	**62.9**	**64.8**	**64.0**	**63.6**	**64.7**	**63.8**	**63.4**	**62.9**	**62.9**	**62.2**
Men	73.3	74.1	73.1	74.7	73.5	73.9	74.3	73.0	72.2	71.6	71.4	70.5
Women	53.6	54.3	54.0	55.8	55.6	54.4	55.9	55.4	55.4	55.0	55.1	54.6
Venezuela (Boliv. Rep. of) [k/]	**64.9**	**65.1**	**64.5**	**64.4**	**63.9**	**64.3**	**65.1**	**63.7**	**64.0**	**66.3**	**…**	**…**
Men	79.9	79.4	79.0	78.6	77.8	78.1	79.1	77.9	77.9	80.0	…	…
Women	50.1	50.9	50.1	50.3	50.1	50.6	51.3	49.8	50.2	52.7	…	…

(continues...)

Country	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2017	2018
											Average to the 3rd quarter	
Spanish-speaking Caribbean												
Cuba	**74.7**	**75.4**	**74.9**	**76.1**	**74.2**	**72.9**	**71.9**	**67.1**	**65.2**	**63.4**	**…**	**…**
Men	87.8	88.4	87.7	90.0	89.5	87.1	86.2	80.4	78.2	76.2	…	…
Women	60.2	61.0	60.5	60.5	57.4	57.3	56.3	52.6	50.9	49.4	…	…
Dominican Republic l/	**57.6**	**55.5**	**56.7**	**58.2**	**59.4**	**59.3**	**59.5**	**61.8**	**62.3**	**62.2**	**62.2**	**63.4**
Men	73.8	72.5	72.1	73.1	74.1	73.9	74.2	76.3	76.6	76.1	76.2	77.6
Women	42.0	39.0	41.7	43.7	45.3	45.1	45.4	48.1	48.9	49.0	49.0	50.0
English-speaking Caribbean												
Bahamas m/	**76.3**	**73.4**	**…**	**72.1**	**72.5**	**73.2**	**73.7**	**74.3**	**77.1**	**80.5**	**80.0**	**82.5**
Men	83.0	…	…	…	75.8	76.9	77.8	79.5	81.7	83.6	83.0	85.0
Women	70.8	…	…	…	69.5	70.1	70.1	71.7	73.1	75.1	74.9	76.1
Barbados n/	**67.6**	**67.0**	**66.6**	**67.6**	**66.2**	**66.7**	**63.9**	**65.1**	**66.5**	**65.4**	**65.7**	**64.2**
Men	73.3	72.3	71.8	72.7	71.9	72.0	67.7	68.7	70.4	69.6	69.3	69.4
Women	62.5	62.2	62.0	63.0	61.0	62.0	60.4	61.7	62.8	61.4	62.4	59.5
Belize o/	**59.2**	**…**	**…**	**…**	**65.8**	**64.2**	**63.6**	**63.2**	**64.0**	**64.1**	**64.3**	**65.5**
Men	…	…	…	…	79.2	78.4	78.2	77.8	78.0	78.2	79.0	78.3
Women	…	…	…	…	52.6	50.1	49.2	48.8	50.2	50.2	49.7	52.9
Granada	**…**	**…**	**…**	**69.5**	**…**	**66.7**	**67.8**	**68.8**	**68.2**	**65.8**	**…**	**…**
Men	…	…	…	75.0	…	70.9	71.5	74.5	73.3	71.3	…	…
Women	…	…	…	63.9	…	62.6	64.1	63.4	63.1	60.6	…	…
Jamaica d/	**65.5**	**63.5**	**62.4**	**62.1**	**61.9**	**63.0**	**62.8**	**63.1**	**64.8**	**65.1**	**65.3**	**64.1**
Men	73.9	71.8	70.4	70.1	69.2	70.0	70.0	70.3	71.2	71.3	71.6	70.4
Women	57.5	55.7	54.8	55.0	54.9	56.3	55.9	56.3	58.6	59.1	59.2	58.0
Saint Lucia n/	**…**	**…**	**…**	**…**	**70.6**	**71.0**	**72.2**	**72.2**	**72.8**	**71.1**	**71.6**	**71.7**
Men	…	…	…	…	75.3	76.2	77.1	78.3	78.3	76.5	77.1	76.5
Women	…	…	…	…	66.1	66.0	67.4	66.0	67.4	66.8	66.4	66.8
Trinidad and Tobago	**63.5**	**62.7**	**62.1**	**60.8**	**61.9**	**61.4**	**61.9**	**60.6**	**59.7**	**59.2**	**…**	**…**
Men	**…**	**…**	73.5	72.3	72.1	71.6	72.2	71.2	69.5	…	…	…
Women	…	…	50.9	49.4	51.7	51.1	51.8	50.0	50.0	…	…	…
Latin America and the Caribbean p/	**61.7**	**62.1**	**61.9**	**61.7**	**62.4**	**62.2**	**62.0**	**61.9**	**62.0**	**62.2**	**61.8**	**61.9**
Latin America and the Caribbean - Men p/	**75.6**	**75.6**	**75.3**	**75.1**	**75.9**	**75.6**	**75.5**	**75.1**	**75.0**	**75.1**	**74.6**	**74.4**
Latin America and the Caribbean - Women p/	**48.9**	**49.6**	**49.4**	**49.1**	**49.9**	**49.7**	**49.5**	**49.6**	**50.0**	**50.4**	**50.0**	**50.3**

Source: ILO, based on information from household surveys of the countries.
a/ 31 urban clusters. In the framework of the statistical emergency, the INDEC recommends excluding the series published between 2007 and 2015 for comparison and analysis of labour market data for Argentina. Annual data for 2016 is the average of the 2nd, 3rd and 4th quarters; data to the 3rd quarter of 2017 and 2018 correspond to the average of the 1st semester.
b/ Beginning in 2012, data are based on PNADC series that are not comparable with previous years.
c/ New measurement beginning in 2010; data not comparable with previous years.
d/ Includes hidden unemployment.
e/ Data from 2007-2009 correspond to the EHPM, implemented annually in July. Beginning in 2010, data are from ECE and are not comparable with previous years (2010 information is the average of the 3rd and 4th quarters).
f/ Data to the 3rd quarter of 2017 and 2018 correspond to the 2nd quarter.
g/ New measurement (ECH) beginning with the 2009 revised series; data not comparable with previous years.
h/ Includes hidden unemployment. Data to the 3rd quarter of 2017 and 2018 correspond to March.
i/ Annual series based on EPH. Based on EPHC beginning in 2017; data not comparable with previous years. Data to the 3rd quarters of 2017 and 2018 correspond to the average of the 1st semester.
j/ Data to the 3rd quarters of 2017 and 2018 are preliminary and labour force participation data correspond to the average to the 3rd quarter while disaggregated information by sex is the average of the 1st semester.
k/ Data of 2015, 2016 and 2017 correspond to the semester average and are preliminary data under revision.
l/ 2008-2015 series based on re-weighted ENFT. Beginning in 2015, data are based on the ENCFT; data not comparable with previous years.
m/ Data to the 3rd quarters of 2017 and 2018 correspond to May.
n/ Data to the 3rd quarters of 2017 and 2018 correspond to the average of the 1st semester.
o/ Data to the 3rd quarters of 2017 and 2018 correspond to April.
p/ Weighted average. Excludes hidden unemployment of Colombia, Ecuador, Jamaica and Panama. The weighting factors used are ILO projections on the total working-age population and by sex.
‖ A break in the series can occur when a country revises its survey or important variables.

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TABLE 5. Latin America and the Caribbean: national labour force participation rates, by country and age group, 2008 - 2018 (average annual rates)

Country	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2017	2018
											Average to the 3rd quarter	
Latin America												
Argentina [a/]	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**57.5**	**57.8**	**57.3**	**58.4**
15 - 24	…	…	…	…	…	…	…	…	38.3	39.0	38.1	40.0
25 and over	…	…	…	…	…	…	…	…	64.4	64.4	64.3	65.0
Bolivia (Pluri. State of)	**64.9**	**65.1**	**…**	**65.9**	**61.1**	**63.4**	**65.8**	**61.0**	**65.6**	**62.4**	**…**	**…**
15 - 24	51.6	51.3	…	52.2	45.3	46.8	51.8	44.6	51.2	42.7	…	…
25 and over	80.7	81.2	…	79.8	78.1	77.9	79.1	75.9	78.1	77.1	…	…
Brazil [b/]	**62.0**	**62.1**	**…**	**60.0**	**61.4**	**61.3**	**61.0**	**61.3**	**61.4**	**61.7**	**61.7**	**61.6**
15 - 24	63.2	62.7	…	59.1	51.9	50.6	49.4	49.6	49.9	50.8	50.8	51.1
25 and over	70.2	70.3	…	68.1	64.3	64.4	64.4	64.6	64.6	64.7	64.7	64.4
Chile [c/]	**56.0**	**55.9**	**58.5**	**59.8**	**59.5**	**59.6**	**59.8**	**59.7**	**59.5**	**59.7**	**59.6**	**59.7**
15 - 24	34.2	33.3	37.5	38.4	37.1	36.3	36.0	35.7	34.6	34.1	34.3	33.7
25 and over	62.3	62.3	64.4	65.7	65.5	65.6	65.9	65.6	65.4	65.4	65.2	65.4
Colombia [d/]	**58.5**	**61.3**	**62.7**	**63.7**	**64.5**	**64.2**	**64.2**	**64.7**	**64.5**	**64.4**	**64.2**	**63.8**
15 - 24	48.3	52.1	53.2	54.4	55.8	54.6	54.6	54.7	53.7	53.2	53.4	52.2
25 and over	69.7	72.0	73.4	73.8	74.4	74.2	74.2	74.5	74.3	74.0	73.9	73.4
Costa Rica [e/]	**56.7**	**56.5**	**60.7**	**59.0**	**62.8**	**62.3**	**62.5**	**61.2**	**58.4**	**58.8**	**59.4**	**59.9**
15 - 24	49.1	47.4	44.2	43.4	48.3	48.0	48.2	45.9	43.2	43.4	44.5	45.0
25 and over	65.2	65.2	66.5	64.0	67.2	66.7	66.8	65.8	62.8	63.1	63.6	63.8
Ecuador [f/]	**66.2**	**65.3**	**63.7**	**62.5**	**63.0**	**62.9**	**63.1**	**66.2**	**68.2**	**68.6**	**68.8**	**67.5**
15 - 24	51.2	50.0	46.4	43.1	43.9	42.2	41.1	43.5	45.6	45.9	46.0	45.7
25 and over	71.8	71.1	69.9	69.2	69.3	69.9	71.0	74.1	76.1	76.4	76.7	74.9
El Salvador	**62.7**	**62.8**	**62.5**	**62.7**	**63.2**	**63.6**	**62.8**	**62.1**	**62.2**	**61.9**	**…**	**…**
15 - 24	51.4	50.4	49.4	46.3	50.3	49.6	49.1	45.8	48.5	49.0	…	…
25 and over	66.8	67.2	67.3	67.5	68.0	68.8	67.7	66.9	67.0	66.3	…	…
Guatemala [g/]	**…**	**…**	**62.5**	**61.8**	**65.4**	**60.6**	**60.9**	**60.7**	**60.8**	**61.0**	**60.0**	**60.2**
15 - 24	…	…	53.1	53.5	58.3	50.3	51.8	52.4	52.6	52.5	50.0	51.3
25 and over	…	…	67.2	66.1	68.8	65.7	65.3	64.8	64.7	64.9	64.7	64.4
Honduras	**51.3**	**53.1**	**53.6**	**51.9**	**50.8**	**53.7**	**56.1**	**58.1**	**57.5**	**59.0**	**59.0**	**60.4**
15 - 24	49.4	50.5	51.5	49.9	48.1	51.6	52.3	56.6	55.5	56.7	56.7	57.8
25 and over	65.6	67.2	67.4	65.2	63.7	66.4	68.3	69.0	67.7	68.9	68.9	70.4
Mexico	**60.0**	**59.9**	**59.7**	**59.8**	**60.4**	**60.3**	**59.8**	**59.8**	**59.7**	**59.3**	**59.3**	**59.5**
15 - 24	47.8	46.9	47.1	46.9	47.3	46.4	45.6	44.8	44.2	43.8	43.6	43.6
25 and over	64.3	64.5	64.2	64.3	65.0	65.0	64.4	64.6	64.6	64.2	64.2	64.4
Nicaragua [h/]	**53.3**	**66.9**	**71.3**	**75.6**	**76.8**	**75.8**	**74.0**	**72.4**	**73.6**	**73.5**	**…**	**…**
15 - 24	48.3	…	64.5	69.8	71.2	…	…	…	…	…	…	…
25 and over	66.7	…	76.3	79.6	80.5	…	…	…	…	…	…	…
Panama [i/]	**63.9**	**64.1**	**63.5**	**61.9**	**63.5**	**64.1**	**64.0**	**64.2**	**64.4**	**64.0**	**64.7**	**66.6**
15 - 24	50.6	49.8	47.8	44.1	46.3	46.9	45.2	43.9	44.2	44.5	45.2	48.1
25 and over	68.3	68.7	68.4	66.8	68.6	69.5	69.8	70.4	70.8	69.9	70.6	72.2
Paraguay [j/]	**62.2**	**63.1**	**60.8**	**61.1**	**64.4**	**62.4**	**62.3**	**62.1**	**62.6**	**71.0**	**70.7**	**71.6**
15 - 24	59.8	63.5	58.0	58.2	60.1	59.6	58.1	55.1	58.6	58.0	58.9	57.8
25 and over	74.6	74.4	73.9	74.0	77.8	76.2	74.6	75.4	75.2	75.8	75.1	76.6
Peru [k/]	**73.8**	**74.0**	**74.1**	**73.9**	**73.6**	**73.2**	**72.2**	**71.6**	**72.2**	**72.4**	**72.0**	**72.2**
15 - 24	61.4	60.6	60.4	59.6	58.9	57.9	56.1	53.7	53.7	53.9	56.4	56.6
25 and over	80.3	80.7	80.9	80.9	80.4	80.3	79.4	79.4	80.1	80.1	79.6	79.3
Uruguay	**62.7**	**63.4**	**62.9**	**64.8**	**64.0**	**63.6**	**64.7**	**63.8**	**63.4**	**62.9**	**62.9**	**62.2**
15 - 24	48.8	49.1	48.6	49.8	48.9	48.7	48.6	46.5	45.2	43.8	43.8	43.1
25 and over	66.4	67.3	66.9	68.8	68.1	67.7	68.9	68.5	68.4	68.1	68.0	67.4
Venezuela (Boliv. Rep. of) [l/]	**64.9**	**65.1**	**64.5**	**64.4**	**63.9**	**64.3**	**65.1**	**63.7**	**64.0**	**66.3**	**…**	**…**
15 - 24	44.7	44.0	42.5	41.8	40.9	41.0	41.6	39.2	38.5	42.1	…	…
25 and over	72.5	72.7	72.5	72.3	71.8	72.0	72.6	71.5	71.9	73.7	…	…

(continues...)

Country	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2017	2018
											Average to the 3rd quarter	
Spanish-speaking Caribbean												
Cuba	**74.7**	**75.4**	**74.9**	**76.1**	**74.2**	**72.9**	**71.9**	**67.1**	**65.2**	**63.4**	**...**	**...**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...
25 and over	...	...	...	...	...	...	...	...	...	...	...	...
Dominican Republic m/	**57.6**	**55.5**	**56.7**	**58.2**	**59.4**	**59.3**	**59.5**	**61.8**	**62.3**	**62.2**	**62.2**	**63.4**
15 - 24	42.0	37.4	38.6	40.5	41.2	41.0	40.9	43.8	44.6	43.3	43.6	43.0
25 and over	63.8	62.5	63.8	65.1	66.2	66.1	66.2	68.2	68.6	68.6	68.2	69.6
English-speaking Caribbean												
Bahamas n/	**76.3**	**73.4**	**...**	**72.1**	**72.5**	**73.2**	**73.7**	**74.3**	**77.1**	**80.5**	**80.0**	**82.5**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...
25 and over	...	...	...	...	...	...	...	...	...	...	...	...
Barbados o/	**67.6**	**67.0**	**66.6**	**67.6**	**66.2**	**66.7**	**63.9**	**65.1**	**66.5**	**65.4**	**65.7**	**64.2**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...
25 and over	...	...	...	...	...	...	...	...	...	...	...	...
Belize p/	**59.2**	**...**	**...**	**...**	**65.8**	**64.2**	**63.6**	**63.2**	**64.0**	**64.1**	**64.3**	**65.5**
15 - 24	...	...	...	...	49.5	46.3	46.6	44.7	44.9	45.6	45.9	45.4
25 and over	...	...	...	...	73.9	73.4	73.0	73.0	73.8	73.5	73.6	75.8
Granada	**...**	**...**	**...**	**69.5**	**...**	**66.7**	**67.8**	**68.8**	**68.2**	**65.8**	**...**	**...**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...
25 and over	...	...	...	...	...	...	...	...	...	...	...	...
Jamaica f/	**65.5**	**63.5**	**62.4**	**62.1**	**61.9**	**63.0**	**62.8**	**63.1**	**64.8**	**65.1**	**65.3**	**64.1**
15 - 24	26.5	...	30.8	30.1	33.6	34.7	33.3	34.0	36.7	36.5	36.6	34.2
25 and over	...	...	...	...	73.0	74.1	74.4	74.5	75.8	76.3	76.5	75.8
Saint Lucia o/	**...**	**...**	**...**	**...**	**70.6**	**71.0**	**72.2**	**72.2**	**72.8**	**71.1**	**71.6**	**71.7**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...
25 and over	...	...	...	...	...	...	...	...	...	...	...	...
Trinidad and Tobago	**63.5**	**62.7**	**62.1**	**60.8**	**61.9**	**61.4**	**61.9**	**60.6**	**59.7**	**59.2**	**...**	**...**
15 - 24	...	...	48.7	46.6	46.7	46.5	45.3	44.9	42.4	...	...	...
25 and over	...	...	65.5	64.1	65.2	64.4	65.4	63.7	63.1	...	...	...
Latin America and the Caribbean q/	**61.7**	**62.1**	**61.9**	**61.7**	**62.4**	**62.2**	**62.0**	**61.9**	**62.0**	**62.2**	**61.8**	**61.9**
Latin America and the Caribbean - 15 to 24 years q/	**53.4**	**53.2**	**52.4**	**51.8**	**49.6**	**48.3**	**47.7**	**47.2**	**47.3**	**47.6**	**48.0**	**48.2**
Latin America and the Caribbean - 25 years and over q/	**68.9**	**69.3**	**69.0**	**68.6**	**67.5**	**67.3**	**67.3**	**67.4**	**67.4**	**67.4**	**66.9**	**66.8**

Source: ILO, based on information from household surveys of the countries.
a/ 31 urban clusters. In the framework of the statistical emergency, the INDEC recommends excluding the series published between 2007 and 2015 for comparison and analysis of labour market data for Argentina. Annual data for 2016 is the average of the 2nd, 3rd and 4th quarters; data to the 3rd quarter of 2017 and 2018 correspond to the average of the 1st semester.
b/ Beginning in 2012, data are based on PNADC series that are not comparable with previous years.
c/ New measurement beginning in 2010; data not comparable with previous years.
d/ Includes hidden unemployment. Data to the 3rd quarters of 2017 and 2018 of the total labour force participation rate correspond to the average to the 3rd quarter, while disaggregated information by age corresponds to the average of the 1st semester.
e/ Data from 2007-2009 correspond to the EHPM, implemented annually in July. Beginning in 2010, data are from ECE and are not comparable with previous years (2010 information is the average of the 3rd and 4th quarters).
f/ Includes hidden unemployment.
g/ Data to the 3rd quarter of 2017 and 2018 correspond to the 2nd quarter.
h/ New measurement (ECH) beginning with the 2009 revised series; data not comparable with previous years. 2009 data correspond to the 2nd, 3rd and 4th quarters.
i/ Includes hidden unemployment. Data to the 3rd quarter of 2017 and 2018 correspond to March.
j/ Annual series based on EPH. Based on EPHC beginning in 2017; data not comparable with previous years. Data to the 3rd quarters of 2017 and 2018 correspond to the average of the 1st semester.
k/ Data to the 3rd quarters of 2017 and 2018 are preliminary. For the same period, the total labour force participation rate corresponds to the average to the 3rd quarter, while disaggregated information by age corresponds to the 1st quarter.
l/ Data of 2015, 2016 and 2017 correspond to the semester average and are preliminary data under revision.
m/ 2008-2015 series based on re-weighted ENFT. Beginning in 2015, data are based on the ENCFT; data not comparable with previous years. Data to the 3rd quarters of 2017 and 2018 of the total labour force participation rate corresponds to the average to the 3rd quarter, while disaggregated information by age corresponds to the 1st quarter.
n/Data to the 3rd quarters of 2017 and 2018 correspond to May.
o/ Data to the 3rd quarters of 2017 and 2018 correspond to the average of the 1st semester.
p/ Data to the 3rd quarters of 2017 and 2018 correspond to April.
q/ Weighted average. The weighting factors used are ILO projections of the total working-age population and that disaggregated by age group.
‖ A break in the series can occur when a country revises its survey or important variables.

