



International
Labour
Office
Geneva

**Employment Sector
Employment Working Paper No. 72**

2010

**On the income dimension of employment
in developing countries**

Nomaan Majid

Employment
Analysis and
Research Unit

Economic and
Labour Market
Analysis
Department

Copyright © International Labour Organization 2011
First published 2011

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Permissions), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: pubdroit@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with reproduction rights organizations may make copies in accordance with the licences issued to them for this purpose. Visit <http://www.ifrro.org> to find the reproduction rights organization in your country.

ILO Cataloguing in Publication Data

Majid, Nomaan

On the income dimension of employment in developing countries / Nomaan Majid ; International Labour Office, Employment Sector, Employment Analysis and Research Unit, Economic and Labour Market Analysis Department. - Geneva: ILO, 2010
28 p. (Employment working paper ; No.72)

ISBN: 9789221244295 (print);9789221244301 (web pdf)

International Labour Office; Employment Sector

employment / income generating activities / income distribution / measurement / developing countries

13.01.3

ILO Cataloguing in Publication Data

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

ILO publications and electronic products can be obtained through major booksellers or ILO local offices in many countries, or direct from ILO Publications, International Labour Office, CH-1211 Geneva 22, Switzerland. Catalogues or lists of new publications are available free of charge from the above address, or by email: pubvente@ilo.org

Visit our website: <http://www.ilo.org/publns>

Printed in Switzerland

document2

Preface

The primary goal of the ILO is to contribute, with member States, to achieve full and productive employment and decent work for all, including women and young people, a goal embedded in the ILO Declaration 2008 on *Social Justice for a Fair Globalization*,¹ and which has now been widely adopted by the international community.

In order to support member States and the social partners to reach the goal, the ILO pursues a Decent Work Agenda which comprises four interrelated areas: Respect for fundamental worker's rights and international labour standards, employment promotion, social protection and social dialogue. Explanations of this integrated approach and related challenges are contained in a number of key documents: in those explaining and elaborating the concept of decent work,² in the Employment Policy Convention, 1964 (No. 122), and in the Global Employment Agenda.

The Global Employment Agenda was developed by the ILO through tripartite consensus of its Governing Body's Employment and Social Policy Committee. Since its adoption in 2003 it has been further articulated and made more operational and today it constitutes the basic framework through which the ILO pursues the objective of placing employment at the centre of economic and social policies.³

The Employment Sector is fully engaged in the implementation of the Global Employment Agenda, and is doing so through a large range of technical support and capacity building activities, advisory services and policy research. As part of its research and publications programme, the Employment Sector promotes knowledge-generation around key policy issues and topics conforming to the core elements of the Global Employment Agenda and the Decent Work Agenda. The Sector's publications consist of books, monographs, working papers, employment reports and policy briefs.⁴

The *Employment Working Papers* series is designed to disseminate the main findings of research initiatives undertaken by the various departments and programmes of the Sector. The working papers are intended to encourage exchange of ideas and to stimulate debate. The views expressed are the responsibility of the author(s) and do not necessarily represent those of the ILO.

José Manuel Salazar-Xirinachs
Executive Director
Employment Sector

¹ See http://www.ilo.org/public/english/bureau/dgo/download/dg_announce_en.pdf

² See the successive Reports of the Director-General to the International Labour Conference: *Decent work* (1999); *Reducing the decent work deficit: A global challenge* (2001); *Working out of poverty* (2003).

³ See <http://www.ilo.org/gea>. And in particular: *Implementing the Global Employment Agenda: Employment strategies in support of decent work*, "Vision" document, ILO, 2006.

⁴ See <http://www.ilo.org/employment>.

Foreword

This paper discusses the problems associated with measuring economy wide employment in developing countries. In doing so, it sets up the outline of a framework in which employment and its dimensions in developing countries ought to be conceived. The paper then goes on to propose a measure of employment that gives relatively acceptable returns to the worker. Based on this measure, the work explores how the incidence of good employment has been associated with economic growth and income inequality in the developing world.

Sandrine Cazes
Chief, Employment Analysis and
Research Unit

Moazam Mahmood
Director, Economic and Labour
Market Analysis Department

Acknowledgements

The author would like to thank colleagues who have discussed parts of this paper with him. In particular thanks are due to Patrick Belser for his detailed comments. Thanks are also due to Moazam Mahmood, Tariq Haq and Iyanat ul Islam for valuable discussion on the paper; to Fares Al Hussami and Lindsey Barone who provided able statistical support; and to Ajit Ghose at the Institute of Human Development in New Delhi who discussed some of the ideas contained in the paper. The standard disclaimer applies.

Contents

	<i>Page</i>
Preface.....	iii
Foreword.....	v
Acknowledgements.....	vi
1. Introduction.....	1
2. The distribution of employment on existing classifications.....	3
3. A second best proxy for good employment from an income perspective in developing countries.	5
4 Two illustrations concerning fair employment, economic growth and income inequality.....	10
Conclusion.....	13
References.....	14
Annex : Revisiting economy wide employment elasticities for developing countries.....	15

Figures

Figure 1. Economic growth and the growth of good employment do not vary systematically in developing economies.....	11
Figure 2: Increasing shares of good employment in total employment reduces income inequality systematically in developing countries.....	12
Figure A1. The difference between “good employment elasticity” and “total employment elasticity” .	19

Tables

Table 1. Developing economies for which a full classification of the employed by employment type was possible (early 2000s).....	4
Table 2. Non-poor employed, unemployed and labour force for selected episodes in developing economies.....	8
Table A1. Comparative arc elasticities of employment with respect to output.....	17

1. Introduction

When it comes to the developing world, employment data suffer from major measurement problems. The reasons for this state of affairs, only partly concern data - in part, they also pertain to the very conceptualisation of “employment” in the developing world. These matters have been discussed at length elsewhere, particularly in work coming out of the ILO over the past decades⁵. Although this paper is about a second best proxy for what can be termed as “employment” that gives *a minimum acceptable level of returns* to workers- i.e. good employment- it is important to briefly mention the larger framework in which we can place the issue of employment in developing countries.

In our view there are broadly three (interconnected) dimensions of employment that need to be distinguished in the context of developing countries. These are the production, the income and the recognition dimensions⁶. In the context of production the employment focus is on what employment produces as output in production; in the context of income the focus is on income that employment generates for workers; and in the sphere of recognition, employment is about a sense of self-worth that is socially imparted to the worker on his/her being engaged in a worthwhile activity.

There are also three wider (interconnected) structural characteristics of the typical developing economy that need to be seen as *conditioning parameters* for understanding how the aforementioned (production, income and recognition) aspects of employment operate and how they may be connected to each other for different types of workers. We have argued in great detail elsewhere that these structural features of a developing economy are dualism, surplus labour and the absence of social insurance⁷. The process of “development” in this framework entails the increased incidence of what we call “good employment” in total employment. In other words, employment must become more productive over time (the production dimension); it should get progressively better returns (the income dimension)⁸; and entail improved self recognition of the work accomplished (the recognition dimension). Equivalently, at the level of structural change, *development* in such a framework is about whether during the growth process a country can reduce surplus labour and come out of dualism. In this framework, development is not about growth per se but about how the growth process transforms the structural features of a developing economy and in the process renders improvements in the (three) aforementioned dimensions of employment. If these conditions of structural transformation are met, the aforementioned employment aspects of production, income and recognition would also tend to show an improvement and complementarity; and in the longer run, positively

⁵ The World Employment Programme (WEP) that began in 1969 did some pioneering work which examined the category of employment in the developing world through its country mission studies.

⁶ Reddaway (1962); Sen (1975).

⁷ Details of the structural dimensions of such a framework can be found in *The Global Employment Challenge* by Ghose, Majid, Ernst (2008), referred to as GEC (2008) in the rest of the text, where the focus is on productive aspects of employment

⁸ This indicator in its income dimension captures the employment of members of households with > \$1.25 per capita income. As there is no upper bound to the income range. It is possible to repeat this exercise with \$2 cut off, and for the between \$1.25 and \$2 group. This is part of ongoing work.

reinforce each other⁹. Set out summarily above, these are the main ingredients of a framework that ought to inform in a study of employment in the developing world.

All this is of course far from current practice in measuring employment in developing countries¹⁰. The main reason for this gap is not that the specificity of the employment concept in developing economies is unknown -in fact a considerable amount of literature in the discipline of development economics at least since the mid 1950s has in a direct or indirect way also been about the process of transformation of the dual economy through the transfer of labour¹¹ – but rather, that the categories on which information is collected in surveys cannot take in to account the framework in which indicators need to be conceived to be meaningful for a typical developing economy.

