2009 Labour Overview

Latin America and the Caribbean

International Labour Office

ILO Regional Office for Latin America and the Caribbean

2009 Labour Overview

Latin America and the Caribbean

International Labour Office

Regional Office for Latin America and the Caribbean

ILO
2009 Labour Overview. Latin America and the Caribbean

Lima: ILO / Regional Office for Latin America and the Caribbean, 2009. 116 p.

Unemployment, employment, labour market, decent work, minimum wage, economic recession, social dialogue, small business, informal employment, youth employment, labour statistics, social protection, pension system, Latin America, Central America, Caribbean.

ISBN: 978 92 2 123195 0 (print version)
ISBN: 978 92 2 123196 7 (web pdf version)
ISSN: 1020-3923

Published also in Spanish: Panorama Laboral 2009, América Latina y el Caribe
(ISBN: 978-92-2-323195-8) (print version)
(ISBN: 978-92-2-323196-5) (web pdf version)

ILO catalogue information

Printed in Peru

Foreword: A Global Jobs Pact

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

The 2009 Labour Overview is special because it recounts the entire scenario of the global crisis and its effect on employment in our region. It also contains some forecasts on what may occur this year in the labour market.

The arrival of the crisis put an end to the five-year growth cycle during which the positive performance of Latin American and Caribbean economies also meant the continual decrease in regional urban unemployment, which declined from 11.4% in 2002 to 7.5% in 2008.

In 2009, the unemployment rate rose to 8.4%. Although this increase was less than 1 percentage point, it meant that more than two million people joined the ranks of the unemployed. More than 18 million men and women have been unable to find work.

In light of the crisis, many other people had to settle for employment in the informal sector or for jobs not protected by labour legislation. Neither should we forget the loss of income and remunerations that always accompanies economic crises.

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

At the time this report was completed, the crisis appeared to have touched bottom; it is still not clear how strong the recovery will be. The ECLAC estimated a growth rate of approximately 4.1% for the Latin American and Caribbean region in 2010.

Growth at this rate will influence employment; however, there is a danger that its benefits will be quite limited. This report predicts that the unemployment rate will decrease, but only slightly, to 8.2% in 2010. Although this means that a positive trend will be resumed, it will not be enough to reduce the total number of unemployed persons given the annual increase in the labour force.

The 2009 Labour Overview recognizes that the crisis was not as severe as originally feared. Unemployment rates could have been higher. Nevertheless, the rate reached is largely attributed to the fact that many people withdrew from the labour market, discouraged by the lack of opportunities. Most of these were young people.

Also noteworthy was the positive impact of the policies applied by different governments of the region, which in many cases contributed to controlling the effects of the crisis on employment. Unlike previously, when governments immediately implemented adjustment policies, this time they opted for counter-cyclical policies to expand fiscal spending and social programmes.

The crisis underscored the need to shift the course of economic policy and to make the generation and quality of employment a fundamental objective, since this is the most effective way to improve the quality of life of individuals.

The ILO's Global Jobs Pact proposes continuing down this path.

The approval of the ILO's Global Jobs Pact in June 2009, with support from representatives of governments, workers and employers, provided an urgent, comprehensive response to the effects of the recession and will enable a strong recovery after the crisis.

The Pact is a commitment to the future. Its contents transcend the crisis; it is an essential tool for effectively bringing about the recovery. In addition, it is an important guide for policy design so that we do not limit ourselves to returning to where we were, to going back to the previous situation.

At the ILO, we believe there was another crisis before the current crisis, one of poverty, of informality and underemployment, of unsustainable development, of a deficit of decent work. We do not want to go back there.

The key recommendation of the Global Pact is that employment, the work of individuals, and therefore the development of enterprises and of sources of employment, should be a core objective of countries' economic policies.

Jean Maninat
ILO Regional Director for Latin America
and the Caribbean

Acknowledgments

This publication is the result of the efforts of a work team to whom the ILO's Regional Director for Latin America and the Caribbean, Jean Maninat, would like to express his gratitude.

The 2009 Labour Overview contains six parts: the Foreword; the Executive Summary; the Labour Situation Report for the region in 2009 and forecasts for 2010; an analysis of the challenges of decent work in the context of the global crisis; two contributions from ILO offices in the Caribbean and Central America--on the impact of the crisis on the labour markets of those sub-regions and a review of policies adopted in the region in response to the crisis; and the Statistical Annex.

Miguel Del Cid coordinated the preparation of the 2009 Labour Overview. He also prepared different texts and oversaw editing of the report, with the collaboration of Manuel Délano.

Employees from different ILO offices in the region helped prepare this report, especially from the Lima Regional Office and the San José, Santiago and Puerto España offices. Special thanks go to the colleagues directly involved in this process: Werner Gárate, Bolívar Pino, Andrés Marinakis, Gerhard Reinecke, Leonardo Ferreira, Reynold Simons, and Guillermo García-Huidobro, ILO consultant on labour statistics.

The programming team of the Labour Analysis and Information System for Latin America and the Caribbean (SIALC/Panama), whose members are Rigoberto García, Manuel Córdoba and Horacio Barría, processed databases and provided indicators for this report.

The 2009 Labour Overview has a new look and graphic design, which was developed by designers Carola González and Mariella Mujica and coordinated by Luis Córdova, who was also responsible for disseminating the report to the media. Computextos SAC was responsible for layout whereas Karina Müller was in charge of copyediting the report and coordinating its printing.

Kristin Keenan provided translation services of the report into English from the original Spanish, with oversight by Guillermo García-Huidobro.

Thanks also go to the Statistical Development and Analysis Unit of the ILO office in Geneva for its contribution to the final version of the report.

Likewise, the support services of the Regional Office, particularly colleagues in Programming and Finances, deserve special mention for their valuable collaboration at different stages of the report preparation process, as do all ILO colleagues who in one way or another helped make this report possible.

Finally, a special acknowledgement goes to the statistical institutions of the region for their contributions to the development of the Labour Analysis and Information System for Latin America and the Caribbean, which permits the publication of the 2009 Labour Overview.

Contents

Executive Summary / 2009 Labour Overview

The financial crisis that occurred in developed nations and that quickly spread around the world clearly affected the economies of Latin America and the Caribbean in 2009. Nevertheless, although the crisis slowed the pace of GDP growth, it did not trigger a recession in the region. In fact, there have been signs of recovery in many countries since mid-2009.

The end of the five-year economic growth cycle caused setbacks in labour market indicators in most of the countries of the region. Specifically, unemployment again increased in 2009.

Nevertheless, the costs of the crisis in terms of decent work have been less than expected for the region as a whole, at least to the third quarter of 2009.

Currently, the region faces the challenge of achieving a recovery that also generates employment. The 2009 *Labour Overview* reviews some policies applied by the countries to respond to the crisis and proposes the need to maintain this effort and to implement the recommendations of the ILO Global Jobs Pact, adopted in June 2009 by representatives of governments, employers and workers.

Unemployment increases, affecting youth more

The most immediate impact of the crisis was the reduction in the capacity to create jobs in the region. The regional average urban unemployment rate rose from 7.7% in the first three quarters of 2008 to 8.5% in the same period of 2009.

It is estimated that the annual average for 2009 will be 8.4%, almost one percentage point higher than the 7.5% recorded for 2008. This means that 2.2 million people will join the ranks of the unemployed, which will affect a total of 18.1 million people.

The reduction in employment opportunities was accompanied by a decrease in the employment-to-population ratio whereas labour force participation rates for the working-age population remained at 2008 levels. The stagnation of labour force participation rates means that an important contingent of the population, particularly youths, remained outside the labour market (inactive). This kept the unemployment rate from rising to higher levels in 2009.

This growing inactivity partially reflects the discouragement of population groups that prefer not to look for work given the unfavourable labour-market conditions. The apparent inactivity of many individuals conceals a situation of hidden unemployment, which is not reflected in pressure to seek employment, although it does represent an underuse of potential and a loss of earnings. As such, it constitutes a social problem that reduces the development possibilities of many men and women.

In addition, groups of youths, especially those aged 15 to 19, chose to remain in school, whether as a long-term strategy to improve their future labour potential or to wait out the current economic slowdown. In a group of six Latin American countries (Colombia, Chile, Ecuador, Mexico, Panama and Peru), the percentage of youths who attended school in the second quarter of 2009 increased by more than one percentage point as compared with the same period in the previous year.

Although the labour market continues to be more unfavourable to women than to men, during the first nine months of 2009, the increase in unemployment affected men more than women in most of the countries. This is largely because the activities most affected by the economic slowdown were generally the manufacturing and construction sectors (with exceptions such as Brazil, where the construction sector continued to grow), which employ more men than women.

In addition, the impact of worsening employment conditions was more severe among youths aged 15 to 24 (or 14 to 24, depending on the country). This age group faces greater difficulties in entering the labour market, whether due to insufficient or deficient training, skills or labour experience, or due to prejudices and discriminatory practices of the market itself. This has caused youths' increased vulnerability, as reflected in the greater increase in the youth unemployment rate as compared with that of adults in most of the countries studied.

Faced with the reduction in wage and salaried employment, workers sought alternatives such as own-account employment and employment in small-scale activities, as indicated by the greater increase in own-account employment during the first nine months of 2009, as compared with the same period in 2008, in most of the countries. The increase in these types of employment suggest a growing deficit in decent work because these workers have no access to social security or the rights associated with wage employment, and they earn less than workers in the formal sector.

Rise in informal employment but without widespread casualization of wage and salaried employment

Economic crises usually produce other negative effects on the labour market, such as loss of workdays, reduced earnings, expansion of informal employment, informalization of labour relations in formal enterprises and lower levels of social protection.

Nevertheless, an analysis of labour performance in a group of six countries of Latin America (Chile, Colombia, Ecuador, Mexico, Panama and Peru) demonstrates that although the crisis had a high cost in terms of increased unemployment and growth of informal sector employment, there are other dimensions of decent work that did not worsen significantly, at least to the second quarter of 2009.

In response to the decline in formal wage and salaried employment in the group of countries, workers sought employment options in informal sector establishments, which refer to economic units that are unincorporated or that do not keep accounting records. These small-scale establishments have low levels of productivity and income. Available statistics reveal an important increase in employment in informal sector establishments, which rose 3.1% in the second quarter of 2009 as compared with the same period in 2008. This increase affected men and women equally, although women have a more extensive and precarious labour market participation. Whereas 57.1% of all female workers can only find work in the informal sector, the percentage is 51% for male workers. Moreover, women are employed in the most backward areas of the informal sector, in own-account employment with low productivity, or in domestic service, where nine of every 10 workers are not covered by the social security system.

While the economic slowdown had a negative impact on wage and salaried employment in the group of six countries, this phenomenon was not reflected in the increased informality or casualness of labour relations in the formal enterprise sector, at least to the second quarter of 2009. With the exception of Mexico, informal employment in the formal sector declined slightly (-1.6%), with the decrease being more favourable to women than to men in the countries studied.

This trend could reflect personnel layoffs by formal establishments during the first stages of market contraction, beginning with workers who had a more informal or irregular status, thereby avoiding the casualization of labour contracts of those who kept their jobs. It may also be due to the strength of labour institutions, including the respect for labour legislation and commitments assumed in dialogue mechanisms to protect employment and decent work, both within countries and at the international level at different world summits.

Employment survey data also indicate an improvement in coverage of social and/or pension programmes to the second quarter of 2009 (except in the case of Mexico). This is confirmed by the administrative records of social security institutions, although the pace of incorporation of newly insured workers tended to slow in 2009.

In addition, the proportion of wage and salaried workers with a labour contract increased in this group of countries, to the second quarter of 2009. This is consistent with the decline in informal employment in the formal enterprise sector, in accordance with employment surveys.

Finally, statistics do not show a loss of work hours in a group of five countries in 2009 (Colombia, Ecuador, Mexico, Panama and Peru), although more information is needed to confirm this situation in specific sectors where the crisis had a more serious impact.