TABLE 6. Latin America and the Caribbean: national employment-to-population ratios, by year, country and sex, 2008 - 2018 (average annual rates)

Country	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2017	2018
											Average to the 3rd quarter	
Latin America												
Argentina [a/]	...	...	...	...	...	...	...	...	**52.6**	**52.9**	**52.2**	**53.0**
Men	...	...	...	...	...	...	...	...	64.0	64.4	63.7	63.8
Women	...	...	...	...	...	...	...	...	42.5	42.7	41.9	43.4
Bolivia (Pluri. State of)	**63.1**	**63.0**	...	**64.2**	**59.7**	**61.5**	**64.3**	**58.9**	**63.4**	**60.2**	...	...
Men	72.2	71.4	...	73.1	69.2	71.0	73.7	70.0	73.1	70.2	...	...
Women	54.7	54.9	...	55.7	50.9	52.8	55.3	48.2	54.3	50.8	...	...
Brazil [b/]	**57.5**	**56.9**	...	**56.0**	**56.9**	**56.9**	**56.8**	**56.1**	**54.3**	**53.8**	**53.6**	**53.9**
Men	68.6	67.8	...	67.3	68.7	68.7	68.3	67.1	65.0	63.9	63.7	63.8
Women	47.2	46.8	...	45.5	46.1	46.2	46.4	46.0	44.6	44.7	44.4	44.9
Chile [c/]	**51.7**	**50.5**	**53.7**	**55.5**	**55.7**	**56.0**	**56.0**	**56.0**	**55.6**	**55.7**	**55.5**	**55.5**
Men	66.9	64.5	66.9	68.3	68.0	68.0	67.3	67.4	66.9	66.7	66.7	66.1
Women	37.0	36.9	41.0	43.2	43.8	44.4	45.1	44.9	44.7	45.0	44.7	45.2
Colombia	**51.9**	**53.9**	**55.3**	**56.8**	**57.8**	**58.0**	**58.4**	**59.0**	**58.5**	**58.4**	**58.0**	**57.6**
Men	64.8	66.5	67.6	69.0	69.5	69.4	69.7	70.1	69.6	69.4	69.1	68.8
Women	39.6	41.9	43.7	45.2	46.7	47.1	47.6	48.3	48.0	47.8	47.4	46.8
Costa Rica [d/]	**53.9**	**52.1**	**55.3**	**52.9**	**56.2**	**56.4**	**56.5**	**55.4**	**52.8**	**53.5**	**54.1**	**54.1**
Men	69.5	66.8	69.6	67.2	69.2	68.9	69.7	68.3	66.6	67.5	67.9	68.1
Women	39.1	38.0	40.8	38.5	43.5	43.8	43.2	42.2	38.9	39.4	40.1	40.0
Ecuador	**62.2**	**61.1**	**60.1**	**59.6**	**60.4**	**60.3**	**60.4**	**63.3**	**64.6**	**65.5**	**65.9**	**64.7**
Men	78.1	76.0	75.3	75.0	75.3	74.9	75.9	77.6	77.5	78.2	78.3	77.3
Women	47.5	47.0	45.9	45.3	46.5	46.6	46.0	49.8	52.4	53.6	54.1	52.6
El Salvador	**59.0**	**58.2**	**58.1**	**58.6**	**59.4**	**59.9**	**58.4**	**57.8**	**57.9**	**57.6**	...	...
Men	75.3	73.7	74.1	74.6	75.4	75.1	73.7	73.5	73.6	73.9	...	...
Women	45.6	45.2	44.8	45.0	45.8	47.0	45.5	44.4	44.7	43.9	...	...
Guatemala [e/]	...	...	**60.2**	**59.2**	**63.5**	**58.7**	**59.1**	**59.2**	**59.2**	**59.4**	**58.6**	**58.6**
Men	...	...	81.7	82.2	85.5	81.1	81.6	83.0	82.2	83.6	83.6	82.1
Women	...	...	41.1	37.7	44.1	39.1	39.2	37.5	38.7	37.8	36.2	38.0
Honduras	**49.7**	**51.5**	**51.5**	**49.7**	**48.9**	**51.6**	**53.1**	**53.8**	**53.2**	**55.1**	**55.1**	**57.0**
Men	68.1	70.4	68.7	68.1	67.2	69.7	70.3	70.8	70.2	73.0	73.0	72.8
Women	33.1	34.4	35.4	32.8	32.2	35.3	37.8	38.8	38.4	39.1	39.1	42.6
Mexico	**57.6**	**56.7**	**56.5**	**56.7**	**57.5**	**57.3**	**56.9**	**57.2**	**57.4**	**57.3**	**57.3**	**57.5**
Men	76.9	74.8	74.5	74.4	74.9	74.6	74.4	74.7	74.7	75.0	75.0	74.9
Women	40.6	40.5	40.3	40.6	41.7	41.7	41.0	41.4	41.7	41.4	41.3	41.8
Nicaragua [f/]	**50.0**	**61.8**	**65.7**	**71.1**	**72.3**	**71.4**	**69.1**	**68.1**	**70.2**	**70.8**	...	...
Men	65.2	77.5	79.2	83.1	83.0	82.3	80.5	79.9	81.3	81.7	...	...
Women	35.7	46.9	53.0	59.8	62.2	61.2	58.5	57.1	60.1	60.8	...	...
Panama [g/]	**60.3**	**59.9**	**59.4**	**59.1**	**61.0**	**61.5**	**60.9**	**60.9**	**60.8**	**60.1**	**61.1**	**62.7**
Men	78.0	76.8	76.1	75.8	77.4	77.1	76.2	75.0	74.9	73.7	74.5	76.1
Women	43.6	44.0	43.5	43.5	45.8	46.8	46.8	47.6	47.7	47.2	48.4	49.9
Paraguay [h/]	**58.7**	**59.1**	**57.3**	**57.7**	**61.5**	**59.3**	**58.6**	**58.7**	**58.9**	**66.7**	**65.9**	**66.8**
Men	72.6	72.3	70.6	70.0	72.4	70.7	71.1	70.5	70.8	80.1	79.6	79.8
Women	44.8	45.7	43.9	45.4	50.6	49.7	46.0	47.2	47.0	53.4	52.4	54.1
Peru [i/]	**70.4**	**70.7**	**71.1**	**70.9**	**70.8**	**70.3**	**69.6**	**69.1**	**69.2**	**69.5**	**68.7**	**68.9**
Men	79.6	79.5	79.7	79.6	79.8	79.2	78.5	78.2	78.1	77.8	76.1	76.6
Women	61.3	61.9	62.6	62.4	61.9	61.5	60.7	60.1	60.4	61.1	60.3	60.7
Uruguay	**57.7**	**58.5**	**58.4**	**60.7**	**59.9**	**59.5**	**60.4**	**59.0**	**58.4**	**57.9**	**57.8**	**56.9**
Men	69.2	70.0	69.3	71.0	69.8	70.2	70.5	68.4	67.5	66.9	66.6	65.6
Women	47.8	48.7	48.9	51.3	51.1	50.0	51.3	50.5	50.1	49.8	49.7	49.0
Venezuela (Boliv. Rep. of) [j/]	**60.2**	**60.0**	**58.9**	**59.0**	**58.7**	**59.3**	**60.4**	**59.2**	**59.3**	**61.5**	...	...
Men	74.3	73.5	72.3	72.6	72.1	72.6	73.8	72.7	72.4	74.9	...	...
Women	46.2	46.6	45.6	45.6	45.6	46.1	47.1	46.0	46.3	48.3	...	...

(continues...)

Country	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2017	2018
											Average to the 3rd quarter	
Spanish-speaking Caribbean												
Cuba	**73.6**	**74.2**	**73.0**	**73.6**	**71.6**	**70.5**	**70.0**	**65.4**	**63.8**	**62.4**	**...**	**...**
Men	86.6	87.1	85.6	87.3	86.4	84.4	84.2	78.5	76.7	75.0	...	...
Women	59.0	59.8	58.9	58.4	55.3	55.3	54.6	51.2	49.8	48.6	...	...
Dominican Republic k/	**54.8**	**52.4**	**53.8**	**54.6**	**55.4**	**54.9**	**55.5**	**57.3**	**57.9**	**58.7**	**58.7**	**59.9**
Men	71.4	69.5	69.2	69.7	70.3	69.9	70.6	72.3	72.9	73.1	73.1	74.9
Women	38.9	35.9	38.8	40.1	41.1	40.4	41.0	43.1	43.8	45.2	45.2	45.7
English-speaking Caribbean												
Bahamas l/	**69.7**	**62.1**	**...**	**60.6**	**62.0**	**61.6**	**62.9**	**64.4**	**67.7**	**72.5**	**72.1**	**74.2**
Men	76.6	...	...	...	64.4	64.9	67.2	70.1	73.3	76.0	75.6	76.4
Women	63.9	...	...	...	59.9	58.8	59.0	61.0	62.7	66.8	66.7	68.5
Barbados m/	**62.1**	**60.3**	**59.5**	**60.1**	**58.5**	**58.9**	**56.0**	**57.7**	**60.0**	**58.9**	**58.8**	**58.5**
Men	68.2	65.0	64.0	65.6	64.1	63.6	59.7	60.2	63.9	62.8	62.2	63.5
Women	56.6	56.1	55.4	55.1	53.5	54.8	52.6	55.3	56.5	55.2	55.8	53.9
Belize n/	**54.3**	**...**	**...**	**...**	**55.7**	**56.7**	**56.3**	**56.8**	**57.9**	**58.1**	**58.5**	**59.4**
Men	...	...	...	...	70.9	72.3	73.3	72.5	73.6	73.6	75.2	73.9
Women	...	...	...	...	40.9	39.6	39.4	41.2	42.4	42.9	41.9	45.1
Granada	**...**	**...**	**...**	**51.3**	**...**	**45.3**	**47.9**	**48.9**	**49.0**	**50.3**	**...**	**...**
Men	...	...	...	56.4	...	51.8	51.5	55.2	54.5	56.6	...	...
Women	...	...	...	46.1	...	38.7	44.3	42.9	43.4	44.3	...	...
Jamaica	**58.5**	**56.3**	**54.7**	**54.3**	**53.3**	**53.4**	**54.2**	**54.6**	**56.2**	**57.5**	**57.4**	**58.2**
Men	68.5	65.7	63.9	63.6	61.9	62.1	62.9	63.3	64.3	65.2	65.3	65.6
Women	49.1	47.4	45.9	45.8	45.0	45.0	45.8	46.2	48.4	50.0	49.9	51.0
Saint Lucia m/	**...**	**...**	**...**	**...**	**55.6**	**54.4**	**54.5**	**54.8**	**57.4**	**56.8**	**57.0**	**56.1**
Men	...	...	...	...	60.9	60.0	60.9	61.6	63.1	62.4	62.0	61.4
Women	...	...	...	...	50.6	49.1	48.3	47.9	51.6	51.4	52.2	50.8
Trinidad and Tobago	**60.6**	**59.4**	**58.4**	**57.9**	**58.8**	**59.1**	**59.9**	**58.5**	**57.4**	**56.3**	**...**	**...**
Men	...	...	69.7	69.5	69.2	69.5	70.1	69.2	66.8	...	...	...
Women	...	...	47.3	46.3	48.5	48.8	49.7	47.9	48.0	...	...	...
Latin America and the Caribbean o/	**57.9**	**57.7**	**57.6**	**57.8**	**58.4**	**58.3**	**58.2**	**57.9**	**57.2**	**57.3**	**56.5**	**56.7**
Latin America and the Caribbean - Men o/	**71.8**	**71.0**	**71.0**	**71.2**	**71.8**	**71.6**	**71.4**	**70.9**	**70.0**	**69.9**	**69.0**	**69.1**
Latin America and the Caribbean - Women o/	**45.0**	**45.2**	**45.2**	**45.3**	**46.0**	**46.0**	**45.9**	**45.8**	**45.4**	**45.6**	**44.9**	**45.3**

Source: ILO, based on information from household surveys of the countries.
a/ 31 urban clusters. In the framework of the statistical emergency, the INDEC recommends excluding the series published between 2007 and 2015 for comparison and analysis of labour market data for Argentina. Annual data for 2016 is the average of the 2nd, 3rd and 4th quarters; data to the 3rd quarter of 2017 and 2018 correspond to the average of the 1st semester.
b/ Beginning in 2012, data are based on PNADC series that are not comparable with previous years.
c/ New measurement beginning in 2010; data not comparable with previous years.
d/ Data from 2007-2009 correspond to the EHPM, implemented annually in July. Beginning in 2010, data are from ECE and are not comparable with previous years (2010 information is the average of the 3rd and 4th quarters).
e/ Data to the 3rd quarter of 2017 and 2018 correspond to the 2nd quarter.
f/ New measurement (ECH) beginning with the 2009 revised series; data not comparable with previous years.
g/ Data to the 3rd quarters of 2017 and 2018 correspond to March.
h/ Annual series based on EPH. Based on EPHC beginning in 2017; data not comparable with previous years. Data to the 3rd quarters of 2017 and 2018 correspond to the average of the 1st semester.
i/ Data to the 3rd quarters of 2017 and 2018 are preliminary and the total employment-to-population ratio corresponds to the average to the 3rd quarter, while disaggregated information by sex is the average of the 1st semester.
j/ Data of 2015, 2016 and 2017 correspond to the semester average and are preliminary data under revision.
k/ 2008-2015 series based on re-weighted ENFT. Beginning in 2015, data are based on the ENCFT; data not comparable with previous years.
l/ Data to the 3rd quarters of 2017 and 2018 correspond to May.
m/ Data to the 3rd quarters of 2017 and 2018 correspond to the average of the 1st semester.
n/ Data to the 3rd quarters of 2017 and 2018 correspond to April.
o/ Weighted average. The weighting factors used are ILO projections on the total working-age population and by sex.
‖ A break in the series can occur when a country revises its survey or important variables.