The methodology of information collection on employment in developing countries operates in a framework that has little to do with the framework in which employment ought to be understood in development economics. Its central purpose is to afford classificatory facility. Information is collected on employment typically from labour force and other surveys in a manner that separates employment into different types of employment on a *work-time* criterion. The answers to questions concerning the amount of time persons have worked in a reported week allow the classification of whether they are in employment or are unemployed. The forms of employment amongst persons classified as the employed, are often typically demarcated (own account workers, unpaid family workers, wage workers etc), on the basis of answers to supplementary questions. It goes without saying that the structural feature of the typical developing economy that concerns the absence of social insurance or welfare, implies that most poor people need to work as a part of survival strategies. It is in this context that the concept of the “working poor” in developing countries was first formulated and estimated at the ILO in 2001¹². In the absence of social insurance, any economy-wide “employment” measure would, by the survey definition, also contain the underemployed (and the working poor) in the category of “employed”. Thus measures of employment by not being limited to employment with a socially acceptable remuneration level become somewhat incoherent and a rising or falling employment rate in such a context *in itself* means little¹³. It is worth pointing out that by

⁹ Majid (2001). The ILO’s notion of decent employment in a dynamic sense ought to capture this process.

¹⁰ This problem runs like a fault-line from aggregate employment estimates to empirical attempts at labour market analysis of developing countries that abstract from structural features of developing economies. This is not the place to review the types of policy research that are unable to take the specificity of the employment category in to account, and proceed to work from the employment/unemployment dichotomy in developing countries to analyse the labour market. Analysis that presumes that the unemployment is the primary problem of the labour market in developing economies, must by definition acquiesce in the definition of employment captured by total employment, as representing good and productive employment. This association is false and has policy research consequences.

¹¹ See Lewis (1954). See for example Basu (1997) or Ray (1998) for an analytical and historical discussion of dualism. Also see GEC (2008) for a reformulation of the employment problem in the developing world in a dualistic framework. We have shown in the former work that increases in the formal segments share in total employment, as well as the reduction of underemployment in the non formal segment of the developing economy through the increase in productivity and not just the transfer of labour are requirements for an improvement in the employment situation in developing economies.

¹² Majid (2001). The ILO Employment Sector now regularly produces estimates of this category.

¹³ This is obvious for developing countries, but one can illustrate the point by using an advanced economy counterfactual example. Hypothetically speaking, if for example the entire social welfare system were somehow taken away by decree in an advanced economy, and most people who would otherwise have been unemployed and get unemployment benefits, now seek work for survival- the employment rate in such a case would go up. This is because the employment rate is the percentage of the working age population (ages 15 to 64) who are

the very same token a change in the employment rate would be a perfectly sensible indicator in an economy *with* social insurance, i.e. as it is in existing advanced economies.

Given this state of affairs, a minimum requirement for macro applied research on employment in developing countries is to re-work existing information to generate empirical categories of employment, whose use in empirical analysis does not lead to such an obvious problem. From an income perspective using the total employment indicator, as it is calculated, for establishing any relationship with national income¹⁴, literally tells us how economic expansion (or contraction) is related to changes in the employment not only of those persons with acceptable incomes but also persons close to starvation and living on survival strategies. The point worth bearing in mind here is that an aggregate *economy-wide* indicator of employment *has a macro level* significance for economic analysis¹⁵. Employment after all is an economy wide category (especially in its production and income dimensions) in macro analysis, and the assessment of the extent to which good employment (as opposed to any employment) is generated in the process of economic growth in a developing economy is an important economy wide question¹⁶.

2. The distribution of employment on existing classifications

What is however possible to do on the basis of existing information- though not without difficulties- on employment is to re-classify the entire labour market in developing countries according to three broad *additive* categories of the self employed, formal or regular workers; and casual workers. The construction and interpretation of these categories has been subject to discussion in our earlier work¹⁷. What is clear from the point of view of data availability is that even such a classification could only be done for 17 developing countries for which a complete picture of the division of employed for the standard classifications of employment (self employed, regular, and casual workers) could be constructed for the early 2000s (2000-2003). The data situation is not much better today¹⁸. In short, we lack the data on which to generate even this overview of employment for most developing countries. In the longer run, unless there are more regular surveys, an indicator of even regular employment is not possible to monitor for a majority of developing

considered currently employed. By the same token the unemployment rate would go down. But this would hardly be reflective of improvements in the employment situation.

¹⁴ We shall see in the Annex that a special case of this is the employment elasticity.

¹⁵ This means that recognising the limitations of the overall employment indicator, using it and then taking a supplementary view- that the employment estimate can be improved for the same country in micro or sector specific surveys- is not quite legitimate. The purpose of the latter is *not* macroeconomic analysis. In other words, this kind of a mistake cannot be put aside by just adding the proviso that it is only a first approximation on the basis of which more detailed micro analysis must follow. The case for making the overall economy wide employment indicator meaningful for developing countries is an independent one.

¹⁶ This importance in our view is quite separate from how (and even whether) the Keynesian macroeconomic framework is applicable in a developing economy.

¹⁷ GEC (2008) Chapter 4.

¹⁸ The longer the periodic range from which data is drawn (e.g. the decade of 2000-2010) the greater will be the number of observations.

countries¹⁹. Table 1 below shows developing countries for which such a classification was possible for the 2000-2003. Our point of departure in examining the dataset associated with Table 1 was to construct an *Employment Situation Index*²⁰ that would combine variables capturing the key dimensions of the aforementioned structural features of a typical developing economy – reflecting in a composite sense the “general conditions” of employment in developing countries. There is room for improvement in that index through the introduction of weights, and this is an area of on-going work²¹.

Table 1. Developing economies for which a full classification of the employed by employment type was possible (early 2000s)

Countries	Year	Regular wage employment	Self-employment	Casual/irregular wage employment
Botswana	2000	50.3	30.3	19.4
Chile	2003	45.9	31.8	22.3
Argentina	2003	44.1	28.2	27.7
South Africa	2000	33.0	15.0	52.0
Panama	2003	32.9	35.1	32.0
Brazil	2003	32.5	37.9	29.6
Uruguay	2003	30.8	29.8	39.4
Costa Rica	2003	30.7	30.5	38.8
El Salvador	2003	29.9	29.4	40.7
Ecuador	2003	24.8	38.7	36.5
Mexico	2003	21.7	37.6	40.7
Colombia	2003	20.3	50.0	29.7
Honduras	2001	19.6	54.5	25.9
China	2003	14.0	61.0	25.0
Jamaica	2002	13.2	39.6	47.2
Sri Lanka	2003	11.7	29.2	59.1
Egypt	1998	8.6	38.6	52.8
India	2000	7.3	50.0	42.7

Source: For details and assumptions for the calculations see GEC (2008). The estimates are based on data available from ILO-LABORSTA database (<http://laborsta.ilo.org/>) except for China, India and countries in Latin America. For the Latin American countries, special tabulations of data from household surveys were done details in GEC(2008). Data for China were derived from National Bureau of Statistics (Government of the People’s Republic of China; and China Statistical Yearbook (CD-ROM, 2004 and 2005). Data for India are from Ghose (2004).

It also ought to be obvious from the foregoing discussion that different extents of surplus labour, are likely to come in to each employment classification in Table 1. The dimension of employment that pertains to its production cannot therefore be directly inferred from this classification. It is also clear from this classification that while we can

¹⁹ What is also important to recognise here is that there are problems in predicting employment levels that would obtain- unlike variables like the labour force, that are directly related to demographics and population.

²⁰ See GEC (2008) Table 4.7 for details of this index.

²¹ See GEC (2008) Chapter 4.

say something about the association between good employment from an income perspective with respect to the category of the “regular” employed, it may be more difficult to do so for the category of the self-employed. On the other hand, it would be relatively safe to say that the category of casual wage employment is likely to be dominated by the working poor. The general point is that total “employment” in developing countries *adds* these three categories together, and it is not obvious what an indicator that sums these categories really represents. Secondly, even within this breakdown where we can make plausible associations between employment with reasonable returns and the category of *regular* wage employment, the number of countries, for which we can take an overview, is small (although in this instance they happen include a large section of the population of the developing world because India and China have observations).

