COUNTRY LEVEL
RAPID IMPACT ASSESSMENT
OF CRISIS ON EMPLOYMENT

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Preface

The primary goal of the International Labour Organisation (ILO) is to contribute, with member States, to achieve full and productive employment and decent work for all, including for women and young people, a goal embedded in the ILO 2008 *Declaration on Social Justice for a Fair Globalization*, and more recently re-iterated in the *Recovery from the Crisis: A Global Jobs Pact* negotiated during the International Labour Conference in June 2009. The commitment to this goal has been widely adopted by the international community.

In today's world reaching this goal is more challenging than ever given the impact on jobs and working conditions resulting from the global economic and financial crisis. The impact of the crisis, and the transmission channels through which it affects workers and households varies widely. ILO is committed to supporting its member States and Social Partners to assess the crisis impact, and to determine options for policy responses. This is indeed a central objective of the Global Jobs Pact. A key part of this effort has been to produce this Guide, in "test version", in recognition of the need to respond urgently and coherently at country level. Its usefulness will be determined through its in-country application which will inform its refinements and recasting.

The contents of the Guide brings together a number of country level diagnostic tools and approaches to inform responses at various levels, from macro-economic, sectors` assessment, enterprise impact and labour force adjustments. There is appreciation given to the need to learn from, and to strengthen, mitigation and coping strategies at all levels.

The Guide is intended to enable rapid assessment, but judgement will be needed at country level about the optimal combination of tools most useful for any particular context. This judgement needs to be informed by the way in which the crisis is transmitted from global to country level. Transmission channel data and web site sources are provided to assist the process.

The present guide is the result of a rapid collective effort by staff at the Employment Sector of ILO. Per Ronnas coordinated this effort, which benefitted from written inputs and comments by Alana Albee, Graeme Buckley, Sandrine Cazes, Duncan Campbell, Sukti Dasgupta, Yan Islam, Marion Jansen, Frédéric Lapeyre, Mohammed Muqtada and Theodoor Sparreboom. Aga Charytoniuk, Stéphanie Garde and Lara Mistretta assisted with compilation of statistical tables and copy-editing, while Rowena Ferranco transformed the manuscript into a camera-ready version for printing.

We will look very much forward to receiving your comments on this 'test version' of this Guide, which should be directed to Per Ronnas at ronnas@ilo.org.

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Section 1

INTRODUCTION

The global financial and economic crisis has rapidly translated into a global employment crisis. As economies across the globe have plunged into deep recession a global employment crisis of unprecedented scale has emerged. Open unemployment is expected to increase by some 40 to 60 million, and the ranks of the working poor are expected to grow by some 122 to 233 million, severely undermining the prospects of attaining the MDGs. In response to this crisis a Global Jobs Pact was adopted at the 98th session of the International Labour Conference, in June 2009.[1] The main principles for promoting recovery and development underpinning this Pact include:

- Devoting priority attention to protecting and growing employment through sustainable enterprises, quality public services and building adequate social protection for all as part of ongoing international and national action to aid recovery and development. The measures should be implemented quickly in a coordinated manner

- Enhancing support to vulnerable women and men hit hard by the crisis, including youth at risk, low-wage, low-skilled, informal economy and migrant workers.

- Focusing on measures to maintain employment and facilitate transitions from one job to another as well as to support access to the labour market for those without a job.

- Establishing or strengthening effective public employment services and other labour market institutions.

- Increasing equal access and opportunities for skills development, quality training and education to prepare for recovery.

- Avoiding protectionist solutions as well as the damaging consequences of deflationary wage spirals and worsening working conditions.

- Promoting core labour standards and other international labour standards that support the economic and jobs recovery and reduce gender inequality.

- Engaging in social dialogue, such as tripartism and collective bargaining between employers and workers as constructive processes to maximize the impact of crisis responses to the needs of the real economy.

- Ensuring that short-term actions are coherent with economic, social and environmental sustainability.

- Ensuring synergies between the State and the market and effective and efficient regulation of market economies, including a legal and regulatory environment which enables enterprise creation, sustainable enterprises and promotes employment generation across sectors.

- The ILO, engaging with other international agencies, international financial institutions and developed countries to strengthen policy coherence and to deepen

[1] *Recovering from the crisis: A Global Jobs Pact*, Committee of the Whole on Crisis Response, International Labour Conference, 98th Session, Geneva, June 2009.

development assistance and support for least developed, developing and transition countries with restricted fiscal and policy space to respond the crisis.

Decisions on fiscal stimulus packages and other labour market and policy interventions aimed at mitigating the impact of the global financial and economic crisis on employment and the labour market are invariably made under great uncertainty. The rapid evolvement of the crisis implies that the availability of hard data and facts to back up decisions will be patchy and inadequate and will in many cases need to be complemented by qualitative information of a more anecdotal nature. At the same time, dramatic changes caused by the crisis imply that past trends and development patterns will provide limited guidance on developments to come, although lessons from past crises can provide valuable insights if judiciously interpreted. Yet, fundamental decisions on how to address the crisis and mitigate its consequences on employment and the labour market need to be taken and implemented in a situation characterised by extreme time pressure. These responses will need to be country specific, as the nature of the impact of the crisis will vary greatly from country to country.

The present Guide on *country level assessment of crisis impact on employment* aims to provide practical advice on how to rapidly build up an adequate country specific knowledge base with a view to inform decision making under these difficult circumstances. As these assessments will need to be tailor-made to take country specific aspects and considerations into account, there can be no exact blueprint. Yet, by providing some general methodological advice, coupled with practical information on use of data and information, helpful tips, information of more generic nature and references to further reading and additional sources of information, it is hoped that the Guide will provide methodological and analytical support for a coherent ILO approach to assessments of this nature, while at the same time leaving sufficient space for country specific modifications and adaptations to maximise relevance.

Some of the general considerations underpinning the present guide are as follows:

- Assessments will typically involve five consecutive components, although the weight that needs to be given to each of these components is likely to vary considerably from one country to another. These components are:

    1. Assessment of pre-crisis situation and exposure to external transmission channels.

    2. Assessment of the impact of the crisis on (i) the overall economy, (ii) specific sector(s), where relevant, (iii) the labour market, (iv) at the company level, and (v) at the level of workers and households.

    3. a) Assessment of the mitigation capability/response mechanisms of private actors (household coping strategies, enterprises, the financial sector).

       b) Assessment of the macro-economic and fiscal space to implement fiscal stimulus packages and labour market and other policies aimed at mitigating the impact of the crisis on employment and labour markets.

    4. Consideration of mitigation measures/strategies; of possible tools and options for interventions, based on a generic assessment of the strengths, weaknesses,

institutional capacity requirements etc. of different labour market and fiscal stimulus tools.

5. Policy recommendations.

It should be noted that component 1 can and should be based on existing data and is thus subject to much less uncertainty than the subsequent components. Some country level data are provided in the present Guide for easy reference and to facilitate cross-country comparisons (see Appendix A).

- A rapid assessment of the availability of up-to-date relevant quantitative data and information will be done at an early stage of the study. Based on this, an identification of key data and information gaps and a proposal for rapid filling of key data gaps will be made, and where possible, implemented as part of the study. Remaining main key data gaps should be explicitly identified.

- Lack of up-to-date quantitative data and information on key aspects will in many instances imply a need for combining analysis of existing data with rapid collection and analysis of information of a more qualitative nature. Such qualitative information can also serve as an important reality check in a situation where the availability of up-to-date aggregate quantitative information is poor. More specifically, a mixed qualitative and quantitative analysis can be used to trace the impact from the sector/national level to labour market impact, and from the labour market to enterprise level and/or level of workers and to gain an understanding of mitigation capabilities and strategies of the economic actors. However, the collection of additional primary data and information should be done on a strictly 'absolute need' bases and will by necessity be limited in scope and scale. Such rapid collection of complementary qualitative information will normally need to be done through focus group discussions, use of key informants and non-representative small sample surveys. It may also involve rapid, small-scale enterprise / employer surveys.

Where appropriate, a focus on crisis impact mitigation may be complemented with an assessment of more long term structural consequences and implications of the crisis. Is the crisis likely to result in more permanent structural changes in the economy, affecting the future supply and demand for labour? Once the economy begins to pick up again, are the new jobs likely to be in the same sectors and occupations as the ones lost during the crisis? If not, what are the implications in terms of training needs and facilitating labour mobility? Given the expected depth and duration of the crisis, how can the problem of long term unemployment and the failure of youth to enter the labour market during the years of crisis best be addressed? However, a careful trade-off must be made between the imperative of achieving a rapid assessment of the immediate impact of the crisis and the appropriate responses to this on the one hand and the value added of exploring the more long term consequences at the cost of broadening and expanding the study.

Relevance and usefulness dictates that the Government, in particular, but also the social partners and other key stakeholders should be involved in all stages of the study. The definition of the key issue, problems and the scope, objective and delimitations of the study need to be discussed and agreed upon at the outset. The views of Government and other key stakeholders need to be sought in the assessment of the impact of the crisis and, not least, of

the mitigation capabilities. Similarly, the review of alternative mitigation measures, leading to policy recommendations needs to be done in a highly consultative manner. As a rule, local researchers / research institutes should be actively involved in the analytical work.

Integrated Framework
to Analyse Labour Market Impacts and Responses

Pre-crisis situation and country exposure	**Impact of crisis**	**Mitigation capability**	**Mitigation resources**
• Pre-crisis situation – Economic performance and characteristics – Political and social development and characteristics – Key employment and labour market characteristics • Domestic financial vulnerability/crisis – Evolution of stock market and real estate prices – Levels of private borrowing and defaults – External portfolio capital flows – Global integration of financial institutions – Regulations and exchange rate regime • Other transmission channels – Exports – Labour migration and remittances – FDI – ODA	• Impact on economy as a whole • Impact on specific sectors (where relevant) • Labour market impact – Adjustments due to reduced labour demand – Changes in labour supply – Informalization/impact on vulnerable groups • Labour supply conditions/decisions: • Impact on enterprises on households	• By private actors – Household coping strategies – Informal safety nets – Company and banking situation – Banking sector situation • By governments – Macroeconomic space for fiscal stimulus – Balance of payments – Fiscal deficit/surplus – Debt (external and domestic) – Reserves – Access to foreign funding	• Review of existing policies and programmes • Review of existing crisis-induced fiscal stimulus programmes • Assess adequacy, appropriateness and likely effectiveness of these from an employment perspective e • Scope of scaling up/modifying existing schemes, need for complementary measures/schemes **Policy Recommendations**

The present Guide is structured along the proposed consecutive steps of a crisis impact assessment. ***Section Two*** focuses on the appraisal of the pre-crisis situation and the assessment of the country specific exposure to an external financial and economic crisis through the main transmission channels. ***Section Three*** offers advice on the consecutive steps of the assessment of the impact of the crisis; assessing and tracing the impact of the crisis from the macro-economic level, to the sector level, to the labour market and, finally, to that of individual workers. In ***Section Four*** the focus is shifted to assessing the capability of the private actors – both workers and enterprises – to cope with and to mitigate the impact of the crisis, and to the macro-economic and fiscal space of government to address the crisis through fiscal stimulus packages and other policies. Finally, ***Section Five*** provides a succinct review and account of the various mitigation measures (policy instruments) and the aspects that should be considered in designing policy intervention. The Guide also includes three appendices. ***Appendix A*** provide a series of key country level statistics and data for easy reference. ***Appendix B*** offers a examples from Cambodia and Liberia on collection and use of qualitative micro-level information in assessing the impact of a crisis. ***Appendix C*** lists the ILO Portfolio of emergency services for constituents, thus offering advice on where further information and assistance may be sought.

Section 2

PRE-CRISIS SITUATION AND EXPOSURE TO MAIN TRANSMISSION CHANNELS

Pre-crisis situation

The pre-crisis economic performance, economic and socio-political structure and employment and labour market characteristics have a strong bearing on the capability of the country to withstand the impact of the crisis and needs to be depicted and understood at the outset of the study.

Rather than getting involved in an in-depth analysis, the purpose of this introductory section is to provide a rapid broad-brush picture with the help of a few select data and information. A list of key indicators is given below. Country level data on some of the indicators are found in Appendix A.

Key data and information

Economic performance

- Per capita GDP.
- Average GDP growth the past five to seven years.
- Broad sector structure of the economy.
- Broad sectoral pattern of growth.
- Development of labour productivity and wages.
- Exports as share of GDP.
- Domestic savings ratio.
- Formality/informality (data permitting).

Macro-economic stability/vulnerability[2]

- Inflation
- Current account balance
- Fiscal balance (with/without grants)
- Public debt (internal/external)
- Total external debt
- Exchange rate regime
- Agreements with IMF

Political and social development

- Share of population living in poverty (headcount).
- Literacy or other indicator on education (by sexes).
- Primary/secondary education enrolment rates.
- Child/infant mortality rates.
- Gini coefficient of income/consumption.
- Fragile state? Post conflict?

[2] Most of this information can be obtained from the latest IMF Article Four review.

Key employment and labour market characteristics

In terms of employment and labour market characteristics, the review would ideally cover the full set of Decent Work Indicators (DWI),[3] but a more limited set may be selected in view of resources, time and data constraints. The *Key Indicators of the Labour Market (KILM)* provide the most comprehensive and user-friendly source of country level employment and labour market information and can be accessed from the ILO/KILM website – http://www.ilo.org/kilm - using an interactive downloadable software (For the list of indicators, see Box 1). The website also provides detailed information on the definition of the indicators as well as advice on interpretation and examples of how the data can be used to inform a country specific labour market and employment analysis.

Box 1. KILM Indicators, 5th edition

1. Labour force participation rate
2. Employment to population ratio
3. Status in employment
4. Employment by sector
5. Part-time employment
6. Hours of work
7. Employment in the informal economy
8. Unemployment
9. Youth unemployment
10. Long-term unemployment
11. Unemployment by educational attainment
12. Time-related underemployment
13. Inactivity rate
14. Educational attainment and literacy
15. Manufacturing wage indices
16. Occupational wage and earning indices
17. Hourly compensation costs
18. Labour productivity and unit labour costs
19 Employment elasticities
20. Poverty, working poverty and income distribution

In many instances it may be useful to complement these data with information on labour migration – labour force working abroad, migrant remittances, foreign workers in the domestic economy – unionisation, coverage of social production and wage setting mechanisms.

[3] The set of Decent Work Indicators is still under development and will be further revised after the completion of Decent Work Country Profiles based on the indicator set for five pilot countries. For the current set see http://www.ilo.org/integration/themes/mdw/lang--en/index.htm.

Main sources of data

http://www.unstat.un.org/ (Data from national accounts):

World Bank, *World Development Indicators* (Annual publications), see also *http://www.worldbank.org* (various demographic, economic and social data);

Key Indicators of the Labour Market (KILM), including information about the new MDG Employment Indicators, http://www.ilo.org/kilm.

Country level employment and labour market statistics can also be assembled from the ILO Laborsta database (http://laborsta.ilo.org)

A comprehensive list of sources of labour market and employment information can be found at *http://www.ilo.org/intranet/english/support/lib/resource/stat.htm.*

Asset/real estate price 'bubbles', indebtedness, portfolio investments and integration in global financial markets

Portfolio disinvestments are among the capital flows that are most sensitive to the impact of global financial/economic crisis and are the transmission channel where the impact is likely to be quickest. Rapid, large outflows of capital, volatile changes on the domestic stock market and a draining of capital from the foreign-owned financial institutions in the country may be expected. This impact is likely to be swift and arrive with little time-lag. In countries suffering from a precarious domestic financial situation – a sharp fall in (inflated) asset prices, high levels of private indebtedness, a high incidence of borrowing in foreign currency etc. – the impact of the crisis is likely to be particularly severe as the externally originating impact is compounded by the impact of a domestic crisis. Depressed domestic demand implies that the direct impact will affect both the tradable and the non-tradable sectors, with the construction sector often being particularly severely affected. Addressing the crisis will typically require interventions to restore a sound financial sector in addition to other measures aimed at stimulating demand and cushioning the employment and labour market impact.

The pre-crisis evolution of the stock market, real estate prices as well as their evolution in the wake of the crisis therefore needs to be examined. This should also include a review of the degree of household (and firm) indebtedness, the incidence and extent of private borrowing in foreign currency and the degree of global integration of the financial institutions. In countries characterised by pre-crisis asset price bubbles and high levels of household / firm indebtedness, particularly if denominated in foreign currency, the magnitude and nature of the ensuing domestic financial crisis and its consequences will require particular attention. Some of the key indicators to look at would be:

- Development of the domestic stock market.
- Development of real estate prices.
- Evolution of domestic private borrowing in domestic and foreign currency, and level of indebtedness.
- Portfolio capital flows.
- Degree of global integration of domestic financial institutions.
- Capital account regulations, currency convertibility, exchange rate regime.

Much of the above information can usually be obtained from Central Bank home pages for the relevant country or publications. IMF Article IV Consultation reports will typically also contain much of the information needed (http://www.imf.org)

Other transmission channels

An external financial/economic crisis can impact the domestic economy through different transmission channels. An assessment of the country exposure through the various transmission channels will yield important information on the magnitude and pattern of vulnerability and on how the crisis is likely to impact the domestic economy and labour market.

The main transmission channels are:

- Exports (importance and composition of exports, degree of diversification of exports, dependence on one/a few commodities, main countries of destination of exports, export of services).
- Labour migration and remittances.
- Dependence on FDI.
- Dependence on ODA

The nature of the impact will *inter alia* depend on the behaviour of the transmission channels, including both quantity and price changes. In many, if not most, countries ***declining exports*** are likely to be the main transmission channel. The impact through this transmission channel is typically rapid and may be quite dramatic. Transmission through declining exports (in terms of both volume and value) will have direct impacts on the export sectors concerned, as well as at the overall macro level. The sector impact (see Section 3, below) will depend on the type of export (raw material, semi-finished inputs or finished manufactured goods etc.) and the share of domestic value added in the exports.

National custom authorities will often have the most up-to-date information on changes in **export** flows. The central bank collects and is a repository of balance of payment statistics, which usually can be obtained with a delay of three to six months. Another useful source for up-to-date trade data are U.S. or EU statistics. Data for U.S. and E.U. imports by source country can be accessed online, typically with a three to four month delay. These data can be considered to "mirror" actual exports from relevant countries to the EU and the U.S. and can be taken as proxies of the evolution of total exports.

Lists of countries particularly exposed to transmission of external shocks through decline of exports are provided in Table II.2 and II.3. For full a list of countries, see Appendix A.

In countries where a large share of the labour force is working abroad and which have a high dependence on ***remittances***, declining remittances and return labour migration are likely to be a major transmission channel. Country evidence suggests that the impact may be dramatic and quite rapid. Declining remittances and other private transfers will in the first instance affect the erstwhile recipients of remittances and their families. As migration is often geographically concentrated, there may be particularly pronounced regional impacts. A decline in remittances will have the effect of reducing overall domestic demand, affecting both the tradable and non-tradable sectors. Construction is often particularly severely affected. The impact on domestic economy will depend on the share of imports in private consumption. Return migration will increase the supply of domestic labour at a point in time when demand is very weak. Rising unemployment and falling wage levels are likely to be a result.

Remittances are somewhat difficult to capture accurately in balance of payment statistics, as these flows can be difficult to distinguish from other cross-border flows of private capital and as they are only partly channelled through the banking system. In balance of payment statistics remittances are registered under two entries: (i) 'Compensation of employees' (temporarily residing abroad), which is treated as a factor income and is included in the National Income, and (ii) 'workers' remittances', which includes transfers from workers residing abroad for more than one year, and which is not included in the National Income. The sum of these two entries makes up migrant worker remittances. Statistics on remittances usually appear with a three to six months' time lag. In order to assess very recent or upcoming changes in flows of remittances and return migration, it may also be useful to identify the most important host countries and sectors abroad employing domestic workers, to assess how the crisis are affecting these countries and sectors and to seek information on any changes in policies vis-à-vis migrant workers in the host countries.

Information on flows of migrant workers is often rather poor. However, some countries have systems in place for monitoring entries and exits into the country by category of traveller or reason for entry/exit. Countries of destination of migrants will often have information on the issuing and expiry of temporary residence and work permits. However, this will not capture the often large flows of irregular migrant workers. In many instances information from household level investigations and surveys and anecdotal evidence may be the only sources of up-to-date information.

A list of the countries that are particularly dependent on remittances from abroad is provided in Table II.4. For a full list of countries, see Appendix A

Declining inflows of ***FDI*** will have an immediate dampening impact on the domestic economy as the overall level of investments will fall. In the slightly longer term, the impact will manifest itself in a slow-down of the accumulation of productive capacity and technological transfer. The share of FDI in total domestic capital accumulation, combined with information on domestic savings, provide an indication of the dependence on FDI for investments. The share of FDI in total capital stock will give a rough idea of the domestic control over the domestic productive capacity.

In countries with controls on capital account flows, the Chambers of Commerce or other specialised government agencies often have data on approved/committed FDI. Once the FDI materialise, it appears in the Balance of Payment statistics. While the former source can provide detailed information on the nature of the approved FDI, it should be noted that committed and approved FDI may never, indeed often does not, materialise and data on approved FDI cannot be used as a substitute for actual FDI.Data on countries where FDI have accounted for a particularly high share of total fixed capital formation are provided in Table II.5. For a full list of countries, see Appendix A.

The impact of declining flows of ***ODA*** will largely depend on the nature of the ODA. General budget support and sector-wide support will in the first instance impact the government budget and the fiscal space. The impact of a decline in project aid will be more specific depending on the type of projects/activities affected, but is likely to have less impact on the fiscal position of the country. The net impact is likely to be smaller than the decline in gross flows would indicate due to fairly high rates of return flows. Reductions in ODA tend to materialise with relatively long time lags, one year or more. The magnitude and importance of this transmission channel is likely to be considerably less than for other transmission

channels. In order to analyze the potential impact of the crisis on ODA, the most important donors should be identified and analyzed with respect to their spending adjustment under the crisis. OECD/DAC collects and publishes statistics on ODA from OECD member countries. ODA flows also appear in the balance of payment statistics of the receiving counties, but as they appear under several entries it can be difficult to capture them fully. Data on countries with a high dependence on ODA are provided in Table II.6. For a full list of countries, see Appendix A.

Table II.1 Countries forecast to suffer the greatest decline in GDP growth (as of April 2009)

	Population, millions	*GNI/capita, 2007, USD*	*Avg. GDP growth 2000-06, %*	*GDP Growth 2009 (forecast)*	*Change in growth. 2009 over avg. 2000-06.*
Latvia	2.3	11,483	8.6	-12.0	-20.6
Estonia	1.3	15,022	8.6	-10.0	-18.6
Lithuania	3.4	10,879	8.0	-10.0	-18.0
Armenia	3.0	2.957	12.5	-5.0	-17.5
Botswana	1.9	5.266	5.1	-10.4	-15.5
Angola	17.0	2.678	11.5	-3.6	-15.1
Singapore	4.4	35,084	5.0	-10.0	-15.0
Azerbaijan	8.4	3.249	15.6	2.5	-13.1
Ireland	4.3	51,038	5.1	-8.0	-13.1
Belarus	9.7	4,581	8.1	-4.3	-12.4
Kazakhstan	15.4	6,135	10.1	-2.0	-12.1
Chad	10.8	391	14.1	2.8	-11.3
Turkey	75.9	6,494	5.6	-5.1	-10.7
Moldova	3.8	1,299	6.8	-3.4	-10.2
Romania	21.4	7,251	6.0	-4.1	-10.1
Cambodia	14.4	515	9.5	-0.5	-10.0
Spain	44.3	31,617	3.3	-6.3	-9.8
Hong Kong, China	7.2	29,414	4.8	-4.5	-9.3
Trinidad & Tobago	1.3	15,049	9.5	0.5	-9.0
United Arabs Emirates	4.4	41,031	8.2	-0.6	-8.8
Korea, Republic	48.2	19,840	4.6	-4.0	-8.6
Ukraine	46.2	3,017	7.8	-0.8	-8.6
Malaysia	27.0	6,876	5.0	-3.5	-8.5
Kuwait	2.9	43,063	7.3	-1.1	-8.4
Thailand	63.8	3,719	5.4	-3.0	-8.4
Croatia	4.6	11,169	4.8	-3.5	-8.3
Finland	5.3	46,463	2.9	-5.2	-8.1
Sierra Leone	5.9	322	12.3	4.5	-7.8
Czech Republic	10.2	15,890	4.2	-3.5	-7.7
Japan	128.0	35,382	1.5	-6.2	-7.7

Sources: World Bank, *World Development Indicators 2008*, Table 4.1; *http://www.worldbank.org*; IMF *World Economic Outlook*, April 2009 *http://www.imf.org*.

Remark: The impact on incomes and will in many instances be larger than the figures on change in growth would suggest as remittances are not included in GDP.