TABLE 7. Latin America and the Caribbean: national employment-to-population ratios, by year, country and age group, 2008 - 2018 (average annual rates)

Country	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2017	2018
											Average to the 3rd quarter	
Latin America												
Argentina [a/]	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**52.6**	**52.9**	**52.2**	**53.0**
15 - 24	…	…	…	…	…	…	…	…	29.2	30.2	29.0	30.0
25 and over	…	…	…	…	…	…	…	…	60.5	60.6	60.1	60.5
Bolivia (Pluri. State of)	**63.1**	**63.0**	**…**	**63.7**	**59.7**	**61.5**	**64.3**	**58.9**	**63.4**	**60.2**	**…**	**…**
15 - 24	48.2	48.1	…	48.8	43.3	43.5	49.0	41.0	47.4	39.2	…	…
25 and over	79.1	79.0	…	78.4	76.7	76.3	77.8	73.9	76.0	75.2	…	…
Brazil [b/]	**57.5**	**56.9**	**…**	**56.0**	**56.9**	**56.9**	**56.8**	**56.1**	**54.3**	**53.8**	**53.6**	**53.9**
15 - 24	53.4	51.5	…	50.1	43.4	42.4	41.4	39.7	36.3	36.0	35.7	36.3
25 and over	66.8	66.3	…	65.0	61.0	61.2	61.3	60.7	59.4	58.8	58.6	58.6
Chile [c/]	**51.7**	**50.5**	**53.7**	**55.5**	**55.7**	**56.0**	**56.0**	**56.0**	**55.6**	**55.7**	**55.5**	**55.5**
15 - 24	27.5	25.8	30.5	31.7	31.1	30.4	30.1	30.2	29.2	28.3	28.5	27.8
25 and over	58.6	57.4	60.2	62.1	62.3	62.7	62.6	62.4	61.9	61.8	61.6	61.6
Colombia [d/]	**51.9**	**53.9**	**55.3**	**56.8**	**57.8**	**58.0**	**58.4**	**59.0**	**58.5**	**58.4**	**58.0**	**57.6**
15 - 24	37.3	39.9	40.8	42.5	44.3	44.2	44.4	45.0	43.8	43.3	43.3	41.7
25 and over	63.8	65.4	66.8	67.8	68.5	68.7	69.0	69.3	68.9	68.5	68.1	67.6
Costa Rica [e/]	**53.9**	**52.1**	**55.3**	**52.9**	**56.2**	**56.4**	**56.5**	**55.4**	**52.8**	**53.5**	**54.1**	**54.1**
15 - 24	43.7	38.9	34.7	33.7	37.1	37.2	36.1	35.3	33.2	33.6	34.7	33.8
25 and over	63.1	61.9	62.5	59.1	62.2	62.4	62.6	61.3	58.6	59.0	59.5	59.4
Ecuador	**62.2**	**61.1**	**60.1**	**59.6**	**60.4**	**60.3**	**60.4**	**63.3**	**64.6**	**65.5**	**65.9**	**64.7**
15 - 24	44.1	42.9	40.5	37.9	39.2	37.6	36.5	39.0	40.2	41.4	41.7	41.3
25 and over	69.0	67.9	67.2	67.1	67.4	68.1	69.0	71.9	73.1	73.9	74.2	72.6
El Salvador	**59.0**	**58.2**	**58.1**	**58.6**	**59.4**	**59.9**	**58.4**	**57.8**	**57.9**	**57.6**	**…**	**…**
15 - 24	45.7	43.4	42.6	40.7	44.0	43.4	41.7	39.4	41.7	41.9	…	…
25 and over	63.8	63.5	63.8	64.1	65.0	66.0	64.4	63.4	63.5	62.9	…	…
Guatemala [f/]	**…**	**…**	**60.2**	**59.2**	**63.5**	**58.7**	**59.1**	**59.2**	**59.2**	**59.4**	**58.6**	**58.6**
15 - 24	…	…	50.0	49.4	55.4	47.4	48.6	49.4	49.6	49.8	47.7	48.1
25 and over	…	…	65.2	64.3	67.4	64.3	64.2	64.0	63.8	63.9	63.8	63.4
Honduras	**49.7**	**51.5**	**51.5**	**49.7**	**48.9**	**51.6**	**53.1**	**53.8**	**53.2**	**55.1**	**55.1**	**57.0**
15 - 24	46.7	47.5	47.6	45.9	44.8	47.9	47.4	48.6	46.7	49.0	49.0	51.4
25 and over	64.2	65.7	65.5	63.2	62.1	64.5	65.5	65.8	64.9	66.2	66.2	67.6
Mexico	**57.6**	**56.7**	**56.5**	**56.7**	**57.5**	**57.3**	**56.9**	**57.2**	**57.4**	**57.3**	**57.3**	**57.5**
15 - 24	44.1	42.2	42.5	42.3	42.8	42.0	41.2	41.0	40.8	40.8	40.6	40.6
25 and over	62.5	61.8	61.5	61.7	62.5	62.4	62.0	62.4	62.6	62.4	62.4	62.7
Nicaragua [g/]	**50.0**	**61.8**	**65.7**	**71.1**	**72.3**	**71.4**	**69.1**	**68.1**	**70.2**	**70.8**	**…**	**…**
15 - 24	43.7	…	56.8	64.4	64.8	…	…	…	…	…	…	…
25 and over	63.4	…	71.5	76.1	76.7	…	…	…	…	…	…	…
Panama [h/]	**60.3**	**59.9**	**59.4**	**59.1**	**61.0**	**61.5**	**60.9**	**60.9**	**60.8**	**60.1**	**61.1**	**62.7**
15 - 24	43.7	42.2	40.7	38.7	41.5	41.8	39.5	38.2	38.2	37.2	38.5	40.6
25 and over	65.9	65.5	65.2	64.8	66.7	67.7	67.5	67.9	68.0	67.0	67.9	69.4
Paraguay [i/]	**58.7**	**59.1**	**57.3**	**57.7**	**61.5**	**59.3**	**58.6**	**58.7**	**58.9**	**66.7**	**65.9**	**66.8**
15 - 24	52.8	55.2	50.8	50.9	53.9	53.4	50.9	48.6	51.0	50.0	49.7	48.8
25 and over	72.1	71.5	71.4	71.7	75.7	73.7	71.7	72.9	72.3	72.9	71.9	73.3
Peru [j/]	**70.4**	**70.7**	**71.1**	**70.9**	**70.8**	**70.3**	**69.6**	**69.1**	**69.2**	**69.5**	**68.7**	**68.9**
15 - 24	55.3	55.0	54.7	53.9	53.5	52.6	50.6	49.2	48.0	48.2	49.6	49.7
25 and over	77.9	78.3	78.9	79.0	78.7	78.2	77.8	77.6	78.0	78.1	76.9	76.5
Uruguay	**57.7**	**58.5**	**58.4**	**60.7**	**59.9**	**59.5**	**60.4**	**59.0**	**58.4**	**57.9**	**57.8**	**56.9**
15 - 24	37.9	38.8	38.6	40.8	39.9	39.3	39.1	36.1	34.5	33.0	32.7	31.8
25 and over	63.0	63.8	63.9	66.0	65.3	65.0	66.1	65.3	65.0	64.7	64.6	63.8
Venezuela (Boliv. Rep. of) [k/]	**60.2**	**60.0**	**58.9**	**59.0**	**58.7**	**59.3**	**60.4**	**59.2**	**59.3**	**61.5**	**…**	**…**
15 - 24	38.3	37.1	35.0	34.5	33.9	34.2	35.4	33.3	32.5	35.4	…	…
25 and over	68.4	68.2	67.6	67.6	67.3	67.6	68.4	67.4	67.6	69.6	…	…

(continues...)

Country	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2017	2018
											Average to the 3rd quarter	
Spanish-speaking Caribbean												
Cuba	**73.6**	**74.2**	**73.0**	**73.6**	**71.6**	**70.5**	**70.0**	**65.4**	**63.8**	**62.4**	**...**	**...**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...
25 and over	...	...	...	...	...	...	...	...	...	...	...	...
Dominican Republic l/	**54.8**	**52.4**	**53.8**	**54.6**	**55.4**	**54.9**	**55.5**	‖ **57.3**	**57.9**	**58.7**	**58.7**	**59.9**
15 - 24	37.5	32.7	34.4	34.9	35.0	33.9	35.4	‖ 36.8	37.2	37.7	37.6	37.7
25 and over	61.7	60.2	61.4	62.4	63.0	62.8	62.7	‖ 64.5	65.2	65.9	65.4	66.9
English-speaking Caribbean												
Bahamas m/	**69.7**	**62.1**	**...**	**60.6**	**62.0**	**61.6**	**62.9**	**64.4**	**67.7**	**72.5**	**72.1**	**74.2**
15 - 24	...	...	...	...	...	...	...	...	...		...	...
25 and over	...	...	...	...	...	...	...	...	...		...	...
Barbados n/	**62.1**	**60.3**	**59.5**	**60.1**	**58.5**	**58.9**	**56.0**	**57.7**	**60.0**	**58.9**	**58.8**	**58.5**
15 - 24	...	...	...	...	...	...	...	...	...		...	...
25 and over	...	...	...	...	...	...	...	...	...		...	...
Belize o/	**54.3**	**...**	**...**	**...**	**55.7**	**56.7**	**56.3**	**56.8**	**57.9**	**58.1**	**58.5**	**59.4**
15 - 24	...	...	...	...	35.7	35.3	35.9	35.2	35.3	36.7	37.3	35.7
25 and over	...	...	...	...	65.7	66.5	67.2	68.1	69.4	69.0	69.3	71.4
Granada	**...**	**...**	**...**	**51.3**	**...**	**45.3**	**47.9**	**48.9**	**49.0**	**50.3**	**...**	**...**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...
25 and over	...	...	...	...	...	...	...	...	...	...	...	...
Jamaica	**58.5**	**56.3**	**54.7**	**54.3**	**53.3**	**53.4**	**54.2**	**54.6**	**56.2**	**57.5**	**57.4**	**58.2**
15 - 24	...	...	...	...	22.4	21.6	21.9	22.8	25.0	26.2	25.9	26.0
25 and over	...	...	...	...	65.4	65.9	66.9	67.0	68.5	69.8	69.7	70.8
Saint Lucia n/	**...**	**...**	**...**	**...**	**55.6**	**54.4**	**54.5**	**54.8**	**57.4**	**56.8**	**57.0**	**56.1**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...
25 and over	...	...	...	...	...	...	...	...	...	...	...	...
Trinidad and Tobago	**60.6**	**59.4**	**58.4**	**57.9**	**58.8**	**59.1**	**59.9**	**58.5**	**57.4**	**56.3**	**...**	**...**
15 - 24	...	...	41.8	41.0	41.3	42.4	41.7	41.0	37.9	...	...	...
25 and over	...	...	62.6	61.7	62.6	62.6	63.7	62.0	61.1	...	...	...
Latin America and the Caribbean p/	**57.9**	**57.7**	**57.6**	**57.8**	**58.4**	**58.3**	**58.2**	**57.9**	**57.2**	**57.3**	**56.5**	**56.7**
Latin America and the Caribbean - 15 to 24 years p/	**46.1**	**45.0**	**44.7**	**44.5**	**42.7**	**41.6**	**41.0**	**40.1**	**38.8**	**38.8**	**38.7**	**38.9**
Latin America and the Caribbean - 25 years and over p/	**65.7**	**65.5**	**65.4**	**65.4**	**64.3**	**64.2**	**64.2**	**64.0**	**63.5**	**63.3**	**62.6**	**62.6**

Source: ILO, based on information from household surveys of the countries.
a/ 31 urban clusters. In the framework of the statistical emergency, the INDEC recommends excluding the series published between 2007 and 2015 for comparison and analysis of labour market data for Argentina. Annual data for 2016 is the average of the 2nd, 3rd and 4th quarters; data to the 3rd quarter of 2017 and 2018 correspond to the average of the 1st semester.
b/ Beginning in 2012, data are based on PNADC series that are not comparable with previous years. The age group 15 - 24 corresponds to 14 -24.
c/ New measurement beginning in 2010; data not comparable with previous years.
d/ Data to the 3rd quarters of 2017 and 2018 de TO total correspond to the average to the 3rd quarter, while disaggregated information by age group is the average of the 1st semester.
e/ Data from 2007-2009 correspond to the EHPM, implemented annually in July. Beginning in 2010, data are from ECE and are not comparable with previous years (2010 information is the average of the 3rd and 4th quarters).
f/ Data to the 3rd quarter of 2017 and 2018 correspond to the 2nd quarter.
g/ New measurement (ECH) beginning with the 2009 revised series; data not comparable with previous years. 2009 data correspond to the 2nd, 3rd and 4th quarters.
h/ Data to the 3rd quarters of 2017 and 2018 correspond to March.
i/ Annual series based on EPH. Based on EPHC beginning in 2017; data not comparable with previous years. Data to the 3rd quarters of 2017 and 2018 correspond to the average of the 1st semester.
j/ Data to the 3rd quarters of 2017 and 2018 are preliminary. For the same period, the employment-to-population ratio corresponds to the average to the 3rd quarter, while disaggregated information by age group corresponds to the 1st quarter.
k/ Data of 2015, 2016 and 2017 correspond to the semester average and are preliminary data under revision.
l/ 2008-2015 series based on re-weighted ENFT. Beginning in 2015, data are based on the ENCFT; data not comparable with previous years. Data to the 3rd quarters of 2017 and 2018 de TO total correspond to the average to the 3rd quarter, while disaggregated information by age group corresponds to the 1st quarter.
m/ Data to the 3rd quarters of 2017 and 2018 correspond to May.
n/ Data to the 3rd quarters of 2017 and 2018 correspond to the average of the 1st semester.
o/Data to the 3rd quarters of 2017 and 2018 correspond to April.
p/ Weighted average. The weighting factors used are ILO projections on the total working-age population and disaggregated by age group.
‖ A break in the series can occur when a country revises its survey or important variables.

TABLE 8. Latin America: national employed population by status in employment and years of education, 2012- 2017 (percentages)

Year and years of education		TOTAL a/	Status in employment								
			Employees			Non-employees			Domestic Workers	Contributing Family Workers	Others
			Total	Public	Private	Total	Employers	Own-account Workers			
2012	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	No education	5.2	2.9	1.1	3.3	8.6	2.8	9.6	8.1	8.3	2.4
	1 to 6	25.6	17.5	6.1	20.1	35.9	22.9	38.1	41.7	37.8	35.3
	7 to 12	48.7	52.8	37.7	56.2	41.4	44.0	41.0	47.9	46.5	49.6
	13 or more	20.5	26.8	55.1	20.3	14.1	30.4	11.4	2.3	7.4	12.7
2013	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	No education	5.1	2.7	1.0	3.1	8.5	2.6	9.5	7.3	8.6	0.5
	1 to 6	24.8	16.9	6.0	19.3	35.1	22.0	37.2	41.0	36.8	22.2
	7 to 12	49.0	52.9	37.0	56.6	41.7	44.1	41.4	49.1	46.8	63.7
	13 or more	21.2	27.4	56.1	21.0	14.6	31.3	11.9	2.5	7.8	13.6
2014	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	No education	5.4	3.2	1.5	3.5	8.8	3.3	9.7	7.3	9.4	1.7
	1 to 6	24.0	16.3	5.8	18.7	34.3	21.8	36.2	40.1	35.7	35.1
	7 to 12	49.4	53.1	36.5	56.8	42.3	44.3	42.0	50.3	47.6	50.2
	13 or more	21.2	27.4	56.2	20.9	14.6	30.6	12.1	2.3	7.2	13.0
2015	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	No education	5.2	3.1	1.5	3.5	8.3	2.9	9.2	7.1	9.0	1.2
	1 to 6	23.4	16.0	5.3	18.3	33.2	20.1	35.2	39.4	34.3	31.8
	7 to 12	49.5	52.9	35.4	56.8	43.1	44.0	43.0	50.9	48.5	55.6
	13 or more	21.8	28.0	57.9	21.4	15.4	33.0	12.7	2.6	8.1	11.4
2016	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	No education	4.5	2.5	0.9	2.9	7.4	2.5	8.1	7.0	7.2	1.1
	1 to 6	22.9	15.6	5.2	17.8	32.4	19.9	34.2	37.9	34.5	28.1
	7 to 12	49.8	52.6	34.9	56.6	44.3	44.3	44.3	52.1	49.3	53.6
	13 or more	22.8	29.3	59.1	22.6	16.0	33.3	13.3	3.0	9.0	17.2
2017	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	No education	3.9	2.1	0.7	2.5	6.5	2.2	7.1	5.7	7.2	0.4
	1 to 6	22.5	15.2	4.9	17.5	31.9	20.0	33.7	37.4	33.6	29.1
	7 to 12	50.0	52.6	34.7	56.6	44.8	43.8	45.0	53.4	49.3	48.2
	13 or more	23.5	30.1	59.8	23.5	16.9	33.9	14.2	3.4	9.8	22.3

Source: ILO, based on information from household surveys of the countries.
a/ Countries included: Argentina, Bolivia (Plurinational State of), Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Panama, Paraguay, Peru and Uruguay.
The data correspond to the official working-age population of each country.

TABLE 9. Latin America: percentage of national employed population by status in employment, by country, year and sex, 2012 - 2017

Country, year and sex		TOTAL	Status in Employment											
			Employees				Non-employees					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Employers				
					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 or administrative	Non-professional, technical or administrative			
Latin America [a/]														
2012	**TOTAL**	**100.0**	**62.6**	**12.3**	**11.3**	**39.1**	**25.1**	**2.6**	**1.5**	**3.1**	**18.0**	**6.9**	**3.6**	**1.8**
	Men	100.0	65.1	9.0	13.7	42.5	29.3	3.3	1.8	3.2	20.9	0.9	2.4	2.3
	Women	100.0	59.3	16.8	8.1	34.4	19.5	1.5	1.1	2.9	14.0	14.9	5.1	1.1
2015	**TOTAL**	**100.0**	**61.3**	**12.0**	**11.0**	**38.2**	**26.6**	**2.8**	**1.8**	**3.2**	**18.9**	**6.6**	**3.2**	**2.3**
	Men	100.0	62.6	8.8	13.2	40.5	31.5	3.5	2.2	3.4	22.3	0.8	2.1	3.0
	Women	100.0	59.5	16.4	8.0	35.2	20.2	1.7	1.2	2.9	14.3	14.2	4.7	1.4
2016	**TOTAL**	**100.0**	**60.4**	**12.0**	**11.8**	**36.6**	**27.4**	**2.7**	**2.2**	**3.3**	**19.2**	**6.8**	**2.9**	**2.5**
	Men	100.0	62.0	8.9	14.3	38.8	32.0	3.5	2.6	3.4	22.5	0.9	1.9	3.2
	Women	100.0	58.3	16.2	8.5	33.6	21.2	1.6	1.6	3.1	14.8	14.6	4.2	1.6
2017	**TOTAL**	**100.0**	**59.8**	**11.9**	**11.9**	**35.9**	**27.7**	**2.9**	**2.1**	**3.3**	**19.4**	**6.8**	**2.9**	**2.8**
	Men	100.0	61.3	8.8	14.5	38.1	32.3	3.7	2.5	3.4	22.8	0.9	1.9	3.5
	Women	100.0	57.8	16.1	8.6	33.0	21.7	1.8	1.5	3.3	15.1	14.6	4.2	1.8
Argentina [b/]														
2012	**TOTAL**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
	Men	...	...	...	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...	...	...	...
2015	**TOTAL**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
	Men	...	...	...	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...	...	...	...
2016	**TOTAL**	**100.0**	**61.9**	**17.3**	**12.9**	**31.6**	**23.9**	**2.4**	**1.1**	**4.6**	**15.8**	**7.5**	**0.6**	**6.1**
	Men	100.0	64.9	14.1	14.9	36.0	27.3	3.0	1.4	4.4	18.5	0.2	0.3	7.3
	Women	100.0	57.8	21.7	10.4	25.8	19.3	1.7	0.6	4.9	12.1	17.3	0.9	4.6
2017	**TOTAL**	**100.0**	**62.5**	**17.5**	**12.8**	**32.1**	**24.7**	**2.7**	**1.1**	**4.7**	**16.2**	**7.2**	**0.6**	**5.1**
	Men	100.0	65.5	14.6	14.6	36.3	27.8	3.3	1.5	4.5	18.5	0.2	0.3	6.2
	Women	100.0	58.4	21.6	10.4	26.5	20.4	1.9	0.5	5.1	13.0	16.6	1.0	3.6
Bolivia														
2012	**TOTAL**	**100.0**	**36.8**	**9.9**	**11.9**	**15.0**	**42.8**	**5.5**	**1.0**	**2.1**	**34.3**	**2.4**	**17.6**	**0.4**
	Men	100.0	42.9	9.5	14.4	19.0	45.9	7.2	1.4	2.5	34.8	0.1	10.7	0.5
	Women	100.0	29.1	10.3	8.7	10.1	39.0	3.4	0.4	1.5	33.7	5.2	26.4	0.3
2015	**TOTAL**	**100.0**	**36.0**	**8.7**	**12.8**	**14.5**	**45.0**	**3.5**	**0.9**	**2.5**	**38.2**	**1.5**	**17.1**	**0.3**
	Men	100.0	41.3	8.2	15.3	17.8	48.7	4.4	1.3	2.9	40.1	0.2	9.7	0.1
	Women	100.0	28.6	9.3	9.2	10.0	39.9	2.1	0.3	1.9	35.5	3.3	27.6	0.6

(continues...)