In this paper, we focus directly on aspects of employment that concern income. For this purpose, our starting point is one of the aforementioned structural assumption concerning the absence of social insurance in typical developing economies, and the stylised insight from this that unemployment is a category that is relatively *more* widespread for the non-poor than it is poor workers. Like the problems in measuring productive employment, employment that gives a fair income- according to a pre-set but consistently applied cut off- is also not a straight forward indicator to construct on basis of existing data. There are two ways to capture the income dimension of employment at an economy-wide level. The first and superior way, is to try and count workers from surveys. Direct counts are ideal but these require re-examining each survey on which a poverty number is based or those labour force surveys that carry income information. This is the ideal but expensive method. The other is a second best method. Just as we tried to do for the category of the working poor nearly a decade ago²², we attempt to find a second best way to generate a number for persons who belong to those households whose per capita income is greater than \$1.25 and who also qualify as the employed in those households. This would be a proxy measure for the category we are trying to calculate. A similar effort in a dynamic context was made in 2005²³ where we tried to show time trends in different categories of employment *including* a measure of >\$1.25 non poor.

3. A second best proxy for good²⁴ employment from an income perspective in developing countries

In this section we present estimates involving the non poor, in terms of indicators that we need to regularly collect for income groups when surveys are directly used. As will be clear from what follows, the three assumptions we make concern the dependency ratio; the participation rate and the unemployment rate amongst the population of the non poor.

We begin with the category of the population of persons in an economy who are not poor on the definition of a poverty line of \$1.25 a day, P_{np} . This can be calculated²⁵. Furthermore, this population of the non-poor can itself be divided in to two parts. The

²² Majid (2001).

²³ Majid (2005).

²⁴ The term good and fair is used interchangeably for employment estimates of those persons living above the \$1.25 poverty line. The use of these terms is relative to the worst off workers in society and is not absolute. One could also think of this demarcation as constituting employment above a reservation income.

²⁵ The population of the > \$1.25 per capita household member, $P_{np} = \text{Total population} * (100 - <\$1.25 \text{ poverty rate})$. The <\$1.25 poverty rate is available from the World Bank’s PovCal database.

working age population W_{np} (persons between ages 15-64); and their dependents D_{np} (persons younger than 15 or older than 64):

$$P_{np} = W_{np} + D_{np}. \quad (1)$$

We also know that W_{np} and D_{np} are themselves related to each other through the age-dependency ratio, on which economy wide information is available. The age-dependency ratio in the universe of the non-poor is the ratio of non poor dependents D_{np} , to the non poor working-age population W_{np} . We need to assume that the economy wide dependency ratio R , is applicable to the non poor as R_{np} . When working with survey data this ratio, R_{np} , ought to be calculated directly.

$$R = R_{np} = D_{np} / W_{np} \quad (\text{or } D_{np} = R * W_{np}) \quad (2)$$

Using (2) we can rewrite (1) as:

$$P_{np} = W_{np} (1 + R) \quad (3)$$

We also know that the working age population also has two parts. One is the labour force L_{np} , and the rest are those who are not in the labour force but within the working age population. In other words: $W_{np} > L_{np}$. The Labour force Participation Rate, which is also an indicator available for the whole economy, is the ratio that defines the relationship between the labour force and the working age population. We assume that the labour force participation rate is the same for the poor and non-poor, we can use the economy wide participation rate PR to proxy PR_{np} ²⁶. It goes without saying that this indicator too needs to be calculated for poor and non poor populations separately, when working with surveys directly. Therefore:

$$PR = PR_{np} = L_{np} / W_{np} \quad (\text{or } W_{np} = L_{np} / PR_{np}) \quad (4)$$

So substituting (4) in (3) we get:

$$P_{np} = (L_{np} / PR_{np}) * (1 + R) \quad (5)$$

Rearranging, we can arrive at an estimate of L_{np} , the labour force amongst the non poor:

$$L_{np} = (P_{np} * PR_{np}) / (1 + R) \quad (6)$$

Thus the estimate of the labour force amongst the non-poor, L_{np} , can be calculated under certain assumptions- by using the estimates of the population of the non-poor, P_{np} , in conjunction with the age-dependency ratio R , and the participation rate, PR .

This is the first element of our calculation. All variables on the right hand side of (6) are available or calculable. This labour force estimate for the non-poor can be used to generate- under these assumptions- the unemployment figure for the non-poor, U_{np} , and once the unemployed figure is generated, the non poor employed, E_{np} , can be deduced.

The labour force amongst the non poor by definition is the addition of the employed and unemployed amongst the non poor.

²⁶ See Majid (2005), Annex 2. The difference between PRs of the poor and non-poor is unsystematic. We examined 14 LSMS surveys for this exercise. In some PRs of the poor were higher than PRs of the non-poor, and in others it was vice versa.

$$L_{np} = U_{np} + E_{np} \quad (7)$$

or

$$E_{np} = L_{np} - U_{np} \quad (8)$$

We now make an assumption about the relationship between the unemployment rates amongst the poor and non poor respectively. Estimates of unemployed by income group do not exist, and these ought to be calculated when one is working with surveys directly. However our view of the developing economy, discussed earlier suggests that unemployment rates amongst the poor would be lower than the average in economies that do not have social floors. Although it is entirely possible for the poor to be counted as unemployed²⁷, unemployment rates amongst the non-poor are usually much higher. This is also a finding that is encountered with youth unemployment and educated unemployment rates. We assume that the unemployment rate amongst the non-poor, UR_{np} , is twice the unemployment rate amongst the poor²⁸.

$$UR_{np} = 2 \cdot UR_p \quad (9)$$

We have the unemployment rate for the total population UR_a , and the labour force of the total population LF_a . Assuming (9), the number of total unemployed is:

$$UR_a \cdot LF_a = \{UR_p \cdot LF_p\} + \{2 UR_p \cdot LF_{np}\} \quad (10)$$

Rearranging the right hand side:

$$UR_a \cdot LF_a = UR_p (LF_p + 2 LF_{np}) \quad (11)$$

$$UR_a \cdot LF_a = UR_p [(LF_a - LF_{np}) + 2LF_{np}] \quad (12)$$

$$UR_a \cdot LF_a = UR_p (LF_a + LF_{np}) \quad (13)$$

Then, the unemployment rate of the poor is:

$$UR_p = (UR_a \cdot LF_a) / (LF_a + LF_{np}) \quad (14)$$

And the unemployment rate of the non-poor is:

$$UR_{np} = 2 UR_p = 2 (UR_a \cdot LF_a) / (LF_a + LF_{np}) \quad (15)$$

This would give us a consistent set of numbers for the labour force, the employed and the unemployed amongst the non poor for our episodes. Clearly there are assumptions that are made regarding participation rates, dependency ratios and unemployment rates relevant to the non poor²⁹. As pointed out, in order to adjust these assumptions country survey data

²⁷ The circumstance in which this happens is when casual workers are unable to find work in the reference week in a survey.

²⁸ See Blanchflower (1999) for the rule of thumb (times two) on the youth and adult unemployment rates respectively. The higher youth unemployment rate is essentially a function of higher education levels amongst the young. The non poor are also likely to be more educated than the poor.

²⁹ In order to dispel a popular misunderstanding, it is worth pointing out that the greater incidence of unemployment amongst the non-poor does not mean that their participation rate is going to be lower than the poor. The fact that the non poor have more unemployment means that that their employment rate is lower- the participation rate is a relationship between the *labour force* and *working age population*.

ought to be directly used. The advantage of having regular information on these indicators is that the source of these indicators does not only have to be household income expenditure surveys that are irregular. Some labour force surveys also carry basic income information to generate these indicators on an income basis.

Table 2 below gives the calculations for the annual compound growth rate of the share of E_{np} in total employment for all, E_a , calculated for the episodes.