Table II.2 Countries particularly exposed to crisis impact through declining exports (Measured as share of main export in GDP and in total exports)

	Population, millions, 2007	*GNI/capita 2007, USD,*	*Avg. GDP growth, 2000-06, %*	*SITC Main export*	*Main export as % of total export*	*Main export as % of GDP*
Singapore	4.4	35,084	5.0	7	58	119
Hong Kong, China	7.2	29,414	4.0	7	54	91
Trinidad & Tobago	1.3	15,049	9.5	3	77	59
Malaysia	27.0	6,876	5.0	7	53	56
Saudi Arabia	24.7	15,339	4.4	3	89	56
Cambodia	14.4	515	9.5	8	95	55
Gabon	1.3	6,813	1.7	3	86	54
Algeria	33.9	3,729	5.0	3	98	47
Hungary	10.0	12,852	4.3	7	60	39
Slovak Republic	5.4	13,284	5.1	7	49	37
Czech Republic	10.2	15,890	3.4	7	53	35
Kazakhstan	15.4	6,135	10.1	3	69	32
Mongolia	2.6	1,515	7.1	2	65	32
Venezuela	27.7	8.413	3.4	3	93	31
Yemen, Republic of	22.4	864	3.9	3	92	30
Philippines	88.0	1,792	4.9	7	70	28
Thailand	63.8	3,719	5.4	7	45	28
Azerbaijan	8.4	3,249	15.6	3	85	27
Zambia	11.9	909	5.0	6	75	27
Belgium	10.5	43,943	1.7	5	28	26
Norway	4.7	82,239	2.3	3	68	25
Iran, Islamic Republic of	71.2	3,998	5.6	3	84	24
Ireland	4.3	51,038	5.1	5	46	23
Namibia	2.1	3,607	4.8	6	45	23
Korea, Republic of	48.2	19,840	4.6	7	59	22
Mozambique	21.4	337	8.2	6	60	21
Slovenia	2.0	22,456	3.7	7	38	21
Uruguay	3.3	6,791	2.3	0	100	21
Belarus	9.7	4,581	8.1	3	28	21
Vietnam (2005)	87.4	790	7.6	8	32	20

SITC codes:

0 Food and live animals
1 Beverages and tobacco
2 Crude materials, inedible, except fuels
3 Mineral fuels, lubricants and related materials
4 Animal and vegetable oils, fats, waxes
5 Chemicals and related products
6 Manufactured goods classified chiefly by material
7 Machinery and transport equipment
8 Miscellaneous manufactured articles
9 Commodities and transactions not classified elsewhere in SITC

Sources: http://comtrade.un.org; http://unstats.un.org/unsd/snaama/countryList.asp; World Bank, *World Development Indicators 2008*, Table 2.1, 4.1.

Table II.3 Countries particularly dependent on export of textile products

	Population, million, 2007	*GNI/capita, USD 2007*	*Avg. GDP growth, 2000-06, %*	*Textile exports as % of GDP*
Cambodia a)	14.4	515	9.5	42
Hong Kong, China	7.2	29,414	4.8	26
Tunisia	10.3	3,195	4.6	14
Mauritius	1.3	5,889	4.0	13
Bangladesh	158.7	462	5.6	11
Sri Lanka	19.3	1,658	4.8	11
Jordan	5.5	2,546	6.1	9
Pakistan	163.9	1,019	5.5	9
Bulgaria	7.6	5.214	5.5	8
Nepal	28.2	361	3.3	6
China	1,305.7	2559	9.8	6
Morocco	31.7	2,276	5.1	6
Romania	21.4	7,251	6.0	6
Madagascar	19.7	371	2.7	5
Albania	3.2	3,442	5.3	5
Turkey	74.9	6,494	5.6	4
Indonesia	231.6	1,788	4.9	3
Bosnia & Herzegovina	3.9	3,907	5.1	3
Portugal	10.6	20,166	0.7	3

a) Data from 2004.

Sources: http://comtrade.un.org/; http://unstats.un.org/unsd/snaama/countryList.asp; World Bank, *World Development Indicators 2008*, Table 2.1, 4.1.

Remark: Textiles products include SITC codes:

61 Leather, leather manufactures and dressed furskins
65 Textile yarn, fabrics, made-up articles
84 Articles of apparel and clothing accessories
851 Footwear

Table II.4 Countries particularly dependent on remittances

	Population, million, 2007	*GNI/capita, 2007, USD*	*Avg. GDP growth 2000-06, %*	*Remittances as % of GDP, 2006*
Tajikistan	6.7	701	9.1	36.2
Moldova	3.8	1,299	6.8	35.2
Trinidad and Tobago	1.3	15.049	9.5	30.5
Honduras	7.1	1,649	4.0	25.6
Lesotho	2.0	983	3.4	24.2
Lebanon	4.1	5,850	3.7	22.9
Haiti	9.6	542	-0.3	21.6
Jordan	5.5	2,546	6.1	20.4
Jamaica	2.7	3,835	1.8	19.4
Armenia	3.0	2,957	12.5	18.4
El Salvador	6.9	2,886	2.5	17.8
Kyrgyz Republic	5.3	696	3.8	17.1
Bosnia and Herzegovina	3.9	3,907	5.1	16.9
Nepal	28.2	361	3.3	16.3
Albania	3.2	3,442	5.3	14.9
West Bank and Gaza	3.8	1,075	0.2	14.7
Serbia	7.4	5,325	5.3	24.7
Philippines	88.0	1,792	4.9	13.0
Gambia, The	1.7	359	3.9	12.5
Nicaragua	5.6	989	3.3	12.4
Guatemala	13.4	2,473	2.7	10.3
Dominican Republic	9.8	4,225	3.9	9.6
Guinea Bissau	1.7	187	0.4	9.2
Bangladesh	158.7	462	5.6	8.8
Sri Lanka	19.3	1,658	4.8	8.7
Togo	6.6	376	2.6	8.7
Ukraine	46.2	3,017	7.8	8.6
Morocco	31.7	2,276	5.1	8.3
Vietnam	87.4	790	7.6	7.9
Ecuador	13.3	3,170	5.3	7.1

Sources: http://unstats.un.org/unsd/snaama/countryList.asp; World Bank, *World Development Indicators 2008*, Table 2.1, 4.1, 6.1.

Table II: 5 Countries particularly dependent on FDI for fixed capital formation

	Population, million, 2007	*GNI/capita, 2007, USD*	*Avg. GDP growth 2000-06, %*	*FDI flows as % of gross fixed capital formation*
Tanzania	39.3	365	6.5	97.0
Hong Kong, China	7.2	29,414	4.8	96.9
Zimbabwe	13.4	158	-5.7	84.1
Singapore	4.4	35,084	5.0	71.5
Belgium	10.5	43,943	1.7	66.8
Lebanon	4.1	5,850	3.7	66.3
Bulgaria	7.6	5,214	5.5	64.6
Burundi	8.5	114	2.5	64.2
Panama	3.3	5,361	5.0	58.5
Jordan	5.5	2,546	6.1	57.8
Nigeria	148.0	1,135	6.0	54.2
Sudan	38.6	1,409	7.0	49.9
Gambia, The	1.7	359	3.9	48.2
Estonia	1.3	15,022	8.6	46.8
Chad	10.8	391	14.1	45.9
United Arab Emirates	4.4	41,031	8.2	39.5
Trinidad and Tobago	1.3	15,049	9.5	39.1
Central African Republic	4.3	394	-0.7	39.0
Georgia	4.4	1,787	7.8	37.4
Kyrgyz Republic	5.3	696	3.8	37.1
Romania	21.4	7,251	6.0	35.4
Uruguay	3.3	6,791	2.3	35.3
United Kingdom	60.8	46,093	2.5	34.3
Chile	16.6	9,068	4.3	32.0
Egypt, Arab Republic of	75.5	1,788	4.0	31.7
Azerbaijan	8.4	3,249	15.6	31.0
Turkmenistan	5.0	1,374	..	30.5
Israel	6.9	23,394	2.6	30.4
Bosnia and Herzegovina	3.9	3,907	5.1	29.3

Sources: http://unstats.un.org/unsd/snaama/countryList.asp; World Bank, *World Development ndicators 2008*, Tables 2.1, 4.1, 6.1; UNCTAD *World Investment Report 2007*, Table 3.

Table II.6 Countries most dependent on ODA

	Population,, million, 2007	*GNI/capita, 2007, USD*	*Avg. GDP growth 2000-06, %*	*ODA as % of GNI in 2006*
Liberia	3.8	155	-4.7	54.4
Burundi	8.5	114	2.5	47.7
Afghanistan	27.2	345	10.7	35.7
West Bank and Gaza	3.8	1,075	0.2	34.6
Guinea Bissau	1.7	187	0.4	27.9
Mozambique	21.4	337	8.2	26.2
Sierra Leone	5.9	322	12.3	25.7
Congo, D R	62.6	142	4.7	25.2
Timor Leste	1.2	1,404	-0.7	24.7
Rwanda	9.7	351	5.0	23.6
Malawi	147.0	181	2.4	21.4
Uganda	30.9	396	5.6	16.7
Mali	12.3	594	5.7	14.9
Gambia, The	1.7	359	3.9	14.8
Ethiopia	83.0	201	5.7	14.7
Zambia	11.9	909	5.0	14.6
Tanzania	39.3	365	6.5	14.5
Nicaragua	5.6	989	3.3	14.2
Burkina Faso	14.8	470	6.2	14.1
Madagascar	19.7	371	2.7	13.9
Haiti	9.6	542	-0.3	13.4
Lao PDR	5.9	662	6.4	12.0
Eritrea	4.9	344	2.7	12.0
Kyrgyz Republic	5.3	696	3.8	11.2
Niger	14.2	291	3.9	11.0
Cameroon	18.6	1,149	3.6	9.3
Ghana	24.0	635	5.3	9.2
Senegal	12.4	906	4.5	9.1
Central African Republic	4.3	394	-0.7	9.0

Sources: http://unstats.un.org/unsd/snaama/countryList.asp; World Bank, *World Development Indicators 2008*, Tables 2.1, 4.1, 6.14.

Sources of information and further reading

EXPORTS			
Information sought	**Source**	**Latest available date**	**Web access**
Relative importance of services versus merchandise exports	WTO country trade profiles	Two to three years delay	http://stat.wto.org/CountryProfiles/DM_e.htm
Five main export partners or import sources	WTO country trade profiles	Two to three years delay	http://stat.wto.org/CountryProfiles/DM_e.htm
Breakdown of merchandise exports in three commodity groups	WTO country trade profiles	Two to three years delay	http://stat.wto.org/CountryProfiles/DM_e.htm
Breakdown of services trade in three broad groups	WTO country trade profiles	Two to three years delay	http://stat.wto.org/CountryProfiles/DM_e.htm
Breakdown of merchandise trade into SITC 1 digits (roughly ten groups)	UNCTAD Handbook of statistics	Three to four years delay	http://stats.unctad.org/Handbook/TableViewer/tableView.aspx?ReportId=1910
Export concentration indices (only merchandise trade)	UNCTAD Handbook of statistics	Three to four years delay	http://stats.unctad.org/Handbook/TableViewer/tableView.aspx?ReportId=1910
EU imports (mirror data for exports to EU	Eurostat	4 months	http://epp.eurostat.ec.europa.eu/portal/page/portal/external1_trade/data/database
US imports (mirror data for exports to US		3 months	http://dataweb.isitc.gov/scripts/user_set.asp (users need to create a free account to use it)

FDI

UNCTAD, World Investment Report data (flows and stocks of FDI, currently until 2008)
http://www.unctad.org/Templates/Page.asp?intItemID=1923&lang=1

ITC's Investment Map largely builds on the same data, but in some cases provides more detail like a sectoral breakdown of FDI and a useful search function on international investors. Registration is necessary but free of charge.
http://www.investmentmap.org/invmap/en/index.aspx?prg=1

US Bureau of Economic Analysis
Provides detailed data on US foreign transactions, including quarterly BoP details that can be broken down by regions or major business partners
http://www.bea.gov/international/index.htm#header

Eurostat
Details on EU BoP and FDI stocks abroad, different levels of detail and timeliness of data.
http://epp.eurostat.ec.europa.eu/portal/page/portal/balance_of_payments/data

REMITTANCES

Balance of payment data (IMF) or World Bank Development Indicators

ODA

OECD International Development Statistics online databse on aid flows contains data from all relevant bilateral and multilateral donors as well as useful search functions by recipient, type of aid, etc.
http://www.oecd.org/dataoecd/50/17/5037721.htm

World Bank - World Development Indicators - contain figures on aid inflows by recipient country as well as some useful indicators on aid dependence
http://go.worldbank.org/CL72GC8JQ0

Section 3

ASSESSING THE IMPACT OF THE CRISIS

The purpose of this component in the assessment is to make a detailed analysis of the impact of the crisis, with a particular focus on productive employment and decent work. The structure of the analysis is such that it traces the impact from the aggregate national level, to the impact on the labour market, to the micro-level impact on firms and workers. The analysis will as far as possible be based on available secondary data and information, but will as and where appropriate and feasible be complemented by rapid collection of largely qualitative primary information on specific issues, in particular to assess the impact at the micro-level, but also as a 'reality check'.

The analysis of the impact of the crisis should be done against the backdrop of:

1. the information on the general characteristics of the country,

2. the pattern and degree of integration in global economic structures and exposure to external shocks through the various transmission channels and;

3. evidence of domestic asset/real estate price bubbles or other major macroeconomic imbalances.

Assessing the impact of the crisis at the macro and sector level

The analysis of the crisis impact on the domestic economy at the macro level should seek to arrive at an understanding of the magnitude of the crisis as well as of its likely evolvement over time. The analysis of the nature and degree of exposure to externally induced economic shocks (see Section 2) provide an indispensable starting point for the analysis of the actual impact.

A distinction needs to be done between (i) the immediate impact, i.e. the impact resulting from loss of exports, remittances etc., which in many instances may be quite localised, and (ii) the indirect secondary impacts resulting primarily from a sharp fall in demand among those affected by the immediate impact. For instance, an economic sector suffering from a sharp decline in exports will in its turn purchase fewer inputs from other firms, if laying off workers this will result in falling consumer demand, it will pay less taxes etc. Similarly, households with one or several members working abroad will suffer a marked deterioration in their standard of living and purchasing power if the remittances cease to arrive, which in its turn will have a negative impact on the domestic economy through a fall in aggregate demand.

The assessment of the impact of the crisis on the economy at large will include collection and examination of information on changes in GDP, value added produced by main economic sectors, retail sales, inventories and other relevant macroeconomic variables as well as on employment/unemployment.

In most cases these assessments need not be done from scratch, but can draw extensively on periodic updates and forecasts of the economic development done by various national and international institutions.

IMF – http://www.imf.org – publishes reports from Article IV Consultations with its member countries, as a rule on an annual basis. These reports contain in-depth analysis of the evolution and state of the economy, with a particular focus on the financial sector and on issues of macro-economic stability, as well as statistical data They are often accompanied by separately published in-depth analyses of specific topics. Countries with stand-by or PRGF agreements are often subjected to IMF reviews several times annually.

OECD – http://www.oecd.org - produces and publishes twice annually *The OECD Economic Outlook* which, apart from an overall review of economic development in the OECD countries, contains country specific analyses for all the member countries. OECD also publishes a large number of topical studies on individual member countries

The *Economist Intelligence Unit* publishes quarterly and monthly updates on the economic and political development for most countries.

In most countries there are national institutions which also produce periodic analyses on recent domestic economic developments and outlooks. The home pages of the Central Bank and National Statistical Office and Government home pages (Ministries of Finance, Economy,

Labour) are good places to start a search for such information, as are the publications and web-sites of national think-tanks and non-governmental economic institutes.

The employment effects should be analysed in as great detail as possible, including, when possible, a disaggregated skills analysis of potential jobs destruction. It is important to know what types of jobs are being lost in order to determine what sort of retraining and retooling programmes may be needed.

Impact assessment at the sector level

The impact of an external crisis is seldom uniform across the entire economy, but may often affect one or several economic sectors particularly severely. The sector impact will *inter alia* depend on the nature of the transmission channels. In many countries declining export earnings is a main transmission channel. The impact through this transmission channel is typically rapid and may be quite dramatic on the export sectors concerned.

The sector impact will depend on the level of vulnerability which is related to both the level of integration into the global economy, the sector type of export (raw material, semi-finished inputs or finished manufactured goods etc.) and the share of domestic value added in the exports. Over time, the impact on the particular sector(s) affected will spread to the rest of the economy through backward and forward linkages and through a fall in incomes and demand.

Sector analysis aims at assessing the employment impact of the crisis in the sector in question as well as expected secondary effects through linkages between the sector and the rest of the economy. Thus one aspect of the assessment concerns the direct sector-specific employment impact in the sector(s) affected by the crisis. Another important component of the assessment focuses on charting and quantifying the transmission of the impact from the specific sector to the rest of the economy. This transmission of the impact can take three principle forms:

- Direct impacts are the immediate effects of declining production in the initially affected sector.

- Indirect impacts are the effects on other sectors as a result of falling purchases of inputs by the initially affected sector.

- Induced effects are the changes in other sectors brought about by the decreased consumer spending due to the initial direct and the following indirect effects.

A sector analysis should provide the total direct employment multiplier, which estimate the number of jobs created/lost per one million monetary units of increase/decrease of output in the sector in question, but it should also give the number of jobs created throughout the economy per job created in the sector in which the marginal increase in output occurred. The latter multiplier is a better indication of the value of a sector's employment creation to the rest of the economy than the total direct employment multiplier.
The sector analysis should aim at providing some specific policy recommendation to formulate:

- Targeted sectoral policies which mitigate the spill-over effect of the crisis on to the wider economy, accounting for the fact that some sectors tend to have much larger spill- over effects in terms of direct and indirect employment losses than other sectors.

- An integrated policy response that can have a rapid impact on the well-being of those who are dependent on sectors that are particularly seriously affected by the crisis.

- A sector-level policy supporting the development of sectors with a high potential in terms of income and employment generation within the whole economy.

- Supporting policies in the medium and long term to develop backward and forward linkages of key sectors.

The challenge of prediction

The development of the economy and the labour market as the crisis unfolds will depend on (i) external factors such as further changes in exports, remittances, FDI and ODA, and (ii) the internal development dynamics of the economy following the immediate direct impact of the crisis. Efforts to look ahead and predict the likely labour market developments in the coming months will need to explore both of these determinants.

Estimating the impact of further changes in the external environment

To estimate how further changes in export flows will affect employment, two types of information need to be obtained:

1. Information on expected future changes in exports due to the crisis.

Information on expected future changes can be obtained from the press or from country experts. Expected changes can also be estimated, for instance in the following way:

- Identify main export partners.
- Find GDP estimates for main export partners.
- Find relationship between GDP of main export partners and exports to those partners based on past data or studies.
- Combine information from three previous points to compute estimate for future exports to main export partners.

2. Information on export/employment multipliers relevant for the economy.

Such multipliers indicate the effect on employment of a given level of change in exports. Relevant multipliers can be obtained from past empirical studies on the relationship between exports and employment within a country. Those multipliers do not necessarily provide a correct reflection of the relationship between trade and employment in a period of crisis, but they may be used as proxy. If multipliers for the relevant economy cannot be obtained, trade/employment multipliers from similar economies can be used as proxy.

With the information from point 1 (expected changes in exports) combined with the export/employment multipliers obtained under point 2, it is possible to compute estimates for future employment changes due to expected changes in export flows.

If past empirical studies have analysed the relationship between trade and regional employment or employment by age or gender, findings from those studies can be used to deduce information on employment by region, age or gender.
Similarly, estimates of the likely labour market and employment consequences of further reductions in remittances, FDI or ODA will need to involve consecutive steps. That is; (i) estimates of the likely magnitude of further changes in through these transmission channels, (ii) estimates of the impact of these changes on GDP through a reduction in demand, and (iii) estimates of the employment implications of the resulting further downward pressure on GDP. Experiences from similar crisis episodes in the past and empirically derived employment elasticities can be used to inform the assessment. However, it should be recognised that the combined effect of the three estimates above will at best be a very rough forecast.

Predicting the ripple effect of the initial impact

The initial impact of the crisis will have ripple effects throughout much of the economy. The magnitude and nature of these effects and the time lags involved will vary depending on the nature of the initial impact and the characteristics of the economy. As discussed above, the secondary, 'ripple' effects of an initial impact on an export sector will have an indirect impact upstream through reduced demand for inputs in the affected sector as well as induced effects throughout the economy due to a fall in consumer spending resulting from unemployment, a fall in income and a generally increased uncertainty about the future.

For most OECD countries and some developing countries econometric models have been developed to simulate and forecast the behaviour of the economy under different circumstances. Where available, the results of such simulations should be used to assess the employment and labour market impact. Value added chain analysis can be used to assess the secondary effects of an initial chock in an export sector. Sector specific employment elasticities, or if such are not available, economy-wide employment elasticities can be used to estimate the effect on employment of a given change in production. However, such estimates should be interpreted with caution as the employment elasticities during a contraction may differ considerably from those during a period of growth.

Choice of tools

Input-Output models

I-O models provide the most complete picture of the economy as a whole. They are a powerful tool for analysing inter-sectoral relationships and for assessing the national productive system.

I-O techniques capture employment and income multiplier effects and can be used to analyse the impact of changes in one or several sectors on the domestic economy as a whole. The most frequently used types of multipliers are those that estimate: (1) changes in output in different economic sectors due to changes in external demand; (2) changes in household income resulting from changes in output in different sectors, and (3) changes in employment resulting from changes in output in different sectors.

Income and employment multipliers estimated from I-O tables measure the effects of changes in a particular sector's output or employment upon all other activities throughout the economy. Employment is generally measured in terms of the number of jobs. Multipliers show which sectors generate income and employment on a larger scale than others, as well as the pattern and strength of linkages between specific sectors and the rest of the economy. Such a detailed understanding of backward and forward linkages associated to some specific sectors is important for decision making.

Thus, I-O models can show how a production decline and job destruction in a particular sector is likely to affect the economy as a whole; stressing the fact that the total impact on employment and income will vary according to the sector which experiences the initial change in demand.

The main input for constructing the multipliers is the matrix of interdependence coefficients (also know as the Leontief inverse matrix), which shows how much of each sector's output is required, in terms of direct and indirect requirements, to produce one unit of a given sector's output.

Despite some methodological problems, virtually all developed countries, as well as many developing countries, use I-O techniques for national income accounting. National Statistics Offices often compile and publish I-O tables together with other official statistics.

During a crisis, I-O models may help provide an idea of how the shocks feed through the economy. They can capture employment and income multiplier effects, as well as the macroeconomic impacts of shifts between sectors; that is to say, they account for losses in one sector (e.g. transport) created by the decline of another sector (e.g. mining). They also show how important to aggregate employment and income certain sectors are.

Nevertheless, as a forecasting tool during a period of disruption, I-O models may need to be complemented by *ad hoc* surveys to capture the immediacy of the crisis.

Social Accounting Matrix (SAM)

The basic idea of a SAM is that it identifies the linkages within an economic system. In this sense it is very similar to input-output tables, but it enlarges the set of interdependencies to include the missing links between production and the income and expenditure side.

The development of a SAM framework is needed to extend the input-output model to include more information on income distribution and final demand in order to be able estimate the income and distributional consequences of sectoral changes.

SAM is a data system which includes both social and economic data for an economy. The data sources for a SAM come from input-output tables, national income statistics, and household income and expenditure statistics. Therefore, a SAM is broader than an input-output table and a typical national account, showing more detail about all kinds of transactions within an economy.

Some limitations of I-O models and SAM

The main disadvantage of I-O models is that they are based on a number of assumptions. Technical coefficients are assumed to be fixed: that is, the amount of each input necessary to produce one unit of each output is assumed to be constant. However it is unlikely that these technical coefficients will change drastically in the short term.

As I-O models are static they do not trace the impacts over time of productivity growth and innovation, which have important effects for the overall economy. The model is calibrated to a year X and is a linear model based on the structural relationships that existed at that time while the structure of the economy can change relatively fast in some period. Thus it is necessary to update I-O tables periodically.

Construction of a SAM is often very difficult, particularly in developing countries, as it has very high data requirements. In many cases a proxy regarding transactions must be used in order to construct a SAM with detailed enough disaggregation. Any failure in data will result in missing some of the transactions, which may have more severe effects on the multipliers. The problem is particularly acute when it comes to analysing the distribution of income.

Finally, I-O and SAM models are not designed to provide detailed forecasts in the wake of economic shocks and structural changes. For example, the collapse in commodity prices will most likely have an impact on the economy in a way that a simple input-output model will not be able to handle.

Combining analytical tools

Depending on the nature of the crisis, direct interviews and ad hoc surveys may offer an important complementary approach to get a sense of the immediacy of the crisis. The I-O model may help provide an idea of how the shocks would feed through the economy, but as a forecasting tool during a period of disruption, it may be of limited use.

Employment multipliers should be combined with other tools to inform policy responses to the impact of the crisis. Indeed, they do show how job destruction in a particular sector will

affect the economy as a whole, and, they provide a basis of comparison for how important different sectors are to aggregate employment.

Discussions with sector specialists and social dialogue may be used to gauge the sector specific impact. With this information at hand, I-O models and, data permitting, SAM can be used to provide estimates of the broader impact of the crisis. To do this effectively, social dialogue is essential. Sector analysis and choices need to involve social partners in the process of the identification of key sectors, main priorities, and the formulation of employment-oriented sector policies.

Further reading

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Epstein, G., James Heintz, Léonce Ndikumana, and Grace Chang, 2009, *Employment, Poverty and Economic Development in Madagascar: A Macroeconomic Framework*, Employment Sector Working Paper Series (Geneva: ILO).