Country, year	and sex	TOTAL	Status in Employment											
			Employees				Non-employees					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Employers				
					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 or administrative	Non-professional, technical or administrative			
2016	**TOTAL**	**100.0**	**32.9**	**8.7**	**11.0**	**13.2**	**43.4**	**4.6**	**0.6**	**1.7**	**36.4**	**2.1**	**19.9**	**1.7**
	Men	100.0	37.0	8.1	13.0	15.9	48.6	6.1	0.9	2.0	39.6	0.2	12.1	2.0
	Women	100.0	27.8	9.6	8.5	9.7	36.7	2.7	0.2	1.4	32.4	4.5	29.6	1.3
2017	**TOTAL**	**100.0**	**33.5**	**8.6**	**10.8**	**14.1**	**46.3**	**3.4**	**0.8**	**2.2**	**39.9**	**2.0**	**17.8**	**0.4**
	Men	100.0	37.7	7.7	12.4	17.6	51.6	4.8	1.2	2.5	43.2	0.2	10.1	0.4
	Women	100.0	28.0	9.7	8.7	9.5	39.2	1.6	0.2	1.7	35.7	4.5	28.0	0.4
Brazil														
2012	**TOTAL**	**100.0**	**63.3**	**12.5**	**10.4**	**40.4**	**26.9**	**2.5**	**1.5**	**3.2**	**19.7**	**6.8**	**3.0**	**0.0**
	Men	100.0	65.4	9.2	11.9	44.3	32.0	3.1	1.9	3.4	23.5	0.8	1.9	0.0
	Women	100.0	60.4	17.0	8.3	35.2	20.0	1.6	1.0	3.0	14.4	15.0	4.6	0.0
2015	**TOTAL**	**100.0**	**62.3**	**12.5**	**10.1**	**39.7**	**28.3**	**2.7**	**1.7**	**3.3**	**20.6**	**6.5**	**2.8**	**0.0**
	Men	100.0	63.5	9.3	11.6	42.7	34.1	3.4	2.1	3.6	25.0	0.8	1.7	0.0
	Women	100.0	60.8	16.7	8.2	35.9	20.7	1.8	1.0	3.0	14.9	14.2	4.3	0.0
2016	**TOTAL**	**100.0**	**61.9**	**12.6**	**11.2**	**38.2**	**29.0**	**2.6**	**2.0**	**3.4**	**21.0**	**6.8**	**2.3**	**0.0**
	Men	100.0	63.3	9.5	12.9	40.9	34.5	3.2	2.4	3.6	25.3	0.8	1.4	0.0
	Women	100.0	60.2	16.7	8.9	34.6	21.7	1.8	1.3	3.2	15.4	14.7	3.4	0.0
2017	**TOTAL**	**100.0**	**61.1**	**12.5**	**11.4**	**37.3**	**29.7**	**2.8**	**1.9**	**3.5**	**21.6**	**6.8**	**2.4**	**0.0**
	Men	100.0	62.6	9.3	13.3	40.0	35.1	3.4	2.4	3.6	25.7	0.9	1.4	0.0
	Women	100.0	59.2	16.5	8.9	33.7	22.7	1.9	1.3	3.3	16.2	14.5	3.6	0.0
Chile														
2012	**TOTAL**	**100.0**	**70.3**	**10.6**	**6.8**	**52.8**	**23.8**	**2.6**	**1.6**	**2.2**	**17.4**	**4.6**	**1.3**	**0.0**
	Men	100.0	74.5	8.2	7.8	58.5	24.5	3.2	2.2	2.3	16.8	0.3	0.8	0.0
	Women	100.0	64.0	14.2	5.4	44.4	22.7	1.7	0.6	2.0	18.4	11.2	2.1	0.0
2015	**TOTAL**	**100.0**	**70.5**	**11.2**	**7.1**	**52.1**	**24.4**	**2.7**	**1.4**	**2.6**	**17.7**	**3.9**	**1.2**	**0.0**
	Men	100.0	73.8	8.6	8.1	57.1	25.2	3.4	2.0	2.7	17.2	0.3	0.7	0.0
	Women	100.0	65.6	14.9	5.8	44.9	23.3	1.7	0.7	2.4	18.5	9.1	1.9	0.0
2016	**TOTAL**	**100.0**	**69.8**	**10.8**	**7.2**	**51.8**	**25.2**	**2.7**	**1.4**	**2.5**	**18.6**	**3.8**	**1.2**	**0.0**
	Men	100.0	73.0	8.2	8.2	56.6	26.1	3.4	1.9	2.6	18.2	0.2	0.7	0.0
	Women	100.0	65.1	14.5	5.8	44.8	24.1	1.7	0.6	2.4	19.3	8.9	1.9	0.0
2017	**TOTAL**	**100.0**	**69.0**	**11.4**	**6.9**	**50.7**	**26.3**	**3.0**	**1.4**	**2.9**	**19.0**	**3.6**	**1.1**	**0.0**
	Men	100.0	71.7	8.7	7.8	55.2	27.4	3.7	2.0	2.9	18.8	0.2	0.7	0.0
	Women	100.0	65.1	15.3	5.6	44.2	24.7	2.0	0.7	2.8	19.3	8.4	1.7	0.0

(continues...)

Country, year and sex		TOTAL	Status in Employment											
			Employees				Non-employees					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Employers				
					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 or administrative	Non-professional, technical or administrative			
Colombia														
2012	**TOTAL**	**100.0**	**43.0**	**4.0**	**12.5**	**26.5**	**47.8**	**4.2**	**0.7**	**3.6**	**39.3**	**3.5**	**5.5**	**0.1**
	Men	100.0	46.3	3.6	14.8	27.8	49.7	5.4	0.9	3.8	39.6	0.3	3.7	0.1
	Women	100.0	38.4	4.6	9.3	24.5	45.2	2.6	0.4	3.3	38.9	8.1	8.1	0.2
2015	**TOTAL**	**100.0**	**45.4**	**3.9**	**12.2**	**29.4**	**46.6**	**3.5**	**0.7**	**3.8**	**38.7**	**3.3**	**4.6**	**0.1**
	Men	100.0	47.4	3.4	13.9	30.1	49.2	4.3	0.9	4.0	40.0	0.3	3.0	0.1
	Women	100.0	42.6	4.5	9.8	28.3	42.9	2.2	0.4	3.5	36.9	7.4	6.9	0.2
2016	**TOTAL**	**100.0**	**45.6**	**3.9**	**11.9**	**29.8**	**47.0**	**3.3**	**0.6**	**3.9**	**39.3**	**3.1**	**4.3**	**0.1**
	Men	100.0	47.3	3.6	13.5	30.2	49.5	4.1	0.7	4.1	40.7	0.3	2.8	0.1
	Women	100.0	43.2	4.4	9.6	29.2	43.4	2.1	0.3	3.6	37.3	6.9	6.3	0.2
2017	**TOTAL**	**100.0**	**45.5**	**3.7**	**11.7**	**30.0**	**47.1**	**3.4**	**0.6**	**3.9**	**39.2**	**3.0**	**4.3**	**0.1**
	Men	100.0	47.0	3.3	13.3	30.4	50.1	4.3	0.8	4.1	40.9	0.2	2.6	0.0
	Women	100.0	43.4	4.3	9.5	29.5	42.9	2.1	0.3	3.6	36.9	6.9	6.6	0.1
Costa Rica														
2012	**TOTAL**	**100.0**	**71.9**	**15.6**	**17.3**	**39.1**	**20.9**	**2.1**	**0.8**	**3.1**	**15.0**	**5.3**	**1.8**	**0.0**
	Men	100.0	73.7	12.9	16.5	44.3	23.9	2.8	1.0	3.4	16.7	1.4	0.9	0.1
	Women	100.0	68.9	19.8	18.5	30.5	16.2	0.9	0.5	2.5	12.3	11.6	3.3	0.0
2015	**TOTAL**	**100.0**	**69.3**	**13.3**	**17.7**	**38.3**	**21.8**	**2.3**	**0.8**	**2.6**	**16.0**	**5.8**	**2.5**	**0.6**
	Men	100.0	71.5	10.9	17.0	43.6	24.7	2.9	1.1	2.9	17.8	1.5	1.6	0.7
	Women	100.0	65.6	17.1	18.9	29.6	17.0	1.4	0.4	2.2	13.0	13.0	4.0	0.4
2016	**TOTAL**	**100.0**	**71.0**	**13.7**	**17.3**	**40.0**	**21.2**	**2.6**	**1.2**	**2.0**	**15.5**	**5.2**	**2.2**	**0.4**
	Men	100.0	72.5	11.1	16.6	44.8	24.5	3.2	1.4	1.9	18.0	1.1	1.4	0.4
	Women	100.0	68.3	18.2	18.5	31.6	15.6	1.6	0.7	2.1	11.1	12.2	3.6	0.3
2017	**TOTAL**	**100.0**	**70.4**	**14.3**	**15.9**	**40.2**	**22.3**	**2.8**	**1.3**	**2.3**	**16.0**	**4.8**	**2.0**	**0.4**
	Men	100.0	72.0	11.8	15.4	44.8	25.0	3.4	1.7	2.3	17.6	1.2	1.3	0.4
	Women	100.0	67.6	18.6	16.8	32.3	17.7	1.8	0.4	2.3	13.1	11.1	3.2	0.4
Dominican Republic														
2012	**TOTAL**	**100.0**	**46.7**	**13.2**	**6.4**	**27.1**	**45.9**	**2.5**	**0.9**	**2.0**	**40.5**	**5.6**	**1.8**	**0.0**
	Men	100.0	43.1	10.3	6.3	26.5	54.7	2.9	1.3	2.1	48.4	0.8	1.4	0.0
	Women	100.0	53.0	18.4	6.4	28.1	30.5	1.8	0.4	1.8	26.5	14.1	2.4	0.0
2015	**TOTAL**	**100.0**	**49.2**	**13.3**	**8.4**	**27.5**	**42.2**	**2.4**	**0.9**	**1.8**	**37.2**	**5.8**	**2.2**	**0.6**
	Men	100.0	46.5	10.2	8.0	28.3	50.6	2.9	1.2	1.9	44.8	0.7	1.5	0.6
	Women	100.0	53.5	18.3	9.0	26.2	28.7	1.5	0.4	1.6	25.1	13.8	3.4	0.6

(continues...)

Country, year and sex		TOTAL	Status in Employment											
			Employees				Non-employees							
			Total	Public	Private		Total	Employers		Employers		Domestic workers	Contributing family workers	Others
					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 or administrative	Non-professional, technical or administrative			
2016	**TOTAL**	**100.0**	**50.4**	**13.6**	**8.4**	**28.4**	**41.0**	**2.4**	**1.0**	**1.8**	**35.9**	**5.8**	**2.0**	**0.8**
	Men	100.0	47.9	10.8	7.8	29.4	49.4	2.9	1.3	1.9	43.3	0.6	1.2	0.8
	Women	100.0	54.2	18.0	9.3	26.8	27.9	1.7	0.4	1.7	24.2	13.9	3.4	0.6
2017	**TOTAL**	**100.0**	**49.1**	**13.6**	**8.0**	**27.5**	**42.1**	**2.6**	**0.9**	**1.6**	**37.1**	**5.9**	**1.9**	**1.0**
	Men	100.0	45.5	10.6	7.1	27.9	51.4	3.3	1.1	1.8	45.2	0.8	1.3	1.0
	Women	100.0	54.5	18.3	9.4	26.9	27.9	1.5	0.5	1.2	24.7	13.6	2.8	1.1
Ecuador														
2012	**TOTAL**	**100.0**	**50.7**	**8.7**	**16.5**	**25.5**	**36.7**	**3.5**	**0.5**	**1.5**	**31.2**	**2.6**	**10.0**	**0.0**
	Men	100.0	57.3	7.8	20.7	28.8	37.1	4.4	0.7	1.7	30.3	0.3	5.3	0.0
	Women	100.0	40.6	10.1	10.1	20.4	36.1	2.1	0.2	1.3	32.5	6.1	17.1	0.0
2015	**TOTAL**	**100.0**	**52.3**	**9.4**	**17.4**	**25.5**	**34.8**	**2.8**	**0.5**	**1.4**	**30.2**	**2.6**	**10.3**	**0.0**
	Men	100.0	60.5	8.8	21.9	29.8	33.9	3.5	0.7	1.6	28.2	0.3	5.3	0.0
	Women	100.0	40.3	10.2	10.7	19.3	36.1	1.7	0.2	1.1	33.1	6.1	17.5	0.0
2016	**TOTAL**	**100.0**	**48.5**	**9.2**	**16.1**	**23.2**	**36.6**	**2.8**	**0.5**	**1.6**	**31.6**	**2.6**	**12.3**	**0.0**
	Men	100.0	57.2	8.6	20.7	27.9	35.8	3.5	0.6	1.8	29.9	0.2	6.7	0.0
	Women	100.0	36.5	10.0	9.7	16.8	37.5	1.9	0.2	1.3	34.1	5.9	20.0	0.0
2017	**TOTAL**	**100.0**	**47.7**	**9.0**	**16.8**	**21.9**	**36.6**	**2.6**	**0.3**	**1.6**	**32.0**	**2.7**	**13.0**	**0.0**
	Men	100.0	56.6	8.6	21.6	26.5	35.9	3.4	0.5	1.7	30.2	0.3	7.2	0.0
	Women	100.0	35.4	9.6	10.2	15.6	37.6	1.5	0.1	1.5	34.5	6.1	20.9	0.0
El Salvador														
2012	**TOTAL**	**100.0**	**53.8**	**8.1**	**17.2**	**28.5**	**34.0**	**3.8**	**0.5**	**1.0**	**28.8**	**4.4**	**7.7**	**0.1**
	Men	100.0	62.2	7.8	22.3	32.1	29.5	4.4	0.6	1.3	23.2	0.6	7.6	0.1
	Women	100.0	42.0	8.6	10.1	23.3	40.3	2.9	0.2	0.6	36.6	9.6	8.0	0.1
2015	**TOTAL**	**100.0**	**55.0**	**7.6**	**17.4**	**29.9**	**33.5**	**4.0**	**0.4**	**1.2**	**27.9**	**4.5**	**6.9**	**0.2**
	Men	100.0	63.7	7.4	22.6	33.7	29.3	4.8	0.5	1.5	22.5	0.6	6.1	0.2
	Women	100.0	42.6	7.9	10.0	24.6	39.3	2.9	0.2	0.7	35.5	9.9	7.9	0.2
2016	**TOTAL**	**100.0**	**54.9**	**7.1**	**17.7**	**30.1**	**32.8**	**3.5**	**0.5**	**0.8**	**28.0**	**5.0**	**7.1**	**0.2**
	Men	100.0	64.6	7.2	22.6	34.8	28.6	4.1	0.6	1.1	22.7	0.8	5.8	0.2
	Women	100.0	41.6	7.1	10.8	23.7	38.6	2.6	0.2	0.5	35.3	10.9	8.9	0.1
2017	**TOTAL**	**100.0**	**55.1**	**7.2**	**18.1**	**29.8**	**33.2**	**3.5**	**0.3**	**0.9**	**28.5**	**4.5**	**7.0**	**0.2**
	Men	100.0	64.2	7.1	22.8	34.3	28.7	4.1	0.5	1.1	23.0	0.8	6.2	0.2
	Women	100.0	42.3	7.4	11.6	23.3	39.6	2.8	0.1	0.6	36.1	9.8	8.1	0.2

(continues...)

Country, year and sex		TOTAL	Status in Employment											
			Employees				Non-employees					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Employers				
					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 or administrative	Non-professional, technical or administrative			
Guatemala														
2012	**TOTAL**	**100.0**	**49.3**	**5.3**	**20.8**	**23.1**	**33.6**	**2.5**	**0.3**	**1.2**	**29.6**	**3.5**	**13.7**	**0.0**
	Men	100.0	59.0	4.3	27.1	27.6	29.4	2.4	0.5	1.1	25.4	0.3	11.3	0.0
	Women	100.0	32.5	7.0	10.0	15.4	40.9	2.6	0.1	1.3	36.9	9.1	17.6	0.0
2015	**TOTAL**	**100.0**	**57.4**	**6.2**	**21.1**	**30.1**	**30.0**	**2.5**	**0.2**	**0.8**	**26.5**	**2.9**	**9.7**	**0.0**
	Men	100.0	64.5	4.5	25.4	34.5	26.9	2.5	0.3	0.8	23.3	0.1	8.4	0.0
	Women	100.0	43.1	9.5	12.3	21.3	36.1	2.5	0.1	0.7	32.8	8.6	12.3	0.0
2016	**TOTAL**	**100.0**	**58.9**	**6.3**	**22.5**	**30.0**	**29.3**	**2.5**	**0.4**	**1.0**	**25.3**	**3.9**	**7.9**	**0.0**
	Men	100.0	67.8	5.1	27.6	35.2	25.7	2.7	0.5	0.8	21.7	0.1	6.3	0.0
	Women	100.0	42.0	8.6	13.0	20.4	36.0	2.2	0.2	1.4	32.1	11.1	10.9	0.0
2017	**TOTAL**	**100.0**	**55.8**	**6.6**	**21.8**	**27.3**	**31.4**	**2.5**	**0.3**	**0.9**	**27.6**	**3.4**	**9.4**	**0.0**
	Men	100.0	63.9	5.3	27.1	31.5	27.7	2.7	0.4	0.9	23.6	0.3	8.2	0.0
	Women	100.0	39.9	9.1	11.6	19.2	38.5	2.1	0.1	0.8	35.5	9.6	11.9	0.0
Honduras														
2012	**TOTAL**	**100.0**	**39.8**	**6.6**	**15.1**	**18.0**	**44.7**	**2.7**	**0.5**	**1.4**	**40.1**	**2.1**	**13.3**	**0.0**
	Men	100.0	41.8	4.6	18.8	18.3	43.7	2.9	0.6	1.2	38.9	0.2	14.3	0.0
	Women	100.0	35.9	10.3	8.1	17.5	46.7	2.3	0.3	1.6	42.5	5.8	11.5	0.1
2015	**TOTAL**	**100.0**	**44.0**	**6.4**	**16.6**	**21.0**	**40.3**	**2.2**	**0.4**	**1.6**	**36.1**	**2.7**	**12.9**	**0.1**
	Men	100.0	49.1	4.8	22.5	21.8	38.3	2.5	0.5	1.6	33.7	0.3	12.2	0.1
	Women	100.0	35.7	9.0	7.1	19.6	43.6	1.8	0.2	1.5	40.1	6.6	14.0	0.0
2016	**TOTAL**	**100.0**	**47.7**	**6.5**	**16.8**	**24.4**	**38.4**	**2.8**	**0.3**	**1.9**	**33.4**	**2.6**	**11.2**	**0.1**
	Men	100.0	53.3	5.0	22.8	25.5	35.9	3.0	0.3	2.0	30.8	0.3	10.3	0.2
	Women	100.0	38.8	8.9	7.3	22.6	42.3	2.5	0.3	1.8	37.7	6.4	12.6	0.0
2017	**TOTAL**	**100.0**	**43.0**	**5.5**	**17.8**	**19.8**	**42.1**	**2.8**	**0.3**	**1.7**	**37.3**	**3.3**	**11.5**	**0.0**
	Men	100.0	49.0	3.7	24.7	20.6	39.7	3.0	0.3	1.6	34.8	0.7	10.6	0.0
	Women	100.0	33.1	8.3	6.4	18.4	46.2	2.6	0.3	1.8	41.5	7.7	12.9	0.1
Mexico														
2012	**TOTAL**	**100.0**	**59.9**	**11.2**	**17.9**	**30.9**	**26.8**	**3.8**	**0.7**	**1.6**	**20.6**	**4.5**	**6.1**	**2.6**
	Men	100.0	64.3	9.5	21.7	33.1	27.6	4.8	1.0	1.9	19.9	0.6	4.4	3.0
	Women	100.0	52.9	13.8	11.7	27.4	25.5	2.1	0.3	1.3	21.8	10.9	8.9	1.8

(continues...)