There are optimistic forecasts for economic recovery in 2010, but employment recovery forecasts remain uncertain

During 2010, economies in Latin America and the Caribbean are expected to recover, with a positive growth of approximately 4.1% annually, on average, for the region, according to the latest estimates of the Economic Commission for Latin America and the Caribbean (ECLAC). Labour markets will also recover, although the speed of recovery will depend on the pace and type of growth, as well as on countries' internal macroeconomic capacities, characteristics of global insertion and the efficiency and efficacy of the policies adopted.

Furthermore, the level of unemployment will depend on aggregate demand, as well as on the labour supply and concretely, on the expectations and level of participation of the working-age population, whether this population is seeking employment or working in own-account employment or the informal sector.

In light of the above, market labour forecasts of the 2009 Labour Overview are cautiously optimistic and indicate that unemployment will begin to decline slowly in 2010, affecting approximately 8.2% of the labour force.

This performance assumes that the recovery of economic activity will lead to a minor increase in labour demand and consequently, in the employment-to-population ratio, which in turn will stimulate a slight rise in labour force participation rates. In this scenario, although the urban unemployment rate will decline from an estimated 8.4% on average for 2009 to an estimated 8.2% in 2010, the absolute number of unemployed individuals will remain at approximately 18 million, the same as in 2009.

A renovated, comprehensive framework of economic, employment and decent work policies is needed

Governments' can make economic policy decisions that can decisively contribute to an economic recovery that also leads to a rapid recovery in employment and decent work conditions.

In 2009, governments in the region implemented a set of counter-cyclical macroeconomic policies with a view to stimulating economic activity in response to the severe crisis. These policies focused on increasing public spending and investment, which have been more viable in countries with more room to manoeuvre in the allocation of tax and other income.

Employment and social protection policies complemented those policies in an effort to stimulate job creation, protect jobs and expand worker protection through increased unemployment insurance in countries where this insurance existed, or through expanded health or conditional cash transfer programmes, such as those implemented on a large scale in Mexico and Brazil.

The current crisis differs from earlier ones in that it originated in developed countries and could not be explained by the old argument of distortions that impeded the market from operating freely, which frequently included the principles and rights established in international labour standards. As the ILO director-general stated at the XVI Inter-American Conference of Ministers of Labour, this "*is the crisis of a model of globalization that overvalued the capacity of markets to regulate themselves, undervalued the role of government and public policies and devalued the dignity of work, the protection of the environment and public services*" (speech by Ambassador Juan Somavia at the XVI Inter-American Conference of Ministers of Labour, Buenos Aires, October 2009).

Consequently, proposals for resolving the crisis did not include the adoption of recessive and adjustment policies designed to deregulate markets, reduce labour standards and affect working conditions. Unlike in previous crises, countries employed an approach that focused on the need to stimulate growth, investment, employment and consumption among the population, which helped lessen the impact of the global crisis on the labour market in the region.

In the future, while counter-cyclical policies are dependent on the availability of public income, a large dose of creativity and flexibility is needed to drive investment, growth and employment and to more effectively address the structural crisis that existed before the current one. This is the crisis of the lack of employment, of the decent work deficit and of poverty and indigence, which now more than ever require decisive action.

The actors of the world of work are aware—as the ILO director-general also pointed out –-that "*we will not get out of the crisis by applying the same policies that led to the crisis in the first place.*" At several ILO meetings, representatives of production forces, employers' and workers' organizations reiterated the need to make employment and decent work the focus of economic policies.

This means that a healthy macroeconomic policy, with minimal inflation or the absence of a fiscal deficit, is a necessary but insufficient condition to resolve the problems of employment and decent work for the 18.1 million unemployed and for the other millions of people employed in informal employment in the countries of the region.

A comprehensive vision is needed, with macroeconomic, microeconomic, mesoeconomic, social and labour policies that stimulate investment, productivity, competitiveness, training and the economic and social productivity of establishments, as well as increase earnings, equality and development.

Economic policies should focus on promoting full, productive employment and decent work, including for women and youth, as established in multiple international summits and the commitments of heads of state and government. Achieving this requires moving from declaration to action.

Several ILO instruments highlight the way to advance toward the goal of decent work. These include the ILO Declaration on Social Justice for a Fair Globalization (2008), the recent Global Jobs Pact (2009) and at the regional level, the Decent Work Agenda for the Hemisphere, 2006-2015.

Together with economic recovery, social actors and governments should make a firm commitment to increasing productivity and equitably distributing this increase to ensure the recovery of and improvement in the purchasing power of earnings. This is a necessary condition for increasing consumption among the population and reducing poverty and hunger in the region.

In addition, efforts must be intensified to expand social protection through different instruments applied during the crisis. It is imperative to advance towards a basic social protection floor, according to the possibilities of each country.

It is also necessary to strengthen active labour market policies with respect to public employment services and training programmes to maximize their impact on vulnerable groups in rural and urban areas. This involves effectively advancing in the strengthening of ministries of labour in all countries of the region.

Youth require special attention in light of the extraordinary deficit of decent work among this group. In the recovery stage, government-funded programmes should be adopted to encourage hiring of youth, considering that under normal conditions it could take more time to reverse the work deficit among youth.

Special effort should be made to promote gender equality and to improve working and protection conditions of women in activities with the highest deficit of decent work in the informal sector and in domestic service, without ignoring the inequality that also exists in formal segments of the labour market.

The application of a renovated, comprehensive policy framework requires the increased institutionalization of social dialogue and the strengthening of employers' and workers' organizations. Respect for the principles and fundamental rights at work is essential, as is respect for the values that inspired the creation of the ILO, which are set forth in its constitution and which today are more relevant than ever.

Freedom of association and collective bargaining should not be viewed as rights only and their exercise simply as a challenge. Collective bargaining is a strategy that provides the opportunity to negotiate productivity, competitiveness and decent work in the framework of an agreement with an establishment or a group of establishments. The positive results of this joint negotiation among establishments and unions can be transferred to the level of the economic sector, the region or the nation by expanding social dialogue efforts.

Likewise, the eradication of child labour and forced labour, as well as the elimination of all forms of discrimination, are indispensable conditions for advancing toward the targets and objectives of decent work.

Actors of the world of work in Latin America and the Caribbean have the opportunity to promote an economic recovery in 2010 with a better recovery of employment and decent work conditions, which are promoted in the framework of the Global Jobs Pact.

Labour Report / **2009** **Labour** Overview

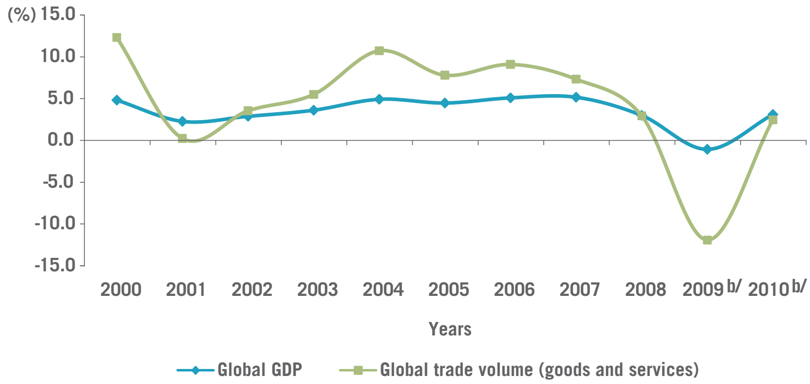
Impact of the Global Crisis on Employment in Latin America and the Caribbean. Outlook for 2010

The Global Economic Context

The world economy is facing the worst economic slowdown and the most severe cutback in international trade since the Great Depression of the past century. The current crisis originated in the subprime mortgage market in the United States. Its impact spread to financial systems around the world, quickly affecting real economy variables, due mainly to credit reduction and the price collapse of financial assets, with the resultant destruction of wealth, decrease in world trade and deterioration of expectations and confidence of consumers and businesses.

According to October 2009 forecasts of the International Monetary Fund (IMF), after a period of strong economic growth that began in 2003 and continued until mid-2007, the global economy will contract by -1.1% in 2009. It grew 3.0% in 2008. In addition, the value of global trade will decline -11.9%, as compared with 3% growth in 2008. Nevertheless, in 2010, global GDP growth is estimated at 3.1% whereas world trade volume is expected to increase 2.5% (Figure 1).

FIGURE 1



Global GDP and volume of trade. 2000 - 2010 a/. (Annual change rates).

Source: ILO, based on information from the International Monetary Fund, *World Economic Outlook*, October 2009.

a/ GDP at constant prices.

b/ Projected.

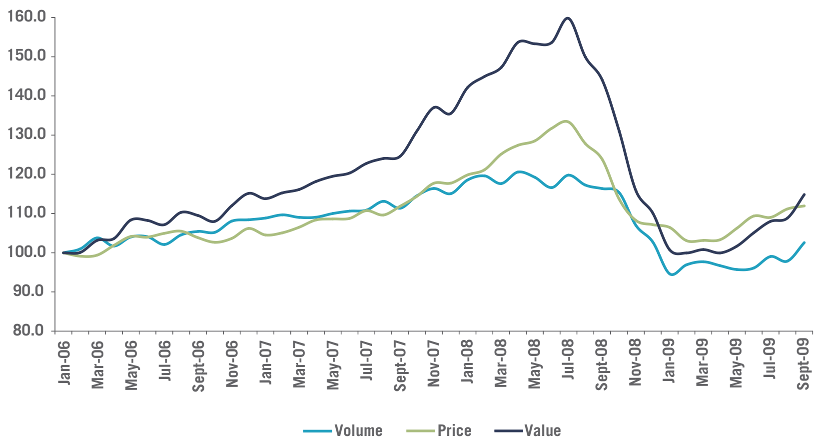
Global trade collapsed rapidly in response to the sharp reduction in demand. From July 2008, the highest point of the year, to September 2009, a contraction of 30.4% in the value of world trade was recorded, 16.0% of which was due to the decline in commodity prices. Exports fell worldwide. As a group, the emerging economies registered the most marked reduction in the value of exports (32.8%), followed by Japan (28.4%), developed countries (28.1%) and Latin America (24.4%). However, export prices fell lowest in Latin America (21.7%), followed by the group of emerging countries (19.8%), developed countries (12.4%) and Japan (7.2%). Export volumes decreased in nearly all countries. Countries that exported manufactured goods to the United States or the European Union (Figures 2 and 3) were the most affected.

Global trade of manufactured goods experienced a dramatic decrease, which led to a decline in industrial production, although it later demonstrated favourable trends. Much of this decrease is associated with the reduction in consumer spending, which reflected the decline in expectations of households and businesses worldwide, as well as the increase in unemployment. In light of the vitality of the Chinese economy, global demand for basic mining and energy commodities continued to be high in the first half of 2009. In South American countries specializing in primary commodity exports, this strengthened the trend of depending more on the Chinese and Asian cycle than on the U.S. cycle.

Nevertheless, recent indicators of global economic activity and financial markets indicate that the global economy is beginning to emerge from the recession, calming fears of a crisis similar to the Wall Street crash of 1929. Several factors indicate increased vitality by the end of 2009 and estimated for 2010. These include the moderately positive results observed in GDP growth beginning in the second quarter of 2009 in Germany, France and Japan, and in the third quarter in the United States; the improvement in industrial production in developed countries, which, despite negative annual growth rates, already shows gains from the minimums observed; and the recovery of some trade flows and raw material prices.