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Assessing the impact of the crisis on the labour market

Introduction

The current economic crisis has highlighted the need for policy responses to be based on up-to-date and timely labour market information and analysis. This may already be difficult in the context of developed economies, given the rapid evolvement of the current crisis and the fact that past developments and trends are not necessarily an adequate guide for the future. In many developing economies, problems are exacerbated by weak statistical infrastructure and limitations in the capacity to analyze labour markets.

This part of the Guide looks at sources and methods that can be used to assess the labour market impact of economic crises. In the context of the Guide it is not possible to provide a comprehensive overview of these topics. Rather, the focus is on selected approaches that are deemed valuable for country level assessments, highlighting some methods that are being used in work undertaken by the ILO.

Assessment of the crisis impact

A labour market impact assessment starts from a review of pre-crisis situation. The purpose of such a review is not to produce an in-depth analysis, but rather to create a sufficiently solid basis for the analysis of key labour market changes which may be attributed to the crisis.

The labour market and employment impact of the crisis may take various forms:

Reduced aggregate demand can induce adjustments via:

- Rising unemployment.
- Declining wages and earnings.
- Deterioration in working conditions.
- Erosion of labour standards.
- Changes in hours worked.

The labour supply may adjust to the reduced aggregate demand through:

- Relocation/migration.
- Withdrawal from the labour force, but also increased input of labour (working longer hours) among own account workers to compensate for falling returns to labour.
- Increase in child labour.

Other key adjustment mechanisms are likely to involve:

- Increased informality. Movement of displaced workers into informality.
- Increases in underemployment, and precarious forms of employment.
- A sharper division between insiders and outsiders on the labour market.

Special attention needs to be paid to the plight of groups that are likely to be particularly vulnerable, notably; migrant workers, youth, unskilled workers, and in some instances women.

The labour market impact will also be conditioned by labour market rigidities/flexibility and by the nature of the labour institutions and labour legislation and regulations.

The purpose of the assessment is to make a relatively detailed analysis of the impact of the economic crisis on productive employment and decent work within a limited time frame. This impact is ideally captured through an examination of a wide range of indicators. However, in the context of this guide we will focus on selected indicators on employment opportunities, the structure of employment and conditions of work.

The impact of an economic crisis is reflected in GDP growth rates, as well as in the demand for and the supply of labour. The labour market impact on the volume of employment can be assessed using labour force participation rates, employment-to-population rates, short and long term unemployment rates, and time-related underemployment rates. A country example of an analysis of these and other indicators can be found in the KILM.[4] This country analysis, which examines a widely-used set of labour market indicators, also underlines that it is important to examine several indicators, as a single indicator may give a misleading impression about the situation or development in labour markets. Labour market developments are also likely to vary by population groups such as age groups and sex.

The structure of employment can be assessed using information on the sector distribution of employment and status in employment. The labour market effects of an economic crisis are strongly linked to the transmission mechanisms of the crisis and the sector impact on changes in GDP. The 2008/2009 economic crisis originated in the financial intermediation and real estate sectors in developed economies, and these sectors were the first to see employment losses. Job losses, the negative wealth effect of the declines in prices of real estate and financial assets, reduced access to credit, and diminished consumer and producer confidence set off a vicious circle of reduced consumption and production that left few sectors of the economy unaffected. Apart from outright job losses, the crisis may also have an impact on wages and earnings, hours of work and working conditions and more generally labour standards. However, the labour market effects at the country level show large variations, as the impact is not only a function of the extent to which a particular economy is affected by a crisis (at the national and sector level), but also of the policy response and by the role and nature of labour market institutions including legislation and regulations.

In developing countries the volume of employment is not necessarily the most important variable to assess the labour market impact. In view of the large decent work deficits among the employed, particularly in developing economies, assessment of the labour market impact of economic crises necessitates examination of indicators beyond the volume of employment.

[4] *Key Indicators of the Labour Market*, Appendix F (Geneva, ILO, 2007).

A large proportion of workers in developing economies can only react in one way when economic situation deteriorates and it becomes difficult to make ends meet: they have to work even more and/or they have to accept any work available, independent of the conditions of this work. As many of the poor cannot survive without working, unemployment is 'unaffordable' in the absence of savings and social security provisions. This is one of the reasons why the number of working poor and the rate of vulnerable employment are important indicators for labour market impact assessment in developing economies.[5]

Regional assessments of the labour market impact of the 2008/2009 financial and economic crisis have been produced by the ILO in the series of Global Employment Trends, based on a review of a limited set of labour market indicators including the volume of employment, sector distribution of employment, and status in employment, among others. These assessments also use projections of selected indicators including labour force participation, unemployment, the rate of vulnerable employment and working poor, based on a series of scenarios regarding future labour market developments.[6] A similar approach can be adopted for country level impact assessments.

Three sources of labour statistics can be used to inform a review of employment and labour market characteristics. These are (1) surveys of households including labour force surveys, income and expenditure surveys, and population censuses; (2) surveys of establishments, including employment and earnings surveys; and (3) administrative records, including social security and employment service registers. These sources are complementary, as no single source can provide all information that is required to monitor labour markets in accordance with a comprehensive set of labour market indicators. Nevertheless, labour force surveys stand out as they usually cover the entire population of a country through representative sampling methods and generate comprehensive information on labour markets. However, in many countries the frequency of such surveys may fall short of what is needed to monitor rapidly changing economic events.

In addition to the three sources of labour statistics, the review can draw on quantitative and qualitative information that is embodied in analytical work, research, legislative and policy reviews and so on. For up-to-date information on recent developments a combination of sources and a mix of quantitative and qualitative data may be required. Trends in tax records, information on changes in vacancies, job-seekers and notification of job retrenchments from national/regional employment service agencies, rapid establishment/employer surveys etc. can be combined with small-scale collection primary information on a selective basis (See *Assessing the Micro Level Impact of the Crisis and Coping Strategies*, below). Key informants can also be used to obtain information on labour market issues, both at the national and the sector level.

[5] The rate of vulnerable employment rate and working poor, together with the employment-to-population rate and the growth rate of labour productivity, make up the set of four employment indicators that have been adopted to monitor progress towards full, decent and productive employment as part of the Millennium Development Goals; see the Guide to the new Millennium Development Goals Employment Indicators. Including the full set of Decent Work Indicators, final draft (Geneva, ILO, June 2009).

[6] See *Global Employment Trends* (Geneva, ILO, May 2009). During the present global crisis *Global Employment Trends* is published quarterly, shortly after the publication of the *Global Economic Outlook* reports by IMF.

Assessing the micro level impact of the crisis and coping strategies

Introduction and objective

The objective is ultimately to minimise the impact of the crisis on individual women and men in their capacity as workers and bread-winners. Hence, where possible, it would be desirable to complement the assessment of the labour market and employment impact with some micro-level information on the impact on workers and households. This will almost invariably involve collection of primary information, which is likely to be of a primarily qualitative and non-representative nature. In most instances, these assessments can, and should, be confined to specific categories of workers - viz. textile workers in a situation where the textile sector is particularly hardly hit, youth / school graduates, return migrants etc. – and should be as sharply focussed as possible on a few key issues.

This section presents an overview of research methods for rapidly generating micro-level information on the impact of the crisis on labour markets, workers, households and communities, and includes guidance on the range of tools which can be adapted to country-specific situations. It complements the previous sections which focus on analyses of aggregate quantitative data. Micro-level data, sometimes more qualitative than quantitative in nature, can be used:

- as a reality check against the assessments made of the often patchy aggregate data at the macro level, and
- to gain an understanding of the impact and coping strategies used to respond to events such as loss of employment and reduced earnings at the household level.

In other words, additional information is needed to make the link between macro level employment and labour analysis of the crisis, and its impact on workers and their communities. However, this section is not intended to train the layperson on micro level research methodologies. It is a basic framework of existing methodologies and their potential use, and it assumes that experienced persons (social science researchers) would be engaged to undertake the research task and analyse its findings.

How to begin the process

The selection of the methodology and tools to be used should be determined by considering a number of factors. The text below outlines the process, and is followed by a discussion of available information gathering tools and best practices, while examples from Cambodia and Liberia is given in the Appendix B.

In general, the process is as follows:

1. **Designing the approach** should include consideration of:

   - The objectives of undertaking micro level research.
   - The topics which are most relevant to the context.
   - Identification of gaps in the current knowledge base.
   - The best tool(s) to measure impact for the target group defined as the main focus.
   - The budget and time-frame.
   - The involvement of social partners.

2. **Locating researchers** should include consideration of:

   A small experienced social researcher team should be contracted early on in the process. The team should be deeply familiar with the context, including knowledge of labour and employment issues to ensure the study's relevance locally.

3. **Developing the methodology** with the research partners, including:

   - Sampling design, if applicable (see sampling note below).
   - Designing questionnaire/guiding questions (for an example, see Appendix B).
   - Schedule of outputs.

4. **Engage in data collection, field supervision, data/information entry and analysis.**

Defining the key issues

The ways in which the crisis impacts on the labour market, and the ways in which people cope needs to be explored through surveys and discussions on the following issues. Exact questions should be framed relative to the context and the sector or target group to be interviewed. A model starting point, used in Cambodia is provided in Appendix B. It may also be useful to supplement this with structured discussions with focus groups and key informants such as local government officials, community leaders, or leaders of key local networks.

The issues around which questions should be framed should include:

- Wages/earnings and benefits.
- Key sources of income.
- Income (level and inequality).
- Economic roles within the household.
- Working time and working time arrangements.
- Migration.
- Remittances and other transfers received.
- Gender impact (economic roles within the household, equality).
- Consumption amounts, and patterns, including number of meals.
- Child labour.

There may be a wide variety of coping strategies, and pre-determining them all may not be possible. Therefore the following broad areas are suggested, but should be accompanied with open-ended questions which allow people's own coping strategies to be described. Broad areas include:

- Adjusting working time and working arrangements.
- Reducing consumption.
- Borrowing.
- Selling assets.
- Using savings.
- Shifting economic roles within the household (number of economically active, employed, unemployed).
- Migrating (incoming or outgoing).
- Reducing the number of meals.
- Seeking training opportunities.
- Increasing family production, including through child labour.
- Engaging in or expanding informal sector work.

Special attention deserves to be given to aspects of coping strategies that are likely to have long term negative consequences, such as withdrawal of children from school, sale of productive assets and reduced health expenditures.

The design of the question(s) depends on the tool to be used. For example, to capture information on the crisis' effect on working time, Box 1 provides a brief example of questions at individual or group levels that can be used.

How to select among available tools

The selection of micro-level data collection tools depends on the process and issues chosen above. It may range from one tool to a combination of several tools, and the following are described briefly:

- Structured Household Surveys.
- Individual In-depth Interviews (and Panels).
- Focus Groups Discussions and Key Informant interviews.

Using complementary tools to form the overall methodology, such as individual in-depth interviews *and* focus group discussions, can help to generate a balanced, well-rounded picture of impact and coping strategies.

Box 1: Individual questionnaires (sample question, working hours for current employees)

(a) How many hours do you usually work per week?
(b) Has this changed recently (3 months)
  a. Less hours than you used to (go to c)
  b. More hours than you used to (go to d)
  c. Same hours as before (go to e)
(c) Why has your working time decreased?
  a. Required by employer
  b. With additional household members now working I need to spend more time at home to engage in household duties (childcare, etc.)
  c. I decreased my hours voluntarily/I do not want to work more hours
  d. Other:_____
(d) Why has your working time increased?
  a. Required by employer
  b. I need to bring home more money.
  c. To offset wage decrease
  d. I am afraid of being let go and need to impress my boss
  e. Other: _____

Focus group question (sample)

(a) Have you had to change your hours or pattern of work in the last six months?
(b) If yes, describe the change, why it happened, and its impact on your household.

Structured surveys of workers/households

What is it? Structured surveys use questionnaires which have mostly pre-determined response categories. They are used to collect information from individuals living in households; and when deciding to use this tool it is highly recommended that survey questionnaires used previously in the country for Labour Force Surveys, Integrated Living Standard Surveys, Household Income and Expenditure Surveys or Core Welfare Indicator Surveys be used as a starting point in the questionnaire design. This can enable comparative analysis, and therefore consideration of trends over time.

Deciding the Sample: Structured household surveys require the selection of a sample, using a predetermined sampling methodology. This is likely to be highly dependent on the defined target group being assessed. If the target group is defined in terms of a geographic area then a **representative** sample can most likely be drawn within the defined territory, using **random** or **stratified random** techniques. Alternative, if the strategy is to study specifically the impact on a particular population segment like young people or persons from a particular caste, then a **non-representative** sampling technique can be applied: for example, **quota** or **purposive** sampling.

A participatory approach in designing the questionnaire (with local input) is recommended in order that questions and the array of corresponding responses are fully inclusive and reflective of the local situation. For example, in the sample question on hours of work presented in Box 1, there may be several additional reasons for working less or more hours per week that only those intimately familiar with the circumstances would be aware of.

Advantages:

- Structured interviews of workers can enable a broad and representative collection of data on labour issues.

Limitations:

- Information is broad, but due to the prevalence of closed responses may not be amenable to opinions or perceptions. Assumptions in data analysis are often required to explain causes, effects, and coping strategies of individuals.
- Relatively expensive and time consuming.
- Building sample frames can be challenging.
- Questionnaire can be rigid in terms of defining responses; less amenable to collection of opinions and perceptions.

Individual in-depth interviews (including panel surveys)

What is it? Individual in-depth interviews include pre-selected responses, open responses, and open ended questions. They can be conducted at the level of enterprise or workers (depending on your selected focus of study). In selecting individuals a balance of gender, age, and category of worker should be taken into account.

Sampling*:* In depth interviews that combine closed questions, and opened questions often require more time with individuals than structured surveys of workers with standard pre-determined responses. Therefore, questionnaires need to be limited in length (not more than maximum 20 questions), and should be structured logically from the point of view of the respondents.

Panel surveys for medium and long term tracking:

Panel (or longitudinal) surveys collect data about individuals, households and communities over time, in order to assess change. A panel differs from a standard cross-sectional survey (such as the Household Budget Survey) in that it collects data from the same sampling units year after year. This has a number of analytical advantages: it is possible to determine impact of, in this case, crisis or multiple shocks in the medium and long term; it provides comparable data on a routine basis, therefore giving baseline and follow-up information; and it can strengthen causal analysis on issues such as income changes and poverty.

For assessing the impact of the crisis on labour, categories of individuals for in-depth interviews should be pre-determined. For example they may include employers, workers still employed, and workers recently released. A minimum of 35 people in *each* category, or maximum of 50 should be interviewed. Less may provide too narrow information, and more may lead to an unmanageable amount of information for analysis. Selection should be purposeful, but ensure that aspects of gender balance, age balance and categories of workers are taken into account. Mock interviews, field testing and training of researchers in the use of the questionnaire can strengthen the process.

Advantages

- Individual or household-based interviews can enable a broad collection of data on labour issues in a sector or for a particular target group.
- A scientific approach which offers relative ease of analysis and dependability of results.

Limitations

- As the sample in most cases will be statistically non-representative it may be difficult to generalise conclusions.
- Analysis of responses requires skilled social science researchers; and strong contextual background knowledge

Focus group discussions and key informant interviews

What is it? Focus group discussions (FGD) are guided conversations with groups of approximately 6 - 12 persons of a community of interest (e.g. workers within a sector; a target group within a defined geographical area). They are semi-structured, and involve the interviewer introducing a topic or issue, and facilitating participants to discuss and provide opinions and perceptions. It is a qualitative method, the purpose of which is to obtain in-depth information. Facilitators should have detailed knowledge of the topic and the participants, and group members should be selected through the means of a purposive sample. They should be roughly of the same socio-economic group or have a similar background; and deliberate decisions about single-gender groups, or mixed should be determined beforehand by the researchers. Questions should be open-ended, short and clear. Responses should be made in detail by a note-taker who does not participate as a member of the group. It is often advisable to closely involve employers' and workers' in the organisations and implementation of focus group discussions, while representatives of these organisations often are ideally positioned as key informants.

Advantages

- Provides in-depth information in a short period of time and at relatively low cost.
- Useful in gathering local perceptions and opinion.

Limitations

- Possible reluctance of participants to speak freely within the group, especially about sensitive issues.
- Can result in data that are difficult and time-consuming to analyze.
- High skill levels required for the facilitators and note takers to analyze and correctly represent the information gathered..

Interviews with key informants

What is it? Key informant interviews are semi-structured and conversational. Selected individuals such as community leaders, employers, or trade union leaders who have significant knowledge are asked a range of guiding questions which should be prepared in advance, although follow-up questions to elicit details do not need to be predetermined. The interviewer should have detailed knowledge of the topic area.

Advantages

- Good way of generating perceptions and exploring sensitive issues unlikely to be discussed publicly.
- Inexpensive and quick.
- No software required.

Limitations

- Not comprehensive or systematic.
- The range of key informants must be broad enough to get a comprehensive and multi-facetted picture.

Section 4

ASSESSING MITIGATION CAPABILITIES

A large number of actors engage in efforts to mitigate the impact of the crisis in a variety of manners and in different capacities. While policy recommendations will primarily target governments and other public actors, an understanding of the mitigation capabilities and mitigation responses by different private actors – individuals and enterprises – is important for deciding on appropriate government actions. An assessment of the macro-economic and fiscal space, including the scope for mobilising external financial resources, is needed to get information on the financial framework within policy measures will need to be designed and confined.

The mitigation capabilities of the private actors

Household coping strategies

The exercise used for rapid generation of primary qualitative information through a rapid target group survey, focus group discussions, use of key informants or other methods can usefully be expanded to also collect information on household coping strategies, informal safety nets and household labour market / economic responses to the crisis, see ***Assessing Micro Level Impact of the Crisis and Coping Strategies*** in ***Section Three***. Surveys should be preceded by an explicit identification of the information needed and the issues and questions requiring answers. Efforts should be made to keep the coverage of the surveys as brief and to the point as possible without loss of relevance.

The mitigation capabilities of enterprises

Enterprises are affected through two main channels: (i) reduced demand, and (ii) reduced access to credit and other financial services. The vulnerability of firms to the impact of an external crisis and their capacity to mitigate its consequences depends *inter alia* on:

- Their exposure to falling demand. The volatility of demand tends to vary greatly between different branches and between different groups of products and services. Hence, the branch structure of the private sector matters for its exposure to demand shocks, as does the degree of integration in global markets and value chains. Dependence on a single type of product or source of demand further increases the exposure of firms to possible demand shocks.

- The financial strength of firms and their dependence on credit, not only for investments but also for covering operational costs matters greatly. Hence, information on solvency and liquidity - both of which may prove crucial to a firms ability to withstand the combined effect of a fall in demand and reduced access to credits – is important in the assessment. As is any evidence of pre-crisis balance sheet problems and exposure to inflated asset prices in the balance sheets.

- The internal flexibility of firms and their and ability to rapidly adjust to changing external conditions and to take advantage of new opportunities.

- Strengths and weaknesses in the overall business environment.

A focus on SMEs

In times of economic crises, attention often focuses on large businesses which typically make the headlines with reports of large lay-offs and plunging sales figures. However, in most economies, SMEs are the dominant type of enterprise. In the OECD, for example, over 95 per cent of enterprises are classified as SMEs and account for 60-70 per cent of the private sector work force. It is therefore important to pay due attention to SMEs in any approach to assess and mitigate the impact of the crisis.

SMEs are particularly vulnerable to economic downturns. Paradoxically, they might also be among the first to recover, as economic crises may open the way for new business opportunities that SMEs, thanks to a high degree of flexibility, are well positioned to take advantage of. Cases in point may be when larger enterprises restructure their operations through outsourcing or when broader economic stimulus packages provide new or expanded opportunities (e.g. infrastructure stimulus packages).

While the small scale combined with close owner–management organisational structures typically allow SMEs to respond to external changes faster than large enterprises, they may also be particularly vulnerable because their dynamism and greater flexibility often go hand in hand with weaker financial and management structures. SMEs may often be disadvantaged due to their shallow financial structure, and limited access to local, national and international financial services. Furthermore, SMEs often suffer from the asymmetric distribution of businesses information such as on available financial services, government procurement, training and market opportunities.

Another important feature of SMEs is their position in subcontracting and global and national value chains. Many SMEs tend to be deeply embedded in complex networks of firms and often rely on only one or a few key customers or suppliers. Their high level of dependency on other economic players and their limited capacity to access new markets also weaken their position in crisis situations.

Greater flexibility can also be associated with a lower level of security for workers. There is evidence that jobs in many small enterprises are less remunerated and less secure than jobs in larger enterprises. Thus the rate of job loss is likely to be higher among SMEs than among large enterprises when there is a credit squeeze and fall in demand for their products.

Sources of information

The assessments will typically need to be based on a combination of available secondary information and rapid collection of *specific* primary data, which is often best sourced in collaboration with business membership organisations such as employers' organisations or

organisations representing specific types or branches of enterprises, and could include both focused opinion survey instruments designed to elicit particular types of information and the collection of quantitative data on how enterprises are adjusting to changed market circumstances (e.g. on lay-offs and adjustments to working terms and conditions).

Enterprise registers exist in most countries and, apart from employers' organisations, national and regional employment bureaus, national statistical institutes and/or the Ministry of Labour sometimes have routines and mechanisms for undertaking establishment-based surveys.[7]

The ILC conclusions on the promotion of sustainable enterprise provide a good framework for the type of information which could be collected (viz. the 17 conditions for an environment conducive to sustainable enterprises http://www.ilo.org/dyn/empent/docs/F836599903/ILC96-VI-2007-06-0147-2-En.pdf.

However, this is a very broad-spectrum approach and a more detailed assessment of the policy and legal framework may well be required.

Other sources of information which will provide insight into constraints and opportunities facing the private sector during an economic crisis include:

- The Global Competitiveness Report (World Economic Forum) www.weforum.org/pdf/GCR08/GCR08.pdf

- The World Competitiveness Yearbook (IMD) www.imd.ch/research/publications/wcy/index.cfm

- Doing Business (World Bank) www.doingbusiness.org/ (taking care to exclude the section on "employing workers" which is misleading and methodologically flawed)

- Investment Climate Assessments (World Bank) www.worldbank.org/WBSITE/EXTERNAL/COUNTRIES/AFRICAEXT/EXTAFRSUMAFTPS/0,,contentMDK:20763282~menuPK:2059605~pagePK:51246584~piPK:51241019~theSitePK:2049987,00.html

Most of these sources will not provide crisis specific information, but they will give insight into constraints faced by enterprises and the measures required to ensure that the private sector can recover in a manner which is potentially more socially inclusive and sustainable.

Main policy areas

Broadly, there are six types of national policy responses to the crisis, which are most likely to have an impact on firms in general and SMEs in particular:

[7] For guidance on qualitative data collection, see Section Three 'Assessing Micro Level Impact and Coping Strategies.

- Policies to improve market liquidity and improve the access to finance.
- Policies to ensure that SMEs have opportunities to fully participate in public expenditure programmes.
- Policies to promote the adoption of sustainable and responsible enterprise-level practices.
- Policies to strengthen an environment conducive to the growth and strengthening of firms in general and, in particular, SMEs.
- Policies to support local economic revitalization in communities severely affected by the crisis.
- Policies to protect and support displaced workers through self-employment promotion programmes.

The macroeconomic and fiscal space for policies aimed at crisis mitigation

Domestic political considerations apart, the key factors determining the government capability to mitigate the impact of the crisis are:

- the macroeconomic and fiscal space, and
- the institutional capability and capacity.

An analysis and assessment of the macroeconomic and fiscal space for policies and interventions aimed at countering and mitigating the impact of the crisis through fiscal stimulus packages and different labour market and other policies needs to be made. This assessment will *inter alia* involve an analysis of the vulnerability of the external accounts, public sector financing / public sector debt and the scope for monetary policies. It will typically draw extensively on work done by IMF. The possibilities of the country in question to mobilise external resources should also be assessed in this context.

The analysis of the macroeconomic and fiscal space should be complemented with a more qualitative assessment of the institutional capacity and capability of the government and the public administration to implement various types of labour market policies. This should include a review of existing policies and schemes, including publicly funded social and economic safety nets, and the country-specific experience of these policies and schemes.

According to the IMF forecasts, the GDP for the world as a whole is expected to decline for the first time in decades by more than one per cent in 2009, down from record levels of 4 to 5 per cent growth in 2004-2007. The decline in output is expected to be particularly pronounced in the advanced economies, where GDP is expected to fall by close to 4 per cent, while emerging and developing economies are expected to register a decline from 7 to 8 per cent growth in 2004-2007 to little over one per cent in 2009.[8] Country level forecasts, as of May 2009, are provided in Appendix A.

Against such a grim prognosis, many developing countries are in an invidious position because of lack of 'policy' and 'fiscal' space. This has been compounded by the food and energy price shocks that prevailed between 2007 and 2008. The consequence of lack of fiscal and policy space in the developing world is that 'there are large asymmetries in global economic policies – counter-cyclical policies are pursued by developed countries, while most developing countries pursue pro-cyclical policies'.[9] Others concur. As the *Global Monitoring Report of 2009* notes:[10]

[8] IMF, *World Economic Outlook, Crisis and Recovery,* April 2009 (Washington D.C.: IMF).