Country, year and sex		TOTAL	Status in Employment											
			Employees				Non-employees					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Employers				
					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 or administrative	Non-professional, technical or administrative			
2015	**TOTAL**	**100.0**	**59.9**	**10.3**	**17.4**	**32.2**	**26.7**	**3.7**	**0.6**	**1.8**	**20.7**	**4.7**	**5.3**	**3.3**
	Men	100.0	63.9	8.5	21.0	34.4	27.7	4.7	0.8	2.0	20.1	0.7	3.9	3.8
	Women	100.0	53.4	13.1	11.6	28.7	25.2	2.0	0.3	1.4	21.5	11.3	7.7	2.4
2016	**TOTAL**	**100.0**	**60.3**	**9.9**	**17.3**	**33.0**	**26.7**	**3.7**	**0.6**	**1.8**	**20.6**	**4.6**	**4.9**	**3.5**
	Men	100.0	64.2	8.2	20.9	35.1	27.6	4.8	0.9	2.0	19.9	0.7	3.5	4.0
	Women	100.0	53.9	12.8	11.5	29.6	25.3	2.0	0.3	1.5	21.6	10.9	7.2	2.6
2017	**TOTAL**	**100.0**	**60.4**	**9.8**	**17.2**	**33.4**	**26.7**	**3.8**	**0.7**	**1.8**	**20.4**	**4.5**	**4.7**	**3.7**
	Men	100.0	63.8	8.1	20.6	35.1	28.0	4.9	0.9	2.1	20.1	0.6	3.3	4.3
	Women	100.0	54.9	12.6	11.6	30.7	24.6	2.1	0.3	1.5	20.8	10.7	6.9	2.7
Panama														
2012	**TOTAL**	**100.0**	**63.3**	**15.3**	**8.6**	**39.4**	**27.2**	**1.9**	**0.9**	**1.6**	**22.8**	**4.7**	**4.8**	**0.0**
	Men	100.0	65.1	11.8	10.9	42.4	30.8	2.3	1.1	1.8	25.6	0.8	3.3	0.0
	Women	100.0	60.6	20.8	5.1	34.8	21.5	1.3	0.5	1.3	18.4	10.7	7.2	0.0
2015	**TOTAL**	**100.0**	**62.0**	**15.8**	**8.3**	**37.9**	**29.4**	**2.2**	**0.9**	**1.8**	**24.5**	**4.3**	**4.3**	**0.0**
	Men	100.0	63.1	12.6	10.5	40.0	32.6	2.7	1.3	1.6	27.1	1.0	3.2	0.0
	Women	100.0	60.2	20.4	5.0	34.8	24.5	1.4	0.4	2.2	20.5	9.2	6.1	0.0
2016	**TOTAL**	**100.0**	**60.2**	**15.8**	**7.6**	**36.8**	**30.9**	**2.2**	**1.4**	**1.8**	**25.5**	**4.0**	**4.9**	**0.0**
	Men	100.0	61.6	12.6	9.9	39.1	34.1	2.7	1.8	1.8	27.8	0.9	3.3	0.0
	Women	100.0	58.1	20.4	4.3	33.3	26.1	1.5	0.7	1.7	22.2	8.6	7.2	0.0
2017	**TOTAL**	**100.0**	**61.0**	**16.4**	**7.5**	**37.1**	**30.4**	**1.6**	**1.0**	**1.9**	**25.9**	**3.9**	**4.7**	**0.0**
	Men	100.0	62.0	12.9	9.3	39.8	33.8	2.1	1.3	1.8	28.6	0.9	3.3	0.0
	Women	100.0	59.6	21.6	4.7	33.2	25.5	1.0	0.5	2.0	22.0	8.4	6.6	0.0
Paraguay														
2012	**TOTAL**	**100.0**	**43.5**	**9.2**	**14.0**	**20.2**	**40.3**	**4.3**	**1.3**	**1.4**	**33.5**	**6.3**	**8.4**	**1.6**
	Men	100.0	50.2	8.1	17.9	24.2	37.9	5.3	1.6	1.6	29.4	0.8	8.8	2.2
	Women	100.0	33.8	10.8	8.3	14.6	43.8	2.8	0.7	1.0	39.2	14.1	7.7	0.7
2015	**TOTAL**	**100.0**	**45.0**	**11.0**	**13.6**	**20.4**	**35.3**	**4.0**	**0.8**	**2.0**	**28.6**	**7.1**	**8.7**	**3.8**
	Men	100.0	51.2	9.0	17.2	25.0	37.3	5.6	0.9	1.7	29.2	0.7	6.5	4.3
	Women	100.0	36.3	13.7	8.6	14.0	32.5	1.7	0.7	2.4	27.7	16.1	12.0	3.2
2016	**TOTAL**	**100.0**	**46.5**	**9.9**	**15.2**	**21.4**	**36.1**	**4.0**	**1.0**	**2.1**	**29.1**	**6.8**	**8.4**	**2.1**
	Men	100.0	52.7	8.1	19.6	25.0	36.9	5.2	1.2	1.8	28.7	0.8	7.1	2.6
	Women	100.0	37.3	12.5	8.7	16.1	34.9	2.3	0.6	2.4	29.6	15.9	10.5	1.4

(continues...)

Country, year and sex		TOTAL	Status in Employment											
			Employees				Non-employees					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Employers				
					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 or administrative	Non-professional, technical or administrative			
2017	**TOTAL**	**100.0**	**45.4**	**9.0**	**14.6**	**21.8**	**36.0**	**4.4**	**0.9**	**1.8**	**28.9**	**7.3**	**8.3**	**2.9**
	Men	100.0	52.3	7.5	19.1	25.8	36.9	5.6	1.1	1.6	28.5	0.8	6.4	3.6
	Women	100.0	35.1	11.3	7.9	15.9	34.7	2.4	0.5	2.1	29.6	17.1	11.2	1.9
Peru														
2012	**TOTAL**	**100.0**	**45.3**	**9.4**	**12.0**	**23.9**	**40.2**	**4.3**	**1.1**	**1.7**	**33.0**	**2.6**	**11.6**	**0.3**
	Men	100.0	51.3	9.5	13.8	28.0	41.6	5.5	1.7	2.2	32.1	0.3	6.5	0.3
	Women	100.0	37.6	9.3	9.6	18.7	38.3	2.7	0.4	1.1	34.2	5.6	18.1	0.3
2015	**TOTAL**	**100.0**	**47.2**	**9.1**	**13.6**	**24.6**	**39.2**	**3.5**	**0.7**	**1.6**	**33.5**	**2.5**	**11.1**	**0.1**
	Men	100.0	53.1	8.7	15.8	28.6	40.7	4.4	1.0	2.0	33.3	0.3	5.9	0.1
	Women	100.0	39.5	9.5	10.7	19.3	37.3	2.3	0.3	1.1	33.7	5.3	17.8	0.0
2016	**TOTAL**	**100.0**	**46.8**	**9.1**	**13.6**	**24.1**	**40.2**	**3.7**	**0.6**	**1.6**	**34.3**	**2.4**	**10.5**	**0.1**
	Men	100.0	52.4	8.7	15.8	27.8	41.8	4.8	1.0	2.0	34.1	0.2	5.5	0.1
	Women	100.0	39.7	9.7	10.8	19.2	38.2	2.2	0.3	1.2	34.5	5.1	17.0	0.1
2017	**TOTAL**	**100.0**	**46.5**	**8.8**	**14.0**	**23.7**	**40.9**	**3.4**	**0.6**	**1.9**	**35.1**	**2.4**	**10.1**	**0.1**
	Men	100.0	52.1	8.4	16.1	27.6	42.3	4.3	0.9	2.4	34.7	0.2	5.3	0.1
	Women	100.0	39.5	9.3	11.4	18.8	39.1	2.2	0.2	1.2	35.5	5.2	16.2	0.1
Uruguay														
2012	**TOTAL**	**100.0**	**68.2**	**14.8**	**11.1**	**42.4**	**25.9**	**3.1**	**1.6**	**3.9**	**17.3**	**4.4**	**1.3**	**0.2**
	Men	100.0	70.4	12.9	11.6	45.9	28.6	4.0	2.2	3.8	18.6	0.0	0.7	0.2
	Women	100.0	65.6	17.0	10.4	38.1	22.6	2.0	0.9	4.1	15.6	9.7	1.9	0.3
2015	**TOTAL**	**100.0**	**68.5**	**14.7**	**10.9**	**42.9**	**26.4**	**2.6**	**1.5**	**4.0**	**18.3**	**3.8**	**0.9**	**0.3**
	Men	100.0	69.8	12.5	11.2	46.1	29.4	3.3	2.0	3.9	20.2	0.0	0.5	0.3
	Women	100.0	67.0	17.3	10.6	39.0	22.8	1.8	0.9	4.1	16.0	8.5	1.4	0.3
2016	**TOTAL**	**100.0**	**67.9**	**15.0**	**10.6**	**42.3**	**26.1**	**2.6**	**1.6**	**4.1**	**17.9**	**4.8**	**0.8**	**0.4**
	Men	100.0	69.1	13.0	11.0	45.0	30.1	3.2	2.1	4.0	20.8	0.1	0.4	0.3
	Women	100.0	66.4	17.4	10.1	38.9	21.2	1.7	0.9	4.2	14.3	10.7	1.3	0.4
2017	**TOTAL**	**100.0**	**67.7**	**14.7**	**10.7**	**42.2**	**27.3**	**2.5**	**1.5**	**4.3**	**18.9**	**3.9**	**0.8**	**0.4**
	Men	100.0	68.6	12.5	11.3	44.8	30.5	3.2	2.0	4.2	21.2	0.0	0.6	0.3
	Women	100.0	66.7	17.5	10.1	39.1	23.3	1.8	0.9	4.5	16.2	8.6	1.0	0.5

Source: ILO, based on information from household surveys of the countries.
a/ The weighting factor used to estimate the weighted average is the national employed population of each country disaggregated by status in employment and sex.
b/ 31 urban clusters. In the framework of the statistical emergency, the INDEC recommends excluding the series published between 2007 and 2015 for comparison and analysis of labour market data for Argentina.

= A break in the series can occur when a country revises its survey or important variables.

TABLE 10. Latin America: percentage of national employed population by area of economic activity, country, year and sex, 2012 - 2017

Country. year	Sex	Total	Agriculture. fishing. mines	Electricity. gas and water	Manufacturing	Construction	Trade	Transportation. storage and communications	Financial establishments	Community. social and personal services	Unspecified activities
Latin America [a/]											
2012	**Total**	**100.0**	**11.5**	**1.0**	**13.3**	**8.2**	**22.5**	**5.5**	**5.7**	**31.7**	**0.5**
	Men	100.0	15.7	1.3	14.8	13.7	21.1	8.0	5.7	19.2	0.6
	Women	100.0	5.8	0.6	11.3	0.9	24.5	2.2	5.6	48.7	0.4
2015	**Total**	**100.0**	**10.7**	**1.0**	**13.1**	**7.9**	**23.4**	**5.6**	**6.0**	**32.0**	**0.4**
	Men	100.0	14.8	1.3	14.7	13.4	21.8	8.2	6.0	19.3	0.5
	Women	100.0	5.3	0.5	10.9	0.6	25.7	2.1	5.9	48.8	0.3
2016	**Total**	**100.0**	**10.6**	**0.6**	**12.5**	**7.9**	**23.9**	**5.8**	**5.6**	**32.7**	**0.4**
	Men	100.0	14.7	0.8	14.0	13.4	22.5	8.7	5.7	19.7	0.5
	Women	100.0	5.1	0.3	10.5	0.6	25.7	1.9	5.5	50.0	0.3
2017	**Total**	**100.0**	**10.1**	**0.9**	**12.5**	**7.4**	**24.1**	**5.8**	**5.9**	**32.9**	**0.4**
	Men	100.0	14.2	1.3	14.0	12.6	22.8	8.7	5.9	19.9	0.5
	Women	100.0	4.7	0.5	10.5	0.6	25.8	2.0	5.7	49.9	0.3
Argentina [b/]											
2012	**Total**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
	Men	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...
2015	**Total**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
	Men	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...
2016	**Total**	**100.0**	**1.0**	**1.0**	**12.4**	**9.3**	**21.7**	**7.3**	**10.3**	**35.7**	**1.4**
	Men	100.0	1.4	1.4	15.6	15.7	22.4	10.9	10.4	20.5	1.6
	Women	100.0	0.3	0.4	8.1	0.7	20.7	2.4	10.2	56.0	1.0
2017	**Total**	**100.0**	**0.9**	**0.9**	**11.8**	**9.1**	**22.0**	**7.3**	**10.7**	**35.7**	**1.6**
	Men	100.0	1.3	1.3	14.8	15.3	22.8	11.0	10.7	21.1	1.8
	Women	100.0	0.3	0.3	7.9	0.7	21.1	2.3	10.8	55.4	1.3
Bolivia											
2012	**Total**	**100.0**	**31.9**	**0.6**	**9.9**	**7.3**	**22.4**	**7.2**	**1.0**	**19.6**	**0.2**
	Men	100.0	33.3	0.7	10.7	12.5	14.3	11.5	0.9	15.9	0.2
	Women	100.0	30.1	0.3	9.0	0.7	32.7	1.7	1.0	24.3	0.2
2015	**Total**	**100.0**	**31.4**	**0.4**	**10.3**	**9.3**	**22.0**	**7.3**	**1.1**	**18.1**	**0.1**
	Men	100.0	32.3	0.5	10.8	15.4	13.4	11.3	1.1	15.2	0.1
	Women	100.0	30.2	0.2	9.5	0.8	34.1	1.6	1.3	22.1	0.2
2016	**Total**	**100.0**	**33.3**	**0.3**	**9.4**	**8.8**	**21.8**	**6.8**	**1.3**	**18.1**	**0.1**
	Men	100.0	33.6	0.5	10.1	15.1	13.9	10.9	1.2	14.5	0.1
	Women	100.0	33.0	0.1	8.5	0.9	31.8	1.5	1.4	22.7	0.2
2017	**Total**	**100.0**	**31.7**	**0.5**	**10.0**	**9.0**	**22.3**	**7.2**	**1.2**	**18.0**	**0.0**
	Men	100.0	32.3	0.7	11.0	15.5	13.6	11.5	1.2	14.2	0.0
	Women	100.0	31.0	0.2	8.6	0.6	33.7	1.7	1.3	22.9	0.0

(continues...)

Country. year	Sex	Total	Agriculture. fishing. mines	Electricity. gas and water	Manufacturing	Construction	Trade	Transportation. storage and communications	Financial establishments	Community. social and personal services	Unspecified activities
Brazil											
2012	**Total**	**100.0**	**12.1**	**1.0**	**13.1**	**8.4**	**22.8**	**6.0**	**6.1**	**30.5**	**0.0**
	Men	100.0	16.5	1.3	14.5	13.9	21.8	8.7	6.2	17.1	0.0
	Women	100.0	6.2	0.6	11.1	0.9	24.2	2.3	6.0	48.7	0.0
2015	**Total**	**100.0**	**10.7**	**1.0**	**12.5**	**8.2**	**23.8**	**6.1**	**6.4**	**31.3**	**0.0**
	Men	100.0	14.9	1.3	14.1	13.8	22.5	9.0	6.5	18.0	0.0
	Women	100.0	5.3	0.5	10.5	0.6	25.6	2.2	6.2	49.1	0.0
2016	**Total**	**100.0**	**10.6**	**0.6**	**11.7**	**8.1**	**24.4**	**6.3**	**6.1**	**32.2**	**0.0**
	Men	100.0	14.8	0.9	13.2	13.7	23.3	9.5	6.2	18.4	0.0
	Women	100.0	4.9	0.3	9.8	0.6	25.7	2.1	5.9	50.6	0.0
2017	**Total**	**100.0**	**9.9**	**1.0**	**11.5**	**7.6**	**25.0**	**6.4**	**6.3**	**32.3**	**0.0**
	Men	100.0	14.1	1.3	13.0	12.9	24.0	9.6	6.5	18.5	0.0
	Women	100.0	4.5	0.5	9.6	0.6	26.3	2.2	6.1	50.4	0.0
Chile											
2012	**Total**	**100.0**	**13.3**	**0.7**	**11.6**	**8.3**	**19.7**	**7.3**	**11.8**	**27.4**	**0.0**
	Men	100.0	18.4	1.0	13.5	13.0	16.9	10.4	10.4	16.4	0.0
	Women	100.0	5.6	0.3	8.7	1.2	23.8	2.8	13.8	44.0	0.0
2015	**Total**	**100.0**	**12.2**	**0.8**	**11.1**	**8.6**	**19.8**	**7.4**	**12.3**	**27.8**	**0.0**
	Men	100.0	17.1	1.0	12.7	13.5	17.6	10.3	10.9	16.8	0.0
	Women	100.0	5.0	0.3	9.0	1.4	23.0	3.3	14.2	43.8	0.0
2016	**Total**	**100.0**	**12.0**	**0.8**	**11.0**	**8.7**	**20.0**	**7.5**	**12.6**	**27.4**	**0.0**
	Men	100.0	16.5	1.2	12.4	13.9	18.0	10.5	11.0	16.6	0.0
	Women	100.0	5.4	0.3	9.0	1.2	23.0	3.2	15.0	42.9	0.0
2017	**Total**	**100.0**	**11.7**	**1.2**	**10.8**	**8.4**	**23.3**	**8.5**	**8.5**	**27.8**	**0.0**
	Men	100.0	15.7	1.7	12.3	13.3	20.5	11.8	7.7	17.0	0.0
	Women	100.0	5.8	0.4	8.6	1.3	27.3	3.6	9.6	43.4	0.0
Colombia											
2012	**Total**	**100.0**	**18.6**	**0.5**	**12.8**	**6.0**	**26.7**	**8.3**	**8.0**	**19.0**	**0.0**
	Men	100.0	26.2	0.7	11.7	9.8	22.3	11.7	7.1	10.4	0.0
	Women	100.0	7.9	0.3	14.4	0.6	33.0	3.5	9.2	31.1	0.0
2015	**Total**	**100.0**	**17.0**	**0.5**	**11.8**	**6.2**	**27.4**	**8.2**	**9.0**	**19.8**	**0.0**
	Men	100.0	24.0	0.7	11.5	10.3	22.6	11.8	7.9	11.2	0.0
	Women	100.0	7.3	0.3	12.3	0.7	34.2	3.2	10.4	31.6	0.0
2016	**Total**	**100.0**	**16.9**	**0.5**	**11.5**	**6.3**	**27.9**	**8.0**	**9.3**	**19.5**	**0.0**
	Men	100.0	23.8	0.7	11.4	10.4	22.6	11.7	8.2	11.1	0.0
	Women	100.0	7.4	0.3	11.7	0.6	35.2	2.9	10.9	31.1	0.0

(continues...)