Table 2. Non-poor employed, unemployed and labour force for selected episodes in developing economies

Country	Episode	Annual Compound Growth: E_{np}/E_{all}
Armenia	1996-2003	0.0057
Azerbaijan	1995-2005	0.0158
Bangladesh	1992-2005	0.0047
Bolivia	1991-2005	-0.0131
Brazil	1990-2007	0.0058
Burkina Faso	1994-2003	0.0487
Burundi	1992-2006	0.018
Cambodia	1994-2004	0.0151
Cameroon	1996-2001	0.0704
Central African Republic	1993-2003	0.0825
Chile	1990-2006	0.0009
China	1990-2005	0.0493
Colombia	1995-2006	-0.007
Costa Rica	1990-2005	0.0046
Cote d'Ivoire	1993-2002	-0.0115
Dominican Republic	1992-2005	-0.0013
Ecuador	1994-2007	0.0082
Egypt, Arab Rep.	1991-2005	0.0009
El Salvador	1995-2005	0.0117
Ethiopia	1995-2005	0.0485
Gambia, The	1998-2003	0.1488
Georgia	1996-2005	-0.0144
Ghana	1992-2006	0.0243
Guatemala	1998-2006	0.0035
Guinea	1991-2003	0.1237
Guinea-Bissau	1991-2002	-0.0069
Honduras	1990-2006	0.0232
India	1994-2005	0.0117
Indonesia	1990-2005	0.036
Jordan	1992-2006	0.0017
Kazakhstan	1993-2003	0.0009

Country	Episode	Annual Compound Growth: Enp/Eall
Kenya	1992-2005	0.0216
Kyrgyz Republic	1993-2004	-0.0037
Lao PDR	1992-2002	0.0234
Lesotho	1993-2003	0.0517
Madagascar	1993-2005	0.0133
Malawi	1998-2004	0.0657
Mali	1994-2006	0.1225
Mauritania	1993-2000	0.0613
Mexico	1992-2006	0.0017
Moldova, Rep.	1992-2004	0.0088
Mongolia	1995-2005	-0.0036
Morocco	1991-2007	0.0005
Mozambique	1997-2003	0.0583
Nepal	1996-2004	0.0458
Nicaragua	1993-2005	0.0186
Niger	1992-2005	0.02
Nigeria	1993-2004	-0.03
Pakistan	1991-2005	0.0594
Panama	1991-2006	0.0061
Paraguay	1990-2007	-0.0004
Philippines	1991-2006	0.008
Russian Federation	1993-2005	0
Senegal	1991-2005	0.0517
South Africa	1993-2000	-0.0055
Sri Lanka	1991-2002	0.002
Swaziland	1995-2001	0.1156
Tajikistan	1999-2004	0.0768
Tanzania	1992-2000	-0.1034
Thailand	1992-2004	0.0026
Tunisia	1990-2000	0.0054
Uganda	1992-2005	0.0381
Uzbekistan	1998-2003	-0.049
Venezuela, RB	1993-2006	-0.0017
Vietnam	1993-2006	0.06
Yemen, Rep.	1992-2005	-0.0118
Zambia	1991-2004	-0.0035

4. Two illustrations concerning fair employment, economic growth and income inequality

The good or fair employment indicator from Table 2 above will be used for two historical illustrations with respect to per capita growth and growth in inequality respectively.

Our measure in this instance captures the annualised change in the share of good employment in total employment. In such a cross sectional historical association we are interested in the signs and significance of coefficients between two change variables. These relationships clearly do not tell us how one variable is analytically associated with the other, or whether the change in one caused the other to alter. Rather these relationships show if the “observed” association between two change variables in the episodes across the countries was of a certain sign and significance – whether they co-varied in a pattern. This is of course important in itself, because this is precisely what informs the general expectations in which hypotheses about employment and growth in the developing world can be set.

The indicator on levels of good or acceptable employment and change in this employment as a percentage of total employment were presented in Table 2, however some elaboration on the choice of episodes is necessary. We have selected two years for each country on which data on the non poor population was computed from the World Bank’s PovCal³⁰ database. The terminal year in each episode is as close to the last year on which information is available. The following rules have been followed in selecting episodes: (1) We have left out cases where the gap between the initial and terminal periods is less than 4 years, (2) wherever data for more than two periods are available, initial and terminal periods in such a way as to minimize the possibility of deriving misleading trends, (3) choosing a single time-period or “spell” for each country even though multiple “spells” could have been chosen for many, and (4) leaving out the cases in which the incidence has been and remains very low (2 per cent or less). The resulting sample is of 68countries³¹. Of these the non transition developing economies have 58 episodes. The illustrations in Figures 1 and 2, since they concern typical developing economies are based on the sample that excludes transition economies.

To begin with we need to have an idea of what broad empirical association is to be *expected* between growth and fairly paid employment in developing economies. The question here is whether the experience of growth on a per capita basis in the developing world has systematically increased the *share* of good employment in total employment³²? Since we now have a measure of the *share* of good (income) employment in the labour force, it is worth examining if this *share* systematically increases with growth of GDP per capita.

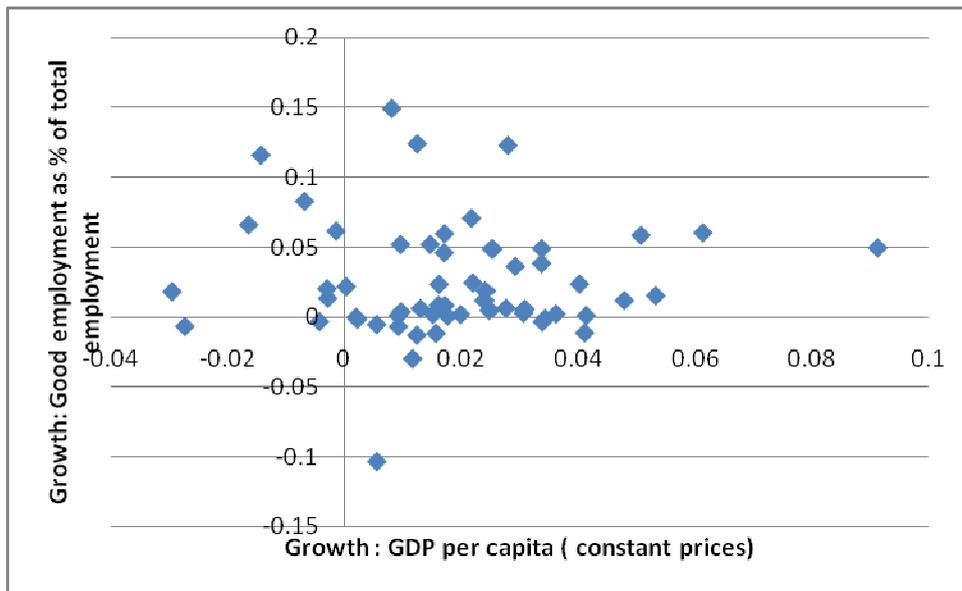
³⁰ <http://iresearch.worldbank.org/PovcalNet/povcalNet.html>

³¹ China, India and Indonesia have been split in to rural and urban in the dataset. We have combined them with population weights to create all country indicators of change in the data. Treating rural and urban China, India and Indonesia as separate countries, thereby increasing the observations makes no difference to the results.

³² For a thorough discussion of jobless growth and Indian manufacturing see Balhotra (1998). The (elasticity) relationship between change in *absolute number of the employed* and change in *value of output* is discussed in the Annex.

Figure 1 below gives us the bivariate historical association in developing (non transition) economies, between per capita economic growth and the growth in the percentage of employment (that gives a fair income). There is no relationship found here. The experience amongst developing economies in our dataset shows no systematic association between the increase in the share of jobs with acceptable returns and per capita economic growth.

Figure 1. Economic growth and the growth of good employment do not vary systematically in developing economies



Note: Data for GDP per capita growth is from WDI. Number of episodes = 58.
 $y = 0.0096x + 0.0239$. $R^2 = 2E-05$

This is not to say that there has not been an increase over time in the absolute numbers of employed persons with acceptable incomes as developing economies have grown³³, but that such an increase when seen in proportionate terms – as a percentage of total employed – does not systematically vary with per capita economic growth in developing countries.