[9] Commission of Experts of the President of the UN General Assembly on reforms of the international and financial system, January 6, 2009.

[10] Global Monitoring Report 2009, *A Developing Emergency* (Washington D.C.: IMF and World Bank, 2009) p.5.

Most developing countries faced with sharply declining growth and consequent major social disruptions lack the resources to mount any fiscal response, and will in fact experience a further erosion of their fiscal space as public revenues fall and external financing dries up.

Thus, the re-creation of fiscal and policy space for developing countries on a sustainable basis needs to be a central feature of the global development agenda. This guidance note:

- Offers alternative interpretations of fiscal and policy space.
- Suggests how to enhance fiscal and policy space to fortify the capacity of developing countries to cope with global downturns and external shocks.

Fiscal space: Two interpretations

The IMF view of fiscal space: The importance of fiscal sustainability

A prominent IMF economist defines fiscal space as 'the room in a government's budget that allows it to provide resources for a desired purpose without jeopardizing the sustainability of its financial position or the stability of the economy'.[11] The emphasis is thus on maintaining fiscal sustainability.

An alternative view: Fiscal space and public investment

Some analysts closely associated with the UNDP have sought to proffer an approach to fiscal space that serves as an alternative to the IMF view.[12] They contend that the IMF – and the Bretton Woods - approach to fiscal space is dominated by fiduciary concerns about sustainability at the expense of development objectives. This has led in practice to policy advice that focuses on the attainment of short-run fiscal targets (usually using such indicators as debt/GDP ratios and fiscal deficit/GDP ratios). The primary goal of fiscal policy in this alternative interpretation is to mobilize resources to finance public investment to support long run growth and attain the Millennium Development Goals (MDGs).

The available evidence suggests that public investment as a share of GDP has fallen, in some cases precipitously, across both low and middle-income developing countries. This has been detrimental to long-run growth and the attainment of the MDGs.

Why has public investment declined in developing countries? One answer, according to the UNDP-based literature, lies in the first generation 'structural adjustment programs' pioneered by the Bretton Woods Institutions (BWIs). In the quest to attain fiscal consolidation, the IMF advised developing country governments to focus on attaining overall fiscal targets. Little attempt was made to distinguish between the composition of the public budget, or current vs.

[11] Heller, P., 'The Prospects of Creating "Fiscal Space" for the Health Sector', *Health Policy and Planning* 21/2 (2006): pp. 75-79.

[12] Roy, R., Heuty, A. and Letouze, L., 'Fiscal Space for Public Investments: Towards a Human Development Objective', UNDP, *Paper presented at the G-24 Technical Meeting*, Singapore, September 13.-14, 2006.

capital expenditure, and its overall size. The consequence was that capital expenditure pertaining to spending on infrastructure was cut to meet overall fiscal targets as it is politically difficult to cut current, non-discretionary expenditure pertaining to wages and salaries of civil servants as well as income transfer programs. The expectation of the BWIs was that private investment would increase to compensate for the shortfall in public investment, but this not happened.

The critique of the IMF approach has merit, but the critics have to contend with ways of increasing fiscal space in a sustainable fashion. If many developing countries are hampered by poor initial conditions leading to high fiscal deficits and debt service obligations, what is the way out? How does one 'enhance the room in a government's budget' to pursue policy goals within a framework of fiscal sustainability?

Enhancing fiscal space: Some suggestions

There are several feasible ways in which one can enhance fiscal space. Here are some suggestions.

- Increase the efficiency and speed with which public expenditure programs are delivered.
- Re-allocate government expenditure programs from low priority areas, such as defence, to high priority areas, such as health, education and infrastructure.
- Use proceeds from privatisation to fund particular initiatives.
- Engage in private sector-public sector partnerships to augment government expenditure programs, especially in infrastructure.
- Mobilise external resources in the form of grants or concessional loans,
- Increase domestic fiscal resource mobilisation.

Enhancing fiscal space: Some complications

The aforementioned options to increase fiscal space are subject to various complications. Raising the revenue share in GDP is a long-term agenda and requires resolute commitment to tax reform. Reallocation of public expenditure and efficient utilisation of existing resources are easier said than done, in view of institutional and political impediments. Rapid mobilisation of external resources may not always be possible and the use of external grants as a predictable and long-term source of development finance has not materialised in practice.

The use of deficit financing is an area where the IMF approach to fiscal space has demonstrated a great deal of circumspection. Fiscal deficits can be financed by borrowing from domestic and external sources and by seignorage or money creation. The risk of the former is that it can lead to unsustainable debt service obligations, while the risk of the latter is that it can lead to high inflation.

The need for a renewed commitment to domestic resource mobilization

There has to be a renewed commitment to domestic resource mobilization in developing countries to increase fiscal space. Here, the evidence is disappointing. One study finds that the share of revenue in GDP for all low-income countries fell between 1990 and 2004 and is below the 15 per cent benchmark proposed by the IMF.[13]

This development can be attributed to several factors. Trade liberalisation, by reducing tariffs, has eroded a traditional and major source of revenue in developing countries. This 'fiscal shock', amounting to 2 per cent of GDP according to some estimates, has not been adequately compensated by other sources of tax revenue, most notably value-added and income taxes, partly because of limited institutional capacity and partly because of lack of political will.[14]

In some developing countries high aid dependence seems to have reduced tax efforts. The global agenda on downsizing the public sector, the need to provide tax incentives to attract foreign direct investment and the rise of international tax havens have all worked against the idea of increasing the share of revenue in GDP through the taxation system.

Many low income countries, and even some middle income ones, face a so-called 'tax gap' in which their actual tax collection efforts fall well below their potential. This is a major development agenda that deserves renewed attention in light of continuing debates on lack of fiscal space in developing countries.

Policy space: Two interpretations

Multilateral trade rules and policy space

There are two broad strands of the idea of policy space. One argues that multilateral rules under the WTO-based international trading system have constrained the capacity of developing country governments to pursue industry and trade policies that are compatible with national aspirations. This thesis is associated with the work of UNCTAD, but is not the focus of this note.[15]

[13] Culpeper, R. and Kappagoda, N., 'Domestic Resource Mobilization, Fiscal Space and the Millennium Development Goals: Implications for Dept Sustainability', March 27, 2007, Toronto: North-South Institute,

[14] Vulpeper and Kappagoda, *op.cit.*

[15] Overseas Development Institute, 'Policy Space: Are WTO Preventing Development?', Briefing Paper (London, ODA, January 2007).

Capital account liberalization, liability dollarization and policy space[16]

A second strand of thinking on policy space – which is the focus of this note - stems from the implications of capital account liberalization in developing countries with access to private capital markets. Such access can lead to so-called 'liability dollarization'. In essence, this means that the private sector acquires liabilities in foreign currency, although assets are denominated in local currency. This makes the balance sheet of the private sector highly sensitive to shifts in the exchange rate. Significant exchange rate depreciations can lead to large and negative wealth effects as liabilities increase in value relative to assets. Such wealth effects often cannot offset the positive impact on competitiveness engendered by exchange rate depreciations.

Developing countries with access to private capital markets often experience sharp changes in capital flows. The most conspicuous – and the most damaging in terms of its impact on real output, employment and wages – are so-called 'sudden stops', when there is an unanticipated cessation of capital flows that are not linked to any systematic policy errors committed by developing country governments. These sudden stops reflect failures and shortcomings in international capital markets.

The presence of liability dollarization – as well as the lack of preparedness - acts as a binding constraint on policy space. Monetary authorities develop a 'fear of floating' and thus are reluctant to allow the depreciation of the exchange rate and engage in expansionary policies because of the rather large negative wealth effect stemming from liability dollarization.

Enhancing policy space: Some suggestions

Developing countries can, in principle, develop the necessary resilience to cope with global downturns and external shocks. As the experience of some successful examples of crisis management in Latin American and Asian countries has shown, there are several ways of attaining such resilience. Here are some suggestions.

- Avoid or attenuate 'liability dollarization'. This will entail prudential regulation of the financial system. More specifically, the monetary authorities will need to carry out surveillance of the balance sheet of the private sector and administer periodic 'stress tests' to ensure balance sheets will be sustainable when faced with the risk of 'sudden stops'. This could be combined with regulatory changes to implement counter-cyclical capital provisioning so that the financial system has adequate reserves to cope with economic volatility.

- Engage in some degree of 'self-insurance' by accumulating fiscal resources during 'boom' periods and using such resources to finance expansionary policies or targeted interventions during a downturn. Countries such as Chile and China have shown that self-insurance is possible. It needs to be emphasised that 'self-insurance' schemes,

[16] This section draws on Cavallo, E. and Izquierdo, A. (eds.) *Dealing with an International Credit Crunch: Policy Responses to Sudden Stops in Latin America* (Washington D.C.: InterAmerican Development Bank, 2009).

especially when held in the form of low interest-bearing foreign exchange reserves, can be costly and inefficient. Reducing costly and inefficient forms of 'self-insurance' to deal with external crisis requires regional and global cooperation in undertaking reforms to tackle shortcomings in global capital markets. This, however, is a long-term agenda and will take some time to bear fruit.

- When faced with 'sudden stops', impose temporary capital controls. Developing countries should consider some restrictions on capital account convertibility in order to improve its policy space, especially during crisis. Of the 155 countries surveyed in an IMF study, 119 were reported to have imposed some type of restrictions on certain capital account transactions.[17] These restrictions can slow the speed of capital outflows when a country is faced with the possibility of a sudden and destabilizing withdrawal of capital during a time of uncertainty. They can also break the link between domestic and foreign interest rates, so that crisis-hit economies can pursue expansionary monetary and credit policies as a means of growing their way out of debt or a recession without having to worry about possible capital flight and the weakening of the currency. The *2009 Global Monitoring Report* jointly published by the IMF and World Bank endorse the idea of capital controls. As it notes:[18]

> 'Capital restrictions might be unavoidable as a last resort to prevent or mitigate the crisis effects. A few emerging countries have introduced capital controls and other measures to better monitor and, in some cases, limit the conversion of domestic currency into foreign exchange… capital controls might need to be imposed as a last resort to help mitigate a financial crisis and stabilize macroeconomic developments.'

Conclusion

This guidance note has highlighting the limited capacity of developing economies to cope with global economic downturns and external shocks because of lack of fiscal and policy space. It offered alternative interpretations of fiscal space. The IMF approach highlights the point that any increase in public expenditure and tax cuts either as counter-cyclical measures or as long-term initiatives would need to be conducted within a framework of fiscal sustainability.

The alternative interpretation emphasizes the need to engender fiscal resources to finance public investment, especially in infrastructure, given trends of a secular decline in public investment in many developing countries. The primary goals of such public investment are to sustain long run growth and support the attainment of the MDGs. This does not mean that the goal of fiscal sustainability will have to be compromised as there are multiple and prudent options to enhance fiscal space. A key challenge is to increase domestic resource mobilization in developing countries. This means that the tax-to-GDP ratio has to go up in countries with a low tax burden.

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[17] Ariyoshi, A. H., *et.al., Country Experience with the Use and Liberalization of Capital Controls*, IMF Occasional Paper No. 190 (Washington D.C.: IMF, 2000).

[18] Global Monitoring Report, *op.cit.: pp. 47-48.*

This guidance note also offered alternative interpretations of policy space. One pertains to the manner in which multilateral trade rules can constrain policy space, but the issue that is most germane to this guidance note stems from the implications of capital account liberalization and liability dollarization. Middle-income developing countries that have access to external private capital markets face the risk of 'sudden stops' in capital flows that can have rather significant adverse effects on output and employment. Liability dollarization can seriously constrain the ability of developing economies to pursue counter-cyclical policies in case of downturns. The guidance note suggested how developing economies can deal with this challenge. It would mean avoiding or attenuating liability dollarization, engaging in 'self-insurance' schemes and imposing temporary capital controls.

Section 5

MITIGATION MEASURES

Mitigation measures

The main aim of this component of the assessment is to:

(i) review the existing labour market and social policies and schemes, as well as any existing temporary fiscal stimulus package, and the country-specific experience of these policies,

(ii) assess the adequacy, appropriateness and likely effectiveness of these in the light of the analysis of the impact of the crisis, and

(iii) explore the desirability and scope for scaling up of existing schemes, modifying them and/or complement (or if necessary replace) them with other policies and interventions.

The assessment will not only be based on the analysis undertaken under the earlier components of the study, but will also be guided by more generic information on the strengths, weaknesses, institutional capacity requirements etc. of different labour market and fiscal stimulus tools, as well as by knowledge on the kind of support that can be provided by ILO within its portfolio of emergency services.

Assessing the existing policies and schemes

Given the urgency to respond to the current economic crisis, ILO member States should primarily rely on *existing* labour market institutions and policies to mitigate the impact on employment and wages, or alternatively use pre-crisis structures that could facilitate the rapid establishment of new interventions. For this reason, an assessment of mitigation measures requires an assessment of the Government's immediate capacity to cope with a surge in unemployment, working poverty and deterioration in working conditions as a consequence of the crisis. This is particularly challenging for developing countries and emerging economies which do not have many institutions, labour market and social programmes and policies in place, and overall, face a range of technical and financial constraints in tackling the impact of crisis.

In this assessment, it is important to identify potential constraints to the response to the effects of the crisis on the labour market such as sources of financing these policies and programmes and their sustainability, inadequate enforcement of labour legislation or the issue of effective policy targeting. The purpose of this overview is not to provide a comprehensive analysis or an impact assessment of the labour markets flexibility resulting from institutions and policies. Overall, the overview should determine the type of protection and labour market security that already exists, in order to understand how workers are vulnerable to the crisis and which groups are particularly affected. Since the impact of the crisis has been evident for some time, this assessment also contributes to an evaluation of the effectiveness of responses already undertaken by governments. Finally, an overarching issue that should be addressed is the use of social dialogue as part of both existing policies and institutions and the response to mitigate the crisis.

In general, when investigating the situation in a particular country, the following types of labour market institutions, policies and programmes should be examined:

1. Institutions

a. Labour market legislation

- National legislation on core labour standards: freedom of association and collective bargaining; elimination of forced or compulsory labour; equality or the elimination of discrimination in respect of employment and occupation; and abolition of child labour (to be discussed).
- Industrial relations legislation on such areas as collective bargaining and resolution of industrial disputes.
- Wage setting legislation including minimum wage laws.
- Employment Protection Legislation (EPL) for regular and non regular workers.
- Working conditions provisions including occupational health and safety and working hour laws.

b. Administrative structures

- Public employment services.

c. Unionization

2. Policies

a. Passive labour market policies and social protection schemes

- Unemployment benefits (unemployment insurance (contributory) and assistance (non-contributory)).
- Other social protection schemes including social assistance, disability pensions, old age pensions, cash transfers (conditional cash transfers such as food for work schemes), food subsidies, and health insurance, housing benefits.

b. Active labour market policies

- Policies to improve employability of unemployed/underemployed including training (classroom and on-the-job training), internships, work experience, apprenticeships.
- Policies to create jobs such as wage subsidies, tax relief, lowering social contributions, public works programmes, entrepreneurship funds and start-up incentives, microcredit, short-time work schemes.
- Policies to improve the match between labour supply and demand including job search assistance, career and vocational counselling, job brokerage services.

c. Policies and programmes that target specific groups including youth, women, persons with disabilities, and refugees and migrants such as national youth

employment programmes, microfinance schemes for women, and vocational training programmes for migrants.

d. *Policies and programmes such as for instance rural public works programmes that target specific regions such as rural or impoverished areas.*

The assessment of a country's capacity to respond rapidly and effectively to the crisis involves analysing these labour market institutions, policies and programmes with respect to: organizational structure (technical capacity); financing (financial capacity); targeting; enforcement; and monitoring and evaluation (Table V.1). The assessment also needs to consider the overall spending of countries on passive and active labour market policies, where possible. This is an important indicator of the policy space available to governments with regards to increasing spending on new initiatives.

Table V. 1: Assessing labour market institutions, policies and programmes

Organisational structure	• Which is the implementing agency? • What number of personnel is allocated to the intervention? • Have workers' and employers' groups been consulted in the formulation of the policy**?**
Financing	• What is the source of financing (fiscal revenue, employer/worker levies, user fees, ODA)? • How sustainable is the financing?
Coverage / targeting	• What proportion of the work force are beneficiaries? • How are groups targeted (viz. women, older persons, youth, rural areas, migrants etc.)?
Enforcement / governance	• Are there difficulties in enforcing labour laws? • How much of the resources reach programmes (leakage of resources)?
Monitoring and evaluation	• Are interventions monitored and evaluated in terms of their effectiveness and cost/benefits?

In addition to the general issues listed in Table V.1, a thorough assessment involves collecting information on details of specific policies. In this respect, Table V.2 provides an overview of some key indicators to consider when undertaking a country assessment of particular policies.[19]

[19] Data should be obtained from national sources, where possible.

Table V.2: Examples of specific assessment indicators of labour market policies

Policy	Assessment indicators
Minimum wage	• Determination mechanism (procedure) • Level (in national currency and USD) • Coverage (by occupation, sector, region, and types of workers) • Exceptions • Frequency of adjustment of minimum wage rates and criteria for adjustment • Enforcement (number of violations)
Unemployment benefits scheme	• Net replacement rate • Duration • Eligibility rules • Source of funds • Administrative organization
Public employment services	• Expenditure (% of GDP and total government expenditure) • Number of staff
Trade unions	• Trade union density • Collective bargaining coverage • Degree of centralization and co-ordination • Fragmentation of trade unions • Level of bargaining
Active labour market policies	• Public expenditure as a percentage of GDP • Number of participants (levels and percentage of the labour force)
Total government expenditure	• Expenditure on passive and active labour market policies (levels and percentage of GDP)

The assessment should also consider recent government interventions to keep people in jobs and support the unemployed. More specifically, policy responses, which are discussed below, need to build on initial interventions by addressing the following points:

- How has the organizational structure changed since the crisis?
- What level of government is responsible for tackling the crisis (prime ministerial/presidential, ministerial, departmental, agency-level)?
- How has the budget to labour market policies and institutions changed since the crisis?
- What decisions have already been taken that are financially binding (policies and programmes)?
- How has the coverage of policies and institutions been extended?
- Have these initial interventions been evaluated? What has worked and what has failed? What is cost-effective?

Labour market tools – policy options for governments to respond to the crisis

The overview as outlined above provides an insight into the ability of a government to respond to the crisis in terms of capacity and the relevance of existing policies to the potential response. Given that governments are constrained in terms of both financial and technical resources, adjustments to policies cannot be treated in isolation because it may involve reallocating resources. This is particularly relevant to developing countries, which will have to also rely on external resources to respond to the crisis. The recommendations that emanate from this part of the assessment, therefore, have to ensure that the proposed policy options are relevant and realistic to the situation in the country.

Since the objective is to develop short-term responses to increasing unemployment and working poverty, the focus of strategies should be on utilizing and adjusting the above mentioned existing institutions, policies and programmes. This part of the assessment builds on the pre-crisis analysis and the review of policies that have already been made in the labour market. In the context of the crisis, the main responses can be categorized as:

- Keeping people in jobs (preventing unemployment and working poverty).
  - Subsidized reduction in working hours.
  - Non-subsidized reduction in working hours
  - Temporary layoffs
  - On-the-job training

- Creating new jobs (lifting people out of unemployment and working poverty).
  - Wage subsidies and cuts to employer social contributions (a policy that will not only help to create new jobs but also to maintain existing ones).
  - Public works programmes (and cash-for-work, food-for-work and other conditional cash transfer schemes).

- Making the unemployed more employable (improving the match between labour demand and supply.
  - Job search assistance
  - Work experience and apprenticeship programmes
  - Training programmes
  - Entrepreneurship incentives (training and microcredit) (a policy not only used to improve employability but also to create SMEs).

- Providing income support to job losers and low-income earners (smoothing consumption and preventing poverty).
  - Extending unemployment benefits in terms of duration and coverage
  - Expanding other social protection schemes
  - Giving tax relief to low-income earners.

- Targeting segments of society particularly vulnerable to marginalization in the labour market such as women, youth, older persons, persons with disability, and refugees and migrants, in order to prevent marginalization and exclusion.

Building on the information collected on the pre-crisis situation, policy options to mitigate the impact of the crisis should be analysed with respect to the following dimensions:

- Advantages and disadvantages of policy options (costs and equity considerations).
- Costs and sources of finance.
- Institutional requirements.

In addition to this menu of policy options, governments may wish to target certain groups such as women and youth. Many countries already have national youth and gender employment policies and programmes, which are vehicles for implementing responses. For example, if a government has identified that young men and women are being most impacted by the crisis, they could respond by expanding the national youth employment programme's training or entrepreneurship support schemes. Alternatively, if a member State recognizes that those in a particular region are being hit the hardest, they could implement a public works programme that would hire residents in that region who have lost jobs or are underemployed. However, if a country lacks an established training programme that targets youth, it is unlikely to be feasible to provide training to unemployed youth to improve their employability. Moreover, any such policy proposals require financing, which must come from either government revenue or through official development assistance in the case of developing countries. Finally, special attention should be given to initiatives that will minimize the risk of long-term unemployment, working poverty and sub-optimal household decisions such as forced migration and taking employment in low-growth sectors.

APPENDICES

Appendix A Key country level data

Appendix B Collecting qualitative micro-level information: Examples from Cambodia and Liberia

Appendix C An operational decent work response to the crisis: Emergency services for constituents

APPENDIX A: Key country level data

Table 1: Actual and forecast GDP growth

Table 2: Exposure to main transmission channels

Table 3: Demographic characteristics

Table 4: Sector distribution of GDP

Table 5: Use of GDP

Table 6: Social indicators

Table 1. Actual and forecast GDP growth, % per year

Country	Population (millions) 2007*	GNI/ capita, 2007, USD*	Avg. GDP growth 2000-06 %[a]	2007[b]	2008[b]	*2009[b]*	Change in growth 2009 over avg. 2000-06
Afghanistan	27.2	345	10.7	12.1	3.4	*9*	-1.7
Albania	3.2	3442	5.3	6.3	6.8	*0.4*	-4.9
Algeria	33.9	3729	5.0	3	3	*2.1*	-2.9
Angola	17.0	2678	11.5	20.3	14.8	*-3.6*	-15.1
Argentina	39.5	6304	3.6	8.7	7	*-1.5*	-5.1
Armenia	3.0	2957	12.5	13.8	6.8	*-5*	-17.5
Australia	20.7	43536	3.2	4	2.1	*-1.4*	-4.6
Austria	8.3	44139	1.7	3.1	1.8	*-3*	-4.7
Azerbaijan	8.4	3249	15.6	23.4	11.6	*2.5*	-13.1
Bangladesh	158.7	462	5.6	6.3	5.6	*5*	-0.6
Belarus	9.7	4581	8.1	8.6	10	*-4.3*	-12.4
Belgium	10.5	43943	1.7	2.6	1.1	*-3.8*	-5.5
Benin	9.0	611	3.8	4.6	5	*3.8*	0.0
Bolivia	9.5	1355	3.3	4.6	5.9	*2.2*	-1.1
Bosnia and Herzegovina	3.9	3907	5.1	6.8	5.5	*-0.3*	-5.4
Botswana	1.9	5266	5.1	4.4	2.9	*-10.4*	-15.5
Brazil	191.8	6680	3.0	5.7	5.1	*-1.3*	-4.3
Bulgaria	7.6	5214	5.5	6.2	6	*-2*	-7.5
Burkina Faso	14.8	470	6.2	3.6	5	*3.5*	-2.7
Burundi	8.5	114	2.5	-3.6	4.5	*3.5*	1.0
Cambodia	14.4	515	9.5	10.2	6	*-0.5*	-10.0
Cameroon	18.6	1149	3.6	3.5	3.4	*2.4*	-1.2
Canada	32.9	43046	2.6	2.7	0.5	*-2.5*	-5.1
Central African Republic	4.3	394	-0.7	3.7	2.2	*2.4*	3.1
Chad	10.8	391	14.1	0.2	-0.4	*2.8*	-11.3
Chile	16.6	9068	4.3	4.7	3.2	*0.1*	-4.2
China	1305.7	2559	9.8	13	9	*6.5*	-3.3
Hong Kong, China	7.2	29414	4.8	6.4	2.5	*-4.5*	-9.3
Colombia	46.2	3484	3.9	7.5	2.5	*0*	-3.9
Congo, Dem Rep.	62.6	142	4.7	6.3	6.2	*2.7*	-2.0
Congo, Rep.	3.8	1574	4.4	-1.6	5.6	*9.5*	5.1
Costa Rica	4.5	5617	4.8	7.8	2.9	*0.5*	-4.3
Cote d'Ivoire	19.3	1054	0.1	1.6	2.3	*3.7*	3.6
Croatia	4.6	11169	4.8	5.5	2.4	*-3.5*	-8.3
Cuba	11.3	4541	3.4	…	…	…	…
Czech Republic	10.2	15890	4.2	6	3.2	*-3.5*	-7.7
Denmark	5.4	58075	1.6	1.6	-1.1	*-4*	-5.6
Dominican Republic	9.8	4225	3.9	8.5	4.8	*0.5*	-3.4
Ecuador	13.3	3170	5.3	2.5	5.3	*-2*	-7.3
Egypt, Arab Rep.	75.5	1788	4.0	7.1	7.2	*3.6*	-0.4
El Salvador	6.9	2886	2.5	4.7	2.5	*0*	-2.5
Eritrea	4.9	344	2.7	1.3	1	*1.1*	-1.6
Estonia	1.3	15022	8.6	6.3	-3.6	*-10*	-18.6
Ethiopia	83.0	201	5.7	11.5	11.6	*6.5*	0.8

Table 1. Actual and forecast GDP growth, % per year, cont.