With respect to financial markets, the major injections of liquidity and exceptional reductions in interest rates have created some stability and diminished risk aversion. These actions also facilitate increased

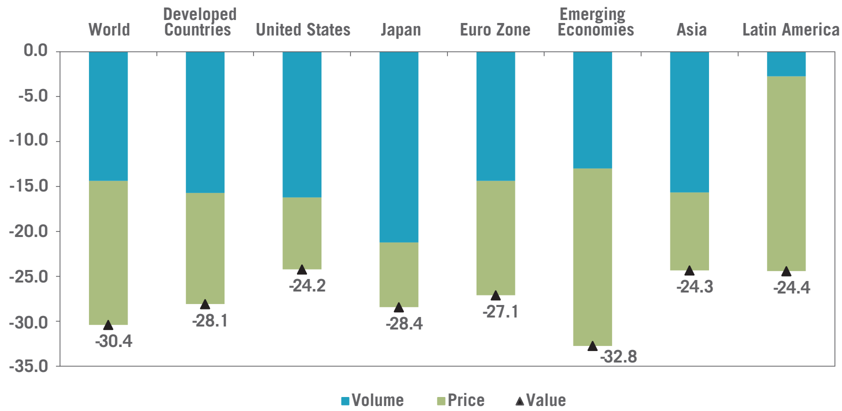
FIGURE 2



Trends in global commodity exports. January 2006 to September 2009. (January 2006 = 100).

Source: ILO, based on information from CBP Netherlands Bureau of Economic Policy Analysis, "World-trade Monitor", 2009.

FIGURE 3



Exports by groups and selected countries. July 2008 - September 2009. (Percentages).

Source: ILO, based on information from CBP Netherlands Bureau of Economic Policy Analysis, "World-trade Monitor", 2009.

access to capital markets and the normalization of credit conditions, although at a slow pace (Table 1 and Figure 4).

Despite favourable signs, global economic recovery is expected to be slow given that economic activity remains below the level recorded before the crisis and potential risks to economic growth persist. Much of the improvement in economic conditions is due to the reversion of the inventory adjustment cycle, and especially to the impact of monetary and fiscal stimulus policies implemented by monetary authorities, both in the leading developed countries and in many emerging economies. These are considered temporary measures that should later be followed by a recovery in consumption and private investment, which are currently affected by the high level of unemployment and debt.

In this context, macroeconomic structural imbalances will have to be corrected to achieve a sustained recovery. This process is expected to advance more quickly in emerging countries, particularly in Asia and Latin America, than in developed countries, because in these two regions, the banking system was healthier and households and businesses had lower debt levels before the crisis.

Economic Growth and Unemployment in the World's Leading Economies

The U.S. GDP grew at an annualized, seasonally-adjusted rate of 2.8% in the third quarter of 2009, after registering significant declines during the previous four quarters. This growth reflected the contribution of the replacement of inventories and the rise in consumption, investment and exports (Table 1). The vitality of exports was directly or indirectly influenced by fiscal stimulus policies. In the case of consumption, most of the impetus resulted from the performance of durable goods, whose growth of 20.1% is largely due to the government programme to renew the automotive fleet. Investment in the housing sector contributed most to the rise in GDP, increasing 19.5% thanks to government efforts to stabilize the real estate market through programmes that provide incentives for purchasing homes and permit mortgage refinancing.

Given the continued dependence of many markets on public sector support, short-term perspectives continue to point to a gradual recovery, with an

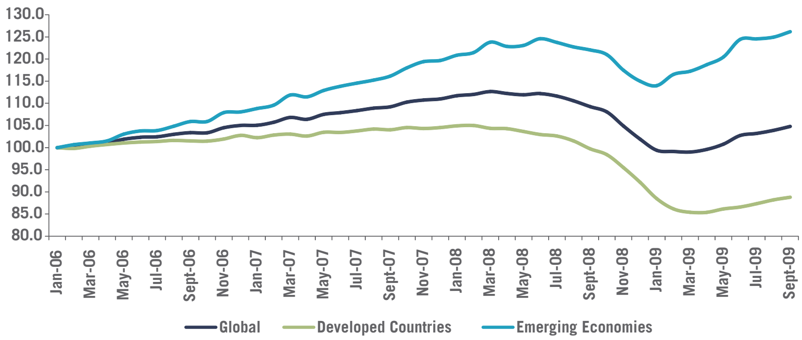
TABLE 1

GDP by groups and selected countries. Fourth Quarter 2008 - Third Quarter 2009. (Percentages)

Countries	Rate of change (t/t-4) a/				Rate of change (t/t-1) b/			
	2008	2009			2008	2009		
	IV Quarter	I Quarter	II Quarter	III Quarter	IV Quarter	I Quarter	II Quarter	III Quarter
European Union (27 countries)	-1.7	-4.8	-4.9	-4.3	-1.9	-2.4	-0.3	0.2
Euro Zone (16 countries)	-1.8	-4.9	-4.8	-4.1	-1.8	-2.5	-0.2	0.4
France	-1.7	-3.5	-2.9	-2.4	-1.5	-1.4	0.3	0.3
Germany	-1.8	-6.7	-5.8	-4.8	-2.4	-3.5	0.4	0.7
Japan	-4.5	-8.4	-7.2	...	-3.4	-3.3	0.6	...
Spain	-1.2	-3.2	-4.2	-4.0	-1.1	-1.6	-1.1	-0.3
United Kngdom	-2.0	-5.0	-5.5	-5.2	-1.8	-2.5	-0.6	-0.4
United States	-1.9	-3.3	-3.8	-2.5	-5.4	-6.4	-0.7	2.8

Source: ILO, based on information from Eurostat and the Bureau of Economic Analysys, U.S. Department of Commerce.
a/ Percentage change with respect to the same period of the previous year
b/ Percentage change with respect to the previous period

FIGURE 4



Industrial production indices, global and by regions. January 2006 - September 2009 (Seasonally-adjusted indices, January 2006 = 100)

Source: ILO, based on information from CBP Netherlands Bureau of Economic Policy Analysis, "World-trade Monitor," 2009

estimated GDP growth of 1.5% in the United States in 2010, after a expected decrease of -2.7% in 2009 (IMF). Although the pace of the decline in employment has slowed in that country, the 9.6% unemployment rate in the third quarter of 2009 is the highest in 26 years, and it may rise as high as 10.1% in 2010 (Table 2).

TABLE 2

GDP growth and unemployment rates in the world's leading economies. 2008 - 2010. (Percentages)

Country and Group	GDP a/			Unemployment Rate		
	2008	2009 b/	2010 b/	2008	2009 b/	2010 b/
China	9.0	8.5	9.0	...	...	...
Euro Zone (16 countries)	0.7	-4.2	0.3	7.6	9.9	11.7
India	7.3	5.4	6.4	...	...	...
Japan	-0.7	-5.4	1.7	4.0	5.4	6.1
United States	0.4	-2.7	1.5	5.8	9.3	10.1

Source: ILO, based on IMF, *World Economic Outlook*, October 2009.

a/ Annual change rates
b/ Projected

The economies of the Euro Zone (16 countries) and the European Union (27 countries), with support from financial aid packages from multilateral agencies and fiscal stimulus policies of monetary authorities, recorded a slight growth of 0.4% and 0.2%, respectively, during the third quarter of 2009, led by the growth of GDP in Germany (0.7%) and France (0.3%) (Table 1). Central and Eastern European countries are experiencing a recession, with a major slowdown in 2009. Their growth rates are expected to be below those of emerging economies of Asia and Latin America. These countries share a decline in export volumes and a reduced capital flow to the region. The recovery of these economies will largely depend on the performance of Western Europe, the leading destination for their exports (two-thirds of the total) and the largest source of foreign investment. The average unemployment rate in the Euro Zone for the first three quarters of 2009 was 9.2%, as compared with 7.4% in the same period of 2008. All countries experienced increases in unemployment in this period, although it was highest in Spain, from 10.3% to 17.5%, and Ireland, from 5.3% to 11.5%, whereas unemployment in France rose from 7.7% to 9.3%, and in Germany, from 7.4% to 7.5%.

In Japan, GDP is expected to decrease -5.4% in 2009. Nevertheless, after several quarters of GDP declines, in the second quarter of 2009, GDP grew at an annualized, seasonally-adjusted rate of 0.6%, reflecting the recovery of exports, although production continues to be below potential capacity. GDP growth of 1.7% forecast for 2010 is based in part on the new government plan to gradually increase public spending, although the budget deficit remains high and monetary authorities have to fight deflation. Average unemployment for the period January to September was 5% (4% in 2008) and is estimated at 6.1% for 2010.

In China, indicators such as industrial production, retail sales and foreign trade, including raw materials, have improved significantly since March 2009. In the third quarter, GDP grew at an annualized rate of 8.9%, after increasing 7.9% in the previous quarter, and 6.1% in the first three months, which is the lowest growth rate since 1992. China's high growth rates were the result of a major monetary and fiscal stimulus package, which encouraged investment and banking credit to compensate for the relative weakness of exports. It is estimated that China will close 2009 with a GDP growth rate of 8.5%, the highest in the world for that year. Inflation for 2010 is estimated at 0.7%, although authorities are facing the risk of a possible overheating of the economy, which could potentially contribute to raising this rate. Moreover, there is concern about possible real estate and stock bubbles that may result from the growth in credit and the economic recovery. GDP will increase an estimated 9.0% in 2010.

Another country that is helping to reactivate global demand is India, which recorded annual GDP growth of 6.1% in the second quarter of 2009, surpassing the 5.8% of the first quarter, after a decline at the end of 2008. Inflation accelerated beginning in mid-2009 and is expected to remain high in 2010. This early resurgence of inflationary pressures presents a challenge to economic policymakers with respect to the best time to end fiscal and monetary stimulus policies. GDP growth is expected to reach 6.4% in 2010.

Crisis and Economic Slowdown in the Region in 2009

After six consecutive years of growth, the financial crisis shifted from developed countries to those of Latin America and the Caribbean beginning in the fourth quarter of 2008 and the first quarter of 2009. No country managed to escape the adverse effects of the crisis, which spread globally and in a synchronized manner. Stock markets and global trade suffered the brunt of the impact, although credit channels, raw material prices and remittances also reflected the damage.

Unlike in the past, the crisis found Latin America and the Caribbean in good macroeconomic condition. Between 2003 and 2007, the region recorded a surplus in the current account and, despite a deficit of 0.6% of GDP in 2008, economic growth continued, as did access to external financing. In addition, exports increased and terms of trade improved. Several countries of the region had solid fiscal policies, acceptable public debt profiles, flexibility in their exchange rates and an important accumulation of international reserves. These served to reduce dependence on external financing in the case of potential liquidity problems. This situation not only made the region better prepared to face the crisis; it also provided more room for expanding counter-cyclical public policies, which strengthened the capacity for resistance and the adoption of timely measures to shore up economic activity.

The economic slowdown varied by country and largely depended on the nature and intensity of external shocks, as well as on the characteristics of each country. A decline was recorded in terms of trade, due mainly to the reduction in the volume and price of net exports of raw materials of the leading economies of the region, as well as of countries with a large share of energy resources, such as Argentina, Bolivia, the Bolivarian Republic of Venezuela, Brazil, Chile, Colombia, Ecuador, Mexico, Peru and Trinidad and Tobago.

According to estimates of the Economic Commission for Latin America and the Caribbean (ECLAC), export volumes of Latin American countries will contract nearly 9.5% in 2009. The largest reduction, 14%, will occur in Mexico whereas export volumes will decline 5% in Central America and 6.5% in South American countries. In addition, although international prices for primary commodities increased beginning in the second quarter of 2009, levels are still below those of 2008, for which reason terms of trade are expected to decline 6.1% for the region in 2009.

Moreover, the decrease in remittances from workers and tourism revenue significantly affected several countries of Central America and the Caribbean. To the third quarter of 2009, annual declines approaching 10% were recorded in some countries, including El Salvador and Guatemala. In October 2009, remittances in Mexico fell for 12 consecutive months, with a reduction of 16.0% annually, whereas in Colombia, the decrease was 14.3% in the first seven months of 2009. According to ECLAC, the tourism industry will contract by 5% to 10% in 2009.

Several countries in the region rapidly, and in some cases decisively, responded to the crisis with economic policies. Brazil, Colombia, Chile, Mexico, Peru and Uruguay had larger margins for applying counter-cyclical policies than other countries, considering their macroeconomic situation at the beginning of the global recession. Since September 2008, these economies reduced their referential interest rates and at the same time let their currencies float. Other central banks of the region, such as those of the Bolivarian Republic of Venezuela and the Dominican Republic, also relaxed their monetary policies. Several countries complemented these policies with additional measures to supply liquidity, such as reducing reserves (Argentina, Brazil, Colombia and Peru).