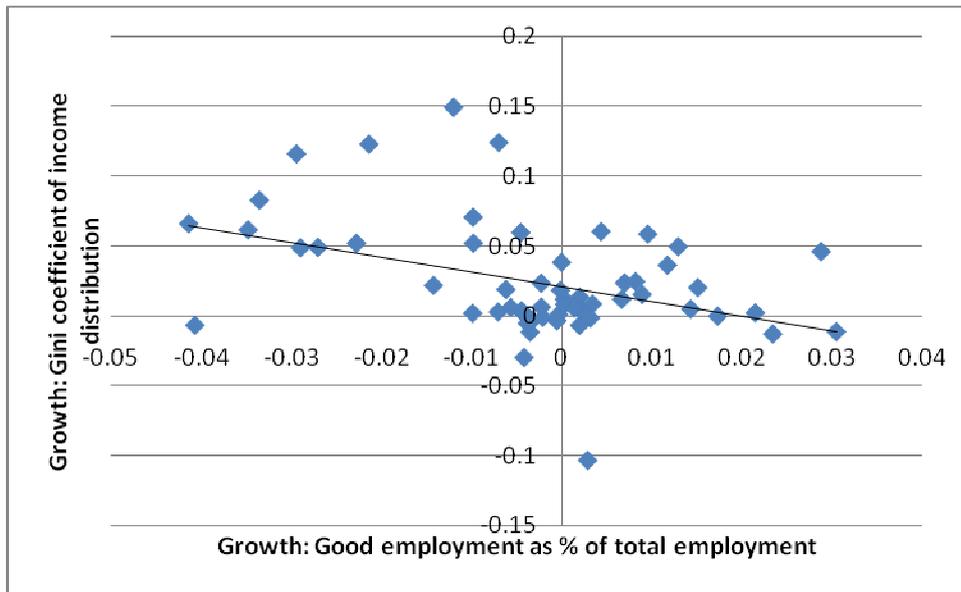
The next question we ask is whether a change in the incidence of such jobs with a minimum acceptable income – (unsystematically varying as these are with respect to growth) – is associated with changing income inequality in the developing world³⁴. Figure 2 shows that the relationship between a change in the Gini Coefficient of income inequality for these episodes and the growth of \$1.25 employed as a share of total employed is

³³ See Annex. The elasticity measure captures the absolute change in employment with respect to change in GDP.

³⁴ The result is of course sensitive to the cut off we select (>\$1.25) that determines employment to be classified as acceptable (and the distribution of the employed within this group)

systematic and inverse³⁵. In other words, if the share of these jobs in total employment changes in one direction it would systematically be associated with change in the income distribution in the opposite direction. A higher share of fairly paid jobs systematically improves income distribution.

Figure 2: Increasing shares of good employment in total employment reduces income inequality systematically in developing countries



Note: Data on the Gini Coefficient is from POVCAL; *** significant at < 1%.
Number of episodes = 58. $y = -1.054x + 0.0211$; $R^2 = 0.1602$.

³⁵ It is worth pointing out that in general a change on change regression generally has a much lower R square compared to a level on level regression. In this bi-variate fit we are more interested in the statistical significance of the coefficient.

Conclusion

We have argued that one of the central problems with the measurement of the category of employment in developing countries is that it is not grounded in the structural features of a typical developing economy. This leads to two types of problems. First, if we use the measure of employment as it is typically measured we can get totally misleading results. Secondly, in a more practical vein, the recognition of this problem implies that we need to rework the categories on which existing data is collected and then reconstruct out of this data economy wide employment proxies that are interpretable in and consistent with a more apt characterisation of the structure of typical developing economies. The broader question to answer is whether, with all the problems and assumptions associated with a measure of fair employment that we have outlined above, is it conceptually preferable to use this employment category as compared to the employment category that is in current use for developing economies?

We identified three fundamental aspects of employment. One related to production, and we have, in another context, discussed this dimension. Another related to recognition dimensions of employment on which work with empirical illustrations is the most difficult to do, as it entails the measurement of behavioural categories on which representative surveys do not exist. This paper was concerned with the third- that is the income-dimension of employment. The structural feature of the developing economy that we explicitly tried to take in to account in estimating this indicator is the near absence of a market for social insurance. The way to capture this category was to take the opposite route that we took in 2001 to arrive at a second best estimate of the working poor. A version of the present indicator was constructed in 2005³⁶ with a more limited data base. We have a more extensive data set now and in this paper the reasoning behind our calculations is made clearer. We have found that the historical associations examined tend to support the idea that the overall experience of developing countries in recent years has been of *jobless growth*, where per capita income growth has not systematically produced significant increases in the share of fairly paid employment in total employment. On the other hand, the absence of a *prima facie* historical connection between economic growth and adequately remunerated jobs does not mean that an increased share of such jobs in total employment, if and when it comes about, cannot have beneficial effects. In fact, the growth in the incidence of good jobs is systematically associated with an improvement in the distribution of income.

³⁶ Majid (2005).

References

- Basu, Kaushik. 1997. *Analytical Development Economics*. MIT Press
- Bhalotra, Sonia R. 1998. "The puzzle of jobless growth in Indian manufacturing" in *Oxford bulletin of economics and statistics*, Vol.60(1).
- Blanchflower, D. 1999. What can be done to reduce high levels of youth joblessness in the world. ILO -Development Policies Branch Mimeo.
- China Statistical Yearbook (CD-ROM, 2004 and 2005).
- Ghose A.K. 2004 . "The Employment Challenge in India" in *Economic and Political Weekly*, Volume 39, Number 48
- Ghose, A.K., Majid, N. and Ernst, C. 2008. *The Global Employment Challenge*. ILO, Geneva.
- ILO-LABORSTA database (<http://laborsta.ilo.org/>)
- Islam, Iyanatul and Nazara, Suahasil. 2000. *Estimating employment elasticity for the Indonesian economy*, ILO, Jakarta.
- Kapsos, Steven. 2005. *The employment intensity of growth: Trends and macroeconomic determinants*. Working paper 2005/12. ILO Geneva.
- Lewis, W. A. (1954), "Economic Development with Unlimited Supplies of Labour", *The Manchester School*, vol. 22, no. 2, pp. 139-191.
- Majid, N. 2001 "The working poor in developing countries" in *International Labour Review*, Volume 140, September.
- Majid, N. 2005. *On the evolution of employment structure in developing countries*. Employment Strategy Paper 2005/18. ILO Geneva.
- Mazumdar, D. 2003. "Trends in Employment and the Employment Elasticity in Manufacturing 1971-92: An International Comparison" in *Cambridge Journal of Economics* Vol 27(4), 563-582
- Ray, Debraj. 1998. *Development Economics*, Princeton University Press.
- Reddaway, W.B. 1962. *The development of the Indian Economy*, Allen and Unwin, London
- Sen, A. 1975. *Employment, Technology and development*, Oxford University Press, Clarendon.
- World Bank. *PovcalNet* on <http://iresearch.worldbank.org/PovcalNet/povcalNet.html>.
- World Bank. *World Development Indicators* on <http://data.worldbank.org/data-catalog/world-development-indicators>.

Annex : Revisiting economy wide employment elasticities for developing countries

The relationship between employment and national output is a basic starting point in policy discussions pertaining to employment in the context of growth. Clearly given the foregoing discussion, it is this relationship that is likely to be affected. The employment elasticity is a very commonly used indicator for this purpose. In most such measures employment growth is the annual growth rate in total employment; while economic growth is typically the annual growth rate of the GDP in constant prices. The employment elasticity is simply a measure of the percentage change in employment in the economy in relation to a percentage point change in GDP. The elasticity measure is concerned with absolute changes as opposed to changes normalised to population (i.e. GDP per capita).

In economic environments where employment, as it is measured, only represents good employment, the relationship between the changes in these absolute values do capture what happens to employment when growth takes place. These are typically economies *with* social insurance. In an economy with no social insurance, the elasticity of employment (as it is measured) with respect to output growth, tells us something about the relationship between changes in the *value* of national income/output and changes in the *levels* of employment of *all* those persons who are in employment by the survey definition. The latter, in a typical developing economy will be those in the labour force who cannot afford to remain unemployed, as unemployment benefits are not provided by the State.

Some elasticity measures can be meaningful at a sectoral level in developing economies, but in such instances it is because we can already assume on the basis of prior knowledge that the type of employment dominant in the sector under examination is fairly remunerated. Very often it is the manufacturing sector that is rightly considered in developing countries to have meaningful elasticities of employment with respect to output growth; but equally often the share of manufacturing in total employment is not very large in the typical developing economy. At a sub-sectoral level estimates can be useful in assessing the relative employment generation capacities of different types of industry in relation to output growth in those industries. So while we can generate more meaningful elasticities for some sectors and their sub-sectors, unless the overall employment profile of the economy is dominated by these sectors, they will have a limited significance for any economy-wide assessment of how employment moves with growth³⁷. But that is exactly what we need in order to meaningfully use employment as a category in an aggregate economy wide macro analysis. The limit to the use of the employment elasticity measure is determined by the extent to which those sectors- in which good employment predominates- dominate the overall economy. The lower this incidence the more problematic the elasticity indicator becomes.

Thus while discourse on the importance of increasing the “employment intensity of growth” of an economy is both important and welcome, it often not appreciated sufficiently that we do not have a credible way of ascertaining what this intensity may be in a particular economy; and that this is not because we have a limited number of surveys or because elasticity measures ought to be improved for technique. This Annex shows the differences between elasticities of good employment based on estimates in Table 1 and elasticities of total employment with respect to total output growth. In our view, while we have serious limitations of data with respect to generating a “good employment” elasticity measure on a regular basis; this ought not to be a reason to continue using a highly problematic measure

³⁷ See Mazumdar (2003) for a discussion of manufacturing employment elasticities.

of all employment in developing countries, to examine the relationship of “employment” and output expansion at the economy wide level.