Country	Population (millions) 2007*	GNI/ capita, 2007, USD*	Avg. GDP growth 2000-06 %[a]	2007[b]	2008[b]	*2009[b]*	Change in growth 2009 over avg. 2000-06
Finland	5.3	46463	2.9	4.2	0.9	*-5.2*	-8.1
France	64.0	40421	1.7	2.1	0.7	*-3*	-4.7
Gabon	1.3	6813	1.7	5.6	2	*0.7*	-1.0
Gambia, The	1.7	359	3.9	6.3	5.9	*4*	0.1
Georgia	4.4	1787	7.8	12.4	2	*1*	-6.8
Germany	82.6	40537	0.8	2.5	1.3	*-5.6*	-6.4
Ghana	24.0	635	5.3	6.1	7.2	*4.5*	-0.8
Greece	11.2	27435	4.4	4	2.9	*-0.2*	-4.6
Guatemala	13.4	2473	2.7	6.3	4	*1*	-1.7
Guinea	9.4	450	2.9	1.8	4	*2.6*	-0.3
Guinea-Bissau	1.7	187	0.4	2.7	3.3	*1.9*	1.5
Haiti	9.6	542	-0.3	3.4	1.3	*1*	1.3
Honduras	7.1	1649	4.0	6.3	4	*1.5*	-2.5
Hungary	10.0	12852	4.3	1.1	0.6	*-3.3*	-7.6
India	1169.0	971	7.4	9.3	7.3	*4.5*	-2.9
Indonesia	231.6	1788	4.9	6.3	6.1	*2.5*	-2.4
Iran, Islamic Rep.	71.2	3998	5.6	7.8	4.5	*3.2*	-2.4
Iraq	28.9	2406	-11.4	1.5	9.8	*6.9*	18.3
Ireland	4.3	51038	5.1	6	-2.3	*-8*	-13.1
Israel	6.9	23394	2.6	5.4	3.9	*-1.7*	-4.3
Italy	58.9	35356	0.7	1.6	-1	*-4.4*	-5.1
Jamaica	2.7	3835	1.8	1.4	-1.2	*-2.6*	-4.4
Japan	128.0	35383	1.5	2.4	-0.6	*-6.2*	-7.7
Jordan	5.5	2546	6.1	6.6	6	*3*	-3.1
Kazakhstan	15.4	6135	10.1	8.9	3.2	*-2*	-12.1
Kenya	37.5	777	3.9	7	2	*3*	-0.9
Korea, Dem. Rep.	23.9	617	..	…	…	…	…
Korea, Rep.	48.2	19840	4.6	5.1	2.2	*-4*	-8.6
Kuwait	2.9	43063	7.3	2.5	6.3	*-1.1*	-8.4
Kyrgyz Republic	5.3	696	3.8	8.9	3.2	*-2*	-5.8
Lao PDR	5.9	662	6.4	7.5	7.2	*4.4*	-2.0
Latvia	2.3	11483	8.6	10	-4.6	*-12*	-20.6
Lebanon	4.1	5850	3.7	7.5	8.5	*3*	-0.7
Lesotho	2.0	983	3.4	5.1	3.5	*0.6*	-2.8
Liberia	3.8	155	-4.7	9.5	7.1	*4.9*	9.6
Libya	6.2	10078	3.2	…	…	…	…
Lithuania	3.4	10879	8.0	8.9	3	*-10*	-18.0
Macedonia, FYR	2.0	3668	2.2	5.9	5	*-2*	-4.2
Madagascar	19.7	371	2.7	6.2	5	*-0.2*	-2.9
Malawi	147.0	181	2.4	8.6	9.7	*6.9*	4.5
Malaysia	27.0	6876	5.0	6.3	4.6	*-3.5*	-8.5
Mali	12.3	594	5.7	4.3	5	*3.9*	-1.8
Mauritania	3.1	922	5.0	1	2.2	*2.3*	-2.7
Mauritius	1.3	5889	4.0	4.2	6.6	*2.1*	-1.9
Mexico	107.0	8257	2.3	3.3	1.3	*-3.7*	-6.0
Mozambique	21.4	337	8.2	7	6.2	*4.3*	-3.9
Myanmar	49.0	386	9.2	11.9	4.5	*5*	-4.2

Table 1. Actual and forecast GDP growth, % per year, cont.

Country	Population (millions) 2007*	GNI/ capita, 2007, USD*	Avg. GDP growth 2000-06 %[a]	2007[b]	2008[b]	*2009[b]*	Change in growth 2009 over avg. 2000-06
Moldova	3.8	1299	6.8	4	7.2	*-3.4*	-10.2
Mongolia	2.6	1515	7.1	10.2	8.9	*2.7*	-4.4
Morocco	31.7	2276	5.1	2.7	5.4	*4.4*	-0.7
Namibia	2.1	3607	4.8	4.1	2.9	*-0.7*	-5.5
Nepal	28.2	361	3.3	3.2	4.7	*3.6*	0.3
Netherlands	16.4	46971	1.3	3.5	2	*-4.8*	-6.1
New Zealand	4.2	28980	3.3	3.2	0.3	*-2*	-5.3
Nicaragua	5.6	989	3.3	3.2	3	*0.5*	-2.8
Niger	14.2	291	3.9	3.3	9.5	*3*	-0.9
Nigeria	148.0	1135	6.0	6.4	5.3	*2.9*	-3.1
Norway	4.7	82239	2.3	3.1	2	*-1.7*	-4.0
Oman	2.6	14768	4.2	6.4	6.2	*3*	-1.2
Pakistan	163.9	1019	5.5	6	6	*2.5*	-3.0
Panama	3.3	5361	5.0	11.5	9.2	*3*	-2.0
Papua New Guinea	6.3	823	1.9	6.5	7	*3.9*	2.0
Paraguay	6.1	1964	2.9	6.8	5.8	*0.5*	-2.4
Peru	27.9	3547	4.9	8.9	9.8	*3.5*	-1.4
Philippines	88.0	1792	4.9	7.2	4.6	*0*	-4.9
Poland	38.1	10538	3.7	6.7	4.8	*-0.7*	-4.4
Portugal	10.6	20166	0.7	1.9	0	*-4.1*	-4.8
Puerto Rico	4.0	15062	..	…	…	…	…
Romania	21.4	7251	6.0	6.2	7.1	*-4.1*	-10.1
Russian Federation	142.5	8789	6.4	8.1	5.6	*-0.6*	-7.0
Rwanda	9.7	351	5.0	7.9	11.2	*5.6*	0.6
Saudi Arabia	24.7	15339	4.4				-4.4
Senegal	12.4	906	4.5	4.7	2.5	*3.1*	-1.4
Serbia	7.4	5325	5.3				-5.3
Sierra Leone	5.9	322	12.3	6.4	5.5	*4.5*	-7.8
Singapore	4.4	35084	5.0	7.8	1.1	*-10*	-15.0
Slovak Republic	5.4	13284	5.1	10.4	6.4	*-2.1*	-7.2
Slovenia	2.0	22456	3.7	6.8	3.5	*-2.7*	-6.4
Somalia	8.7	282	..	…	…	…	…
South Africa	48.6	5643	4.1	5.1	3.1	*-0.3*	-4.4
Spain	44.3	31617	3.3	4.2	0.2	*-6.3*	-9.6
Sri Lanka	19.3	1658	4.8	6.8	6	*2.2*	-2.6
Sudan	38.6	1409	7.0	10.2	6.8	*4*	-3.0
Swaziland	1.1	2526	2.4	3.5	2.5	*0.5*	-1.9
Sweden	9.1	50895	2.7	2.6	-0.2	*-4.3*	-7.0
Switzerland	7.5	60861	1.3	3.3	1.6	*-3*	-4.3
Syrian Arab Republic	19.9	1730	4.2	4.2	5.2	*3*	-1.2
Tajikistan	6.7	701	9.1	7.8	7.9	*2*	-7.1
Tanzania	39.3	365	6.5	7.1	7.5	*5*	-1.5
Thailand	63.8	3719	5.4	4.9	2.6	*-3*	-8.4
Timor-Leste	1.2	1404	-0.7	8.4	12.8	*7.2*	7.9
Togo	6.6	376	2.6	1.9	1.1	*1.7*	-0.9

Table 1. Actual and forecast GDP growth, % per year, cont.

Country	Population (millions) 2007*	GNI/ capita, 2007, USD*	Avg. GDP growth 2000-06 %[a]	2007[b]	2008[b]	*2009[b]*	Change in growth 2009 over avg. 2000-06
Trinidad and Tobago	1.3	15049	9.5	5.5	3.4	*0.5*	-9.0
Tunisia	10.3	3195	4.6	6.3	4.5	*3.3*	-1.3
Turkey	74.9	6494	5.6	4.7	1.1	*-5.1*	-10.7
Turkmenistan	5.0	1374	..	11.6	9.8	*6.9*	…
Uganda	30.9	396	5.6	8.6	9.5	*6.2*	0.6
Ukraine	46.2	3017	7.8	7.9	2.1	*-0.8*	-8.6
United Arab Emirates	4.4	41031	8.2	6.3	7.4	*-0.6*	-8.8
United Kingdom	60.8	46093	2.5	3	0.7	*-4.1*	-6.6
United States	305.8	45422	2.6	2	1.1	*-2.8*	-5.4
Uruguay	3.3	6791	2.3	7.6	8.9	*1.3*	-1.0
Uzbekistan	27.3	701	5.7	9.5	9	*7*	1.3
Venezuela, RB	27.7	8413	3.4	8.4	4.8	*-2.2*	-5.6
Vietnam	87.4	790	7.6	8.5	6.2	*3.3*	-4.3
West Bank and Gaza	3.8	1075	0.2	…	…	…	…
Yemen, Rep.	22.4	864	3.9	3.3	3.9	*7.7*	3.8
Zambia	11.9	909	5.0	6.3	6	*4*	-1.0
Zimbabwe	13.4	158	-5.7	-6.7	…	…	…

Sources:
* also available at*: http://unstats.un.org/unsd/snaama/countryList.asp*
[a] 2008, World Development Indicators, Table 4.1, p.198-00
[b] April 2009, IMF World Economic Outlook, Table A2, A4, p.190, 193-196

Table 2. Exposure to main transmission channels

Country	Population (million) 2007*	GNI/cap. 2007, USD*	Avg. GDP growth 2000-06 %[a]	Remittances as % of GDP, 2006[b]	FDI flows as % of gross fixed capital formation[c]	Exports as % of GDP 2006[d]	ODA as % of GNI 2006[e]
Afghanistan	27.2	345	10.7		0.2	..	35.7
Albania	3.2	3442	5.3	14.9	8.1	25.0	3.5
Algeria	33.9	3729	5.0	2.2	5.0	..	0.2
Angola	17.0	2678	11.5	..	2.3	80.8	0.4
Argentina	39.5	6304	3.6	0.3	12.6	25.3	0.1
Armenia	3.0	2957	12.5	18.4	20.9	23.2	3.3
Australia	20.7	43536	3.2	0.4	4.8	19.9	..
Austria	8.3	44139	1.7	0.6	7.0	57.6	..
Azerbaijan	8.4	3249	15.6	4.1	31.0	36.3	1.2
Bangladesh	158.7	462	5.6	8.8	3.8	20.0	1.9
Belarus	9.7	4581	8.1	0.9	3.3	59.6	0.2
Belgium	10.5	43943	1.7	1.9	66.8	108.2	
Benin	9.0	611	3.8	3.6	7.2	15.5	8.0
Bolivia	9.5	1355	3.3	5.5	1.7	38.4	5.4
Bosnia and Herzegovina	3.9	3907	5.1	16.9	29.3	36.1	3.9
Botswana	1.9	5266	5.1	1.1	15.7	51.3	0.7
Brazil	191.8	6680	3.0	0.4	12.4	14.6	0.0
Bulgaria	7.6	5214	5.5	5.4	64.6	63.9	..
Burkina Faso	14.8	470	6.2	0.8	1.9	..	14.1
Burundi	8.5	114	2.5	0.0	64.2	7.2	47.7
Cambodia	14.4	515	9.5	4.1	27.5	69.5	7.6
Cameroon	18.6	1149	3.6	0.6	10.6	24.2	9.3
Canada	32.9	43046	2.6	..	12.5	35.2	..
Central African Republic	4.3	394	-0.7	..	39.0	..	9.0
Chad	10.8	391	14.1	..	45.9	..	5.5
Chile	16.6	9068	4.3	0.0	32.0	44.9	0.1
China	1305.7	2559	9.8	0.9	8.3	40.1	0.0
Hong Kong, China	7.2	29414	4.8	0.2	96.9	208.1	..
Colombia	46.2	3484	3.9	2.6	27.1	18.0	0.7
Congo, Dem Rep.	62.6	142	4.7	..	3.9	..	25.2
Congo, Rep.	3.8	1574	4.4	0.1	27.5	89.7	4.3
Costa Rica	4.5	5617	4.8	2.3	27.4	50.1	0.1
Cote d'Ivoire	19.3	1054	0.1	0.9	17.5	51.8	1.5
Croatia	4.6	11169	4.8	2.9	19.3	49.3	0.5
Cuba	11.3	4541	3.4	..	0.1	..	..
Czech Republic	10.2	15890	4.2	0.8	23.4	75.8	..
Denmark	5.4	58075	1.6	0.3	4.8	52.8	..
Dominican Republic	9.8	4225	3.9	9.6	19.4	33.3	0.2
Ecuador	13.3	3170	5.3	7.1	20.6	32.8	0.5
Egypt, Arab Rep.	75.5	1788	4.0	5.0	31.7	27.5	0.8
El Salvador	6.9	2886	2.5	17.8	14.0	26.7	0.9
Eritrea	4.9	344	2.7	..	-1.2	..	12.0
Estonia	1.3	15022	8.6	2.4	46.8	78.7	..
Ethiopia	83.0	201	5.7	1.3	17.6	14.3	14.7
Finland	5.3	46463	2.9	0.3	10.0	44.2	..
France	64.0	40421	1.7	0.6	15.2	27.0	..
Gabon	1.3	6813	1.7	0.1	15.0	60.1	0.4
Gambia, The	1.7	359	3.9	12.5	48.2	20.0	14.8

Table 2. Exposure to main transmission channels, cont.

	Population (million) 2007*	GNI/capita 2007, USD*	Avg. GDP growth 2000-06 %[a]	Remittances as % of GDP, 2006[b]	FDI flows as % of gross fixed capital formation[c]	Exports as % of GDP 2006[d]	ODA as % of GNI 2006[e]
Georgia	4.4	1787	7.8	6.3	37.4	23.4	4.8
Germany	82.6	40537	0.8	0.2	4.6	44.1	..
Ghana	24.0	635	5.3	0.8	9.6	38.8	9.2
Greece	11.2	27435	4.4	0.5	4.7	18.3	..
Guatemala	13.4	2473	2.7	10.3	4.8	20.7	1.4
Guinea	9.4	450	2.9	1.3	21.5	30.2	..
Guinea-Bissau	1.7	187	0.4	9.2	27.7	26.6	27.9
Haiti	9.6	542	-0.3	21.6	12.3	13.2	13.4
Honduras	7.1	1649	4.0	25.6	17.4	28.6	6.6
Hungary	10.0	12852	4.3	0.3	24.9	77.6	..
India	1169.0	971	7.4	2.8	5.2	21.4	0.2
Indonesia	231.6	1788	4.9	1.6	7.4	31.4	0.4
Iran, Islamic Rep.	71.2	3998	5.6	0.5	1.1	..	0.1
Iraq	28.9	2406	-11.4	..	16.9	..	..
Ireland	4.3	51038	5.1	0.2	-19.9	81.6	..
Israel	6.9	23394	2.6	0.8	30.4	46.8	..
Italy	58.9	35356	0.7	0.1	6.8	27.4	..
Jamaica	2.7	3835	1.8	19.4	22.1	45.8	0.4
Japan	128.0	35383	1.5	0.0	0.1	17.5	..
Jordan	5.5	2546	6.1	20.4	57.8	53.9	3.9
Kazakhstan	15.4	6135	10.1	0.2	25.5	53.2	0.2
Kenya	37.5	777	3.9	5.0	1.2	23.9	4.1
Korea, Dem. Rep.	23.9	617	..	..	..	..	..
Korea, Rep.	48.2	19840	4.6	0.1	3.1	42.3	..
Kuwait	2.9	43063	7.3	..	0.8	76.4	..
Kyrgyz Republic	5.3	696	3.8	17.1	37.1	39.7	11.2
Lao PDR	5.9	662	6.4	0.0	15.6	..	12.0
Latvia	2.3	11483	8.6	2.4	18.8	43.6	..
Lebanon	4.1	5850	3.7	22.9	66.3	63.5	3.2
Lesotho	2.0	983	3.4	24.2	10.3	49.9	3.8
Liberia	3.8	155	-4.7	..	..	..	54.4
Libya	6.2	10078	3.2	0.0	28.3	79.3	0.1
Lithuania	3.4	10879	8.0	3.3	20.3	59.5	..
Macedonia, FYR	2.0	3668	2.2	4.3	..	48.0	3.2
Madagascar	19.7	371	2.7	0.2	12.0	25.0	13.9
Malawi	147.0	181	2.4	0.0	13.5	..	21.4
Malaysia	27.0	6876	5.0	1.0	18.1	121.1	0.2
Mali	12.3	594	5.7	3.0	14.5	27.3	14.9
Mauritania	3.1	922	5.0	0.1	203.9	..	6.8
Mauritius	1.3	5889	4.0	3.4	3.6	60.4	0.3
Mexico	107.0	8257	2.3	3.0	13.7	31.8	0.0
Moldova	3.8	1299	6.8	35.2	28.3	45.4	6.1
Mongolia	2.6	1515	7.1	5.8	25.1	64.7	6.7
Morocco	31.7	2276	5.1	8.3	17.8	33.7	1.6
Mozambique	21.4	337	8.2	1.2	12.1	40.3	26.2
Myanmar	49.0	386	9.2	..	17.3	..	..
Namibia	2.1	3607	4.8	0.3	19.2	48.1	2.2
Nepal	28.2	361	3.3	16.3	-0.1	11.3	5.7
Netherlands	16.4	46971	1.3	0.4	13.1	81.9	..
New Zealand	4.2	28980	3.3	0.6	17.4	28.9	..

Table 2. Exposure to main transmission channels, cont.

Country	Population (million) 2007*	GNI/capita 2007, USD*	Avg. GDP growth 2000-06 %[a]	Remittances as % of GDP, 2006[b]	FDI flows as % of gross fixed capital formation[c]	Exports as % of GDP 2006[d]	ODA as % of GNI 2006[e]
Nicaragua	5.6	989	3.3	12.4	22.4	25.1	14.2
Niger	14.2	291	3.9	1.8	4.5	17.0	11.0
Nigeria	148.0	1135	6.0	2.9	54.2	48.7	11.3
Norway	4.7	82239	2.3	0.2	8.8	46.0	..
Oman	2.6	14768	4.2	0.1	12.9	73.0	0.1
Pakistan	163.9	1019	5.5	4.0	14.9	15.1	1.7
Panama	3.3	5361	5.0	0.9	58.5	28.9	0.2
Papua New Guinea	6.3	823	1.9	0.2	3.1	77.9	5.5
Paraguay	6.1	1964	2.9	4.7	5.6	28.5	0.6
Peru	27.9	3547	4.9	2.0	16.3	27.9	0.6
Philippines	88.0	1792	4.9	13.0	10.5	45.5	0.4
Poland	38.1	10538	3.7	1.3	22.6	38.6	..
Portugal	10.6	20166	0.7	1.7	11.0	31.3	..
Puerto Rico	4.0	15062	..	..	..	..	..
Romania	21.4	7251	6.0	5.5	35.4	32.4	..
Russian Federation	142.5	8789	6.4	0.3	13.3	34.0	..
Rwanda	9.7	351	5.0	0.8	2.5	8.5	23.6
Saudi Arabia	24.7	15339	4.4	..	20.2	62.1	0.0
Senegal	12.4	906	4.5	6.9	3.1	23.4	9.1
Serbia	7.4	5325	5.3	14.7	NA	..	5.0
Sierra Leone	5.9	322	12.3	2.3	23.5	17.7	25.7
Singapore	4.4	35084	5.0	..	71.5	250.3	..
Slovak Republic	5.4	13284	5.1	0.8	25.2	81.7	..
Slovenia	2.0	22456	3.7	0.8	6.8	74.0	..
Somalia	8.7	282	..	..	8.3	..	..
South Africa	48.6	5643	4.1	0.3	5.7	27.5	0.3
Spain	44.3	31617	3.3	0.7	7.2	25.4	..
Sri Lanka	19.3	1658	4.8	8.7	5.1	31.5	3.0
Sudan	38.6	1409	7.0	3.1	49.9	15.6	6.0
Swaziland	1.1	2526	2.4	3.7	4.3	88.1	1.3
Sweden	9.1	50895	2.7	0.1	25.5	51.4	..
Switzerland	7.5	60861	1.3	0.5	10.3	52.1	..
Syrian Arab Republic	19.9	1730	4.2	2.4	8.5	34.1	0.1
Tajikistan	6.7	701	9.1	36.2	5.1	53.7	8.8
Tanzania	39.3	365	6.5	0.1	97.0	24.3	14.5
Thailand	63.8	3719	5.4	0.6	16.0	75.0	-0.1
Timor-Leste	1.2	1404	-0.7	..	1.8	..	24.7
Togo	6.6	376	2.6	8.7	14.3	34.5	3.6
Trinidad and Tobago	1.3	15049	9.5	30.5	39.1	82.9	0.1
Tunisia	10.3	3195	4.6	0.5	23.6	51.7	1.5
Turkey	74.9	6494	5.6	5.0	14.3	27.2	0.1
Turkmenistan	5.0	1374	..	0.3	30.5	..	0.3
Uganda	30.9	396	5.6	..	13.1	15.7	16.7
Ukraine	46.2	3017	7.8	8.6	25.2	46.2	0.5
United Arab Emirates	4.4	41031	8.2	0.8	39.5	..	..
United Kingdom	60.8	46093	2.5	..	34.3	28.4	..
United States	305.8	45422	2.6	0.3	6.0	10.9	..
Uruguay	3.3	6791	2.3	0.0	35.3	27.0	0.1
Uzbekistan	27.3	701	5.7	..	5.1	..	0.9

Table 2. Exposure to main transmission channels, cont.

Country	Population (million) 2007*	GNI/capita 2007, USD*	Avg. GDP growth 2000-06 %[a]	Remittances as % of GDP, 2006[b]	FDI flows as % of gross fixed capital formation[c]	Exports as % of GDP 2006[d]	ODA as % of GNI 2006[e]
Venezuela, RB	27.7	8413	3.4	0.1	5.4	36.7	0.0
Vietnam	87.4	790	7.6	7.9	11.5	71.8	3.1
West Bank and Gaza	3.8	1075	0.2	14.7	…	..	34.6
Zambia	11.9	909	5.0	0.5	22.3	36.6	14.6
Zimbabwe	13.4	158	-5.7	..	84.1	..	..