Country. year	Sex	Total	Agriculture. fishing. mines	Electricity. gas and water	Manufacturing	Construction	Trade	Transportation. storage and communications	Financial establishments	Community. social and personal services	Unspecified activities
2017	**Total**	**100.0**	**17.5**	**0.5**	**11.8**	**6.1**	**27.2**	**8.1**	**9.6**	**19.3**	**0.0**
	Men	100.0	24.4	0.7	11.2	10.1	22.3	11.8	8.3	11.2	0.0
	Women	100.0	7.9	0.3	12.5	0.6	33.9	2.9	11.3	30.6	0.0
Costa Rica											
2012	**Total**	**100.0**	**10.4**	**1.8**	**9.9**	**6.3**	**25.3**	**7.1**	**3.0**	**35.9**	**0.3**
	Men	100.0	15.0	2.6	11.0	9.8	23.1	10.1	2.6	25.6	0.3
	Women	100.0	2.9	0.6	8.3	0.5	28.8	2.3	3.6	52.6	0.3
2015	**Total**	**100.0**	**12.4**	**1.5**	**10.9**	**6.7**	**24.0**	**5.6**	**2.9**	**36.0**	**0.2**
	Men	100.0	17.4	2.1	12.4	10.4	21.8	7.6	2.9	25.3	0.1
	Women	100.0	4.2	0.5	8.4	0.6	27.6	2.3	2.8	53.4	0.2
2016	**Total**	**100.0**	**12.3**	**1.9**	**10.2**	**6.4**	**25.0**	**6.9**	**2.9**	**34.2**	**0.2**
	Men	100.0	17.0	2.6	11.5	9.9	22.8	9.2	2.8	24.0	0.3
	Women	100.0	4.2	0.6	8.0	0.4	28.8	2.8	3.2	51.7	0.2
2017	**Total**	**100.0**	**12.6**	**1.5**	**10.0**	**6.5**	**24.7**	**6.8**	**2.6**	**34.8**	**0.5**
	Men	100.0	17.2	2.0	10.9	10.0	22.5	8.9	2.5	25.3	0.5
	Women	100.0	4.5	0.7	8.4	0.4	28.6	3.1	2.8	51.0	0.5
Dominican Republic											
2012	**Total**	**100.0**	**14.6**	**1.1**	**10.4**	**6.3**	**27.4**	**7.6**	**5.7**	**26.9**	**0.0**
	Men	100.0	21.6	1.2	11.1	9.6	26.0	11.0	5.4	14.2	0.0
	Women	100.0	2.4	1.0	9.1	0.4	30.0	1.5	6.3	49.2	0.0
2015	**Total**	**100.0**	**10.0**	**1.4**	**9.9**	**6.9**	**27.9**	**7.6**	**2.4**	**34.0**	**0.0**
	Men	100.0	15.3	1.6	11.5	10.9	26.1	11.2	2.1	21.4	0.0
	Women	100.0	1.6	1.0	7.3	0.6	30.7	1.9	3.0	54.0	0.0
2016	**Total**	**100.0**	**9.2**	**1.7**	**10.2**	**6.9**	**27.4**	**7.8**	**2.6**	**34.3**	**0.0**
	Men	100.0	14.2	1.9	12.0	11.1	25.1	11.7	2.5	21.5	0.0
	Women	100.0	1.2	1.4	7.4	0.3	30.8	1.7	2.9	54.3	0.0
2017	**Total**	**100.0**	**9.8**	**1.5**	**10.0**	**7.7**	**27.2**	**7.6**	**2.5**	**33.7**	**0.0**
	Men	100.0	15.3	1.7	11.5	12.4	25.2	11.6	2.2	20.1	0.0
	Women	100.0	1.4	1.3	7.8	0.6	30.2	1.5	2.8	54.5	0.0
Ecuador											
2012	**Total**	**100.0**	**28.5**	**0.4**	**10.4**	**6.2**	**25.6**	**5.9**	**6.0**	**16.9**	**0.0**
	Men	100.0	33.2	0.5	10.9	9.8	19.5	8.7	6.4	10.9	0.0
	Women	100.0	21.3	0.2	9.7	0.7	34.9	1.8	5.4	26.0	0.0
2015	**Total**	**100.0**	**26.9**	**0.5**	**11.0**	**7.4**	**24.2**	**7.0**	**4.4**	**18.7**	**0.0**
	Men	100.0	29.6	0.7	11.6	12.0	18.4	10.1	4.5	13.1	0.0
	Women	100.0	22.9	0.3	10.1	0.6	32.6	2.5	4.2	26.8	0.0
2016	**Total**	**100.0**	**27.5**	**0.5**	**10.8**	**6.7**	**24.8**	**6.8**	**5.4**	**17.5**	**0.0**
	Men	100.0	30.0	0.7	11.6	11.1	18.9	10.2	5.7	11.9	0.0
	Women	100.0	24.1	0.2	9.7	0.5	33.0	2.1	4.9	25.3	0.0

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Country. year	Sex	Total	Agriculture. fishing. mines	Electricity. gas and water	Manufacturing	Construction	Trade	Transportation. storage and communications	Financial establishments	Community. social and personal services	Unspecified activities
2017	**Total**	**100.0**	**28.3**	**0.5**	**10.8**	**6.5**	**24.8**	**6.7**	**5.2**	**17.0**	**0.0**
	Men	100.0	30.7	0.7	11.3	10.9	19.2	10.2	5.3	11.7	0.0
	Women	100.0	25.0	0.3	10.3	0.5	32.5	1.9	5.1	24.4	0.0
El Salvador											
2012	**Total**	**100.0**	**21.0**	**0.4**	**15.5**	**5.1**	**28.7**	**4.3**	**5.4**	**19.5**	**0.0**
	Men	100.0	32.5	0.6	13.7	8.5	19.5	6.5	6.2	12.5	0.0
	Women	100.0	5.0	0.2	18.0	0.2	41.5	1.3	4.3	29.4	0.0
2015	**Total**	**100.0**	**18.2**	**0.6**	**16.1**	**5.4**	**30.4**	**4.7**	**5.6**	**18.9**	**0.0**
	Men	100.0	28.3	0.8	14.2	9.1	21.0	7.1	6.9	12.5	0.0
	Women	100.0	3.8	0.3	18.9	0.4	43.6	1.3	3.9	27.8	0.0
2016	**Total**	**100.0**	**18.7**	**0.6**	**15.3**	**5.3**	**30.8**	**4.4**	**6.0**	**18.9**	**0.0**
	Men	100.0	29.4	0.8	14.1	9.0	20.6	6.6	7.1	12.2	0.0
	Women	100.0	4.0	0.2	16.8	0.2	44.9	1.3	4.4	28.1	0.0
2017	**Total**	**100.0**	**18.6**	**0.5**	**15.6**	**5.8**	**31.3**	**4.2**	**5.6**	**18.3**	**0.0**
	Men	100.0	29.0	0.7	14.3	9.7	21.4	6.6	6.5	11.9	0.0
	Women	100.0	3.9	0.3	17.5	0.4	45.4	1.0	4.3	27.4	0.0
Guatemala											
2012	**Total**	**100.0**	**32.3**	**0.3**	**13.4**	**5.8**	**26.4**	**3.3**	**3.3**	**15.2**	**0.0**
	Men	100.0	43.8	0.4	12.4	9.0	17.5	4.7	3.6	8.8	0.0
	Women	100.0	12.6	0.1	15.1	0.2	41.8	0.8	2.8	26.4	0.0
2015	**Total**	**100.0**	**32.0**	**0.3**	**12.8**	**5.6**	**25.3**	**3.8**	**4.0**	**16.1**	**0.0**
	Men	100.0	43.0	0.5	10.6	8.3	19.6	5.3	4.1	8.8	0.0
	Women	100.0	10.0	0.1	17.3	0.2	36.8	0.9	3.7	30.8	0.0
2016	**Total**	**100.0**	**29.0**	**0.4**	**13.5**	**7.2**	**25.3**	**3.9**	**4.1**	**16.6**	**0.0**
	Men	100.0	39.9	0.5	11.3	10.9	18.7	5.5	4.0	9.3	0.0
	Women	100.0	8.3	0.3	17.7	0.3	37.7	0.9	4.4	30.4	0.0
2017	**Total**	**100.0**	**31.3**	**0.3**	**12.5**	**5.8**	**25.3**	**4.0**	**5.0**	**15.9**	**0.0**
	Men	100.0	42.0	0.4	10.4	8.7	18.5	5.4	5.1	9.5	0.0
	Women	100.0	10.4	0.1	16.4	0.1	38.5	1.2	4.7	28.5	0.0
Honduras											
2012	**Total**	**100.0**	**38.6**	**0.4**	**13.4**	**5.4**	**21.9**	**3.3**	**2.9**	**14.1**	**0.1**
	Men	100.0	52.6	0.5	9.8	8.0	14.4	4.5	2.9	7.3	0.0
	Women	100.0	11.6	0.2	20.3	0.4	36.3	1.0	2.9	27.1	0.2
2015	**Total**	**100.0**	**30.1**	**0.9**	**14.8**	**5.6**	**23.6**	**3.5**	**4.5**	**16.9**	**0.1**
	Men	100.0	43.7	1.1	11.4	9.0	16.1	5.2	4.4	9.1	0.1
	Women	100.0	8.1	0.5	20.5	0.2	35.9	0.7	4.5	29.6	0.1

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Country. year	Sex	Total	Agriculture. fishing. mines	Electricity. gas and water	Manufacturing	Construction	Trade	Transportation. storage and communications	Financial establishments	Community. social and personal services	Unspecified activities
2016	**Total**	**100.0**	**28.7**	**0.8**	**14.8**	**5.4**	**25.3**	**3.8**	**4.4**	**16.8**	**0.1**
	Men	100.0	41.3	1.1	12.0	8.6	17.3	5.5	4.4	9.8	0.1
	Women	100.0	8.5	0.4	19.4	0.2	37.9	1.1	4.4	27.9	0.1
2017	**Total**	**100.0**	**33.3**	**0.7**	**13.6**	**5.7**	**23.0**	**3.9**	**3.9**	**15.8**	**0.1**
	Men	100.0	47.3	0.9	9.9	9.1	14.9	5.7	3.9	8.3	0.0
	Women	100.0	10.1	0.3	19.7	0.1	36.4	0.9	4.0	28.3	0.1
Mexico											
2012	**Total**	**100.0**	**14.1**	**0.4**	**15.3**	**7.5**	**26.5**	**4.8**	**1.7**	**29.1**	**0.7**
	Men	100.0	20.1	0.5	15.6	11.6	19.9	6.8	1.5	23.2	0.7
	Women	100.0	4.3	0.2	14.7	0.7	37.3	1.5	1.9	38.8	0.6
2015	**Total**	**100.0**	**13.8**	**0.4**	**16.0**	**7.8**	**26.4**	**4.9**	**1.6**	**28.4**	**0.6**
	Men	100.0	19.9	0.5	16.4	12.2	19.8	7.0	1.5	22.1	0.6
	Women	100.0	3.9	0.2	15.5	0.7	37.2	1.5	1.8	38.8	0.5
2016	**Total**	**100.0**	**13.4**	**0.4**	**16.3**	**8.2**	**26.4**	**5.1**	**1.5**	**28.2**	**0.5**
	Men	100.0	19.3	0.5	16.5	12.9	19.8	7.2	1.4	21.8	0.6
	Women	100.0	3.8	0.2	15.9	0.7	37.1	1.6	1.7	38.6	0.4
2017	**Total**	**100.0**	**13.4**	**0.4**	**16.6**	**8.2**	**26.0**	**5.1**	**1.6**	**28.2**	**0.6**
	Men	100.0	19.2	0.5	16.8	12.7	19.6	7.2	1.4	21.9	0.6
	Women	100.0	3.9	0.2	16.3	0.7	36.4	1.7	1.8	38.5	0.5
Panama											
2012	Total	100.0	16.9	0.8	6.9	10.4	23.2	8.3	9.1	24.5	0.0
	Men	100.0	22.3	1.0	7.0	16.0	19.6	11.5	8.4	14.2	0.0
	Women	100.0	8.6	0.5	6.6	1.6	28.7	3.5	10.1	40.4	0.0
2015	**Total**	**100.0**	**14.8**	**0.8**	**7.7**	**10.0**	**23.6**	**8.6**	**9.3**	**25.1**	**0.0**
	Men	100.0	19.4	1.1	7.6	15.9	20.2	11.8	8.5	15.5	0.0
	Women	100.0	8.0	0.5	7.8	1.3	28.6	4.0	10.4	39.3	0.0
2016	**Total**	**100.0**	**15.6**	**0.8**	**7.3**	**10.0**	**23.4**	**8.8**	**9.2**	**24.8**	**0.0**
	Men	100.0	20.0	1.1	6.7	15.8	19.6	12.3	8.8	15.7	0.0
	Women	100.0	9.0	0.3	8.2	1.6	29.1	3.7	9.9	38.2	0.0
2017	**Total**	**100.0**	**14.7**	**0.9**	**7.3**	**10.1**	**23.4**	**9.3**	**9.3**	**24.9**	**0.0**
	Men	100.0	18.7	1.2	7.0	15.9	19.7	13.2	8.8	15.5	0.0
	Women	100.0	8.8	0.4	7.8	1.6	29.0	3.7	10.0	38.7	0.0
Paraguay											
2012	**Total**	**100.0**	**27.2**	**0.6**	**10.5**	**5.5**	**25.5**	**4.2**	**4.8**	**21.7**	**0.0**
	Men	100.0	30.1	0.8	12.3	9.3	23.3	6.3	4.8	12.9	0.0
	Women	100.0	23.0	0.2	8.0	0.1	28.6	1.2	4.8	34.2	0.0
2015	**Total**	**100.0**	**20.1**	**0.5**	**12.3**	**6.7**	**26.6**	**3.9**	**5.4**	**24.5**	**0.0**
	Men	100.0	24.1	0.7	14.5	11.3	24.3	5.8	5.4	14.0	0.0
	Women	100.0	14.5	0.4	9.2	0.2	29.8	1.2	5.3	39.5	0.0

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Country. year	Sex	Total	Agriculture. fishing. mines	Electricity. gas and water	Manufacturing	Construction	Trade	Transportation. storage and communications	Financial establishments	Community. social and personal services	Unspecified activities
2016	**Total**	**100.0**	**21.7**	**0.5**	**11.1**	**7.7**	**26.2**	**4.0**	**5.4**	**23.4**	**0.1**
	Men	100.0	26.1	0.5	13.3	12.6	23.0	5.7	5.5	13.2	0.1
	Women	100.0	15.0	0.4	7.7	0.3	30.9	1.5	5.3	38.8	0.0
2017	**Total**	**100.0**	**20.6**	**0.5**	**11.6**	**7.9**	**27.1**	**3.3**	**5.5**	**23.2**	**0.3**
	Men	100.0	24.2	0.7	13.8	12.8	24.3	4.6	5.8	13.3	0.3
	Women	100.0	15.3	0.1	8.2	0.5	31.4	1.3	5.0	38.0	0.2
Peru											
2012	**Total**	**100.0**	**26.0**	**0.2**	**10.7**	**5.9**	**25.9**	**7.4**	**5.4**	**18.5**	**0.0**
	Men	100.0	29.6	0.2	11.4	10.0	16.5	11.8	6.1	14.3	0.0
	Women	100.0	21.5	0.1	9.7	0.6	38.0	1.8	4.5	23.8	0.0
2015	**Total**	**100.0**	**26.9**	**0.2**	**9.5**	**6.6**	**25.4**	**8.0**	**5.5**	**17.8**	**0.0**
	Men	100.0	30.2	0.3	10.2	11.2	16.0	12.9	6.0	13.3	0.0
	Women	100.0	22.7	0.1	8.7	0.6	37.6	1.8	4.9	23.6	0.0
2016	**Total**	**100.0**	**26.5**	**0.3**	**9.6**	**6.1**	**25.6**	**8.3**	**5.7**	**17.9**	**0.0**
	Men	100.0	29.9	0.4	10.3	10.4	16.1	13.2	6.2	13.5	0.0
	Women	100.0	22.2	0.1	8.7	0.7	37.9	1.9	5.0	23.5	0.0
2017	**Total**	**100.0**	**25.9**	**0.2**	**9.5**	**5.8**	**26.5**	**8.3**	**5.9**	**17.8**	**0.0**
	Men	100.0	29.6	0.3	10.2	10.0	16.4	13.3	6.6	13.5	0.0
	Women	100.0	21.2	0.1	8.7	0.5	39.2	2.1	5.0	23.3	0.0
Uruguay											
2012	**Total**	**100.0**	**8.8**	**1.0**	**11.9**	**7.8**	**21.8**	**6.7**	**8.7**	**33.3**	**0.0**
	Men	100.0	12.6	1.3	14.2	13.7	21.3	9.7	8.3	19.0	0.0
	Women	100.0	4.1	0.6	9.1	0.7	22.5	3.1	9.1	50.7	0.0
2015	**Total**	**100.0**	**9.0**	**0.8**	**11.1**	**8.1**	**21.8**	**7.3**	**9.8**	**32.1**	**0.0**
	Men	100.0	12.7	1.1	13.4	13.8	21.2	10.4	9.1	18.3	0.0
	Women	100.0	4.5	0.5	8.3	0.9	22.6	3.5	10.7	49.1	0.0
2016	**Total**	**100.0**	**8.4**	**0.8**	**11.3**	**7.5**	**21.7**	**7.2**	**10.0**	**33.2**	**0.0**
	Men	100.0	12.0	1.2	13.8	13.0	21.2	10.4	9.3	19.2	0.0
	Women	100.0	4.0	0.3	8.1	0.7	22.4	3.2	10.9	50.4	0.0
2017	**Total**	**100.0**	**8.9**	**0.8**	**10.7**	**7.7**	**21.7**	**7.0**	**10.4**	**32.9**	**0.0**
	Men	100.0	13.0	1.2	12.9	13.3	21.2	10.0	9.5	18.8	0.0
	Women	100.0	3.9	0.4	8.0	0.7	22.2	3.3	11.4	50.1	0.0

Source: ILO, based on information from household surveys of the countries.
a/ Weighted average. The weighting factor used is the national employed population of each country disaggregated by area of activity and sex.
b/ 31 urban clusters. In the framework of the statistical emergency, the INDEC recommends excluding the series published between 2007 and 2015 for comparison and analysis of labour market data for Argentina.
= A break in the series can occur when a country revises its survey or important variables.