For the first time in decades, many countries in the region responded to the external shock with counter-cyclical measures. Several countries announced fiscal stimulus programmes, ranging from 0.5% of GDP in Brazil, to approximately 3.0% of GDP in Chile. Their results helped with recovery efforts whereas the increase in coverage of social programmes somewhat mitigated the social cost of deceleration. Nevertheless, according to the latest estimates from ECLAC, poverty will increase 1.1% in the region while absolute poverty will rise 0.8%, as compared with 2008 figures. This means that the number of people living in poverty will increase from 180 million to 189 million in 2009 (34.1% of the population), whereas the number of individuals living in absolute poverty will increase from 71 million to 76 million (13.7% of the population).

There are signs that the recovery began during the second quarter of 2009, led by Brazil, and that it advanced at a moderate pace starting in the second half of 2009. Available information on GDP growth for a group of nine selected countries that generate nearly 95.0% of regional GDP indicates that, in terms of annual change, the slowdown in economic activity continued in the second quarter of 2009 since only Uruguay recorded a slight increase (0.2%) whereas the remainder of the countries experienced declines. This is in contrast to the first quarter of 2009, when five countries still had positive year-over-year rates. Nevertheless, in comparison with successive quarters, the Brazilian economy, which suffered a sharp deceleration in the fourth quarter of 2008 and the first quarter of 2009, recorded positive GDP growth between April and June of 2009 with respect to the previous quarter (1.9%). Argentina (0.3%), Colombia (0.7%) and Uruguay (0.5%) also registered increases, although these were smaller. Partial data for the third quarter indicate an increase in Chile (1.1%), Mexico (2.9%) and Peru (1.8%) with respect to the percentage for the second quarter of 2009 (Table 3).

Industrial production spiked in many countries, including Brazil, and the downward trend in Mexico is slowing. The recent increase in raw material prices has also improved the regional outlook given the importance of this activity, particularly in the countries of South America (Figures 5 and 6).

Despite these positive signs, real GDP for the region is expected to contract -1.8%, according to ECLAC estimates (IMF, -2.5%), due to the low level of economic activity recorded in the first semester of the year. It will subsequently grow 4.1% in 2010 (IMF, 2.9%). The pace of recovery will vary by country. Brazil will take the lead, due in part to its larger domestic market and the diversification of its production and export markets, especially considering its growing links with Asia. After several years of rapid growth, the Peruvian economy practically stagnated in the first semester of 2009, but slight growth is expected in the second semester of the year. By contrast, Mexico, the country in the region most affected by the crisis, will recover more slowly since it experienced a sharper decline given its strong trade integration with and dependence on the United States, as well as its dependence on manufacturing exports.

According to the latest ECLAC estimates, Mexico will have the poorest performance in the region in 2009, with a GDP decline of -6.7%, followed by Paraguay, -3.5%, Honduras, -3.0%, El Salvador, -2.5% and the Bolivarian Republic of Venezuela, -2.3%. Other countries that will also record negative GDP growth between -1.8% and -1.5% are Chile, Costa Rica, Ecuador, Guatemala and Nicaragua. By contrast, the

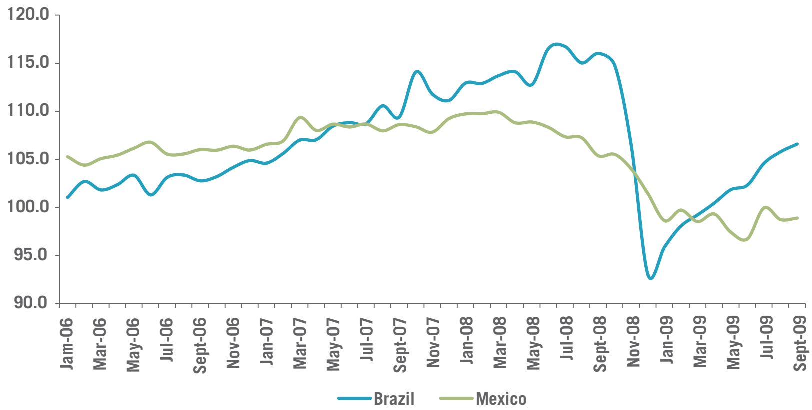
TABLE 3

Latin America (nine countries): GDP. Fourth quarter 2008 - Third quarter 2009. (Percentages)

Countries	Rate of change (t/t-4) a/				Rate of change (t/t-1) b/			
	2008	2009			2008	2009		
	IV Quarter	I Quarter	II Quarter	III Quarter	IV Quarter	I Quarter	II Quarter	III Quarter
Argentina	4.1	2.0	-0.8	…	-0.5	0.1	0.3	…
Brazil	1.3	-1.8	-1.2	…	-3.4	-1.0	1.9	…
Chile	0.2	-2.4	-4.7	-1.6	-2.0	-0.7	-0.3	1.1
Colombia	-1.0	-0.4	-0.5	…	-1.4	0.3	0.7	…
Ecuador	3.4	1.5	-1.1	…	-0.3	-1.3	-0.3	…
Mexico	-1.6	-7.9	-10.1	-6.2	-2.4	-6.4	-0.3	2.9
Peru	6.5	2.0	-1.1	-0.4	0.3	-0.9	-1.2	1.8
Uruguay	7.6	2.9	0.2	…	0.3	-2.3	0.5	…
Venezuela	3.5	0.5	-2.4	-4.5	…	…	…	…

Source: ILO, based on official country information.
a/ Percentage change with respect to the same period of the previous year
b/ Percentage change with respect to the previous period

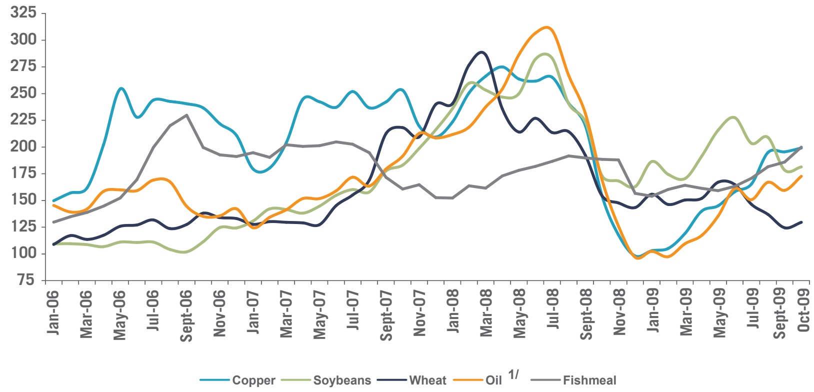
FIGURE 5



Latin America (two countries): Industrial production indices. (Seasonally-adjusted indices, 2005 = 100).

Source: ILO, based on official country information.

FIGURE 6



Trends in real price indices of some commodities of Latin America and the Caribbean, 2005 - 2008. (January 2005 = 100).

Source: IMF, Primary Commodity Prices database.

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

countries that will register positive GDP growth are Bolivia, 3.5%, Haiti, 2.0%, the Dominican Republic and Panama (both with 2.5%) and Uruguay, 1.2%. Increases below 1.0% are recorded in Argentina, 0.7%, Brazil and Colombia (both with 0.3%) and Peru, 0.8%.

Inflationary pressures diminished in the region, to an estimated average of 4.5% in 2009. The Bolivarian Republic of Venezuela will continue to have the highest inflation rate in the region, due in part to the country's heavy public spending and expansive monetary policy.

Direct foreign investment is expected to contract approximately 37% in 2009, the largest decline of the past 30 years. In addition, a deficit in the current account of 0.5% of regional GDP (ECLAC) is expected. Nevertheless, this deficit is expected to decrease in some countries of the region, particularly in Central America, given that the significant contraction in exports is compensated by the decrease in imports.

TABLE 4

Latin America: Selected countries. GDP growth projections, 2009 - 2010. (Percentages)

Country	Reference		IMF a/		ECLAC b/	
	2007	2008	2009	2010	2009	2010
Argentina	8.7	6.8	-2.5	1.5	0.7	4.0
Bolivia (Plurinat. State of)	4.6	6.1	2.8	3.4	3.5	4.5
Brazil	5.7	5.1	-0.7	3.5	0.3	5.5
Chile	4.7	3.2	-1.7	4.0	-1.8	4.5
Colombia	7.5	2.4	-0.3	2.5	0.3	2.5
Costa Rica	7.8	2.6	-1.5	2.3	-1.2	3.5
Dominican Republic	8.5	5.3	0.5	2.0	2.5	3.5
Ecuador	2.5	6.5	-1.0	1.5	-0.4	3.0
El Salvador	4.7	2.5	-2.5	0.5	-2.5	2.0
Guatemala	6.3	4.0	0.4	1.3	-1.0	2.0
Haiti	3.4	1.3	2.0	2.7	2.0	2.0
Honduras	6.3	4.0	-2.0	2.0	-3.0	1.5
Mexico	3.4	1.3	-7.3	3.3	-6.7	3.5
Nicaragua	3.2	3.2	-1.0	1.0	-1.5	2.0
Panama	12.1	10.7	1.8	3.7	2.5	4.5
Paraguay	6.8	5.8	-4.5	3.9	-3.5	3.0
Peru	8.9	9.8	1.5	5.8	0.8	5.0
Uruguay	7.6	8.9	0.6	3.5	1.2	5.0
Venezuela (Boliv. Rep. of)	8.2	4.8	-2.0	-0.4	-2.3	2.0
The Caribbean	3.1	0.8	-0.5	1.6	-2.1	1.8
Latin America and the Caribbean	5.8	4.1	-2.5	2.9	-1.8	4.1

Source: ILO, based on information from IMF and ECLAC.
a/ IMF, World Economic Outlook. October 2009.
b/ ECLAC, Preliminary Overview of the Economies of Latin America and the Caribbean, December 2009.

Economic and Employment Forecasts for 2010

The uncertainty surrounding the evolution of the economic crisis threatens the reliability of 2010 GDP forecasts for Latin America and the Caribbean. Nevertheless, experts agree that positive economic growth will occur. According to ECLAC, estimated growth will be 4.1%. Brazil will lead the economic recovery phase in the region with GDP growth of 5.5%, followed by Peru and Uruguay (both at 5%), whereas Bolivia, Chile and Panama will have GDP growth of 4.5%. The countries with the lowest GDP growth will be Honduras, at 1.5%, and the Bolivarian Republic of Venezuela and Nicaragua, both with 2.0% (Table 4).

These results indicate that the recovery of the economies in the region could occur more rapidly than expected, although this process is not free of risks. The pace of recovery and economic activity remain below pre-crisis levels. Many markets still depend on the monetary and fiscal stimulus policies applied in the leading developed economies and several countries in the region, which prevented a deepening recession in the short term. Moreover, the lag in labour demand in developed countries drove unemployment rates higher than they had been in several decades. There are still no clear signs of the impact of the policies on the labour market in the United States and Europe, for which reason these countries do not have sufficient economic conditions to significantly increase consumption and investment.

Consequently, the discussions on economic policy now focus on what form the recovery will adopt, with a crucial aspect being the decision on how and when to implement the exit strategies for the massive monetary and fiscal flexibilization to cushion the fall. The fiscal deficits incurred in developed countries have begun to threaten the sustainability of the stimulus policies adopted. If this trend is not reversed, the combination of this deficit with monetary flexibilization could lead to an inflationary scenario, as well as to the appearance of dangerous bubbles in asset prices. In the current context, the recession implies the existence of significant idle capacity, which explains the continuing low inflationary pressures worldwide. In developed countries, with the exception of Japan, monetary and fiscal expansion prevented deflation. In emerging economies of Eastern Europe and Latin America, forecasts indicate a decrease in inflation, despite rising oil and raw material prices.

Even if a W-shaped recovery is avoided, it is unlikely that the region will return to the pre-crisis trend of high growth in the medium term.