Sources:
* also available at*: http://unstats.un.org/unsd/snaama/countryList.asp*
[a] 2008 WDI, Table 4.1, p.198-200
[b] 2008 WDI, Table6.1, p.320-322
[c] 2007, World Investment Report, UNCTAD, Table 3, p.259-270;
[d] 2008, WDI, Table 4.4 (marchandise exports), p.210-212 + Table4.6 (commercial service export), p.218-220 / Table 4.2 (GDP), p.202-204
[e] 2008, WDI, Table 6.14, p.364-366

Table 3. Demographic characteristics

Country	Population (million) 2007*	GNI/ capita, 2007, USD*	Avg. GDP growth 2000-06 %[a]	Avg. annual population growth % 1990-2006[b]	Avg. annual population growth % 2006-15[b]	Pop. Share aged 0-14[b]
Afghanistan	27.2	345	10.7	…	…	…
Albania	3.2	3442	5.3	-0.2	0.4	25.5
Algeria	33.9	3729	5.0	1.7	1.5	28.9
Angola	17.0	2678	11.5	2.8	2.8	46.3
Argentina	39.5	6304	3.6	1.1	0.9	26.1
Armenia	3.0	2957	12.5	-1	-0.2	20
Australia	20.7	43536	3.2	1.2	0.9	19.3
Austria	8.3	44139	1.7	0.4	0.2	15.6
Azerbaijan	8.4	3249	15.6	1.1	0.9	24.2
Bangladesh	158.7	462	5.6	2	1.6	34.7
Belarus	9.7	4581	8.1	-0.3	-0.6	15.3
Belgium	10.5	43943	1.7	0.3	0.1	16.9
Benin	9.0	611	3.8	3.3	2.9	44
Bolivia	9.5	1355	3.3	2.1	1.6	37.7
Bosnia and Herzegovina	3.9	3907	5.1	-0.6	-0.2	17.3
Botswana	1.9	5266	5.1	1.9	1.2	35.1
Brazil	191.8	6680	3.0	1.5	1.1	27.6
Bulgaria	7.6	5214	5.5	-0.8	-0.8	13.6
Burkina Faso	14.8	470	6.2	3	2.9	46
Burundi	8.5	114	2.5	2.3	3.5	44.7
Cambodia	14.4	515	9.5	2.4	1.8	36.7
Cameroon	18.6	1149	3.6	2.5	1.9	41.5
Canada	32.9	43046	2.6	1	0.8	17.3
Central African Republic	4.3	394	-0.7	2.2	1.8	42.5
Chad	10.8	391	14.1	3.4	2.7	46.2
Chile	16.6	9068	4.3	1.4	0.9	24.3
China	1305.7	2559	9.8	0.9	0.6	21.1
Hong Kong, China	7.2	29414	4.8	1.2	0.9	14.8
Colombia	46.2	3484	3.9	1.7	1.2	29.8
Congo, Dem Rep.	62.6	142	4.7	2.9	2.9	47.3
Congo, Rep.	3.8	1574	4.4	2.6	2.1	41.9
Costa Rica	4.5	5617	4.8	2.2	1.4	27.8
Cote d'Ivoire	19.3	1054	0.1	2.5	1.9	41.4
Croatia	4.6	11169	4.8	-0.5	-0.3	15.3
Cuba	11.3	4541	3.4	0.4	-0.1	18.9
Czech Republic	10.2	15890	4.2	-0.1	-0.1	14.5
Denmark	5.4	58075	1.6	0.4	0.1	18.7
Dominican Republic	9.8	4225	3.9	1.7	1.4	33.2
Ecuador	13.3	3170	5.3	1.6	1.1	32.2
Egypt, Arab Rep.	75.5	1788	4.0	1.9	1.7	33
El Salvador	6.9	2886	2.5	1.8	1.3	33.7
Eritrea	4.9	344	2.7	2.5	3	42.9
Estonia	1.3	15022	8.6	-1	-0.4	14.9
Ethiopia	83.0	201	5.7	2.6	2.4	44.2

Table 3. Demographic characteristics, cont.

Country	Population (mil-lion) 2007*	GNI/ capita, 2007, USD*	Avg. GDP growth 2000-06 %[a]	Avg. annual population growth % 1990-2006[b]	Avg. annual population growth % 2006-15[b]	Pop. Share aged 0-14[b]
Finland	5.3	46463	2.9	0.3	0.2	17.2
France	64.0	40421	1.7	0.5	0.3	18.3
Gabon	1.3	6813	1.7	2.2	1.5	35.4
Gambia, The	1.7	359	3.9	3.4	2.5	41
Georgia	4.4	1787	7.8	-1.3	-0.7	18.4
Germany	82.6	40537	0.8	0.2	-0.2	14.1
Ghana	24.0	635	5.3	2.4	1.9	38.6
Greece	11.2	27435	4.4	0.6	0	14.2
Guatemala	13.4	2473	2.7	2.4	2.4	42.9
Guinea	9.4	450	2.9	2.6	2.4	43.3
Guinea-Bissau	1.7	187	0.4	3	3	47.6
Haiti	9.6	542	-0.3	1.8	1.7	37.5
Honduras	7.1	1649	4.0	2.2	1.8	39.4
Hungary	10.0	12852	4.3	-0.2	-0.4	15.5
India	1169.0	971	7.4	1.7	1.2	32.5
Indonesia	231.6	1788	4.9	1.4	1	28
Iran, Islamic Rep.	71.2	3998	5.6	1.6	1.3	27.8
Iraq	28.9	2406	-11.4	…	…	…
Ireland	4.3	51038	5.1	1.2	1.3	20.7
Israel	6.9	23394	2.6	2.6	1.5	27.9
Italy	58.9	35356	0.7	0.2	-0.1	13.9
Jamaica	2.7	3835	1.8	0.7	0.4	31.3
Japan	128.0	35383	1.5	0.2	-0.3	13.8
Jordan	5.5	2546	6.1	3.5	2.2	36.5
Kazakhstan	15.4	6135	10.1	-0.4	0.8	23.9
Kenya	37.5	777	3.9	2.8	2.6	42.6
Korea, Dem. Rep.	23.9	617	..	1	0.3	23.6
Korea, Rep.	48.2	19840	4.6	0.8	0.2	18.1
Kuwait	2.9	43063	7.3	1.3	2.2	23.6
Kyrgyz Republic	5.3	696	3.8	1	1	30.4
Lao PDR	5.9	662	6.4	2.2	1.7	38.9
Latvia	2.3	11483	8.6	-1	-0.6	14
Lebanon	4.1	5850	3.7	1.9	1	28.2
Lesotho	2.0	983	3.4	1.4	0.6	40.1
Liberia	3.8	155	-4.7	3.2	3.9	47
Libya	6.2	10078	3.2	2	1.8	30.2
Lithuania	3.4	10879	8.0	-0.5	-0.5	16.2
Macedonia, FYR	2.0	3668	2.2	0.4	0	19.2
Madagascar	19.7	371	2.7	2.9	2.5	43.6
Malawi	147.0	181	2.4	2.3	2.5	47
Malaysia	27.0	6876	5.0	2.3	1.5	31
Mali	12.3	594	5.7	2.8	3	47.6
Mauritania	3.1	922	5.0	2.8	2.4	40.1
Mauritius	1.3	5889	4.0	1.1	0.7	24
Mexico	107.0	8257	2.3	1.4	1	30.2

Table 3. Demographic characteristics, cont.

Country	Population (million) 2007*	GNI/ capita, 2007, USD*	Avg. GDP growth 2000-06 %[a]	Avg. annual population growth % 1990-2006[b]	Avg. annual population growth % 2006-15[b]	Pop. Share aged 0-14[b]
Moldova	3.8	1299	6.8	-0.8	-0.8	19.4
Mongolia	2.6	1515	7.1	1.3	1.1	28
Morocco	31.7	2276	5.1	1.5	1.2	29.7
Mozambique	21.4	337	8.2	2.7	1.8	44.3
Myanmar	49.0	386	9.2	1.2	0.8	26.7
Namibia	2.1	3607	4.8	2.3	1.2	38.3
Nepal	28.2	361	3.3	2.3	1.7	28.5
Netherlands	16.4	46971	1.3	0.6	0.1	18.3
New Zealand	4.2	28980	3.3	1.2	0.8	21.2
Nicaragua	5.6	989	3.3	1.8	1.4	37.2
Niger	14.2	291	3.9	3.5	3.3	48
Nigeria	148.0	1135	6.0	2.7	2.1	44.1
Norway	4.7	82239	2.3	0.6	0.6	19.4
Oman	2.6	14768	4.2	2	2	33.1
Pakistan	163.9	1019	5.5	2.4	2.1	36.4
Panama	3.3	5361	5.0	1.9	1.5	30.1
Papua New Guinea	6.3	823	1.9	2.5	1.8	40.3
Paraguay	6.1	1964	2.9	2.2	1.7	25.4
Peru	27.9	3547	4.9	1.5	1.2	31.2
Philippines	88.0	1792	4.9	2.1	1.8	35.8
Poland	38.1	10538	3.7	0	-0.2	15.9
Portugal	10.6	20166	0.7	0.4	0.2	15.6
Puerto Rico	4.0	15062	..	0.7	0.5	21.6
Romania	21.4	7251	6.0	-0.5	-0.6	15.4
Russian Federation	142.5	8789	6.4	-0.2	-0.6	14.9
Rwanda	9.7	351	5.0	1.6	2.8	43.1
Saudi Arabia	24.7	15339	4.4	2.3	2.1	34
Senegal	12.4	906	4.5	2.7	2.7	41.9
Serbia	7.4	5325	5.3	-0.1	-0.2	18.4
Sierra Leone	5.9	322	12.3	2.1	2.1	42.8
Singapore	4.4	35084	5.0	2.4	0.8	18.8
Slovak Republic	5.4	13284	5.1	0.1	0	16.3
Slovenia	2.0	22456	3.7	0	-0.1	13.9
Somalia	8.7	282	..	1.4	2.8	44.2
South Africa	48.6	5643	4.1	1.9	0.4	31.9
Spain	44.3	31617	3.3	0.8	0.4	14.5
Sri Lanka	19.3	1658	4.8	1	0.3	23.7
Sudan	38.6	1409	7.0	2.3	2.1	40.3
Swaziland	1.1	2526	2.4	2.4	0.5	39.2
Sweden	9.1	50895	2.7	0.4	0.4	17.1
Switzerland	7.5	60861	1.3	0.7	0.2	16.5
Syrian Arab Republic	19.9	1730	4.2	2.6	2.1	36
Tajikistan	6.7	701	9.1	1.4	1.6	38.7
Tanzania	39.3	365	6.5	2.7	2.4	44.4
Thailand	63.8	3719	5.4	1	0.5	21.4
Timor-Leste	1.2	1404	-0.7	2	3.7	44.7

Table 3. Demographic characteristics, cont.

Country	Population (million) 2007*	GNI/ capita, 2007, USD*	Avg. GDP growth 2000-06 %[a]	Avg. annual population growth % 1990-2006[b]	Avg. annual population growth % 2006-15[b]	Pop. share aged 0-14[b]
Togo	6.6	376	2.6	3	2.5	43
Trinidad and Tobago	1.3	15049	9.5	0.5	0.4	21.7
Tunisia	10.3	3195	4.6	1.4	1.1	25.4
Turkey	74.9	6494	5.6	1.6	1.2	27.9
Turkmenistan	5.0	1374	..	1.8	1.3	30.9
Uganda	30.9	396	5.6	3.2	3.4	49.3
Ukraine	46.2	3017	7.8	-0.6	-0.8	14.3
United Arab Emirates	4.4	41031	8.2	5.5	2.4	19.6
United Kingdom	60.8	46093	2.5	0.3	0.3	17.8
United States	305.8	45422	2.6	1.1	0.9	20.7
Uruguay	3.3	6791	2.3	0.4	0.2	23.6
Uzbekistan	27.3	701	5.7	1.6	1.2	32.4
Venezuela, RB	27.7	8413	3.4	2	1.5	30.9
Vietnam	87.4	790	7.6	1.5	1.2	28.9
West Bank and Gaza	3.8	1075	0.2	4.1	2.5	45.6
Yemen, Rep.	22.4	864	3.9	3.6	2.9	45.4
Zambia	11.9	909	5.0	2.3	1.9	45.6
Zimbabwe	13.4	158	-5.7	1.5	1.3	39

Sources:
* also available at*: http://unstats.un.org/unsd/snaama/countryList.asp*
[a] 2008, World Development Indicators, Table 4.1, p.198-200
[b] 2008, WDI, Table 2.1, p. 40-42

Table 4. Sector distribution of GDP

Country	Population (million) 2007*	GNI/ capita 2007, USD*	Avg. GDP growth 2000-06 %[a]	Agriculture, hunting, forestry, fishing*	Mining, manufacturing, utilities*	of which: manufacturing*	construction*	services*
Afghanistan	27.2	345	10.7	39	17	17	9	34
Albania	3.2	3442	5.3	20	10	6	15	56
Algeria	33.9	3729	5.0	9	52	5	8	31
Angola	17.0	2678	11.5	8	67	4	4	21
Argentina	39.5	6304	3.6	10	31	23	4	56
Armenia	3.0	2957	12.5	19	17	10	28	36
Australia	20.7	43536	3.2	3	21	11	7	70
Austria	8.3	44139	1.7	2	22	20	8	68
Azerbaijan	8.4	3249	15.6	6	65	5	8	22
Bangladesh	158.7	462	5.6	19	20	18	8	53
Belarus	9.7	4581	8.1	9	32	32	10	49
Belgium	10.5	43943	1.7	1	19	17	5	75
Benin	9.0	611	3.8	38	10	8	5	48
Bolivia	9.5	1355	3.3	12	23	14	3	43
Bosnia and Herzegovina	3.9	3907	5.1	10	19	11	5	66
Botswana	1.9	5266	5.1	2	49	4	5	44
Brazil	191.8	6680	3.0	6	24	18	5	65
Bulgaria	7.6	5214	5.5	6	24	18	8	61
Burkina Faso	14.8	470	6.2	34	17	15	7	43
Burundi	8.5	114	2.5	38	14	13	5	43
Cambodia	14.4	515	9.5	32	20	19	7	41
Cameroon	18.6	1149	3.6	20	29	20	3	48
Canada	32.9	43046	2.6	2	26	16	6	66
Central African Republic	4.3	394	-0.7	55	17	10	5	23
Chad	10.8	391	14.1	22	51	6	1	27
Chile	16.6	9068	4.3	4	40	14	7	49
China	1305.7	2559	9.8	12	44	34	6	39
Hong Kong, China	7.2	29414	4.8	0	6	3	3	90
Colombia	46.2	3484	3.9	12	27	16	6	55
Congo, Dem Rep.	62.6	142	4.7	48	18	6	4	29
Congo, Rep.	3.8	1574	4.4	6	64	6	4	27
Costa Rica	4.5	5617	4.8	8	23	21	6	62
Cote d'Ivoire	19.3	1054	0.1	25	24	18	4	46
Croatia	4.6	11169	4.8	7	23	19	7	63
Cuba	11.3	4541	3.4	5	12	9	6	77
Czech Republic	10.2	15890	4.2	3	32	27	7	59
Denmark	5.4	58075	1.6	2	20	14	6	73
Dominican Republic	9.8	4225	3.9	6	24	21	7	63
Ecuador	13.3	3170	5.3	7	26	4	9	58
Egypt, Arab Rep.	75.5	1788	4.0	15	31	17	4	49
El Salvador	6.9	2886	2.5	12	23	21	4	61
Eritrea	4.9	344	2.7	18	11	9	13	58
Estonia	1.3	15022	8.6	3	21	16	8	69
Ethiopia	83.0	201	5.7	48	7	4	6	40
Finland	5.3	46463	2.9	3	26	23	6	55
France	64.0	40421	1.7	2	15	13	6	77
Gabon	1.3	6813	1.7	5	51	4	9	36
Gambia, The	1.7	359	3.9	33	7	5	7	54

Table 4. Sector distribution of GDP, cont.

Country	Population (million) 2007*	GNI/ capita 2007, USD*	Avg. GDP growth 2000-06 %[a]	Agriculture, hunting, forestry, fishing*	Mining, manufacturing, utilities*	of which: manufacturing*	construction*	services*
Georgia	4.4	1787	7.8	11	16	12	8	65
Germany	82.6	40537	0.8	1	25	23	4	70
Ghana	24.0	635	5.3	42	17	9	8	33
Greece	11.2	27435	4.4	4	15	12	8	72
Guatemala	13.4	2473	2.7	11	24	19	6	60
Guinea	9.4	450	2.9	16	24	4	11	50
Guinea-Bissau	1.7	187	0.4	59	9	…	3	29
Haiti	9.6	542	-0.3	31	9	8	15	46
Honduras	7.1	1649	4.0	13	21	19	6	61
Hungary	10.0	12852	4.3	4	25	22	5	66
India	1169.0	971	7.4	18	21	16	7	55
Indonesia	231.6	1788	4.9	13	39	28	7	30
Iran, Islamic Rep.	71.2	3998	5.6	11	38	11	4	47
Iraq	28.9	2406	-11.4	7	62	2	3	28
Ireland	4.3	51038	5.1	2	26	25	9	62
Israel	6.9	23394	2.6	2	16	14	5	77
Italy	58.9	35356	0.7	2	21	18	6	72
Jamaica	2.7	3835	1.8	5	21	13	10	63
Japan	128.0	35383	1.5	1	23	20	6	70
Jordan	5.5	2546	6.1	3	22	17	4	70
Kazakhstan	15.4	6135	10.1	6	29	12	10	55
Kenya	37.5	777	3.9	27	14	11	5	54
Korea, Dem. Rep.	23.9	617	..	25	33	19	9	33
Korea, Rep.	48.2	19840	4.6	3	31	28	9	56
Kuwait	2.9	43063	7.3	0	56	8	2	42
Kyrgyz Republic	5.3	696	3.8	34	15	11	4	47
Lao PDR	5.9	662	6.4	45	27	21	3	26
Latvia	2.3	11483	8.6	3	14	11	8	75
Lebanon	4.1	5850	3.7	5	12	12	8	75
Lesotho	2.0	983	3.4	16	26	18	14	44
Liberia	3.8	155	-4.7	64	12	11	2	21
Libya	6.2	10078	3.2	3	71	2	3	23
Lithuania	3.4	10879	8.0	6	25	21	8	62
Macedonia, FYR	2.0	3668	2.2	13	23	18	6	58
Madagascar	19.7	371	2.7	26	16	15	4	54
Malawi	147.0	181	2.4	31	13	10	4	52
Malaysia	27.0	6876	5.0	10	44	27	3	43
Mali	12.3	594	5.7	37	19	10	5	39
Mauritania	3.1	922	5.0	25	19	5	9	47
Mauritius	1.3	5889	4.0	5	21	19	6	68
Mexico	107.0	8257	2.3	4	21	18	5	70
Moldova	3.8	1299	6.8	12	17	14	6	65
Mongolia	2.6	1515	7.1	23	27	4	3	46
Morocco	31.7	2276	5.1	14	21	16	6	58
Mozambique	21.4	337	8.2	27	22	16	3	47
Myanmar	49.0	386	9.2	50	11	11	4	36
Namibia	2.1	3607	4.8	11	27	12	3	59
Nepal	28.2	361	3.3	34	10	8	6	49
Netherlands	16.4	46971	1.3	2	19	14	5	74
New Zealand	4.2	28980	3.3	6	18	15	5	70
Norway	4.7	82239	2.3	1	38	10	5	55
Oman	2.6	14768	4.2	1	56	10	3	40

Table 4. Sector distribution of GDP, cont.

Country	Population (million) 2007*	GNI/ capita 2007, USD*	Avg. GDP growth 2000-06 %[a]	Agriculture, hunting, forestry, fishing*	Mining, manufacturing, utilities*	of which: manufacturing*	construction*	services*
Nicaragua	5.6	989	3.3	18	22	18	7	53
Niger	14.2	291	3.9	45	10	6	3	42
Nigeria	148.0	1135	6.0	33	41	3	1	24
Pakistan	163.9	1019	5.5	20	25	19	2	43
Panama	3.3	5361	5.0	7	11	7	5	77
Papua New Guinea	6.3	823	1.9	35	32	7	9	24
Paraguay	6.1	1964	2.9	24	16	14	5	55
Peru	27.9	3547	4.9	7	29	16	6	58
Philippines	88.0	1792	4.9	14	27	22	4	54
Poland	38.1	10538	3.7	5	25	19	6	64
Puerto Rico	4.0	15062	..	0	44	42	2	53
Romania	21.4	7251	6.0	11	28	23	7	54
Russian Federation	142.5	8789	6.4	5	32	32	6	58
Rwanda	9.7	351	5.0	41	8	7	7	44
Saudi Arabia	24.7	15339	4.4	3	57	10	5	35
Senegal	12.4	906	4.5	16	19	15	5	60
Serbia	7.4	5325	5.3	12	24	18	5	60
Sierra Leone	5.9	322	12.3	51	9	3	2	38
Singapore	4.4	35084	5.0	0	27	25	4	69
Slovak Republic	5.4	13284	5.1	4	29	23	7	60
Slovenia	2.0	22456	3.7	2	28	24	6	64
Somalia	8.7	282	..	60	3	2	4	33
South Africa	48.6	5643	4.1	3	28	18	3	66
Spain	44.3	31617	3.3	3	18	16	11	67
Sri Lanka	19.3	1658	4.8	13	24	19	8	54
Sudan	38.6	1409	7.0	33	19	9	4	48
Swaziland	1.1	2526	2.4	11	38	37	7	43
Sweden	9.1	50895	2.7	1	23	20	5	71
Switzerland	7.5	60861	1.3	1	22	19	6	71
Syrian Arab Republic	19.9	1730	4.2	21	27	3	3	49
Tajikistan	6.7	701	9.1	23	26	26	6	45
Tanzania	39.3	365	6.5	45	11	7	6	38
Thailand	63.8	3719	5.4	11	41	35	3	45
Timor-Leste	1.2	1404	-0.7	28	4	2	10	59
Togo	6.6	376	2.6	41	16	9	3	39
Trinidad and Tobago	1.3	15049	9.5	1	42	17	8	50
Tunisia	10.3	3195	4.6	12	25	18	6	57
Turkey	74.9	6494	5.6	10	26	21	5	60
Turkmenistan	5.0	1374	..	22	34	34	7	36
Uganda	30.9	396	5.6	31	11	9	11	47
Ukraine	46.2	3017	7.8	7	31	23	5	57
United Arab Emirates	4.4	41031	8.2	2	49	12	7	43
United Kingdom	60.8	46093	2.5	1	17	13	6	75
United States	305.8	45422	2.6	1	17	13	5	77
Uruguay	3.3	6791	2.3	10	28	23	4	58
Uzbekistan	27.3	701	5.7	30	21	21	5	43

Table 4. Sector distribution of GDP, cont.

Country	Population (million) 2007*	GNI/ capita 2007, USD*	Avg. GDP growth 2000-06 %[a]	Agriculture, hunting, forestry, fishing*	Mining, manufacturing, utilities*	of which: manufacturing*	construction*	services*
Venezuela, RB	27.7	8413	3.4	4	45	17	8	43
Vietnam	87.4	790	7.6	21	35	21	6	38
West Bank and Gaza	3.8	1075	0.2	…	…	…	…	…
Yemen, Rep.	22.4	864	3.9	11	42	7	6	42
Zambia	11.9	909	5.0	20	18	10	16	46
Zimbabwe	13.4	158	-5.7	16	22	14	1	60

Sources:
* also available at*: http://unstats.un.org/unsd/snaama/countryList.asp*
[a] 2008, World Development Indicators, Table 4.1, p.198-200

Table 5. Use of GDP

Country	Population (million) 2007*	GNI/ capita, 2007, USD*	Avg. GDP growth 2000-06 %[a]	Final consumption 2007, %*	Govt. final consumption 2007, %*	Gross fixed capital formation 2007, %*
Afghanistan	27.2	345	10.7	126	10	21
Albania	3.2	3442	5.3	89	10	36
Algeria	33.9	3729	5.0	45	12	25
Angola	17.0	2678	11.5	54	22	12
Argentina	39.5	6304	3.6	69	12	23
Armenia	3.0	2957	12.5	82	12	34
Australia	20.7	43536	3.2	73	18	27
Austria	8.3	44139	1.7	72	18	21
Azerbaijan	8.4	3249	15.6	42	7	21
Bangladesh	158.7	462	5.6	80	6	24
Belarus	9.7	4581	8.1	71	19	31
Belgium	10.5	43943	1.7	75	22	21
Benin	9.0	611	3.8	86	12	20
Bolivia	9.5	1355	3.3	77	14	16
Bosnia and Herzegovina	3.9	3907	5.1	118	22	26
Botswana	1.9	5266	5.1	59	35	19
Brazil	191.8	6680	3.0	81	20	18
Bulgaria	7.6	5214	5.5	85	16	30
Burkina Faso	14.8	470	6.2	94	20	21
Burundi	8.5	114	2.5	111	31	27
Cambodia	14.4	515	9.5	84	6	19
Cameroon	18.6	1149	3.6	84	11	17
Canada	32.9	43046	2.6	75	19	22
Central African Republic	4.3	394	-0.7	98	11	10
Chad	10.8	391	14.1	51	26	21
Chile	16.6	9068	4.3	65	10	21
China	1305.7	2559	9.8	50	14	41
Hong Kong, China	7.2	29414	4.8	68	8	20
Colombia	46.2	3484	3.9	80	18	24
Congo, Dem Rep.	62.6	142	4.7	90	9	14
Congo, Rep.	3.8	1574	4.4	34	14	27
Costa Rica	4.5	5617	4.8	78	14	22
Cote d'Ivoire	19.3	1054	0.1	83	14	8
Croatia	4.6	11169	4.8	76	20	30
Cuba	11.3	4541	3.4	89	39	9
Czech Republic	10.2	15890	4.2	70	20	25
Denmark	5.4	58075	1.6	75	26	24
Dominican Republic	9.8	4225	3.9	92	7	19
Ecuador	13.3	3170	5.3	77	11	23
Egypt, Arab Rep.	75.5	1788	4.0	86	10	20
El Salvador	6.9	2886	2.5	105	9	16
Eritrea	4.9	344	2.7	126	40	22
Estonia	1.3	15022	8.6	70	17	32
Ethiopia	83.0	201	5.7	91	11	18

Table 5. Use of GDP, cont.