TABLE 11. Latin America: change in average real monthly urban wage by year, country and wage indicators, 2012 - 2017

Country / Wage Indicators	2012	2013	2014	2015	2016	2017	FIRST SEMESTER b/ 1st semester 2012 = 100	Average, 1st semester 2017	Average, 1st semester 2018
LATIN AMERICA (simple average)									
Average real monthly wage index	100.0	102.1	103.8	103.6	105.0	105.5	100.0	103.5	104.8
Men	100.0	102.0	103.8	102.5	104.2	104.4	100.0	103.0	103.6
Women	100.0	102.5	103.9	105.6	106.5	107.7	100.0	104.5	106.8
Average real monthly wage index, public sector	100.0	102.1	104.1	106.4	107.8	110.3	100.0	104.7	106.2
Average real monthly wage index, private sector	100.0	102.1	103.8	102.6	104.5	104.3	100.0	103.7	105.8
Average real monthly wage index, domestic work sector	100.0	103.7	106.7	111.9	111.5	112.0	100.0	104.9	108.5
Average real wage, women/men	83.6	83.9	83.7	85.9	85.4	86.0	85.2	86.3	87.9
LATIN AMERICA (weighted average) a/									
Average real monthly wage index	100.0	101.9	102.2	102.9	104.7	105.2	100.0	105.2	106.3
Men	100.0	101.7	102.2	102.4	103.8	104.3	100.0	104.6	105.6
Women	100.0	102.2	102.5	104.1	106.6	107.2	100.0	106.8	108.3
Average real monthly wage index, public sector	100.0	101.7	101.9	103.8	107.0	108.0	100.0	106.9	108.2
Average real monthly wage index, private sector	100.0	101.9	102.3	102.7	104.3	104.6	100.0	105.2	106.0
Average real monthly wage index, domestic work sector	100.0	103.0	105.9	108.1	109.5	110.5	100.0	109.9	111.3
Average real wage, women/men	79.0	79.3	79.1	80.1	80.8	80.6	78.9	79.9	80.2
Bolivia (Pluri. State of)									
Average real monthly wage index	100.0	98.7	106.5	108.4	108.2	107.5	...	...	...
Men	100.0	98.4	104.6	103.1	106.6	104.3	...	...	...
Women	100.0	98.8	109.7	117.3	112.1	114.3	...	...	...
Average real monthly wage index, public sector	100.0	95.0	102.9	110.0	118.8	112.4	...	...	...
Average real monthly wage index, private sector	100.0	97.6	106.4	105.4	103.3	105.5	...	...	...
Average real monthly wage index, domestic work sector	100.0	113.9	109.4	128.2	112.5	106.8	...	...	...
Average real wage, women/men	71.9	72.2	75.3	81.9	75.6	78.7	...	...	...
Brazil									
Average real monthly wage index	100.0	102.1	103.3	105.3	108.4	110.8	100.0	111.0	112.5
Men	100.0	101.9	103.4	105.1	107.2	110.3	100.0	110.4	112.0
Women	100.0	102.4	103.5	106.3	111.0	112.6	100.0	113.0	114.6
Average real monthly wage index, public sector	100.0	101.3	102.1	103.9	109.4	111.3	100.0	111.7	114.2
Average real monthly wage index, private sector	100.0	102.2	103.2	105.2	107.6	110.0	100.0	110.2	110.6
Average real monthly wage index, domestic work sector	100.0	103.6	108.4	109.1	111.4	112.2	100.0	113.0	115.0
Average real wage, women/men	74.3	74.7	74.4	75.2	77.0	75.8	74.0	75.7	75.7
Chile									
Average real monthly wage index	100.0	104.5	103.9	106.4	106.3	110.7	...	...	...
Men	100.0	104.0	102.8	105.9	105.7	109.4	...	...	...
Women	100.0	105.5	106.4	108.3	107.9	114.3	...	...	...
Average real monthly wage index, public sector	100.0	110.7	108.0	114.8	107.4	113.8	...	...	...
Average real monthly wage index, private sector	100.0	101.9	101.6	102.8	104.8	107.2	...	...	...
Average real monthly wage index, domestic work sector	100.0	113.4	111.7	122.5	122.1	126.0	...	...	...
Average real wage, women/men	72.5	73.6	75.0	74.1	74.0	75.7	...	...	...
Colombia									
Average real monthly wage index	100.0	103.9	109.5	103.2	100.9	101.0	100.0	98.8	103.0
Men	100.0	103.2	111.0	103.0	100.2	99.7	100.0	98.5	101.2
Women	100.0	105.1	107.6	103.8	102.2	103.1	100.0	99.7	105.6
Average real monthly wage index, public sector	100.0	101.0	105.6	101.4	104.5	103.8	100.0	102.8	106.5
Average real monthly wage index, private sector	100.0	104.6	110.0	104.0	100.7	101.6	100.0	100.2	102.8
Average real monthly wage index, domestic work sector	100.0	103.7	105.7	107.0	101.5	105.0	100.0	103.6	106.2
Average real wage, women/men	84.9	86.4	82.3	85.5	86.5	87.8	87.0	88.1	90.8
Costa Rica									
Average real monthly wage index	100.0	102.6	103.7	109.3	113.3	109.3	100.0	105.8	104.8
Men	100.0	101.1	103.0	106.3	110.1	104.7	100.0	102.8	100.2
Women	100.0	105.0	104.6	113.6	117.8	115.8	100.0	109.9	111.2
Average real monthly wage index, public sector	100.0	105.7	104.9	114.9	116.0	110.3	100.0	106.5	109.0
Average real monthly wage index, private sector	100.0	98.7	105.2	110.6	115.2	109.0	100.0	105.3	108.3
Average real monthly wage index, domestic work sector	100.0	93.2	95.3	115.1	109.7	108.1	100.0	106.8	116.7
Average real wage, women/men	83.9	87.1	85.2	89.7	89.8	92.7	84.5	90.3	93.7

(continues...)

Country / Wage Indicators	2012	2013	2014	2015	2016	2017	FIRST SEMESTER b/		
							1st semester 2012 = 100	Average, 1st semester 2017	Average, 1st semester 2018
Dominican Republic									
Average real monthly wage index	100.0	97.2	95.5	94.1	97.0	100.5	…	…	…
Men	100.0	97.8	96.5	91.9	95.6	98.3	…	…	…
Women	100.0	96.0	94.4	96.8	98.7	103.6	…	…	…
Average real monthly wage index, public sector	100.0	96.1	95.0	103.5	99.6	110.9	…	…	…
Average real monthly wage index, private sector	100.0	98.8	95.2	87.8	93.6	94.1	…	…	…
Average real monthly wage index, domestic work sector	100.0	103.7	106.2	144.2	149.5	149.5	…	…	…
Average real wage, women/men	88.0	86.4	86.1	92.8	90.9	92.8	…	…	…
Ecuador									
Average real monthly wage index	100.0	107.1	109.9	109.1	109.2	107.8	100.0	104.6	107.0
Men	100.0	107.3	109.7	109.1	109.7	108.1	100.0	105.5	106.9
Women	100.0	106.8	110.2	109.0	108.4	107.2	100.0	103.2	107.1
Average real monthly wage index, public sector	100.0	101.9	106.6	107.6	106.7	108.6	100.0	105.2	105.5
Average real monthly wage index, private sector	100.0	109.6	110.9	109.0	108.7	106.6	100.0	103.2	107.9
Average real monthly wage index, domestic work sector	100.0	100.7	108.7	107.2	104.5	104.5	100.0	96.0	101.2
Average real wage, women/men	96.7	96.3	97.2	96.6	95.6	95.9	96.6	94.5	96.8
El Salvador									
Average real monthly wage index	100.0	103.4	104.0	106.1	105.9	109.3	…	…	…
Men	100.0	101.4	102.7	104.5	104.8	108.6	…	…	…
Women	100.0	106.4	106.3	108.5	107.4	110.3	…	…	…
Average real monthly wage index, public sector	100.0	105.9	111.6	108.8	113.7	119.1	…	…	…
Average real monthly wage index, private sector	100.0	102.2	101.4	106.4	106.9	109.2	…	…	…
Average real monthly wage index, domestic work sector	100.0	110.4	105.5	103.3	112.5	109.6	…	…	…
Average real wage, women/men	90.3	94.7	93.4	93.8	92.5	91.7	…	…	…
Guatemala									
Average real monthly wage index	100.0	97.9	102.7	100.3	95.5	93.0	…	…	…
Men	100.0	97.1	103.2	98.6	93.8	91.4	…	…	…
Women	100.0	100.2	102.3	104.3	99.8	97.0	…	…	…
Average real monthly wage index, public sector	100.0	98.9	102.8	106.7	99.4	102.9	…	…	…
Average real monthly wage index, private sector	100.0	97.2	100.3	97.2	93.6	88.9	…	…	…
Average real monthly wage index, domestic work sector	100.0	98.4	112.3	101.9	102.6	100.5	…	…	…
Average real wage, women/men	86.2	89.0	85.4	91.2	91.7	91.6	…	…	…
Honduras									
Average real monthly wage index	100.0	94.5	96.5	90.9	93.5	89.8	…	…	…
Men	100.0	93.9	94.7	91.4	93.5	92.8	…	…	…
Women	100.0	95.4	99.0	90.2	93.4	85.3	…	…	…
Average real monthly wage index, public sector	100.0	96.5	99.9	95.5	100.5	98.1	…	…	…
Average real monthly wage index, private sector	100.0	98.9	99.8	92.2	96.1	94.2	…	…	…
Average real monthly wage index, domestic work sector	100.0	98.1	100.6	103.6	97.5	96.9	…	…	…
Average real wage, women/men	99.4	100.9	103.9	98.1	99.2	91.3	…	…	…
Mexico									
Average real monthly wage index	100.0	100.2	95.9	97.0	98.9	96.6	100.0	97.2	96.7
Men	100.0	100.3	95.9	97.1	99.4	97.1	100.0	97.8	97.5
Women	100.0	100.1	95.8	96.7	98.1	96.0	100.0	96.3	95.7
Average real monthly wage index, public sector	100.0	101.3	96.4	98.4	98.9	95.8	100.0	97.4	95.6
Average real monthly wage index, private sector	100.0	100.3	97.0	98.1	101.0	99.1	100.0	99.3	99.6
Average real monthly wage index, domestic work sector	100.0	100.5	98.8	101.0	102.4	104.3	100.0	105.0	103.4
Average real wage, women/men	83.2	83.0	83.1	82.8	82.2	82.3	83.9	82.7	82.4
Panama									
Average real monthly wage index	100.0	102.1	101.3	108.3	114.3	121.4	…	…	…
Men	100.0	104.7	102.3	109.1	113.5	116.8	…	…	…
Women	100.0	98.4	100.0	107.3	115.3	127.8	…	…	…
Average real monthly wage index, public sector	100.0	100.6	98.4	106.6	113.3	129.9	…	…	…
Average real monthly wage index, private sector	100.0	102.2	101.8	107.1	112.5	114.1	…	…	…
Average real monthly wage index, domestic work sector	100.0	110.6	118.4	127.4	125.6	126.4	…	…	…
Average real wage, women/men	89.8	84.4	87.8	88.3	91.2	98.2	…	…	…

(continues...)

Country / Wage Indicators	2012	2013	2014	2015	2016	2017	FIRST SEMESTER b/		
							1st semester 2012 = 100	Average, 1st semester 2017	Average, 1st semester 2018
Paraguay									
Average real monthly wage index	100.0	111.2	111.1	112.9	107.7	106.8	…	…	…
Men	100.0	111.8	113.9	110.5	106.5	106.1	…	…	…
Women	100.0	112.3	107.1	117.7	109.3	107.2	…	…	…
Average real monthly wage index, public sector	100.0	111.8	114.1	109.8	106.8	113.3	…	…	…
Average real monthly wage index, private sector	100.0	109.8	110.8	113.8	108.6	107.8	…	…	…
Average real monthly wage index, domestic work sector	100.0	103.3	110.3	109.3	106.0	104.2	…	…	…
Average real wage, women/men	80.0	80.3	75.2	85.2	82.1	80.8	…	…	…
Perú									
Average real monthly wage index	100.0	102.0	104.3	103.9	107.3	105.2	…	…	…
Men	100.0	102.3	104.0	103.4	106.9	104.6	…	…	…
Women	100.0	100.8	104.7	104.4	108.2	106.7	…	…	…
Average real monthly wage index, public sector	100.0	104.4	110.3	109.4	117.5	117.5	…	…	…
Average real monthly wage index, private sector	100.0	101.7	102.4	102.5	104.1	101.5	…	…	…
Average real monthly wage index, domestic work sector	100.0	99.6	99.9	101.8	106.8	108.8	…	…	…
Average real wage, women/men	76.6	75.4	77.1	77.3	77.5	78.1	…	…	…
Uruguay									
Average real monthly wage index	100.0	104.5	108.8	99.2	109.1	113.5	…	…	…
Men	100.0	105.2	109.7	98.8	110.0	113.1	…	…	…
Women	100.0	103.4	107.3	99.6	108.4	114.6	…	…	…
Average real monthly wage index, public sector	100.0	100.6	103.5	104.7	105.2	107.6	…	…	…
Average real monthly wage index, private sector	100.0	105.9	110.3	96.1	110.9	115.0	…	…	…
Average real monthly wage index, domestic work sector	100.0	102.9	109.0	96.7	108.6	116.9	…	…	…
Average real wage, women/men	76.0	74.8	74.4	76.7	75.0	77.0	…	…	…

Source: ILO, based on information from household surveys of the countries.
a/ The weighting factor used to estimate the weighted average is: Total employed workers, disaggregated by sex and economic sector.
b/ The group of simple and weighted averages includes Brazil, Colombia, Costa Rica, Ecuador and Mexico. This group of countries represents 79.1% of the total employees of the countries listed in this table.

TABLE 12. Latin America: real minimum wage index and relation to nominal minimum wage as a percentage of the nominal wage of the private sector, 2012 - 2018 (2012 = 100)

Country	2012	2013	2014	2015	2016	2017	2017	2018
							Year-over-year change, average for January-September	
Latin America								
Bolivia [a/]								
Minimum wage index	100.0	113.5	128.8	142.3	149.7	161.3	7.8	0.4
Nominal minimum wage as a % of the nominal wage of the private sector	40.4	46.6	48.9	54.9	58.8	62.1		
Brazil [a/]								
Minimum wage index	100.0	102.6	103.1	102.9	105.7	108.7	2.7	-1.6
Nominal minimum wage as a % of the nominal wage of the private sector	45.8	45.9	45.7	44.8	45.0	45.3		
Chile [a/]								
Minimum wage index	100.0	104.8	108.8	111.7	117.1	120.7	3.1	1.9
Nominal minimum wage as a % of the nominal wage of the private sector	42.1	43.9	44.7	45.5	46.3	46.6		
Colombia [a/]								
Minimum wage index	100.0	102.0	103.6	103.2	102.7	105.3	2.5	2.6
Nominal minimum wage as a % of the nominal wage of the private sector	55.3	53.9	52.1	54.9	56.4	57.4		
Costa Rica [a/]								
Minimum wage index	100.0	101.1	103.8	107.7	109.2	109.0	0.1	0.2
Nominal minimum wage as a % of the nominal wage of the private sector	67.4	69.0	66.4	65.6	63.9	67.3		
Dominican Republic [b/]								
Minimum wage index	100.0	103.1	105.6	113.2	117.5	129.8	9.6	2.1
Nominal minimum wage as a % of the nominal wage of the private sector	41.9	43.7	46.4	54.0	52.5	57.7		
Ecuador [a/]								
Minimum wage index	100.0	106.0	109.4	109.6	111.4	113.6	1.8	3.3
Nominal minimum wage as a % of the nominal wage of the private sector	67.6	65.4	66.7	68.0	69.3	72.1		
El Salvador [b/]								
Minimum wage index	100.0	101.2	106.0	111.2	110.5	133.1	20.7	-1.1
Nominal minimum wage as a % of the nominal wage of the private sector	75.4	74.6	78.8	78.7	77.9	91.8		
Guatemala [a/]								
Minimum wage index	100.0	100.1	101.1	103.2	102.4	103.6	1.3	-0.5
Nominal minimum wage as a % of the nominal wage of the private sector	87.1	89.4	87.6	92.0	95.0	101.4		
Honduras [b/]								
Minimum wage index	100.0	100.4	99.3	101.4	104.1	103.5	-0.4	0.4
Nominal minimum wage as a % of the nominal wage of the private sector	92.1	93.8	91.4	100.6	99.4	100.9		
Mexico [a/]								
Minimum wage index	100.0	100.5	100.4	103.1	105.8	110.3	3.5	5.2
Nominal minimum wage as a % of the nominal wage of the private sector	30.7	30.8	31.8	32.3	32.2	34.2		
Nicaragua [b/]								
Minimum wage index	100.0	105.2	110.4	117.8	125.3	131.2	5.2	4.1
Nominal minimum wage as a % of the nominal wage of the private sector	…	…	…	…	…	…		
Panama [b/]								
Minimum wage index	100.0	96.1	106.4	106.3	111.3	110.3	-1.0	3.4
Nominal minimum wage as a % of the nominal wage of the private sector	52.5	49.5	55.3	52.3	52.3	51.3		
Paraguay [a/]								
Minimum wage index	100.0	97.4	100.4	98.9	95.6	100.7	5.7	-0.3
Nominal minimum wage as a % of the nominal wage of the private sector	88.2	77.1	81.1	76.6	79.2	83.1		

(continues...)