In our view, the issue of improving statistical techniques for the estimation of the changes in employment in relation to output growth is *independent* of the problems encountered in the construction of the category of employment. In other words, improvements in the estimation method of the elasticity number ought not to be considered equivalent to improving the estimate of employment itself that *goes into* the elasticity measure as a numerator. Elasticity estimation methods can essentially operate at two levels. First less or more sophisticated methodologies can be employed to improve the elasticity estimates. These range from the simpler arc elasticities (as shown in Table A1) to ones that are generated by regression techniques (that require more observations per country); and second, the level of disaggregation by sector and geographical location within a country can be increased³⁸. However, more sophisticated estimation methods that use the employment indicator cannot improve on what the employment indicator itself captures. If the employment number includes the working poor and the underemployed, as it must, in an environment of an absent market for social insurance, even panel data regression estimates of elasticities with spatially and sectorally disaggregated data will do nothing to fix the original category problem. The question then is a very basic one. Put starkly, can one continue to use a problematically measured category for developing economies, and only improve methods in which it is used to infer things about employment in the economic growth process? We think not.

Table A1 gives elasticities of total employment as well as good (income) employment with respect to GDP growth for the episodes. The difference between the two for the same episodes is clear. The point about the elasticities we present in Table A1 is *not* their general validity for the country, since these are for short episodes, but rather the differences between them for the same episode. A few points are worth noting in this regard. There are few cases of negative elasticities in these indicators. Second, both the elasticities vary considerably, and this variation has much to do with country specificity of the periods for which they have been calculated. Many high elasticity countries require country level period specific explanations to make sense. However of the elasticities using total employment, 60 out of 67 are positive and less than 1.5. The same count for the good employment elasticity is 44 out of 67. So the majority of the arc elasticities are not implausible. Elasticities of good employment with growth are also generally higher than elasticities of total employment as can be seen in Figure A1. This is interesting. It essentially means that growth of aggregate output is likely to produce a higher growth in number of good jobs than it would in total employment. The implication is that we could be understating the impact of growth on good employment. This of course does not mean that as a percentage of total employment it would show up as a systematic relationship with GDP per capita growth.

³⁸ See Islam and Nazara (2000), for improved methods of estimation and sectoral elasticities in Indonesia. For calculations of employment elasticities by regression methods for samples split by age and sex groups as well as major economic sectors. See Kapsos (2005)

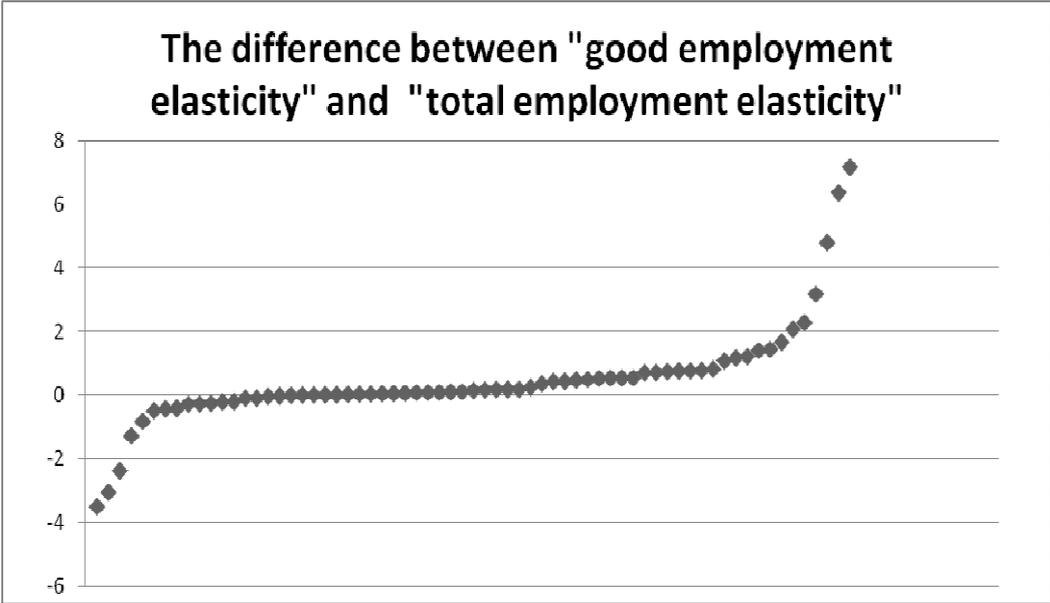
Table A1. Comparative arc elasticities of employment with respect to output

Country	Period	Arc elasticity of decent employment with growth	Arc elasticity of total employment with growth	ELnp – ELa
		ELnp	ELa	
Swaziland	1995 2001	9.334665	2.163869	7.170796
Malawi	1998 2004	8.834231	2.46845	6.365781
Guinea-Bissau	1991 2002	7.676691	10.70698	-3.030293
Central African Republic	1993 2003	6.413736	1.614251	4.799486
Gambia, The	1998 2003	4.011932	0.8218588	3.190073
Mauritania	1993 2000	3.353934	1.271786	2.082149
Guinea	1991 2003	3.01653	0.7263658	2.290164
Lesotho	1993 2003	2.935365	1.521858	1.413507
Cameroon	1996 2001	2.150867	0.6964245	1.454443
Mali	1994 2006	2.095153	0.4174262	1.677727
Senegal	1991 2005	2.076705	0.849856	1.226849
Kenya	1992 2005	1.986937	1.262269	0.7246678
Pakistan	1991 2005	1.964056	0.7769693	1.187086
Nepal	1996 2004	1.942414	0.8448588	1.097555
Niger	1992 2005	1.783742	1.228883	0.5548584
Madagascar	1993 2005	1.652263	1.172632	0.4796304
Ethiopia	1995 2005	1.515247	0.6866739	0.8285732
Zambia	1993 2004	1.465031	1.647992	-0.1829603
Venezuela, RB	1993 2006	1.371348	1.453332	-0.0819837
Tajikistan	1999 2004	1.289817	0.5131913	0.7766256
Honduras	1990 2006	1.287338	0.7282821	0.5590563
Paraguay	1990 2007	1.279093	1.294024	-0.0149305
Burkina Faso	1994 2003	1.253528	0.5263429	0.7271853
Ecuador	1994 2007	1.232905	0.9653596	0.2675452
Indonesia	1990 2005	1.214579	0.4224202	0.7921592
Nicaragua	1993 2005	1.153632	0.7161025	0.4375293
Ghana	1992 2006	1.146709	0.644694	0.5020152
Guatemala	1998 2006	1.096166	0.9957278	0.1004382
Vietnam	1993 2006	1.083695	0.3056242	0.7780709
Brazil	1990 2007	1.056978	0.8529755	0.204003
South Africa	1993 2000	1.048976	1.237556	-0.1885799
Uganda	1992 2005	1.026545	0.4731592	0.5533855
Jordan	1992 2006	1.008531	0.9756091	0.0329223
Mozambique	1997 2003	0.9980657	0.2415522	0.7565134
Cote d'Ivoire	1993 2002	0.9333864	1.40596	-0.4725732
Philippines	1991 2006	0.8937732	0.6881403	0.2056329
Mexico	1992 2006	0.8902895	0.8325989	0.0576906
Panama	1991 2006	0.8783246	0.7522209	0.1261038
Colombia	1995 2006	0.8593649	1.119053	-0.2596882