Country	Population (million) 2007*	GNI/ capita, 2007, USD*	Avg. GDP growth 2000-06 %[a]	Final consumption 2007, %*	Govt. final consumption 2007, %*	Gross fixed capital formation 2007, %*
Finland	5.3	46463	2.9	72	21	20
France	64.0	40421	1.7	80	24	21
Gabon	1.3	6813	1.7	42	9	23
Gambia, The	1.7	359	3.9	95	9	24
Georgia	4.4	1787	7.8	93	22	28
Germany	82.6	40537	0.8	75	18	19
Ghana	24.0	635	5.3	87	14	35
Greece	11.2	27435	4.4	88	17	26
Guatemala	13.4	2473	2.7	96	9	21
Guinea	9.4	450	2.9	94	7	15
Guinea-Bissau	1.7	187	0.4	98	16	15
Haiti	9.6	542	-0.3	105	10	14
Honduras	7.1	1649	4.0	93	16	30
Hungary	10.0	12852	4.3	75	21	21
India	1169.0	971	7.4	67	11	32
Indonesia	231.6	1788	4.9	72	8	25
Iran, Islamic Rep.	71.2	3998	5.6	60	13	29
Iraq	28.9	2406	-11.4	64	15	17
Ireland	4.3	51038	5.1	63	16	25
Israel	6.9	23394	2.6	81	25	18
Italy	58.9	35356	0.7	79	20	21
Jamaica	2.7	3835	1.8	85	13	33
Japan	128.0	35383	1.5	75	18	23
Jordan	5.5	2546	6.1	100	24	32
Kazakhstan	15.4	6135	10.1	57	11	30
Kenya	37.5	777	3.9	91	16	19
Korea, Dem. Rep.	23.9	617	..	105	…	…
Korea, Rep.	48.2	19840	4.6	70	15	29
Kuwait	2.9	43063	7.3	42	14	21
Kyrgyz Republic	5.3	696	3.8	119	18	25
Lao PDR	5.9	662	6.4	64	7	40
Latvia	2.3	11483	8.6	84	18	32
Lebanon	4.1	5850	3.7	108	15	15
Lesotho	2.0	983	3.4	123	40	26
Liberia	3.8	155	-4.7	100	10	14
Libya	6.2	10078	3.2	36	10	8
Lithuania	3.4	10879	8.0	83	17	27
Macedonia, FYR	2.0	3668	2.2	95	19	20
Madagascar	19.7	371	2.7	89	10	27
Malawi	147.0	181	2.4	98	10	19
Malaysia	27.0	6876	5.0	58	12	22
Mali	12.3	594	5.7	83	15	20
Mauritania	3.1	922	5.0	89	20	21
Mauritius	1.3	5889	4.0	85	14	24
Mexico	107.0	8257	2.3	89	12	21

Table 5. Use of GDP, cont.

Country	Population (million) 2007*	GNI/ capita, 2007, USD*	Avg. GDP growth 2000-06 %[a]	Final consumption 2007, %*	Govt. final consumption 2007, %*	Gross fixed capital formation 2007, %*
Moldova	3.8	1299	6.8	113	20	33
Mongolia	2.6	1515	7.1	58	15	35
Morocco	31.7	2276	5.1	76	18	31
Mozambique	21.4	337	8.2	92	14	24
Myanmar	49.0	386	9.2	86	4	15
Namibia	2.1	3607	4.8	77	24	25
Nepal	28.2	361	3.3	90	9	20
Netherlands	16.4	46971	1.3	72	25	20
New Zealand	4.2	28980	3.3	77	18	22
Nicaragua	5.6	989	3.3	101	20	30
Niger	14.2	291	3.9	93	18	23
Nigeria	148.0	1135	6.0	72	9	9
Norway	4.7	82239	2.3	61	20	20
Oman	2.6	14768	4.2	59	19	21
Pakistan	163.9	1019	5.5	87	8	23
Panama	3.3	5361	5.0	70	12	20
Papua New Guinea	6.3	823	1.9	67	17	14
Paraguay	6.1	1964	2.9	82	12	21
Peru	27.9	3547	4.9	72	12	21
Philippines	88.0	1792	4.9	79	10	15
Poland	38.1	10538	3.7	78	17	23
Portugal	10.6	20166	0.7	85	20	22
Puerto Rico	4.0	15062	..	68	12	14
Romania	21.4	7251	6.0	86	16	29
Russian Federation	142.5	8789	6.4	66	17	21
Rwanda	9.7	351	5.0	100	17	18
Saudi Arabia	24.7	15339	4.4	49	20	27
Senegal	12.4	906	4.5	87	11	29
Serbia	7.4	5325	5.3	88	17	19
Sierra Leone	5.9	322	12.3	100	11	4
Singapore	4.4	35084	5.0	50	10	25
Slovak Republic	5.4	13284	5.1	74	17	26
Slovenia	2.0	22456	3.7	70	18	24
Somalia	8.7	282	..	81	9	20
South Africa	48.6	5643	4.1	82	20	21
Spain	44.3	31617	3.3	75	18	31
Sri Lanka	19.3	1658	4.8	82	15	25
Sudan	38.6	1409	7.0	81	15	19
Swaziland	1.1	2526	2.4	81	17	25
Sweden	9.1	50895	2.7	73	26	19
Switzerland	7.5	60861	1.3	69	11	22
Syrian Arab Republic	19.9	1730	4.2	76	12	23
Tajikistan	6.7	701	9.1	92	13	12
Tanzania	39.3	365	6.5	88	7	25
Thailand	63.8	3719	5.4	66	13	27

Table 5. Use of GDP, cont.

Country	Population (million) 2007*	GNI/ capita, 2007, USD*	Avg. GDP growth 2000-06 %[a]	Final consumption 2007, %*	Govt. final consumption 2007, %*	Gross fixed capital formation 2007, %*
Timor-Leste	1.2	1404	-0.7	154	66	28
Togo	6.6	376	2.6	106	13	18
Trinidad and Tobago	1.3	15049	9.5	53	15	23
Tunisia	10.3	3195	4.6	78	14	24
Turkey	74.9	6494	5.6	82	15	22
Turkmenistan	5.0	1374	..	63	13	27
Uganda	30.9	396	5.6	95	14	25
Ukraine	46.2	3017	7.8	79	19	27
United Arab Emirates	4.4	41031	8.2	55	10	20
United Kingdom	60.8	46093	2.5	85	22	18
United States	305.8	45422	2.6	87	16	18
Uruguay	3.3	6791	2.3	86	11	14
Uzbekistan	27.3	701	5.7	70	17	21
Venezuela, RB	27.7	8413	3.4	64	11	23
Vietnam	87.4	790	7.6	65	6	37
West Bank and Gaza	3.8	1075	0.2	…	…	…
Yemen, Rep.	22.4	864	3.9	80	14	25
Zambia	11.9	909	5.0	76	20	26
Zimbabwe	13.4	158	-5.7	87	38	12

Sources:
* also available at*: http://unstats.un.org/unsd/snaama/countryList.asp*
[a] 2008, World Development Indicators,
Table 4.1, p.198-200

Table 6. Social indicators

Country	Population (million) 2007*	GNI/ capita, 2007, USD*	Avg. GDP growth 2000-06 %[a]	Primary school completion rate 2006[b]	Under five mortality per 1,000 2006[b]	Survey year of Gini index[c]	Gini index[c]	Survey year of pop. below poverty line [d]	Pop. below poverty line %[d]
Afghanistan	27.2	345	10.7	…	…	…	…	…	…
Albania	3.2	3442	5.3	96	17	2004	31.1	2005	<2
Algeria	33.9	3729	5.0	85	38	1995	35.3		
Angola	17.0	2678	11.5	…	260	…	…	2000	54.3
Argentina	39.5	6304	3.6	99	16	2004	51.3	2005	4.5
Armenia	3.0	2957	12.5	91	24	2003	33.8	2003	10.6
Australia	20.7	43536	3.2	…	6	1994	35.2	…	…
Austria	8.3	44139	1.7	103	5	2000	29.1	…	…
Azerbaijan	8.4	3249	15.6	92	88	2001	36.5	2005	<2
Bangladesh	158.7	462	5.6	72	69	2005	33.2	2005	49.6
Belarus	9.7	4581	8.1	95	13	2005	28	2005	<2
Belgium	10.5	43943	1.7	…	4	2000	33	…	…
Benin	9.0	611	3.8	65	148	2003	36.5	2003	47.3
Bolivia	9.5	1355	3.3	101	61	2002	60.1	2005	19.6
Bosnia and Herzegovina	3.9	3907	5.1	…	15	2005	35.8	2004	<2
Botswana	1.9	5266	5.1	95	124	1993	60.5		
Brazil	191.8	6680	3.0	105	20	2005	56.6	2005	7.8
Bulgaria	7.6	5214	5.5	99	14	2003	29.2	2003	<2
Burkina Faso	14.8	470	6.2	31	204	2003	39.5	2003	56.5
Burundi	8.5	114	2.5	36	181	1998	42.4	2006	81.3
Cambodia	14.4	515	9.5	87	82	2004	41.7	2004	40.2
Cameroon	18.6	1149	3.6	58	149	2001	44.6	2001	32.8
Canada	32.9	43046	2.6	…	6	2000	32.6	…	…
Central African Republic	4.3	394	-0.7	24	175	1993	61.3	2003	62.4
Chad	10.8	391	14.1	31	209	…	…	2002-03	61.9
Chile	16.6	9068	4.3	123	9	2003	54.9	2003	<2
China	1305.7	2559	9.8	…	24	2004	46.9	2005	15.9
Hong Kong, China	7.2	29414	4.8	…	…	1996	43.4	…	…
Colombia	46.2	3484	3.9	105	21	2004	56.2	2003	15.4
Congo, Dem Rep.	62.6	142	4.7	38	205	…	…	2005-06	59.2
Congo, Rep.	3.8	1574	4.4	73	126	…	…	2005	54.1
Costa Rica	4.5	5617	4.8	89	12	2004	48.2	2005	2.4
Cote d'Ivoire	19.3	1054	0.1	43	127	2002	44.6	2002	23.3
Croatia	4.6	11169	4.8	92	6	2005	29	2005	<2
Cuba	11.3	4541	3.4	92	7	…	…	…	…
Czech Republic	10.2	15890	4.2	102	4	1996	25.4		
Denmark	5.4	58075	1.6	99	5	1997	24.7	…	…
Dominican Republic	9.8	4225	3.9	83	29	2005	49.9	2005	5
Ecuador	13.3	3170	5.3	106	24	1998	53.6	2005	9.8
Egypt, Arab Rep.	75.5	1788	4.0	98	35	2004-05	34.4	2004-05	<2
El Salvador	6.9	2886	2.5	88	25	2002	52.4	2003	14.3
Eritrea	4.9	344	2.7	48	74	…	…	…	…
Estonia	1.3	15022	8.6	106	7	2004	36	2004	<2
Ethiopia	83.0	201	5.7	49	123	1999-2000	30	2005	39
Finland	5.3	46463	2.9	100	4	2000	26.9	…	…
France	64.0	40421	1.7	…	4	1995	32.7	…	…
Gabon	1.3	6813	1.7	75	91	…	…	2005	4.8
Gambia, The	1.7	359	3.9	63	113	2003-04	47.4	2003	34.3

Table 6. Social indicators, cont.

Country	Population (million) 2007*	GNI/ capita, 2007, USD*	Avg. GDP growth 2000-06 %[a]	Primary school completion rate 2006[b]	Under five mortality per 1,000 2006[b]	Survey year of Gini index[c]	Gini index[c]	Survey year of pop. below poverty line [d]	Pop. below poverty line %[d]
Georgia	4.4	1787	7.8	85	32	2005	40.8	2005	13.4
Germany	82.6	40537	0.8	95	4	2000	28.3	…	…
Ghana	24.0	635	5.3	71	120	1998-99	40.8	2005	30
Greece	11.2	27435	4.4	100	4	2000	34.3	…	…
Guatemala	13.4	2473	2.7	77	41	2004	49.4	2006	12.7
Guinea	9.4	450	2.9	64	161	2003	38.6	2003	70.1
Guinea-Bissau	1.7	187	0.4	…	200	1993	47	2002	48.8
Haiti	9.6	542	-0.3	…	80	2001	59.2	2001	54.9
Honduras	7.1	1649	4.0	89	27	2003	53.8	2005	22.2
Hungary	10.0	12852	4.3	94	7	2004	30.1	2004	<2
India	1169.0	971	7.4	85	76	2004-03	36.8	2004-05	41.6
Indonesia	231.6	1788	4.9	99	34	2005	39.4	2005	21.4
Iran, Islamic Rep.	71.2	3998	5.6	101	34	2005	38.4	2005	<2
Iraq	28.9	2406	-11.4	…	…	…	…	…	…
Ireland	4.3	51038	5.1	97	5	2000	34.3	…	…
Israel	6.9	23394	2.6	101	5	2001	39.2	…	…
Italy	58.9	35356	0.7	100	4	2000	36	…	…
Jamaica	2.7	3835	1.8	82	31	2004	45.5	2004	<2
Japan	128.0	35383	1.5	…	4	1993	24.9	…	…
Jordan	5.5	2546	6.1	100	25	2002-03	38.8	2006	<2
Kazakhstan	15.4	6135	10.1	101	29	2003	33.9	2003	3.1
Kenya	37.5	777	3.9	93	121	1997	42.5	2005-06	19.7
Korea, Dem. Rep.	23.9	617	..	…	55	…	…	…	…
Korea, Rep.	48.2	19840	4.6	98	5	1998	31.6	…	…
Kuwait	2.9	43063	7.3	91	11	…	…	…	…
Kyrgyz Republic	5.3	696	3.8	99	41	2003	30.3	2004	21.8
Lao PDR	5.9	662	6.4	75	75	2002	34.9	2002-03	44
Latvia	2.3	11483	8.6	92	9	2004	35.8	2004	<2
Lebanon	4.1	5850	3.7	80	30	…	…	…	…
Lesotho	2.0	983	3.4	78	132	1995	63.2	2002-03	43.4
Liberia	3.8	155	-4.7	63	235	…	…	2007	83.7
Libya	6.2	10078	3.2	…	18	…	…	…	…
Lithuania	3.4	10879	8.0	91	8	2004	35.8	2004	<2
Macedonia, FYR	2.0	3668	2.2	97	17	2003	39	2003	<2
Madagascar	19.7	371	2.7	57	115	2001	47.5	2005	67.8
Malawi	147.0	181	2.4	55	120	2004-05	39	2004-05	73.9
Malaysia	27.0	6876	5.0	95	12	1997	49.2	2004	<2
Mali	12.3	594	5.7	49	217	2001	40.1	2006	51.4
Mauritania	3.1	922	5.0	47	125	2000	39	2000	21.1
Mauritius	1.3	5889	4.0	92	14	…	…	…	…
Mexico	107.0	8257	2.3	103	35	2004	46.1	2006	<2
Moldova	3.8	1299	6.8	90	19	2003	33.2	2004	8.1
Mongolia	2.6	1515	7.1	109	43	2002	32.8	2005	22.4
Morocco	31.7	2276	5.1	84	37	1998-99	39.5	2007	2.7
Mozambique	21.4	337	8.2	42	138	2002-03	47.3	2002-03	74.7
Myanmar	49.0	386	9.2	95	104	…	…	…	…
Namibia	2.1	3607	4.8	76	61	1993	74.3		
Nepal	28.2	361	3.3	76	59	2003-04	47.2	2003-04	55.1

Table 6. Social indicators, cont.

Country	Population (million) 2007*	GNI/ capita, 2007, USD*	Avg. GDP growth 2000-06 %[a]	Primary school completion rate 2006[b]	Under five mortality per 1,000 2006[b]	Survey year of Gini index[c]	Gini index[c]	Survey year of pop. below poverty line [d]	Pop. below poverty line %[d]
Netherlands	16.4	46971	1.3	100	5	1999	30.9	…	…
New Zealand	4.2	28980	3.3	…	6	1997	36.2	…	…
Nicaragua	5.6	989	3.3	73	36	2001	43.1	2005	15.8
Niger	14.2	291	3.9	33	253	1995	50.5	2005	65.9
Nigeria	148.0	1135	6.0	76	191	2003	43.7	2003-04	64.4
Norway	4.7	82239	2.3	99	4	2000	25.8	…	…
Oman	2.6	14768	4.2	94	12	…	…	…	…
Pakistan	163.9	1019	5.5	62	97	2005	31.2	2004-05	22.6
Panama	3.3	5361	5.0	94	23	2003	56.1	2004	9.2
Papua New Guinea	6.3	823	1.9	…	73	1996	50.9		
Paraguay	6.1	1964	2.9	94	22	2003	52	2005	9.3
Peru	27.9	3547	4.9	100	25	2003	44.5	2005	8.2
Philippines	88.0	1792	4.9	96	32	2003	34.9	2006	22.6
Poland	38.1	10538	3.7	97	7	2005	38.5	2005	<2
Portugal	10.6	20166	0.7	104	5	1997	…	…	…
Puerto Rico	4.0	15062	..	…	…	…		…	…
Romania	21.4	7251	6.0	99	18	2005	31.5	2005	<2
Russian Federation	142.5	8789	6.4	94	16	2002	39.9	2005	<2
Rwanda	9.7	351	5.0	35	160	2000	46.8	2000	76.6
Saudi Arabia	24.7	15339	4.4	85	25	…	…	…	…
Senegal	12.4	906	4.5	49	116	2001	41.3	2005	33.5
Serbia	7.4	5325	5.3	…	8	2003	30	…	…
Sierra Leone	5.9	322	12.3	81	270	2003	40	2003	53.4
Singapore	4.4	35084	5.0	…	3	1998	42.5	…	…
Slovak Republic	5.4	13284	5.1	94	8	1996	25.8		
Slovenia	2.0	22456	3.7	99	4	2004	30.9	2004	<2
Somalia	8.7	282	..	…	145	…	…	…	…
South Africa	48.6	5643	4.1	100	69	2000	57.8	2000	26.2
Spain	44.3	31617	3.3	103	4	2000	34.7	…	…
Sri Lanka	19.3	1658	4.8	108	13	2002	40.2	2002	14
Sudan	38.6	1409	7.0	47	89	…	…	…	…
Swaziland	1.1	2526	2.4	67	164	2000-01	50.4	200-01	62.9
Sweden	9.1	50895	2.7	…	3	2000	25	…	…
Switzerland	7.5	60861	1.3	91	5	2000	33.7	…	…
Syrian Arab Republic	19.9	1730	4.2	115	14	…	…	…	…
Tajikistan	6.7	701	9.1	106	68	2004	33.6	2004	21.5
Tanzania	39.3	365	6.5	85	118	2000-01	34.6	2000-01	88.5
Thailand	63.8	3719	5.4	…	8	2002	42	2004	<2
Timor-Leste	1.2	1404	-0.7	…	55	…	…	2001	52.9
Togo	6.6	376	2.6	67	108	…	…	2006	38.7
Trinidad and Tobago	1.3	15049	9.5	88	38	1992	38.9		
Tunisia	10.3	3195	4.6	99	23	2000	39.8	2000	2.6
Turkey	74.9	6494	5.6	86	26	2003	43.6	2005	2.7
Turkmenistan	5.0	1374	..	…	51	1998	40.8		
Uganda	30.9	396	5.6	54	134	2002	45.7	2005	51.5
Ukraine	46.2	3017	7.8	105	24	2005	28.2	2005	<2
United Arab Emirates	4.4	41031	8.2	100	8	…	…	…	…
United Kingdom	60.8	46093	2.5	…	6	1999	36	…	…
United States	305.8	45422	2.6	…	8	2000	40.8	…	…
Uruguay	3.3	6791	2.3	93	12	2003	44.9	2005	<2
Uzbekistan	27.3	701	5.7	98	43	2003	36.8	2003	46.3
Venezuela, RB	27.7	8413	3.4	96	21	2003	48.2	2003	18.4

Table 6. Social indicators, cont.

Country	Population (million) 2007*	GNI/ capita, 2007, USD*	Avg. GDP growth 2000-06 %[a]	Primary school completion rate 2006[b]	Under five mortality per 1,000 2006[b]	Survey year of Gini index[c]	Gini index[c]	Survey year of pop. below poverty line [d]	Pop. below poverty line %[d]
Vietnam	87.4	790	7.6	92	17	2004	37	2006	21.5
West Bank and Gaza	3.8	1075	0.2	89	22	…	…	…	…
Yemen, Rep.	22.4	864	3.9	60	100	2005	37.7	2005	17.5
Zambia	11.9	909	5.0	84	182	2004	50.8	2004-05	64.3
Zimbabwe	13.4	158	-5.7	81	105	1995	50.1	…	…

Sources:
* also available at*: http://unstats.un.org/unsd/snaama/countryList.asp*
[a] 2008, World Development Indicators, Table 4.1, pp.198-200
[b] 2008, WDI, Table 1.2, pp. 18-20
[c] 2008, WDI, Table 2.8, pp. 68-70
[d] 2008, WDI, Poverty Data, A Supplement to World Development Indicators, 2008, Table S.2, pp.19-20

APPENDIX B:

Collecting qualitative micro-level information: Examples from Cambodia and Liberia

Cambodia

Background:

The following summarises the rapid assessment methodology and questions used for the impact of the financial crisis in Cambodia in early 2009.

The methodology was described as follows:

The impact assessment starts first with an analysis of the ***macroeconomy****. The aim is to determine the severity of the impacts on the overall economy. In the second step, we determine the channels of transmission by identifying the* ***sectors*** *most vulnerable to the financial crisis.*

Based on the findings from the first two analyses, we delve in deeper to understand the impacts of the crisis on the labor markets of the most vulnerable sectors. The purpose of the ***labor market*** *analysis is to investigate the affects on jobs, wages, youth employment, etc. The last layer of our impact analysis is the* ***household economy****.*

It was based overall on a number of tools and sources, taking into consideration the timeframe. The key sources of information for the study were:

Statistics and Data: The team utilized official statistics and data from government sources, media reports, employers' organizations and research institutions such as those on exports, public expenditures, investment, employment, etc.

Literature Review: In addition, the team conducted a rapid literature review of relevant studies related to the financial crisis and the economy to get an overview and strong basis for making projections, such as recent reports by the World Bank, Asian Development Bank (ADB), International Monetary Fund (IMF) and International Labor Organization (ILO). This also included a review of the perspectives of key stakeholders such as employers, government, trade unions, and NGOs on the current situation.

Consultations with Informants: The team conducted a number of face-to-face as well as phone interviews with trade union leaders to collect their observations on the current trends in their sectors, employment and income. (See Table 2 for a list of interviews)

Focus Group Discussions (FGD): FGD was the main source for qualitative information on trends at the factory / business level and for understanding the possible (current) responses of

retrenched workers and households. In total, the team conducted 19 FGDs, which included 121 participants (71 females, 50 males). The FGDs included currently employed, currently retrenched and households of workers from the garment, construction, tourism, and informal sectors (see Table 2). These group discussions were structured informally to encourage participants to speak freely and openly, and were based on interview guidelines developed by the team (see below).

Interview Guidelines

Cambodia, Garment Sector

I. Questions for employers

Q1. Do you feel that your factory is affected by global financial crisis?
1. No ☐ (why) ……..……..
2. If yes, (Q2 follows)

Q2. What is the impact on your factory?
1. An order decline ☐
2. A lack of financial liquidity ☐
3. Others ☐

Q3. What is the reaction of your factory?
1. Job-cut ☐ How many workers/ per cent are cut? _____
2. Wage-cut ☐ How many per cent? _____
3. Reduction of working hours ☐ How many hours? _____
4. Cut unnecessary expense/cost ☐

Q5. Has your factory planed?
1. a further job-cut ☐ How many workers/per cent? _____
2. a further wage-cut? ☐ How many per cent? _____
3.

Q6. Which worker group are prone to be released from the factory
1. Female workers ☐
2. Male workers ☐

Q7. Did your factory pay any compensation to workers released from the enterprise?
1. No ☐
2. Yes ☐ How much? _____

II. Questions for still employed workers

Q1. Do you hear about the global financial crisis?
1. No ☐
2. Yes ☐

Q2. Is your job affected by the global financial crisis?
1. No ☐
2. Yes ☐ (Q3 follows)

Q3. What is the impact?

1. Wage-cut ☐
2. Reduction in working hours ☐
3. Harder working condition ☐
4. Others

Q4. Do you send home the same amount of money as before?

1. Yes ☐
2. No ☐ Why _____

Q5. Have you ever though that you will be released from the enterprise?

1. No, my job is secured ☐
2. Yes ☐
3. I don't know ☐

Q6. If you depart from the current job what will you do then? Please mention.

III. Questions for unemployed workers?

(Workers who are recently released from the factory)

Q1. Why were you released from the factory?

1. Don't know ☐
2. The factory gets in trouble due to the financial crisis ☐
3. Other reasons ☐

Q2. What is your first reaction when you were released from the factory?

1. Go back home immediately ☐
2. Stay in the city and try to find another job ☐
3. Migrate to other cities to find job ☐
4. Migrate to neighboring countries to find job ☐
5. Run your own business ☐
6. Acquire new skills (through training/education) ☐
7. Others ☐

Q3. Among workers released from the factory is male or female more likely to find a new job?

1. Female ☐
2. Male ☐
3. Don't know ☐
4. Others ☐

Q4. Is male or female is more likely to go back home?

1. Female ☐
2. Male ☐
3. Don't know ☐

Q5. How long can you afford to stay in the city to find a new job?

1. Stay 1-2 months in the city ☐
2. Stay longer than 2 months in city ☐
3. Others _____

Q6. When you go back home what kind of activities will you have?