Country	2012	2013	2014	2015	2016	2017	2017	2018
							Year-over-year change, average for January-September	
Peru [a/]								
Minimum wage index	100.0	101.5	98.3	95.0	99.8	101.1	2.3	5.1
Nominal minimum wage as a % of the nominal wage of the private sector	59.2	59.0	56.8	54.8	56.7	58.9		
Uruguay [a/]								
Minimum wage index	100.0	101.3	105.3	108.1	109.9	113.8	3.6	1.9
Nominal minimum wage as a % of the nominal wage of the private sector	41.2	39.4	39.3	46.3	40.8	40.8		
Simple average of the minimum wage index	**100.0**	**102.3**	**105.7**	**108.5**	**111.1**	**116.0**	**4.3**	**1.7**
Weighted average of the minimum wage index [c/]	**100.0**	**102.1**	**103.0**	**104.1**	**106.6**	**110.3**	**3.2**	**1.5**

Source: ILO, based on official national data.
a/ National minimum wage.
b/ Lowest minimum wage in manufacturing.
c/ The weighting factor used is private-sector employees.
|| A break in the series can occur when a country revises its survey or important variables.

Statistical Annex URBAN - RURAL

TABLE 1. Latin America: unemployment rate, by year, country and geographic area, 2008 - 2017 (average annual rates)

Country	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Argentina [a/]										
Urban	…	…	…	…	…	…	…	…	8.5	8.4
Rural	…	…	…	…	…	…	…	…	…	…
Bolivia (Pluri. State of)										
Urban	4.4	4.9	…	3.8	3.2	4.0	3.5	4.4	4.9	4.6
Rural	0.4	0.6	…	0.8	0.7	0.9	0.4	2.0	0.7	1.3
Brazil [b/]										
Urban	8.1	9.3	…	7.5	7.7	7.4	7.1	8.9	11.9	13.1
Rural	2.5	3.2	…	2.5	5.2	5.1	4.9	6.0	8.4	10.0
Chile [c/]										
Urban	8.2	10.2	8.5	7.4	6.7	6.2	6.7	6.4	6.8	6.9
Rural	4.7	6.2	5.6	5.1	4.5	4.4	4.6	4.7	4.4	5.1
Colombia [d/]										
Urban	12.1	13.2	12.7	11.8	11.4	10.7	10.0	9.8	10.3	10.5
Rural	8.1	7.9	8.5	7.3	6.5	5.8	5.7	5.7	5.3	5.1
Costa Rica [e/]										
Urban	4.8	7.6	8.5	10.1	10.0	9.2	9.6	9.7	9.6	9.0
Rural	5.1	8.1	10.2	10.9	10.8	9.9	9.8	9.3	9.4	9.4
Dominican Republic [i/]										
Urban	5.3	5.8	5.7	6.7	7.2	7.9	7.2	7.9	7.9	6.1
Rural	3.2	4.3	3.4	3.8	4.8	5.2	4.6	5.0	4.0	3.1
Ecuador [f/]										
Urban	6.9	8.5	7.6	6.0	4.9	4.7	5.1	5.4	6.8	5.7
Rural	3.1	3.6	3.0	2.4	2.1	2.4	2.5	2.2	2.4	1.9
El Salvador										
Urban	5.5	7.1	6.8	6.6	6.2	5.6	6.7	6.5	6.9	6.8
Rural	6.7	7.8	7.6	6.6	5.8	6.6	7.5	7.9	7.2	7.4
Guatemala [g/]										
Urban	…	…	4.8	3.1	4.0	3.8	4.0	3.2	3.4	3.2
Rural	…	…	2.2	5.0	1.6	2.3	1.6	1.8	1.8	1.6
Honduras										
Urban	4.2	4.9	6.4	6.8	5.6	6.0	7.5	8.8	9.0	8.2
Rural	1.9	1.6	1.7	2.0	1.7	2.0	2.7	5.6	5.4	4.9
Mexico										
Urban	4.3	5.9	5.9	5.6	5.4	5.4	5.3	4.7	4.3	3.8
Rural	2.3	3.2	3.2	3.4	3.1	3.3	2.8	2.8	2.4	2.2
Nicaragua [h/]										
Urban	8.0	10.2	10.5	8.1	8.7	7.7	8.5	7.7	6.3	5.2
Rural	3.3	4.5	4.5	3.7	3.8	3.1	4.0	3.7	2.5	1.8
Panama [f/]										
Urban	6.5	7.9	7.7	5.4	4.8	4.7	5.4	5.8	6.4	6.9
Rural	3.7	3.9	4.1	2.4	2.4	2.7	3.4	3.2	3.2	4.1
Paraguay										
Urban	7.4	8.2	6.8	6.4	5.7	5.9	7.3	6.4	7.2	6.9
Rural	3.1	3.7	4.0	4.3	2.9	3.6	4.0	3.6	3.9	4.7
Peru										
Urban	6.0	5.9	5.3	5.1	4.7	4.8	4.5	4.4	5.2	5.0
Rural	0.9	0.7	0.8	0.9	0.8	1.3	0.9	0.8	0.8	0.8

(continues...)

Country	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Uruguay i/										
Urban	8.3	8.2	7.5	6.6	6.7	6.7	6.9	7.8	8.2	8.3
Rural	5.9	4.7	5.6	4.4	4.5	4.9	4.7	5.6	6.0	5.8
Latin America j/										
Urban	7.2	8.4	7.8	7.1	7.0	6.8	6.7	7.2	8.7	9.0
Rural	2.8	3.4	3.3	3.2	3.8	3.9	3.6	4.1	4.7	5.1

Source: ILO, based on information from household surveys of the countries.
a/ 31 urban clusters. In the framework of the statistical emergency, the INDEC recommends excluding the series published between 2007 and 2015 for comparison and analysis of labour market data for Argentina. Annual 2016 information is the average of the 2nd, 3rd and 4th quarters.
b/ Beginning in 2012, data are based on PNADC series that are not comparable with previous years.
c/ New measurement beginning in 2010; data not comparable with previous years.
d/ Includes hidden unemployment. Urban areas include municipal capitals and rural areas include towns and dispersed rural settlements.
e/ Data from 2007-2009 correspond to the EHPM, implemented annually in July. Beginning in 2010, data are from ECE and are not comparable with previous years (2010 information is the average of the 3rd and 4th quarters).
f/ Includes hidden unemployment.
g/ Beginning in 2011, working age changes from 10 to 15 years. Series not comparable with previous years.
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i/ Beginning in 2015, data are based on the ENCFT and are not comparable with previous years. Data up to 2014 are being revised.
j/ Rural areas refer to communities with fewer than 5,000 inhabitants.
j/ Weighted average. Excludes hidden unemployment of Colombia, Ecuador, Jamaica and Panama. By including Argentina, the
‖ A break in the series can occur when a country revises its survey or important variables.

TABLE 2. Latin America: labour force participation rate, by country and geographic area, 2008 - 2017 (average annual rates)

Country	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Argentina [a/]										
Urban	…	…	…	…	…	…	…	…	57.5	57.8
Rural	…	…	…	…	…	…	…	…	…	…
Bolivia (Pluri. State of)										
Urban	58.8	60.5	…	59.6	57.0	58.5	59.4	56.2	59.4	56.8
Rural	77.2	74.8	…	79.7	70.1	74.0	80.2	72.0	79.9	75.1
Brazil [b/]										
Urban	61.1	61.4	…	59.6	62.4	62.3	61.9	62.3	62.6	63.2
Rural	66.4	65.8	…	62.3	55.8	55.3	55.5	55.5	53.8	52.4
Chile [c/]										
Urban	56.6	56.5	59.1	60.3	59.9	59.7	60.0	59.9	59.6	59.9
Rural	52.2	51.8	54.6	56.5	57.3	58.4	58.7	58.2	58.3	58.5
Colombia [d/]										
Urban	60.6	62.9	64.1	65.2	66.0	65.8	66.0	66.3	65.9	65.6
Rural	52.0	56.1	58.2	58.8	59.5	58.8	58.1	59.4	59.5	60.1
Costa Rica [e/]										
Urban	58.6	58.1	62.1	60.3	64.1	63.0	63.9	62.7	59.3	59.5
Rural	53.9	54.1	56.9	55.4	59.2	60.1	58.6	57.2	55.9	56.9
Dominican Republic [i/]										
Urban	62.3	60.0	61.1	62.5	63.6	63.7	63.5	62.2	62.8	62.6
Rural	48.0	46.6	47.7	49.3	49.0	48.3	50.2	60.6	60.4	60.2
Ecuador [f/]										
Urban	67.7	66.3	64.2	62.2	62.8	61.8	62.2	64.1	65.7	65.8
Rural	68.8	66.7	65.3	63.6	64.1	65.4	65.3	70.8	73.9	74.9
El Salvador										
Urban	64.1	64.3	64.4	63.7	64.6	65.1	64.6	63.5	63.8	63.3
Rural	59.9	59.8	59.0	60.9	60.7	61.0	59.4	59.7	59.5	59.6
Guatemala [g/]										
Urban	…	…	56.6	61.0	65.5	61.9	62.7	62.9	62.3	62.8
Rural	…	…	52.0	62.6	65.4	59.2	58.9	58.3	59.1	58.9
Honduras										
Urban	52.7	53.1	53.7	52.5	51.2	54.3	55.7	56.9	57.4	58.1
Rural	50.0	53.2	53.5	51.4	50.4	53.1	56.4	59.4	57.6	60.1
Mexico										
Urban	61.3	61.1	60.8	61.0	61.6	61.6	60.9	60.8	60.8	60.5
Rural	55.0	55.6	55.5	55.4	56.2	55.7	55.8	56.3	55.6	55.3
Nicaragua [h/]										
Urban	53.8	67.4	71.3	73.7	74.7	74.5	73.2	71.6	72.0	72.1
Rural	52.6	66.3	71.1	77.4	78.7	77.1	75.3	73.5	75.2	75.7
Panama [i/]										
Urban	64.4	64.4	64.0	63.2	63.6	64.1	64.3	64.5	64.6	64.2
Rural	62.9	63.7	62.7	58.8	62.8	64.2	63.3	63.4	63.9	63.4
Paraguay										
Urban	62.4	62.7	60.6	60.5	64.1	63.0	62.7	62.3	63.9	71.3
Rural	62.0	63.8	60.9	61.9	64.9	61.5	61.8	61.6	60.6	70.5
Peru										
Urban	71.1	71.2	71.6	71.6	71.5	71.2	70.0	69.4	70.5	70.7
Rural	82.1	82.9	82.2	81.6	80.7	80.2	80.3	79.9	78.8	79.0

(continues...)

Country	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Uruguay j/										
Urban	62.8	63.6	63.5	65.0	64.0	63.8	64.9	64.0	63.8	63.4
Rural	61.8	62.4	60.1	63.3	64.4	62.8	63.7	62.8	61.2	60.5
Latin America j/										
Urban	61.2	61.6	61.3	61.2	62.7	62.5	62.2	62.2	62.4	62.6
Rural	60.7	61.2	58.8	61.1	59.6	59.1	59.4	59.9	59.6	59.4

Source: ILO, based on information from household surveys of the countries.
a/ 31 urban clusters. In the framework of the statistical emergency, the INDEC recommends excluding the series published between 2007 and 2015 for comparison and analysis of labour market data for Argentina. Annual 2016 information is the average of the 2nd, 3rd and 4th quarters.
b/ Beginning in 2012, data are based on PNADC series that are not comparable with previous years.
c/ New measurement beginning in 2010; data not comparable with previous years.
d/ Includes hidden unemployment. Urban areas include municipal capitals and rural areas include towns and dispersed rural settlements.
e/ Data from 2007-2009 correspond to the EHPM, implemented annually in July. Beginning in 2010, data are from ECE and are not comparable with previous years (2010 information is the average of the 3rd and 4th quarters).
f/ Includes hidden unemployment.
g/Beginning in 2011, working age changes from 10 to 15 years. Series not comparable with previous years.
h/ New measurement (ECH) beginning with the 2009 revised series; data not comparable with previous years. 2009 data correspond to the average of the 2nd, 3rd and 4th quarters.
i/ Beginning in 2015, data are based on the ENCFT and are not comparable with previous years. Data up to 2014 are being revised.
j/ Rural areas refer to communities with fewer than 5,000 inhabitants.
j/ Weighted average. Excludes hidden unemployment of Colombia, Ecuador, Jamaica and Panama. By including Argentina, the urban weighted average covers 17 countries and the rural weighted average is for 16 countries (does not include Argentina).
‖ A break in the series can occur when a country revises its survey or important variables.

TABLE 3. Latin America: employment-to-population ratio, by year and geographic area, 2008 - 2017 (average annual rates)

Country	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Argentina [a/]										
Urban	…	…	…	…	…	…	…	…	52.6	52.9
Rural	…	…	…	…	…	…	…	…	…	…
Bolivia (Pluri. State of)										
Urban	56.2	57.5	…	57.3	55.2	56.1	57.3	53.8	56.5	54.2
Rural	76.9	74.3	…	79.1	69.7	73.4	79.9	70.5	79.3	74.1
Brazil [b/]										
Urban	56.2	55.7	…	55.2	57.6	57.7	57.5	56.7	55.2	54.9
Rural	64.7	63.7	…	60.7	52.9	52.4	52.9	52.2	49.3	47.2
Chile [c/]										
Urban	52.0	50.7	54.0	55.8	55.9	56.1	56.0	56.0	55.6	55.8
Rural	49.7	48.6	51.5	53.6	54.7	55.8	56.0	55.4	55.8	55.5
Colombia [d/]										
Urban	53.2	54.6	56.0	57.5	58.5	58.8	59.4	59.8	59.2	58.8
Rural	47.8	51.7	53.3	54.5	55.7	55.3	54.8	56.0	56.4	57.0
Costa Rica [e/]										
Urban	55.7	53.6	56.8	54.2	57.7	57.2	57.8	56.6	53.6	54.2
Rural	51.1	49.7	51.1	49.4	52.8	54.2	52.8	51.9	50.7	51.5
Dominican Republic [i/]										
Urban	48.3	46.4	47.6	48.3	48.8	48.6	49.5	57.2	57.9	58.8
Rural	46.4	44.6	46.1	47.4	46.6	45.8	47.9	58.4	58.8	58.4
Ecuador										
Urban	63.1	60.7	59.3	58.5	59.7	58.9	59.0	60.7	61.2	62.1
Rural	66.8	64.4	63.4	62.1	62.7	63.9	63.7	69.2	72.1	73.5
El Salvador										
Urban	60.6	59.7	60.0	59.5	60.6	61.5	60.3	59.4	59.4	59.0
Rural	55.8	55.1	54.5	56.9	57.2	56.9	55.0	54.9	55.2	55.2
Guatemala [f/]										
Urban	…	…	53.9	59.0	62.8	59.6	60.2	60.9	60.2	60.8
Rural	…	…	50.9	59.4	64.3	57.9	57.9	57.2	58.0	57.9
Honduras										
Urban	50.5	50.5	50.3	48.9	48.3	51.1	51.5	51.9	52.3	53.4
Rural	49.0	52.4	52.6	50.3	49.5	52.0	54.9	56.1	54.5	57.2
Mexico										
Urban	58.7	57.5	57.2	57.5	58.3	58.3	57.6	57.9	58.2	58.2
Rural	53.7	53.8	53.8	53.5	54.5	53.9	54.2	54.8	54.3	54.2
Nicaragua [g/]										
Urban	49.5	60.5	63.8	67.8	68.2	68.8	66.9	66.1	67.5	68.3
Rural	50.9	63.3	67.9	74.6	75.8	74.7	72.3	70.7	73.3	74.3
Panama										
Urban	60.2	59.3	59.1	59.8	60.6	61.1	60.9	60.7	60.4	59.8
Rural	60.6	61.2	60.1	57.5	61.3	62.4	61.1	61.3	61.9	60.7
Paraguay [h/]										
Urban	57.7	57.6	56.5	56.7	60.5	59.3	58.1	58.3	59.3	66.4
Rural	60.0	61.4	58.5	59.2	63.1	59.3	59.3	59.4	58.2	67.2
Peru										
Urban	66.8	67.0	67.9	67.9	68.1	67.8	66.8	66.4	66.9	67.2
Rural	82.4	83.4	82.6	82.1	81.1	80.6	80.9	80.5	79.7	79.9

(continues...)

Country	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Uruguay j/										
Urban	57.6	58.4	58.8	60.7	59.6	59.5	60.4	59.0	58.6	58.1
Rural	58.2	59.5	56.7	60.5	61.6	59.7	60.7	59.3	57.5	57.0
Latin America and the Caribbean k/										
Urban	56.7	56.3	56.5	56.8	58.1	58.1	57.9	57.7	57.0	57.0
Rural	59.1	59.3	58.9	59.2	57.5	57.0	57.4	57.6	57.1	56.8

Source: ILO, based on information from household surveys of the countries.
a/ 31 urban clusters. In the framework of the statistical emergency, the INDEC recommends excluding the series published between 2007 and 2015 for comparison and analysis of labour market data for Argentina. Annual 2016 information is the average of the 2nd, 3rd and 4th quarters.
b/ Beginning in 2012, data are based on PNADC series that are not comparable with previous years.
c/ New measurement beginning in 2010; data not comparable with previous years.
d/ Urban areas include municipal capitals and rural areas include towns and dispersed rural settlements.
e/ Data from 2007-2009 correspond to the EHPM, implemented annually in July. Beginning in 2010, data are from ECE and are not comparable with previous years (2010 information is the average of the 3rd and 4th quarters).
f/Beginning in 2011, working age changes from 10 to 15 years. Series not comparable with previous years.
g/ New measurement (ECH) beginning with the 2009 revised series; data not comparable with previous years. 2009 data correspond to the average of the 2nd, 3rd and 4th quarters.
h/ Beginning in 2017, data are from EPHC and are not comparable with previous years.
i/ Beginning in 2015, data are based on the ENCFT and are not comparable with previous years. Data up to 2014 are being revised.
j/ Rural areas refer to communities with fewer than 5,000 inhabitants.
k/ Weighted average. By including Argentina, the urban weighted average covers 17 countries and the rural weighted average is for 16 countries (does not include Argentina).
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