Potential errors in the timing and speed of actions to end stimulus policies can have an enormous impact. A premature exit could weaken the consolidation of the recovery and threaten a relapse. A setback in ending support could lead to an unviable fiscal situation, which would greatly increase inflationary risk, eroding the bases for long-term growth. Any of these scenarios of the unordered resolution of imbalances could increase the volatility of the economies in the region. In addition, there is considerable uncertainty surrounding the regulatory environment of the financial and other key sectors, which could affect the long-term cost of credit and risk evaluation of economies in the region. It could also reduce access of countries to capital markets as a result of the significant continuing deficits of the United States, Europe and other regions.

Although global conditions will partially determine the pace of recovery, each country's situation and capacity to stimulate the economy through sustainable policies will also play a key role.

The countries of the region are recovering at different rates. Brazil, the largest economy in Latin America, confirms the expected return to positive growth, due in part to the efficacy of the measures adopted in the period prior to the intensification of the global crisis. The weight of Brazil's domestic market is also a key factor for its recovery, as is the flexibilization of its monetary policy and the tax exemption granted to the main commodities of the production chain. Favourable performance in Brazil will facilitate recovery in the neighbouring countries of Argentina and Uruguay.

Chile and Peru also appear ready to emerge at a good pace from the crisis, supported by the recovery of the price of their raw materials in foreign markets. The most doubtful cases in South America will be the Bolivarian Republic of Venezuela and Ecuador, because despite rising raw material prices, oil prices are not following suit, and at any rate, it is unlikely they will return to pre-crisis levels.

Mexico is experiencing difficulties in firmly undertaking its recovery. The measures applied to counteract the crisis appear to have been insufficient, mainly because the country does not have the expected level of tax revenue. In addition, the severe recession in the United States, its leading trade partner, has contributed to a reduction in foreign demand and a decrease in revenue derived from exports, tourism and remittances. Several countries in Central America face a similar situation, with the exception of Panama.

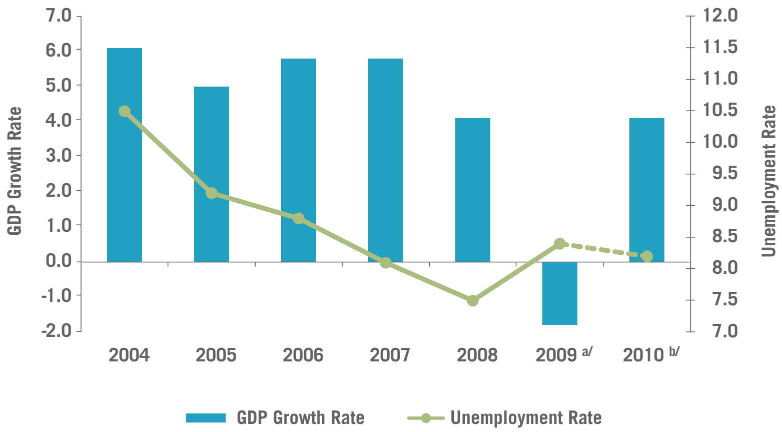
According to available information, the regional unemployment rate will increase from 7.7% in the first three quarters of 2008 to 8.5% in the same period of 2009. This will result from a reduction in the employment-to-population ratio, from 54.9% to 54.3%, whereas the labour force participation rate will remain at 59.4%. Almost all countries of the region recorded an increase in unemployment with respect to 2008. Fourth-quarter forecasts indicate an increase in the employment-to-population ratio and a decrease in the unemployment rate, with changes expected to be slightly more positive than in 2008 due to the economic recovery in some countries, such as Brazil, which heavily influences regional rates due to its large size. With a -1.8% reduction in GDP for Latin America and the Caribbean in 2009, the urban unemployment rate is estimated at 8.4%, putting an end to the cycle of declining unemployment that began in 2003. In real terms, this means that nearly 18.1 million urban workers are unemployed, 2.2 million more than in 2008.

Labour forecasts for 2010 depend on overall trends in economic activity; however, the recovery in employment is expected to lag somewhat behind that of economic activity. Although in some countries of the region, such as Brazil and Chile, there have been signs of recovery of demand since mid-2009, in indicators such as the quarterly employment-to-population ratio; in others, such as the Bolivarian Republic of Venezuela, Ecuador and Mexico, trends are still too weak to stem the increase in unemployment and far from returning to levels observed before the crisis.

Given that forecasts indicate regional GDP growth of 4.1% for 2010, the employment-to-population ratio in a moderately optimistic scenario will increase an estimated 0.3 percentage points annually, on average. This increase will not permit recovery to the level recorded in 2008. The forecast considers a regional context where some countries, such as Brazil, are expected to rapidly recover labour demand, while others, such as Mexico, will experience decreases in employment for some time after their economies begin to recover.

In terms of changes in the labour force, in addition to the long-term demographic trend, the growing incorporation of women into the labour market is expected to continue whereas men's participation will begin to recover after suffering a marked decline in the first half of 2009. Moreover, the factor of discouragement in seeking employment is expected to ease with better labour prospects. Labour force participation rates are expected to increase by approximately 0.2%. As a result, the regional urban unemployment rate will be approximately 8.2% in 2010, in other words, it will decrease slightly with respect to the estimated rate for 2009. In absolute terms, in light of the estimated labour force growth in 2010, the number of unemployed is expected to remain the same as in 2009 (Figure 7).

FIGURE 7



Latin America and the Caribbean: GDP growth and unemployment rates observed estimates and projections. 2004-2010 (Percentages).

Source: ILO, based on official country information.

a/ Estimated
b/ Projected

The Labour Market in Latin America and the Caribbean in 2009

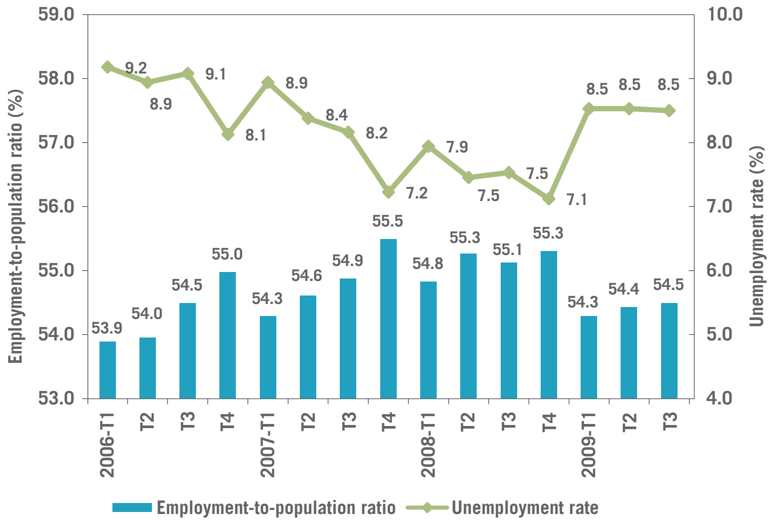
The economic slowdown in most countries of the region exacerbated key market labour indicators, ending the favourable trend that began in 2004. Regional urban unemployment, which reached 11% in the first years of this decade, began to decline beginning in 2004, in a context of significant economic growth, which reached 7.5% in 2008. This is in contrast to the situation resulting from the impact of the global economic crisis, where it is estimated that regional urban unemployment increased from 7.7% in the first three quarters of 2008 to 8.5% in the same period of 2009.

Job creation was limited by rising unemployment in all countries of the region, which is consistent with slowing economic growth. The weighted average of the regional employment-to-population ratio fell to 54.3% in the first three quarters of 2009, as compared with 54.9% in the same period of 2008. The effects of the decline in labour demand on the unemployment rate were offset by the stability of the labour supply given that the weighted average of the regional labour force participation rate remained at 59.4%. This can be attributed to two opposing long-term trends: first, the reduction in youths' participation in the labour market, which may reflect their tendency to remain in school because they are discouraged about job prospects in a context of worsening economic and labour conditions, or a combination of both; and second, women's growing participation in the labour market.

Quarterly indicators based on information from nine countries that represent 95% of regional GDP and 89% of the urban labour force demonstrate that the employment-to-population ratio showed lacklustre performance beginning in the third quarter of 2008. Unlike in previous years, this rate did not increase in the third quarter and, despite rising in the fourth quarter due to seasonal effects, it did not reach the level registered in the fourth quarter of 2007.

In 2009, the year-over-year comparison of employment-to-population ratios reveals sharp declines of -0.5, -0.8 and -0.6 percentage points in the first, second and third quarters, respectively, and consecutive increases of only 0.1 percentage points per quarter. The unemployment rate in the first quarter of 2009 was 8.5%, which is 0.6 percentage points higher than the rate recorded in the same period of 2008. It remained stable during the second and third quarters (Figures 8 and 9).

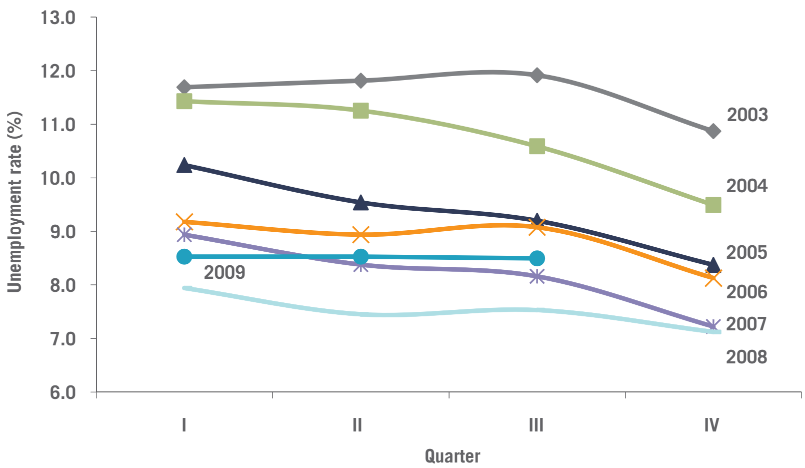
FIGURE 8



Latin America (nine countries): Employment-to-population ratio and unemployment rate. First quarter 2006 - Third quarter 2009 (Percentages).

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

FIGURE 9



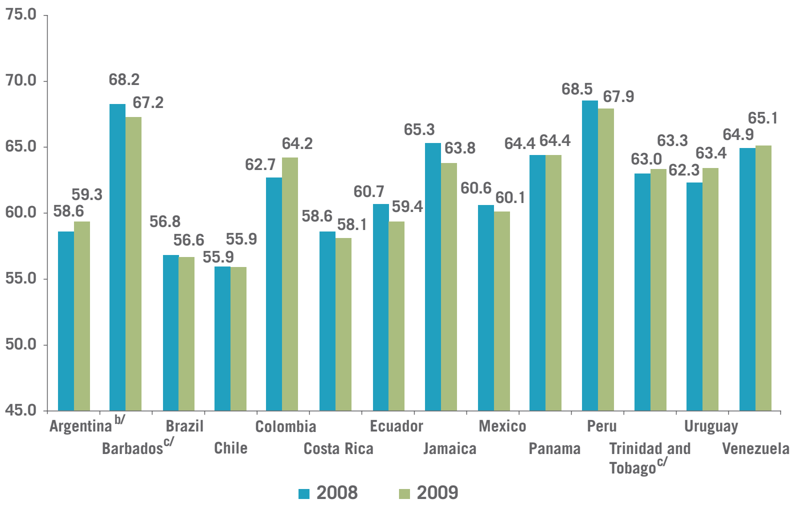
Latin America (nine countries): Unemployment rate by quarters. First quarter 2003 - Third quarter 2009 (Percentages).

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

An analysis of the average change in labour supply by country during the first nine months of 2009, as compared with the same period in 2008, reveals differences among countries. In nine of the 14 countries with available information, the labour force participation rate declined or remained stable, slightly reducing the simple average of the rate, from 62.2% to 62.1%. The labour participation rate decreased in some of the largest countries in the region, such as Mexico and Peru, as well as Brazil, to a lesser extent. By contrast, the rate increased in Argentina, the Bolivarian Republic of Venezuela and Colombia, which contributed to the stability of the regional weighted average (Figure 10 and Table 5).