Country	Period	Arc elasticity of decent employment with growth	Arc elasticity of total employment with growth	ELnp – ELa
		ELnp	ELa	
Morocco	1991 2007	0.802316	0.7908854	0.0114306
Costa Rica	1990 2005	0.791098	0.696566	0.094532
Lao PDR	1992 2002	0.7793334	0.4045497	0.3747837
El Salvador	1991 2005	0.7556159	0.3136376	0.4419784
Moldova, Rep.	1992 2004	0.7502002	1.174159	-0.4239593
Cambodia	1994 2004	0.6894706	0.484992	0.2044787
China	1990 2005	0.6607972	0.1202976	0.5404996
Tunisa	1990 2000	0.6526855	0.5355266	0.1171588
Yemen, Rep.	1992 2005	0.6235049	0.8571151	-0.2336102
Egypt, Arab Rep.	1995 2005	0.6083798	0.5874578	0.0209221
Bangladesh	1992 2005	0.5841998	0.4850008	0.099199
Mongolia	1995 2005	0.5784987	0.6600589	-0.0815602
Dominican Republic	1992 2005	0.4936575	0.5192241	-0.0255666
Sri Lanka	1991 2002	0.4742016	0.4268161	0.0473855
India	1994 2005	0.4659616	0.277434	0.1885276
Azerbaijan	1995 2001	0.4290441	0.2607063	0.1683378
Chile	1990 2006	0.4139706	0.397422	0.0165486
Bolivia	1991 2005	0.3642127	0.7691166	-0.404904
Thailand	1992 2004	0.3422714	0.2746095	0.0676619
Turkey	1994 2005	0.1747297	0.1551523	0.0195774
Armenia	1996 2003	0.0896885	0.0141207	0.0755678
Kazakhstan	1993 2003	0.038662	-0.0038811	0.0425431
Russian Federation	1993 2005	-0.0071759	-0.0114003	0.0042244
Nigeria	1993 2004	-0.0494818	0.7594199	-0.8089017
Georgia	1996 2005	-0.396367	-0.1444882	-0.2518789
Uzbekistan	1998 2003	-0.4294734	0.8326322	-1.262106
Tanzania	1992 2000	-2.550673	0.9330882	-3.483762
Burundi	1992 2006	-5.617392	-3.264809	-2.352583

Note: Elasticities are based on changes in absolute numbers.

Figure A1. The difference between "good employment elasticity" and "total employment elasticity"



Employment Working Papers

A complete list of previous working papers can be found on:
<http://www.ilo.org/employment>

2008

- 1 Challenging the myths about learning and training in small and medium-sized enterprises: Implications for public policy;
ISBN 92-2-120555-5 (print); 92-2-120556-2 (web pdf)
David Ashton, Johnny Sung, Arwen Raddon and Trevor Riordan
- 2 Integrating mass media in small enterprise development. Current knowledge and good practices;
ISBN 92-2-121142-6 (print); 92-2-121143-3 (web pdf)
Gavin Anderson. Edited by Karl-Oskar Olming and Nicolas MacFarquhar
- 3 Recognizing ability: The skills and productivity of persons with disabilities. A literature review;
ISBN 978-92-2-121271-3 (print); 978-92-2-121272-0 (web pdf)
Tony Powers
- 4 Offshoring and employment in the developing world: The case of Costa Rica;
ISBN 978-92-2-121259-1 (print); 978-92-2-121260-7 (web pdf)
Christoph Ernst and Diego Sanchez-Ancochea
- 5 Skills and productivity in the informal economy;
ISBN 978-92-2-121273-7 (print); 978-92-2-121274-4 (web pdf)
Robert Palmer
- 6 Challenges and approaches to connect skills development to productivity and employment growth: India;
ISBN 978-92-2-121275-1 (print); 978-92-2-121276-8 (web pdf)
C. S. Venkata Ratnam and Arvind Chaturvedi
- 7 Improving skills and productivity of disadvantaged youth;
ISBN 978-92-2-121277-5 (print); 978-92-2-121278-2 (web pdf)
David H. Freedman
- 8 Skills development for industrial clusters: A preliminary review;
ISBN 978-92-2-121279-9 (print); 978-92-2-121280-5 (web pdf)
Marco Marchese and Akiko Sakamoto
- 9 The impact of globalization and macroeconomic change on employment in Mauritius: What next in the post-MFA era?;
ISBN 978-92-2-120235-6 (print); 978-92-2-120236-3 (web pdf)
Naoko Otobe

- 10 School-to-work transition: Evidence from Nepal;
ISBN 978-92-2-121354-3 (print); 978-92-2-121355-0 (web pdf)
New Era
- 11 A perspective from the MNE Declaration to the present: Mistakes, surprises and newly important policy implications;
ISBN 978-92-2-120606-4 (print); 978-92-2-120607-1 (web pdf)
Theodore H. Moran
- 12 Gobiernos locales, turismo comunitario y sus redes
Memoria: V Encuentro consultivo regional (REDTURS);
ISBN 978-92-2-321430-2 (print); 978-92-2-321431-9 (web pdf)
- 13 Assessing vulnerable employment: The role of status and sector indicators in Pakistan, Namibia and Brazil;
ISBN 978-92-2-121283-6 (print); 978-92-2-121284-3 (web pdf)
Theo Sparreboom and Michael P.F. de Gier
- 14 School-to-work transitions in Mongolia;
ISBN 978-92-2-121524-0 (print); 978-92-2-121525-7 (web pdf)
Francesco Pastore
- 15 Are there optimal global configurations of labour market flexibility and security?
Tackling the “flexicurity” oxymoron;
ISBN 978-92-2-121536-3 (print); 978-92-2-121537-0 (web pdf)
Miriam Abu Sharkh
- 16 The impact of macroeconomic change on employment in the retail sector in India:
Policy implications for growth, sectoral change and employment;
ISBN 978-92-2-120736-8 (print); 978-92-2-120727-6 (web pdf)
Jayati Ghosh, Amitayu Sengupta and Anamitra Roychoudhury
- 17 From corporate-centred security to flexicurity in Japan;
ISBN 978-92-2-121776-3 (print); 978-92-2-121777-0 (web pdf)
Kazutoshi Chatani
- 18 A view on international labour standards, labour law and MSEs;
ISBN 978-92-2-121753-4 (print); 978-92-2-121754-1 (web pdf)
Julio Faundez
- 19 Economic growth, employment and poverty in the Middle East and North Africa;
ISBN 978-92-2-121782-4 (print); 978-92-2-121783-1 (web pdf)
Mahmood Messkoub

- 20 Employment and social issues in fresh fruit and vegetables;
ISBN 978-92-2-1219415(print); 978-92-2-1219422 (web pdf)
Sarah Best, Ivanka Mamic
- 21 Trade agreements and employment: Chile 1996-2003;
ISBN 978-2-1211962-0 (print); 978-2-121963-7 (web pdf)
- 22 The employment effects of North-South trade and technological change;
ISBN 978-92-2-121964-4 (print); 978-92-2-121965-1 (web pdf)
Nomaan Majid
- 23 Voluntary social initiatives in fresh fruit and vegetables value chains;
ISBN 978-92-2-122007-7 (print); 978-92-2-122008-4 (web pdf)
Sarah Best and Ivanka Mamic
- 24 Crecimiento Económico y Empleo de Jóvenes en Chile. Análisis sectorial y proyecciones;
ISBN 978-92-2-321599-6 (print); 978-92-2-321600-9 (web pdf)
Mario D. Velásquez Pinto
- 25 The impact of codes and standards on investment flows to developing countries;
ISBN 978-92-2-122114-2 (print); 978-92-2-122115-9 (web pdf)
Dirk Willem te Velde
- 26 The promotion of respect for workers' rights in the banking sector:
Current practice and future prospects;
ISBN 978-92-2-122116-6 (print); 978-2-122117-3 (web pdf)
Emily Sims

2009

- 27 Labour Market information and analysis for skills development;
ISBN 978-92-2-122151-7 (print); 978-92-2-122152-4 (web pdf)
Theo Sparreboom and Marcus Powell
- 28 Global reach - Local relationships : Corporate social responsibility, worker's rights and local development;
ISBN 978-92-2-122222-4 (print); 978-92-2-122212-5 (web pdf)
Anne Posthuma, Emily Sims
- 29 The use of ILS in equity markets: Investing in the work force social investors and international labour standards;
ISBN 978-92-2-122288-0 (print); 978-92-2-122289-7 (web pdf)
Elizabeth Umlas