1. Work in family farm ☐
2. Fishing ☐
3. Run a small business ☐
4. Others _____

Q7. In case you couldn't find job in Phnom Penh which city do you want to migrate to? Please describe.

Q8. In which country do you want to work if there is not work in your homeland? Please mention.

Q9. Which work in the below segments are female unemployed workers used to find when they leave the factories?

1. Restaurant ☐
2. Karaoke ☐
3. Beer Garden ☐
4. Discotheque ☐
5. Hotel ☐
6. Casino ☐
7. Barber ☐
8. Beauty salons ☐
9. Tailoring ☐
10. Other jobs ☐ Please mention _____

Q10. What kind of jobs are male unemployed workers used to find when they leave the factories? Please mention.

Q11. What skills are female workers used to acquire when they leave the factories? Please mention.

Q12. Which skills are male workers used to acquire when they leave the factories? Please mention.

Q13. Do you get any support:

1. From the governmental institutions ☐
2. From NGOs or any other organization ☐

Q14. What is your request to:

1. The government _____
2. The NGOs or other organizations _____

Employers' inquiry Liberia

1. COMPANY INFORMATION

Name and title of respondant(s):

Contact information (phone, email, address):

Company name:

Location:

Main activity (sector):

For your three most important products and total sales, please indicate:

Product	***Domestic sales***	***Exports to Africa***	***Exports to the EU***	***Exports to the US***	***Exports to China***	***Other Exports***	***TOTAL***
TOTAL							

Current employment structure:

	Unskilled	Skilled
Female		
Male		

2. IMPACT ON GENERAL BUSINESS SITUATION

A. How would you rate the adverse impact of the financial crisis on the business situation

No adverse impact	High	Moderate	Low
1. In Your Enterprise	☐	☐	☐
2. In the Country	☐	☐	☐
3. In Your sector of Activity	☐	☐	☐
4. In Your Market Overseas (if applicable)	☐	☐	☐

B. Looking ahead at the next six months, what do you expect the business situation will be

	Better	Same	Worse
1. In Your Enterprise	☐	☐	☐
2. In the Country	☐	☐	☐
3. In Your sector of Activity	☐	☐	☐
4. In Your Market Overseas (if applicable)	☐	☐	☐

C. Through which channels has your company been affected by the crisis and how would you rate them according to their severity?

	Rank
Reduced access to finance from banks	
Reduced access to finance from parent company	
Reduced access to finance from other sources (pls. specify)	
Reduced domestic prices	
Reduced domestic demand	
Reduced domestic product prices	
Reduced world market demand	
Reduced world market product prices	
Other (pls. specify)	
Other (pls. specify)	

D. If you are part of an international parent company, have operations in Liberia been hit more or less severely than overall operations? Please explain.

3. TRENDS IN KEY VARIABLES

A. How do you expect the following variables in your enterprise to change in the next six months as a result of the financial crisis?

		Expected % change
1.	Volume of demand/business activity	
2.	Employment	
3.	Average selling price(s) of your product(s) and/or service(s)	
4.	Investment	
5.	Expenditure on training	
6.	Profit	
7.	Exports (*If Applicable*)	

B. What has been your average capacity of utilisation over the year 2008 and what you expect it to be in 2009? *(Capacity of utilisation is the actual output produced relative to the maximum output possible using all the available factors of production. Please provide your answer as a percentage of the maximum output possible e.g. if output is at full capacity then level of capacity utilisation is 100%.)*

	Current	***2009***
Level of Capacity Utilisation	%	%

4. ACTIONS TO MITIGATE THE IMPACT OF THE CRISIS

A. How many workers have you laid off so far because of the crisis? How many additional workers are you planning to lay off currently, or if the current situation persists?

	Already laid off	***Currently planning to lay off***	***Lay off if current situation persists for another 3 month***	***Lay off if current situation persists for another year***
unskilled				
skilled				
total				

B. What other actions have you already taken or are planning to take currently of it the current situation persists?

	Already taken	***Currently planned***	***If situation persists 3 months***	***If situation persists 1 year***
1. Adjusting hours of work (e.g. reducing overtime & no. of shifts)				
2. Reorganising work systems and functions to improve efficiency				
3. Redundancies/downsizing				
4. Delaying recruitments				
5. Encouraging early retirement, voluntary /negotiated departures, leaves without pay				
6. Exercising non-replacement of departing staff				
7. Postponing investment plans				
8. Sale of assets				
9. Outsourcing of activities				
10. Wage freeze/deferring wage increases				
11. Wage moderation				
12. Reduction in pay packets for working lesser hours				
13. Consultation with workers and/or unions to renegotiate labour contracts				
14. Streamlining and better monitoring of expenses to cut costs				
15. Reducing management salaries and/or bonuses				
16. Filling work gaps with training				
17. Debt restructuring				
18. Seek financial assistance				
19. Increased marketing/promotional efforts				
20. Shut down operations in Liberia				
21. Other (please specify):				

C. What measures to mitigate the impact of the crisis on your economy and enterprises has the government undertaken so far? Has your company benefited from these measures and have you been satisfied with them?

D. Do you require direct assistance from your government? If yes, please indicate what sort of assistance would enable your company to survive the current environment?

E. What interventions would assist in ameliorating the impact of the crisis on your economy?

F. What programmes should your government embark on to prepare your country for future crisis?

4. GENERAL COMMENTS

(Any general comments)

Appendix C

AN OPERATIONAL DECENT WORK RESPONSE

TO THE CRISIS:

EMERGENCY SERVICES FOR CONSTITUENTS

June 2009

For more information contact: informcrisis@ilo.org

An operational decent work response to the crisis

The global financial and economic crisis has rapidly transformed into a global jobs and decent work crisis. The ILO estimates that up to 50 million jobs could be lost by the end of 2009 since 2007, and that the number of working poor globally could increase by up to 200 million. In addition to direct impact on the people concerned, there is a strong risk that the unfolding situation might further exacerbate the social and political dimensions of the crisis in a number of countries.

Responses to the crisis should include but cannot be limited to coordinated fiscal stimulus to boost aggregate demand and restoring health to the financial system. A third track is necessary to include prominently from the very beginning the labour market and social policy responses to mitigate the impacts on jobs, social protection, while ensuring that social and labour standards are not eroded.

As the crisis broadens and deepens around the world, ILO has received a rapidly growing number of emergency requests from Member States and social partners. The ILO has been put in a "crisis mode". It has reoriented or is in the process of reorienting its work to respond as effectively as possible to the global challenges facing its constituents. The response includes information sharing, support in rapid impact assessments and action to make relevant tools, approaches and advisory services more readily available.

Based on emerging experiences from around the world, it is clear that the ILO's Decent Work Agenda provides a very useful framework for policies and actions to counter the current crisis, while also laying the foundations for a more sustainable economic and social model in the future. It effectively combines a complementary set of responses covering employment promotion policies with measures to protect and broaden social protection, while introducing instruments and processes to ensure that labour standards are not eroded. Furthermore, social dialogue is crucial to cope with the challenges of the crisis and should be at the heart of Governments' plans to alleviate its consequences. The Office expertise with respect to industrial relations, social dialogue and labour law is key in this regard.

The table below has been built with two objectives in mind: (1) to provide a framework based on identified country needs and ILO experience for an operational response to the crisis based on the ILO's Decent Work approach; and (2) to show that the ILO has many of the tools members states and social partners are demanding in their efforts to respond to the crisis and mitigate its effects.

In the areas presented the ILO has expertise and has put in place Emergency Services to Member States and social partners in both developed and developing countries. The table contains the main services, and the available policy tools for each policy response. Services available range from rapid jobs impact assessments, to impact assessments of national social budgets and social transfer schemes, information sharing on country responses to crisis worldwide and best practices, support in the design of effective policy responses in a number of key areas, strengthening capacity to implement concrete programmes and direct implementation advice through technical teams to give effect to these policies, using a range of concrete ILO tools.

Synergies are being developed with technical projects and programmes implemented by other UN agencies in the spirit of the One UN approach, the Bretton Woods institutions as well as bilateral technical aid agencies operating in the respective countries, to eliminate waste of scarce resources and unnecessary duplication of efforts.

It is our hope that the framework presented in the table further strengthens the national and international resolve to include labour market and social policy responses to the crisis within and beyond the financial and fiscal stimulus pillars. The international community needs a balanced approach that speaks to the needs and hopes of people and that deals explicitly with the social impacts of the crisis.

ACRONYMS

ACT/EMP..... Employers' Activities
DECLARATION..... Programme on Promoting the Declaration
DIALOGUE ..... Industrial and Employment Relations Department
EMP/ POLICY ..... Employment Policy Department
EMP/ELM ..... Economic and Labour Market Analysis Department
EMP/ENTERPRISE..... Job Creation and Enterprise Development Department
EMP/INVEST ..... Employment Intensive Investment
EMP/MULTI..... Multinational Enterprises
EMP/SEED..... Boosting Employment through Small Enterprise Development
EMP/SFP..... Social Finance
EMP/SKILLS ..... Skills and Employability Department
EMP/TRENDS ..... Employment Trends
ILO Library ..... Bureau of Library and Information Services
ILOAIDS ..... HIV/AIDS
INTEGRATION..... Policy Integration
IPEC ..... International Programme on the Elimination of Child Labour
MIGRANT ..... International Migration
NORMES ..... International Labour Standards
PROTECTION ..... Social Protection Sector
SAFEWORK..... Programme on Safety and Health at Work and the Environment
SECSOC..... Social Security Department
SECTOR..... Sectoral Activities
STAT..... Department of Statistics
TRAVAIL ..... Conditions of Work and Employment Programme

AN OPERATIONAL DECENT WORK RESPONSE TO THE CRISIS:
EMERGENCY SERVICES FOR CONSTITUENTS
June 2009

Policy Responses	Service by policy area	Policy tools	Regions supported by
I. Employment Policy and Fiscal Stimulus	1. Information sharing on crisis response	• ILO Global Job Crisis Observatory www.ilo.org/jobcrisis • Briefing Notes	ILO Library
	2. Country Level Rapid Jobs Impacts Assessments	▪ Rapid labour market assessment methodology	EMP/POLICY TRENDS
	3. Monitoring of Global and Regional Employment Trend	▪ Model for monitoring global and regional trends in employment, vulnerability and working poor	EMP/TRENDS
	4. Analysis, evaluation and advice on fiscal stimulus packages to maximize employment impact	▪ Comparative diagnostic of fiscal stimuli in relation to (1) employment and poverty impact, (2) timeframe for roll-out, and (3) institutional /administrative capacity ▪ Country analysis and support on policy space for implementing counter-cyclical measures	EMP/POLICY
	5. Advice and support to reorient employment policy frameworks to promote macroeconomic, sectoral and targeted programmes towards crisis response	▪ Policy Briefs and Guidelines for Employment and Labour Market response to crisis, for Low Income and Middle income countries based on Global Employment Agenda (GEA) and ILO experience. ▪ Advice on embedding employment targets in employment policies for crisis response	EMP/POLICY EMP/ELM
	6. Policy advice to examine the impact of the crisis and the effectiveness of government policy measures in major sectors	▪ Country level support to specific sectoral strategies to maintain employment in the context of crisis	EMP/POLICY SECTOR
	7. Guidelines to promote "green" investments as part of overall stimulus package design.	▪ Information sharing on sectors with strong "green jobs" generation potential (housing, improved resource management at local level) and advice on environmentally friendly infrastructure projects ▪ Guidance on the role of social dialogue in the area of socially sustainable development and green jobs.	EMP/ELM (INTEGRATION) DIALOGUE
II. Employment-intensive public works	1. Employment impact assessments of multi-sectoral investment options.	▪ Comparative studies ▪ Input-output model ▪ Social Accounting Matrix	EMP/INVEST
	2. Design of employment intensive infrastructure programmes (as part of stimulus packages)	▪ Multiple examples and best practices of past and ongoing EIIP Programmes (Manuals, guides, etc)	EMP/INVEST
	3. Support to institutional capacity building and programme implementation	▪ Many training modules for Local Government Capacity Building, Community Contracting, etc.	EMP/INVEST
	4. Advice on alternative financing schemes	• Contacts with donors and IFIs	EMP/INVEST
III. Enterprise – SME- Support	1. Advice to policy makers and programme developers on tools and approaches for protecting and creating jobs in SMEs	• Rapid assessment of factors making SMEs vulnerable, strategies to facilitate SME access to finance, business development services to support SMEs in crisis, strengthening of SME associations.	EMP/SEED

Policy Responses	Service by policy area	Policy tools	Regions supported by
	2. Advice to policy-makers and enterprises on tools and approaches for responsible restructuring of sectors and enterprises	▪ Policy advise and training programmes on Socially Sensitive Enterprise Restructuring ▪ Helpdesk to provide expert advice to managers and workers from enterprises as well as workers' and employers' organizations on the provisions of the MNE Declaration and international labour standards more generally: assistance@ilo.org	EMP/MULTI
	3. Advice (to governments, employers organizations, workers organizations) on policies to facilitate access to bank finance for SMEs; emphasis on risk sharing mechanisms	▪ Advice in designing of credit guarantee funds and similar risk sharing mechanisms. ▪ Advice on financial literacy to reduce risk of over-indebtedness ▪ Financial information, advocacy and literacy campaigns for migrant workers on use of remittances	EMP/SFP
	4. Advice and technical assistance (to governments, employers and worker organizations) to maintain sectoral competitiveness based on decent work and social dialogue.	• Technical cooperation programmes and sectoral action plans.	SECTOR
IV. Labour Market measures to get people into productive employment	1. Alternatives to redundancy/layoffs, alternative measures to preserve jobs	• Advice on measures to adjust working hours (including work/job-sharing) and wages. • Programmes to keep young people in education or apprenticeships	TRAVAIL (EMP/SKILLS, EMP/ELM)
	2. Skills training interventions to support employability as part of active labour market policies	• Diagnostic support for skills programme design, and facilitating social dialogue consultations • Public-private partnerships, and social dialogue and negotiations to encourage enterprise investment in skill upgrading during periods of slack demand • Tools for skills anticipation, including for sectoral restructuring towards "green" growth opportunities (tool under construction) • Adaptation of training and retraining packages to assist governments, employers' and worker's organizations to address issues of employability, skills enhancement, and other active labour market measures to support adjustment in severe affected economic sectors, sectoral guidelines, methodologies and toolkits	EMP/SKILLS INTEGRATION EMP/SKILLS DIALOGUE
	3. Strengthening of employment services to support re-employment, maintain income and provide targeted attention to new entrants to the labour market, young people and other vulnerable groups	• Job search assistance and placement, and emergency employment (including as linked to unemployment compensation, insurance and benefits), Guidance on Worker Displacement • Partnership with World Association of Public Employment Services (WAPES) to deliver support to Public Employment Services including advice on alternative financing schemes, legislation and capacity-building of public employment services, Guidelines for establishing Emergency Employment Services, Career counselling and school-to-work programmes • Know about Business programmes in vocational and general education	EMP/SKILLS (SECSOC, DIALOGUE) EMP/SKILLS (TRAVAIL) EMP/SEED

Policy Responses	Service by policy area	Policy tools	Regions supported by
	4. Temporary tax and subsidy measures (wage subsidies, temporary tax holidays), including to manage wages policies to protect low-paid formal and informal economy workers during crisis	▪ Advisory services	DIALOGUE TRAVAIL
	5. Emergency Support for Labour Law Reforms	• Information and advisory services on comparative law and practice regulating dismissals for economic reasons • On-line database of national laws and practice (NATLEX) www.ilo.org/dyn/natlex/	DIALOGUE
	6. Multidisciplinary missions to advice on all or selected items in this policy response area	▪ All of the above	Contact EMP/ POLICY for request. Office-wide effort.
V. Support to self-employed and wage employees in the informal economy	1. Monitoring impact of crisis on self-employed and informal economy workers, and informal employment	• Global Employment Trends, New information/data collection and analysis in selected countries) • Country studies on trends in share and patterns of informal employment	TRENDS EMP/POLICY STAT PROTECTION
	2. Advice on supporting livelihoods, working conditions and coping strategies especially for the most vulnerable and those displaced from formal wage employment, multidisciplinary missions to advice on all or selected items in this policy response area	• Using range of ILO tools and expertise for starting and sustaining the businesses of the self-employed and their livelihoods, Reader and policy briefs on the informal economy (forthcoming) • Advice on design and management of start-up capital funds for laid off workers based on: Good practice guide: microfinance for self-employment; several Microinsurance manuals. • Using range of ILO tools (WISCON, WISH, etc) and expertise to improve or avoid worsening of OSH and working conditions in the informal economy • Advisory services for urgent upscaling of coverage and/or benefits of social security schemes to protect the most vulnerable groups • Advisory services to prevent, mitigate and cope with HIV/AIDS-related risks facing the most vulnerable • Training and post-training support to boost livelihoods and productivity in rural areas - particularly those with high levels of returning urban or overseas workers (Training for Rural Economic Empowerment (TREE) and Local Economic Development (LED) strategies; WIND (Work Improvement in Neighbourhood Development) for farmers	EMP/POLICY Office wide effort EMP/SFP SECSOC TRAVAIL SAFEWORK SECSOC ILOAIDS EMP/SKILLS EMP/ENT TRAVAIL
VI. Social protection programmes to respond to and manage the crisis	1. Emergency social budgeting exercises (analyse social security systems)	▪ Emergency country teams composed of HQ and Field and external staff trained in ILO training programmes	SECSOC
	2. Identify priority social transfer needs	▪ Social Protection Expenditure and Performance Reviews (SPERS)	SECSOC and field staff
	3. Advice on feasibility of new benefit systems	▪ Social Budgeting methodology and tripartite/stakeholder consultations to establish policy priorities	SECSOC and field staff

Policy Responses	Service by policy area	Policy tools	Regions supported by
	4. Actuarial support for financial crisis management of existing social security systems	▪ Actuarial modelling/simulations undertaken by the ILO's Financial and Actuarial Service (ILO FACTS)	SECSOC and field staff
	5. Investing in social infrastructure to address intensified work-family tensions, especially for women inc. in informal economy	▪ Establish on-line OSH help desk and national call centres advising workers and employers on safety and health at work in relation to crisis	TRAVAIL
	6. Undertake urgent needs assessment in light of emerging OSH issues, including HIV (especially for health workers)	▪ ILO handbook on HIV/AIDS for SMEs, Joint ILO-WHO guidelines on health services and ▪ HIV/AIDS	SAFEWORK ILOAIDS
	7. Schemes for reintegrating migrant workers and their families, including Migrants' Welfare Funds to mitigate impact of crisis on migrant workers and their families in countries of origin	▪ ILO Multilateral Framework on Labour Migration ▪ Technical cooperation projects	MIGRANT
	8. Access to national experience in crisis management of social security and transfer schemes through web-based technology and helpdesk	▪ Global web platform for the Exchange and Generation of Knowledge in Social Security (GESS)	SECSOC
	9. Knowledge base on trends in working life, national policy developments and good practice on crisis management in area of wages and other conditions of work	▪ Update report on impact of crisis on wages (Oct 09) ▪ Report on Wages in Africa (Dec 09) ▪ Policy briefs and information sheets on low pay and childcare	TRAVAIL
	10. Disseminate national best practice on ramifications of crisis for OSH	▪ Dedicated web-based information centre available to the public soon: Best Practice on Ramifications of Crisis for OSH, address: https://www.ilo.org/public/english/protection/safework/crisisresponse.htm	SAFEWORK
	11. Identify effective policy responses to ensure protection of migrant workers and their families	▪ Training manuals on migration and ILO Multilateral Framework on Labour Migration ▪ Special studies and monitoring of impact and policy responses to crisis through field offices and TC projects ▪ Paper: Assessing impact of global crisis on migrant workers (June 09) ▪ Fact sheets/briefing notes on crisis, migrant workers and female migration	MIGRANT
	12. Compile international good practice on crisis management relating to migrant workers	▪ ILO-MIGRANT webpage on good practices in labour migration: http://www.ilo.org/dyn/migpractice	MIGRANT
	13. Create social floor coalition that consolidates and coordinates action by all UN agencies operating in social sector (WHO, UNICEF, UNDESA, FAO, etc) and possibly major international donor agencies	▪ Joint country missions providing joint advisory reports ▪ Work with UNDAF/CCA/PRSP and DWCP exercises to address crisis and migrant worker issues. ▪ Involve UNAIDS and its ten co-sponsors (including the ILO) ▪ Joint work with WHO and UNFPA on maternity protection within One UN programmes aimed at improving maternal health	All PROTECTION

Policy Responses	Service by policy area	Policy tools	Regions supported by
VII. Rapid diagnostics of social and financial impact of the crisis on social protection	1. Social, legal, actuarial, financial, economic, fiscal diagnostic analysis of crisis effects through analytical tools for existing national security systems	▪ Social Protection Expenditure and Peformance Reviews (SPERs) ▪ Social Budget Models ▪ Simplified model for costing essential social transfers ▪ Poverty impact assessment model ▪ Actuarial models ▪ Survey and policy analysis tools	SECSOC
	2. Support constituents in evaluating impacts of economic crisis on working life (wages, low pay, working time, work and family), identifying inter-connections with other crises such as food crisis and HIV/AIDS, and identify effective policy responses	▪ ILO code of practice and training manual on HIV/AIDS. ILO-UNAIDS-IOM policy brief on migrant workers and HIV/AIDS, supported by annual rapid assessments ▪ Promote ILO Standards	TRAVAIL ILOAIDS
	3. Rapid assessment of crisis impact on national OSH management systems	▪ Simplified analytical model to support and promote national occupational safety and health system during crisis,	SAFEWORK
	4. Support rapid provision of protection to workers in formal and informal economy against occupational hazards	▪ Rapid assessment tools, survey and policy analysis tools, TC projects on labour migration	SAFEWORK
	5. Support constituents in monitoring and evaluating impacts of economic crisis on migration flows and social protection of migrant workers	▪ International Labour Migration Statistics Database: http://laborsta.ilo.org ▪ Migrant Information System for Asia (MISA) ▪ Module on crisis in ITC interregional course on labour migration ▪ Specific activities in TC projects, including RBSA projects ▪ Planned conference on impact of crisis on labour migration in Africa	MIGRANT
VIII. Emergency mode capacity-building for social protection	1. Training to improve constituents' capacity to better evaluate the social protection impacts of crisis and develop more effective policy measures	▪ ILO Turin Centre training programmes, national/regional workshops, OSH training package and checklist for safe maternity at work, etc.	SAFEWORK
	2. Financial literacy programmes for social security managers in Africa and Latin America	▪ Training programmes: QUATRAIN Africa and QUATRAIN America	SECSOC
	3. New emergency online courses to rapidly adapt skills to crisis and emergency management	▪ Use global network of universities engaged in social security training	SECSOC
	4. Improved HIV/AIDS labour and workplace policies	▪ Advisory services and TC projects on HIV/AIDS	ILOAIDS
IX. Emergency support to social dialogue and industrial relations	1. Facilitation of tripartite social dialogue on policies and measures to mitigate the adverse effects of the crisis at global, regional, national, sectoral and local levels to design and implement anti-crisis measures.	• Global / regional/ national tripartite meetings; global dialogue forums; technical tripartite workshops and tripartite experts meetings • Analysis of key features of national social dialogue • Survey of comparative practices related to the crisis (permanent database) • Targeted sectoral capacity building and training programs.	SECTOR DIALOGUE

Policy Responses	Service by policy area	Policy tools	Regions supported by
	2. Capacity building of social partners and governments to strengthen social dialogue and collective bargaining/ negotiation skills in specific sectors and public services particularly hit by the crisis. 3. Promotion of industrial relations conducive to finding mutually acceptable solutions at enterprise level. 4. Advisory services on industrial conflicts and dispute resolution	• Training using revised material on negotiation, advocacy and labour market information analysis; specialist advisory services to support follow-up • Training package on negotiating skills. ▪ Training package on mediation and conciliation	SECTOR DIALOGUE ACTEMP
X. Emergency support to Labour Administration, especially to Labour Inspection	1. Audit of and advice to labour administration services particularly involved in adoption and implementation of crisis-related measures, such as ministries of labour, labour inspection and public employment services	• Audits, action plans to address labour administration's tasks related to the crisis, e.g. increase of undeclared or illegal work • Rapid assessment of national inspection systems • Comparative study and guidelines on labour administration machinery dealing with collective dismissals ▪ Guidelines on the role of labour inspectors during the crisis.	DIALOGUE
XI. Prevent erosion of ILO core principles and standards during crisis	1. Advice and support based on compendium of ILO instruments and provisions most directly relevant to the crisis to ensure that social and labour standards are not eroded during the crisis.	▪ The ILO's technical assistance for application of fundamental principles and rights at work ▪ Ratification of Conventions and supervisory processes to ensure States' commitments and observance of rights at work ▪ Decent work country programmes to integrate coherent practical measures ▪ Tripartite dialogue on all social and labour issues ▪ Dialogue between ILO and other actors in the multilateral system in order to achieve coherence and respect in regard to the instruments and protect rights especially of most vulnerable workers and their families in time of crisis ▪ Training programmes on ILO standards and their application and monitoring.	NORMES DECL IPEC INTEGRATION