In addition, available information on the labour force participation rate disaggregated by sex indicates a continuation of the long-term trend of a reduction in the gap in labour participation rates among men and women. In all countries that registered a decline in the total labour force participation rate, except Uruguay, this result reflected the decrease in the labour participation rate among men whereas that among women increased or declined to a lesser extent. This led to a decline in the weighted average of the labour force participation rate among men of 1.1 percentage points, whereas that among women increased 0.4 percentage points (Table 5).

FIGURE 10



Latin America and the Caribbean (14 countries): Urban labour force participation rate. First quarter - Third quarter 2008 and 2009 a/ (Percentages).

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

a/ In the case of Chile, Barbados, Jamaica, Trinidad and Tobago and the Bolivarian Republic of Venezuela, national totals are considered.

b/ 2009 estimates

c/ First semester

TABLE 5

Latin America and the Caribbean (14 countries): Labour force participation rate, employment-to-population ratio and urban unemployment rate, by sex a/. First quarter - Third quarter 2008 and 2009. (Percentages)

Countries	Labour force participation rate						Employment-to-population ratio						Urban unemployment rate					
	Total		Men		Women		Total		Men		Women		Total		Men		Women	
	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009
Total countries b/	59.4	59.4	72.4	71.3	49.7	50.1	54.9	54.3	67.9	66.1	45.1	45.0	7.7	8.5	6.3	7.5	9.3	10.1
Argentina c/	58.6	59.3	71.8	…	47.0	…	53.9	54.1	67.0	…	42.3	…	8.1	8.8	6.7	…	9.9	…
Brazil	56.8	56.6	66.6	66.0	48.4	48.5	52.2	51.9	62.4	61.6	43.4	43.5	8.1	8.4	6.3	6.8	10.3	10.2
Chile	55.9	55.9	71.8	71.2	40.6	41.1	51.5	50.3	67.0	64.5	36.7	36.5	7.9	10.0	6.8	9.4	9.8	11.1
Colombia																		
National	58.6	60.7	71.1	72.9	46.7	49.0	51.9	53.2	64.7	65.9	39.6	41.1	11.5	12.3	9.0	9.6	15.2	16.1
13 metropolitan areas	62.7	64.2	72.0	73.1	54.3	56.2	55.3	55.7	64.9	64.7	46.7	47.6	11.8	13.2	9.9	11.5	14.1	15.3
Costa Rica d/																		
National	56.7	56.5	72.5	71.5	41.7	42.1	53.9	52.1	69.5	66.8	39.1	38.0	4.9	7.8	4.2	6.6	6.2	9.9
Urban	58.6	58.1	71.1	70.4	47.2	46.7	55.7	53.6	68.0	65.8	44.6	42.4	4.8	7.6	4.3	6.5	5.6	9.2
Ecuador	60.7	59.4	71.8	70.5	50.3	49.1	56.6	54.3	67.8	65.4	46.0	43.9	6.8	8.7	5.5	7.3	8.4	10.6
Mexico																		
National	58.9	58.4	78.3	77.0	41.7	41.7	56.6	55.2	75.4	72.8	39.9	39.4	3.9	5.5	3.7	5.4	4.2	5.6
32 urban areas	60.6	60.1	76.9	75.7	46.3	46.2	57.7	56.1	73.3	70.6	44.0	43.1	4.8	6.8	4.7	6.8	4.9	6.7
Panama e/																		
National	63.9	64.1	81.5	80.9	47.2	48.3	60.3	59.9	78.0	76.8	43.6	44.0	5.6	6.6	4.4	5.1	7.5	8.9
Urban	64.4	64.4	78.9	78.5	51.4	51.7	60.2	59.3	74.7	73.6	47.3	46.6	6.5	7.9	5.4	6.3	7.9	9.9
Peru	68.5	67.9	78.3	76.8	59.7	59.6	62.7	62.1	73.2	71.5	52.8	53.3	8.6	8.5	6.5	6.9	11.1	10.5
Uruguay																		
National	62.1	63.1	72.7	73.8	53.2	53.9	57.2	58.3	68.6	69.8	47.6	48.6	7.9	7.5	5.6	5.5	10.5	9.9
Urban	62.3	63.4	72.2	73.4	54.0	55.0	57.1	58.4	67.9	69.0	48.2	49.5	8.2	7.9	5.9	5.9	10.7	10.1
Venezuela (Boliv. Rep. of)	64.9	65.1	79.8	79.7	50.1	50.7	59.9	59.9	73.9	73.5	46.0	46.4	7.7	8.0	7.4	7.8	8.2	8.5
The Caribbean																		
Barbados f/	68.2	67.2	73.7	72.4	63.2	62.5	62.5	60.4	68.5	65.2	57.3	56.2	8.3	10.0	7.2	9.9	9.4	10.1
Jamaica g/	65.3	63.8	73.8	72.0	57.3	55.9	58.4	56.6	68.5	65.8	48.8	47.8	10.7	11.3	7.3	8.7	14.9	14.5
Trinidad and Tobago f/	63.0	63.3	…	…	…	…	59.9	60.1	…	…	…	…	5.0	5.1	…	…	…	…

Source: ILO, based on official information from household surveys of the countries.
a/ In the case of Chile, Barbados, Jamaica, Trinidad and Tobago and the Bolivarian Republic of Venezuela, national totals are considered
b/ Estimates of indicators by sex do not include Argentina or Trinidad and Tobago
c/ 2009 estimates for the labour force participation rate and the employment-to-population ratio
d/ July data
e/ August data. Preliminary 2009 statistics
f/ First semester
g/ Average of January, April and July

Likewise, pre-crisis trends in labour force participation rates by age group continued, that is, the youth labour force participation rate decreased in a context where the rate among adults remained stable, declined to a lesser extent or even increased. The exceptions were Colombia and Uruguay, where both youth and adult labour participation rates rose. In Colombia, the increase was greater among youth whereas in Uruguay it was greater among adults (Table 6).

As mentioned, the decline in the employment-to-population ratio was more generalized since the ratio increased in only four (Argentina, Colombia, Trinidad and Tobago and Uruguay) of the 14 countries with available information. At the other extreme, Barbados, Costa Rica, Chile, Ecuador, Jamaica, Mexico and Panama experienced decreases of nearly a percentage point or more. The ratio also declined in Brazil and Peru to a lesser extent, whereas it remained unchanged in the Bolivarian Republic of Venezuela. The reduction in labour demand affected men more than women since the average weighted employment-to-population ratio among men diminished 1.8 percentage points, as compared with a decrease of 0.1 percentage points for that among women (Figure 11 and Table 5).

In 12 of the 14 countries with available information, shifts in labour supply and demand yielded an increase in the unemployment rate in the first three quarters of 2009, with respect to the same period in 2008. The rate declined slightly only in Peru and Uruguay. The largest increases (more than 1.5 percentage points) were registered in Barbados, Chile, Costa Rica, Ecuador and Mexico whereas the Bolivarian Republic of Venezuela, Brazil and Trinidad and Tobago recorded rates below or equal to 0.3 percentage points (Figure 12 and Table 5).

TABLE 6

Latin America (eight countries): Labour force participation rate, employment-to-population ratio and unemployment rate, by age groups. First Quarter - Third Quarter 2008 and 2009. (Percentages)

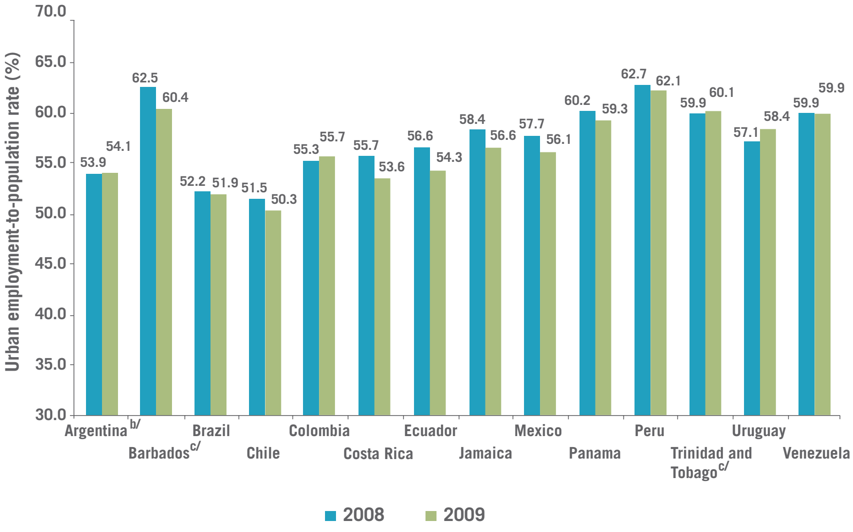
Countries	Labour force participation rate				Employment-to-population ratio				Urban unemployment rate			
	15 -24 years		25 years and older		15 -24 years		25 years and older		15 -24 years		25 years and older	
	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009
Brazil (six metropolitan regions)	56.6	55.1	64.0	64.0	46.0	44.6	60.5	60.2	18.7	19.1	5.5	5.9
Chile (National) a/	34.6	33.8	62.3	62.3	27.7	26.1	52.5	57.3	19.8	22.9	6.1	8.0
Colombia (13 metropolitan areas) b/	52.4	54.2	67.0	68.3	40.8	41.1	61.3	61.7	22.1	24.1	8.4	8.7
Ecuador (Urban) c/	36.3	35.3	75.0	74.1	31.0	29.2	71.7	69.6	14.4	17.5	4.4	6.1
Mexico (National) d/	44.6	42.9	64.6	64.5	41.2	38.5	62.7	61.8	7.6	10.3	2.9	4.2
Peru (Metropolitan Lima) d/	55.2	52.4	74.6	74.9	46.4	43.5	70.0	70.5	15.9	16.8	6.1	5.9
Uruguay (Urban) d/	48.0	48.9	66.1	67.3	37.2	38.4	62.5	63.8	22.5	21.5	5.4	5.2
Venezuela (National)	44.7	44.0	50.5	50.6	38.2	36.9	47.4	47.5	14.6	16.1	6.1	6.3

Source: ILO, based on official information from household surveys of the countries.
a/ First semester. Table A-2 of the Statistical Annex lists youth unemployment data corresponding to the average for the period January-September
b/ The age groups are 14-26 years and 27 years and older
c/ First semester
d/ The first age group is 14-24 years

The performance of the two largest Latin American economies, Brazil and Mexico, heavily influenced regional labour market trends. In both countries, average unemployment for the period January-September 2009 increased as compared with the same nine-month period of 2008, which reflected the decline in labour demand, whose impact was somewhat offset by the decrease in labour supply. Surprisingly, Brazil had the strongest economic recovery in the region; by contrast, labour indicators for Mexico continued to deteriorate during 2009 as a result of the persistent decline in economic activity.