- 30 Rising food prices and their implications for employment, decent work and poverty reduction;
ISBN 978-92-2-122331-3 (print); 978-92-2-122332-0 (web pdf)
Rizwanul Islam and Graeme Buckley
- 31 Economic implications of labour and labour-related laws on MSEs: A quick review of the Latin American experience;
ISBN 978-92-2-122368-9 (print); 978-92-2-122369-6 (web pdf)
Juan Chacaltana
- 32 Understanding informal apprenticeship – Findings from empirical research in Tanzania;
ISBN 978-2-122351-1 (print); 978-92-2-122352-8 (web pdf)
Irmgard Nübler, Christine Hofmann, Clemens Greiner
- 33 Partnerships for youth employment. A review of selected community-based initiatives;
ISBN 978-92-2-122468-6 (print); 978-92-2-122469-3 (web pdf)
Peter Kenyon
- 34 The effects of fiscal stimulus packages on employment;
ISBN 978-92-2-122489-1 (print); 978-92-2-122490-7 (web pdf)
Veena Jha
- 35 Labour market policies in times of crisis;
ISBN 978-92-2-122510-2 (print); 978-92-2-122511-9 (web pdf)
Sandrine Cazes, Sher Verick
- 36 The global economic crisis and developing countries: Transmission channels, fiscal and policy space and the design of national responses;
ISBN 978-92-2-122544-7 (print); 978-92-2-122545-4 (web pdf)
Iyanatul Islam
- 37 Rethinking monetary and financial policy:
Practical suggestions for monitoring financial stability while generating employment and poverty reduction
ISBN 978-92-2-122514-0 (print); 978-92-2-122515-7 (web pdf)
Gerald Epstein
- 38 Promoting employment-intensive growth in Bangladesh: Policy analysis of the manufacturing and service sectors;
ISBN 978-92-2-122540-9 (print); 978-92-2-122541-6 (web pdf)
Nazneed Ahmed, Mohammad Yunus, Harunur Rashid Bhuyan

- 39 The well-being of labour in contemporary Indian economy;
ISBN 978-92-2-122622-2 (print); 978-92-2-122623-9 (web pdf)
Praveen Jha
- 40 The global recession and developing countries;
ISBN 978-92-2-122847-9 (print); 978-92-2-122848-6 (web pdf)
Nomaan Majid
- 41 Offshoring and employment in the developing world: Business process outsourcing in the Philippines;
ISBN 978-92-2-122845-5 (print); 978-92-2-122846-2 (web pdf)
Miriam Bird, Christoph Ernst
- 42 A survey of the Great Depression, as recorded in the International Labour Review, 1931-1939;
ISBN 978-92-2-122843-1 (print); 978-92-2-122844-8 (web pdf)
Rod Mamudi
- 43 The price of exclusion:
The economic consequences of excluding people with disabilities from the world or work
ISBN 978-92-2-122921-6 (print); 978-92-2-122922-3 (web pdf)
Sebastian Backup
- 44 Researching NQFs:
Some conceptual issues
ISBN 978-92-2-123066-3 (print), 978-92-2-123067-0 (web pdf)
Stephanie Allais, David Raffe, Michael Young
- 45 Learning from the first qualifications frameworks
ISBN 978-92-2-123068-7 (print), 978-92-2-123069-4 (web pdf)
Stephanie Allais, David Raffe, Rob Strathdee, leesa Wheelahan, Michael Young
- 46 International framework agreements and global social dialogue: Lessons from the Daimler case
ISBN 978-92-2-122353-5 (print); 978-92-2-122354-2 (web pdf)
Dimitris Stevis

2010

- 47 International framework agreements and global social dialogue: Parameters and prospects
ISBN 978-92-2-123298-8 (print); 978-92-2-122299-5 (web pdf)
Dimitris Stevis
- 48 Unravelling the impact of the global financial crisis on the South African labour market
ISBN 978-92-2-123296-4 (print); 978-92-2-123297-1 (web pdf)
Sher Verick
- 49 Guiding structural change
The role of government in development
ISBN 978-92-2-123340-4 (print); 978-92-2-123341-1 (web pdf)
Matthew Carson
- 50 Les politiques du marché du travail et de l'emploi au Burkina Faso
ISBN 978-92-2-223394-6 (print); 978-92-2-223395-3 (web pdf)
Lassané Ouedraogo et Adama Zerbo
- 51 Characterizing the school-to-work transitions of young men and women
Evidence from the ILO school-to-work transition surveys
ISBN 978-92-2-123396-1 (print); 978-92-2-123397-8 (web pdf)
Makiko Matsumoto and Sara Elder
- 52 Exploring the linkages between investment and employment in Moldova - A time-series analysis
ISBN 978-92-2-122990-2 (print); 978-92-2-122991-9 (web pdf)
Stefania Villa
- 53 The crisis of orthodox macroeconomic policy
The case for a renewed commitment to full employment
ISBN 978-92-2-123512 (print); 978-92-2-123513 (web pdf)
Mohammed Muqtada
- 54 Trade contraction in the global crisis:
Employment and inequality effects in India and South Africa
ISBN 978-92-2124037-2 (print); 978-92-2124038-9 (web pdf)
David Kucera, Leanne Roncolato and Erik von Uexkull

- 55 The impact of crisis-related changes in trade flows on employment, Incomes, regional and sectoral development in Brazil
Forthcoming
Scott McDonald, Marion Jansen and Erik von Uexkull
- 56 Envejecimiento y Empleo en América Latina y el Caribe
ISBN 978-92-2-323631-1 (print); 978-92-2-323632-8 (web pdf)
Jorge A. Paz
- 57 Demographic ageing and employment in China
ISBN 978-92-2-123580-4 (print); 978-92-2-123581-1 (web pdf)
Du Yang and Wrang Meiyang
- 58 Employment, poverty and economic development in Madagascar: A macroeconomic framework
ISBN 978-92-2-123398-5 (print); 978-92-2-123399-2 (web pdf)
Gerald Epstein, James Heintz, Léonce Ndikumana and Grace Chang
- 59 The Korean labour market: Some historical macroeconomic perspectives
ISBN 978-92-2-123675-7 (print); 978-92-2-123676-4 (web pdf)
Anne Zooyob
- 60 Economic Partnership Agreements and decent work: the stakes for West and Central Africa
ISBN 978-92-2-123727-3 (print); 978-92-2-123728-0 (web pdf)
Eléonore d'Achon and Nicolas Gérard
- 61 The great recession of 2008-2009: Causes, consequences and policy responses
ISBN 978-92-2-123729-7 (print); 978-92-2-123730-3 (web pdf)
Iyanatul Islam and Sher Verick
- 62 Rwanda forging ahead: The challenge of getting everybody on board
ISBN 978-92-2-123771-6 (print); 978-92-2-123772-3 (web pdf)
Per Ronnas, Elina Scheja, Karl Backeus
- 63 Growth, economic policies and employment linkages in Mediterranean countries: The cases of Egypt, Israel, Morocco and Turkey;
ISBN 978-92-2-123779-2 (print); 978-92-2-123780-8 (web pdf)
Gouda Abdel-Khalek

- 64 Labour market policies and institutions with a focus on inclusion, equal opportunities and the informal economy;
ISBN 978-92-2-123787-7 (print); 978-92-2-123788-4 (web pdf)
Mariangels Fortuny, Jalal Al Hussein
- 65 Les institutions du marché du travail face aux défis du développement:
Le cas du Mali;
ISBN 978-92-2-223833-0 (print); 978-92-2-223834-7 (web pdf)
Modibo Traore, Youssouf Sissoko
- 66 Les institutions du marché du travail face aux défis du développement:
Le cas du Bénin;
ISBN 978-92-2-223913-9 (print); 978-92-2-223914-6 (web pdf)
Albert Honlonkou, Dominique Odjo Ogoudele
- 67 What role for labour market policies and institutions in development? Enhancing security in developing countries and emerging economies;
ISBN 978-92-2-124033-4 (print); 978-92-2-124034-1 (web pdf)
Sandrine Cazes, Sher Verick
- 68 The role of openness and labour market institutions for employment dynamics during economic crises;
Forthcoming
Elisa Geronzi, Erik von Uexkull, Sebastian Weber
- 69 Towards the right to work:
Innovations in Public Employment programmes (IPEP);
ISBN 978-92-2-124236-9 (print); 978-92-2-1244237-6 (web pdf)
Maikel Lieuw-Kie-Song, Kate Philip, Mito Tsukamoto, Marc van Imschoot
- 70 The impact of the economic and financial crisis on youth employment:
Measures for labour market recovery in the European Union, Canada and the United States;
ISBN 978-92-2-124378-6 (print); 978-92-2-124379-3 (web pdf)
Niall O'Higgins
- 71 El impacto de la crisis económica y financiera sobre el empleo juvenil en América Latina:
Medidas del mercado laboral para promover la recuperación del empleo juvenil;
ISBN 978-92-2-324384-5 (print); 978-92-2-324385-2 (web pdf)
Federico Tong

Employment Sector

**For more information visit our site:
<http://www.ilo.org/employment>**

International Labour Office
Employment Sector
4, route des Morillons
CH-1211 Geneva 22

Email: edempdoc@ilo.org