In Brazil, the seasonally-adjusted unemployment rate rose significantly in the first quarter of 2009 for six metropolitan regions. However, Brazil is the only country studied where this rate fell in the second and third quarters of 2009. With respect to status of employment, the percentage of wage and salaried employment increased, unlike the case of own-account employment, as compared with 2008. Employment in the manufacturing sector was most affected by the crisis, since, after expanding 3.9% between January and September 2008, it declined -2.5% between the same months of 2009, whereas

FIGURE 11

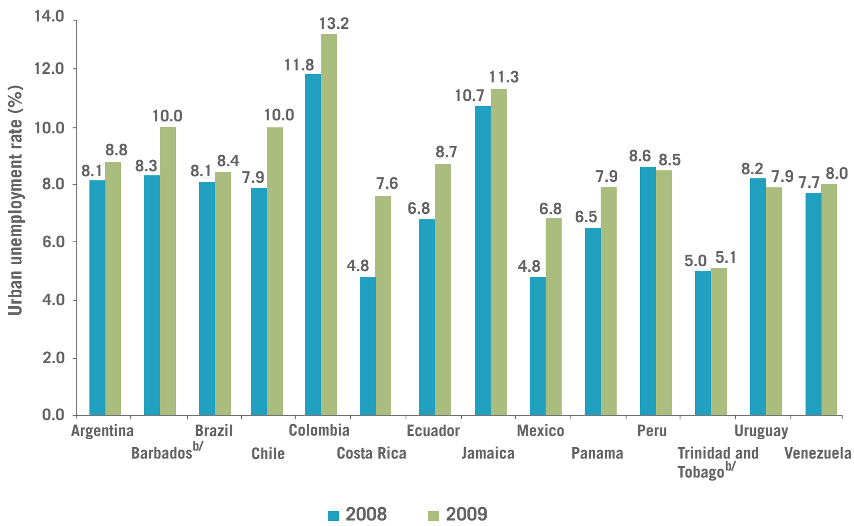


Latin America and the Caribbean (14 countries): Urban employment-to-population ratio. First quarter - Third quarter 2008 and 2009 a/ (Percentages).

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

a/ In the case of Chile, Barbados, Jamaica, Trinidad and Tobago and the Bolivarian Republic of Venezuela, national totals are considered.
b/ 2009 estimates
c/ First semester

FIGURE 12



Latin America and the Caribbean (14 countries): Urban unemployment rate. First quarter - Third quarter 2008 and 2009 a/ (Percentages).

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

a/ In the case of Chile, Barbados, Jamaica, Trinidad and Tobago and the Bolivarian Republic of Venezuela, national totals are considered
b/ First quarter

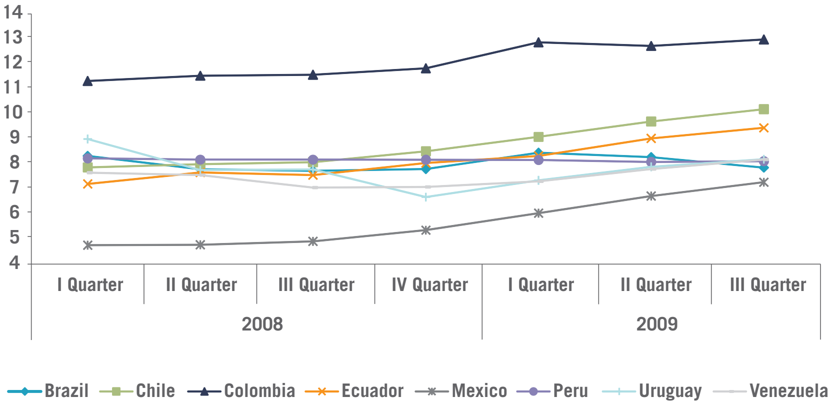
the service and construction sectors created the most jobs. Statistics of the General Census of Employed and Unemployed Individuals (CAGED) of the Brazilian Ministry of Labour and Employment confirmed that as of October, 1.16 million jobs with social protection had been created (Figure 13 and Table 7).

In Mexico, the slower pace of job creation was observed at both the national level and in urban areas during the first nine months of 2009, as compared with the same period in 2008. The national unemployment rate rose from 3.9% to 5.5% whereas urban unemployment increased from 4.8% to 6.8%. This increase was especially marked in the fourth quarter of 2008, in a trend that continued to the last quarter analyzed (Figure 13). Job creation was mainly among own-account workers; in terms of sectors, manufacturing and construction experienced considerable job losses. This trend was also observed in the number of workers affiliated with the Mexican Social Security Institute (IMSS): 13.9 million in the third quarter of 2009, that is, 540,000 fewer workers than in the same period of 2008.

Formal employment by sectors continued its downward trend in Mexico, particularly in the manufacturing (-8.5%) and construction (-10.5%) sectors. An increase in the number of discouraged workers was also recorded. These working-age individuals are willing to work but cannot find jobs. They do not actively seek employment because they believe they have valid reasons for being discouraged about job prospects. In the first three quarters of 2009, compared with the same period in 2008, the number of discouraged workers rose 13.6% (nearly 675,000 individuals), unlike what occurred between 2007 and 2008, when the percentage of discouraged

FIGURE 13

Latin America (eight countries): Change in the seasonally-adjusted urban unemployment rate. First quarter 2008 - Third quarter 2009 [a/]. (Percentages)



Source: ILO, based on official country information.

a/ In the case of Chile and the Bolivarian Republic of Venezuela, national totals are considered. Figures for the Bolivarian Republic of Venezuela, Colombia and Ecuador include hidden unemployment.

TABLE 7

Latin America (seven countries): Year-over-year growth rates of the labour force, employment, employment by status in employment and by economic activity. First quarter - Third quarter 2008 and 2009. (Percentages)

Country	Labour force		Employed		Status in Employment				Economic Activities									
					Wage and Salaried Workers		Own-Account Workers		Manufacturing		Construction		Trade		Agriculture, Livestock and Fishing		Others[a/]	
	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009	2008	2009
Brazil (six metropolitan areas)	1.7	1.1	3.5	0.8	5.3	1.3	0.8	-0.2	3.9 [d/]	-2.5 [d/]	3.2	1.6	2.6	0.9	…	…	3.7	1.6
Chile (National)	4.0	1.5	3.1	-0.8	5.6	-1.7	-1.9	3.4	0.2	-0.9	8.5	-6.6	4.4	-0.3	-0.9	-3.8	3.4	0.8
Colombia																		
National	3.0	5.2	3.1	4.4	-7.2	0.8	17.4	5.6	1.5	3.3	-0.1	8.2	5.3	4.6	1.9	6.7	3.4	3.0
13 metropolitan areas	3.6	4.3	3.7	2.6	-4.8	2.1	17.1	3.1	1.6	-0.2	-1.9	3.9	5.4	5.3	…	…	4.3	1.9
Mexico																		
National	2.2	1.2	2.0	-0.5	2.8	-0.1	1.2	2.7	-0.9	-6.4	0.7	-3.6	2.2	-0.3	-0.3	-1.5	4.1	2.6
32 urban areas	2.1	1.7	2.2	-0.5	2.6	-0.1	2.5	2.4	0.1	-7.3	-0.8	-4.0	1.8	-0.2	…	…	3.5	2.2
Panama (National) [b/]	3.9	2.4	4.8	1.3	6.0	-0.8	2.6	6.2	2.4	2.1	11.0	1.1	7.4	-4.6	-0.7	2.1	5.2	3.3
Peru (Metropolitan Lima)	0.8	0.9	1.0	0.9	4.3	0.4	-3.4 [c/]	1.3 [c/]	-3.3	-2.2	7.9	-2.2	2.5	0.3	…	…	1.2	3.0
Venezuela (National)	2.5	2.5	3.9	2.1	3.4	0.6	7.8	5.2	2.0	-0.8	6.8	-3.6	4.4	1.6	3.8	3.9	2.9	4.0

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

a/ Includes mining, electric power, gas and water, transportation and communications, financial services, community and social services

b/ Year-over-year growth rate for August. 2009 preliminary data

c/ Includes all non-wage workers

d/ Includes extractive and manufacturing activities as well as the production and distribution of electricity, gas and water

workers declined 0.5%, given the higher expectations for finding a job.

In Argentina, the average unemployment rate was 8.8% for the first three quarters of 2009, significantly higher than the 8.1% recorded for the same period in 2008. This performance reflected an increase in the labour supply, which could not be compensated by the rise in the employment-to-population ratio. The decline in unemployment occurred in tandem with a decrease in "time-related underemployment," which in Argentina refers to individuals who work fewer than 35 hours per week but who would like to work more hours. This category of underemployment rose from 6.1% to 6.9% in the first three quarters of 2009 with respect to the same period in 2008. In terms of status in employment, during the first semester of 2009, non-wage employment increased more than that of wage and salaried employment (2.3% as compared with 0.3%), unlike what occurred during the first six months of 2008.

In the Bolivarian Republic of Venezuela, the national unemployment rate rose from 7.7% to 8%, in a year-over-year comparison for the first three quarters of 2008 and 2009. This increase is attributed to growth of the labour supply since the employment-to-population ratio remained unchanged. The slowdown in economic activity triggered the decline in employment in the manufacturing sector, and especially in the construction sector. As in 2008, job creation was from own-account employment whereas the growth of salaried and wage employment (0.6%) was mainly due to the expansion of the public sector (9.7%), in contrast to the private sector, which grew just 0.5%.

The national average unemployment rate in Chile was 10% between January and September of 2009, 2.1 percentage points higher than the rate registered in the same months of 2008. The upward trend in the seasonally-adjusted unemployment rate began in the last quarter of 2008 and continued to the last quarter analyzed, when it tended to stabilize. This performance reflects a decline in labour demand given that labour supply for the average of the period remained unchanged. By status in employment, own-account employment tended to compensate for the decline in wage and salaried employment. The rise in the unemployment rate is largely explained by the performance in the construction and manufacturing sectors, although other sectors also had negative year-over-year rates, particularly agriculture, livestock and fishing.

Opposite trends occurred in the labour market and economic activity in Colombia. The unemployment rate rose whereas economic activity slowed at the same time that labour demand increased, although this was insufficient to absorb the increase in labour supply at the national level and in 13 metropolitan areas. Because of the economic slowdown, most jobs created were not in wage and salaried employment. According to information from household surveys, these jobs were concentrated in activities such as construction and retail trade. Nevertheless, sector surveys, which collect information from medium-sized and large establishments, which tend to offer better quality jobs, reported a reduction in employment of 6.8% in manufacturing and 2.8% in retail trade in 2009, as compared with 2008.

In Ecuador, the urban unemployment rate reached 8.7% in 2009 (average of March, June and September), 1.8 percentage points higher than that of the same period in 2008. The trend observed from December 2008 to June 2009 revealed some signs of recovery in September. More jobs were created by own-account employment (4.5%) than wage and salaried employment (0.5%). Construction was the sector that created the most jobs (4.3%), whereas manufacturing remained unchanged and job creation in the trade sector decreased by 1.4%, according to data from the first semester of 2009, compared with the same period in 2008.

In Panama, preliminary data for August 2009, with respect to the same month in 2008, indicate that the unemployment rate rose from 5.6% to 6.6% nationwide and from 6.5% to 7.9% in urban areas, reflecting the weakness of job creation and a slight increase in labour supply nationwide, whereas supply remained unchanged in urban areas. As in Chile and Mexico, own-account employment compensated for the reduction in wage and salaried employment. The modest growth of the construction sector in 2009 (1.1%) contrasts sharply with that of 2008 (11.0%), as well as with the negative year-over-year rate of change in trade. The service sectors created the most jobs, including transportation and communications, real estate activities, rental companies and hotels and restaurants.

In Peru, data for Metropolitan Lima indicate a slight decline in the unemployment rate, to 8.5% for the average of the first three quarters of 2009, given that the labour participation rate and the employment-to-population ratio decreased by the same amount. Unlike in 2008, jobs were created by own-account employment and a decrease was observed in construction, which had been a particularly dynamic sector in previous years. The National Survey of Monthly Change in Employment in private-sector establishments with 10 or more workers reported that between January and August of 2009, as compared with the same period in 2008, employment grew 1.9%, whereas it increased 2.5% in Metropolitan Lima and 0.6% in the remaining urban areas, with slower growth observed beginning in early 2009.

In Uruguay, national and urban unemployment rates fell, reflecting the slightly higher increase in the employment-to-population ratio than in the labour supply. Nevertheless, the seasonally-adjusted unemployment rate began to increase in the first quarter of 2009 after a downward trend in 2008, although at a slower pace than in the first quarter of 2008. Employment was most affected in the manufacturing and construction sectors, whereas signs of recovery were observed in the trade sector beginning in the second quarter of 2009.

Youth Unemployment and Unemployment by Sex

In most of the countries in the region, unemployment increased for both men and women. Information for 12 countries to the third quarter of 2009 indicates that the unemployment rate among women continues to be much higher than that among men for the period analyzed (1.4 times). However, men have been more affected by the increase in unemployment: in eight of the 12 countries analyzed, unemployment among men was higher than among women, or it increased whereas it declined among women. This is because the sectors most affected by this stage of the economic crisis employ a larger share of men, such as manufacturing and construction. The weighted average of the unemployment rate among men for this group of countries increased from 6.3% to 7.5% in the first three quarters of 2008 and 2009, respectively, whereas the rate among women rose from 9.3% to 10.1%.

Trends varied by country. The total urban unemployment rate increased more among men than among women in Barbados, the Bolivarian Republic of Venezuela, Chile, Colombia and Mexico whereas in Brazil and Jamaica, the unemployment rate among men increased while it declined among women. By contrast, in Costa Rica, Ecuador and Panama, the increase was greater among women. In Peru and Uruguay, total unemployment fell due to the reduction in unemployment among women. The unemployment rate among men increased in Peru whereas it remained unchanged in Uruguay (Figure 14).

FIGURE 14

Latin America and the Caribbean (12 countries): Urban unemployment rate, by sex. First quarter - Third quarter 2008 and 2009 a/ (Percentages).

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

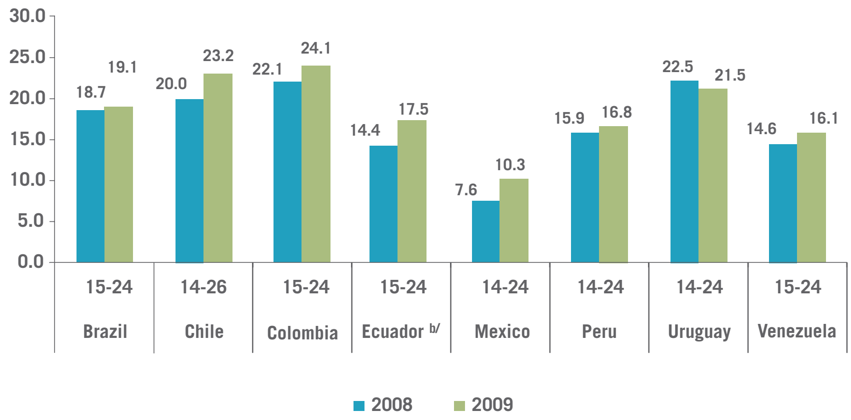
a/ In the case of Chile, Jamaica and the Bolivarian Republic of Venezuela, national totals are considered.

Youth are the group most affected by unemployment. According to information to the third quarter of 2009 for eight countries, the youth unemployment rate was 2.3 times higher than the total unemployment rate, on average, and three times higher than the adult unemployment rate. The greater vulnerability of youth employment in economic cycles was clearly evident in the crisis, since rising unemployment particularly affected youth. Youth unemployment increased more than that of adults in the Bolivarian Republic of Venezuela, Chile, Colombia, Ecuador and Mexico, whereas in Brazil, youth and adult unemployment rose at similar rates. Youth unemployment increased in Peru (Metropolitan Lima) despite a slight decrease in the total unemployment rate. The exception was Uruguay, where unemployment declined, with the youth unemployment rate experiencing the largest decrease. In most of the countries, the rise in the youth unemployment rate occurred in a context of a reduction in the labour force participation rate. In other words, the decline in the number of youths entering the labour market attenuated the increase in unemployment in this age group (Table 6 and Figure 15).

Given the difficulties youth face in entering the labour market, which include increased possibilities for precarious employment, weak participation and greater vulnerability to the effects of economic cycles, recovery of employment for this segment will likely be less vigorous and take more time to reach previous levels once economic growth resumes and total unemployment declines.

Another indicator that reflects the difficulties in employment is time-related underemployment, which refers to the proportion of individuals who work less than what is considered a normal work week but who want and are able to work more hours. This indicator, which is closely related to unemployment, increased sharply in Ecuador and Mexico beginning in the fourth quarter of 2008. It also rose in Colombia beginning in the fourth quarter of 2008, but remained at levels registered in mid-2008. Although time-related underemployment fell in the third quarter of

FIGURE 15



Latin America (eight countries): Youth unemployment rate. First quarter - Third quarter 2008 and 2009 a/ (Percentages)

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

a/ In the case of Chile, Mexico and the Bolivarian Republic of Venezuela, national totals are considered.

2009 in Mexico, after increasing significantly during the previous quarter, it continued to be higher than in the first three months of 2009, before this indicator was affected by the outbreak of the H1N1 flu virus. Brazil and Peru recorded no significant change in this indicator for the average of the first three quarters of 2009, as compared with the same period of 2008 (Figure 16).

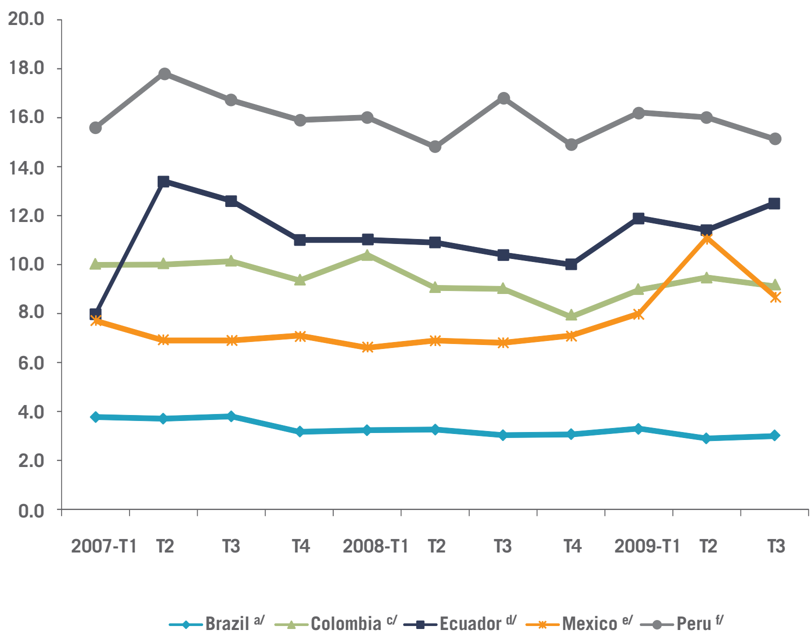
In several countries, the slowdown in economic activity affected the pace of creation of jobs with social security coverage. Figure 17 shows that in the third quarter of 2008, year-over-year growth began to slow markedly, which also reflected the weakness of labour demand. In Costa Rica and Mexico, the year-over-year change in employment with social protection coverage fell below 0 in the last months of the year.

Changes in Real Wages

As of the third quarter of 2009, the trend in real wages of formal employment varied in a context of weak labour demand and declining inflation. Most of the countries have low inflation rates, which are below 2008 levels. Price increases between December 2008 and October 2009 did not exceed 6% in any country except the Bolivarian Republic of Venezuela, which had an inflation rate of approximately 23%.

Based on information from nine Latin American countries, the highest increases in real wages were recorded in Nicaragua (6.6%) and Uruguay (7.7%). In the case of Nicaragua, this result marked the end of the downward trend observed in the same period in 2008, due in part to the strong reduction in the

FIGURE 16

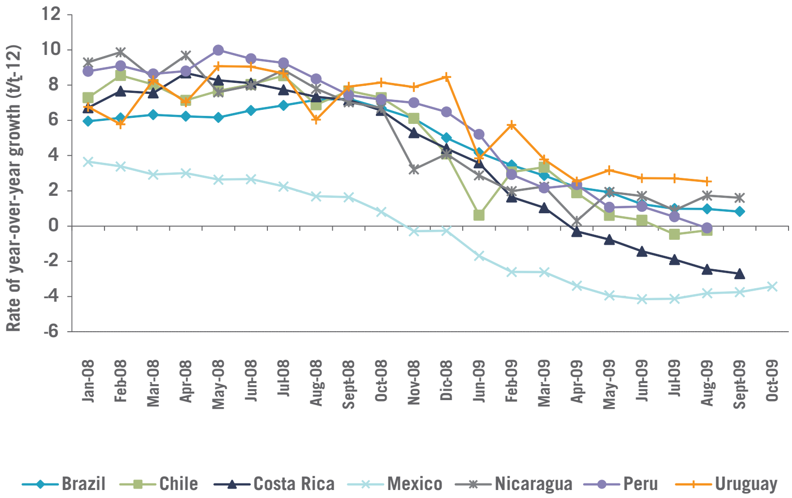


Latin America (five countries): Time-related underemployment rate. First quarter 2007 - Third quarter 2009 a/ (Percentages).

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

a/ Individuals who work fewer than 40 hours per week but who would like and are able to work more hours. Six metropolitan regions.
b/ Individuals who work fewer than 35 hours per week but who would like and are able to work more hours. National total.
c/ Individuals who work fewer than 48 hours per week but who would like and are able to work more hours. Thirteen metropolitan areas.
d/ Individuals who work fewer than 40 hours per week but who would like and are able to work more hours. Urban areas nationwide.
e/ Individuals who would like and are able to work more hours than their jobs permit. National total.
f/ Individuals who work fewer than 35 hours per week but who would like and are able to work more hours. Metropolitan Lima.

FIGURE 17



Latin America (seven countries): Annual change in employment with social security coverage. January 2008 - October 2009 [a/] (Percentages)

Source: ILO, based on official country information.

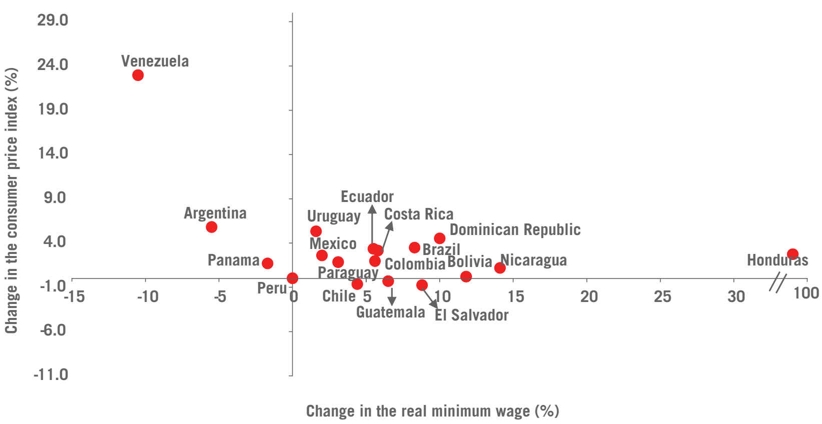
a/ Refers to the number of wage-earners affiliated with social security systems in Chile (private pension funds-AFP), Costa Rica (Costa Rica Social Security Institute—CCSS), Mexico (Mexican Social Security Institute-IMSS), Nicaragua (Nicaraguan Social Security Institute-INSS), Uruguay (Social Protection Bank—BPS), wage earners covered by labour and social legislation (Brazil) and wage earners employed in establishments with 10 or more workers (Peru).

country's inflation index. In Uruguay, the increase was double that registered in the same months of 2008.

Purchasing power of real median wages also rose, but at lower rates: 2.7% in Brazil and 4% in Chile. These results may be due to the indexation clauses of collective contracts on past inflation, since inflation is currently declining, as well as to the effects of minimum wage increases. This did not occur in Colombia, Mexico and Peru, where real wages remained stable in real terms. In the Bolivarian Republic of Venezuela, where inflation is relatively high, the purchasing power of real wages fell at the same rate as in the same period of 2008 (Table A-9 of the Statistical Annex).

The weighted average of the real minimum wage in 18 countries of the region increased 4.8% in the accumulated change to October 2009, with trends varying by country: in Argentina, after sharp increases in real terms registered in previous periods; in the Bolivarian Republic of Venezuela, due to high inflation; and in Panama, which continued its trend of loss of purchasing power. Real increases of the minimum wage ranged from 1.6% (Uruguay), to 8.8% in El Salvador, to 10% or more in Bolivia, the Dominican Republic, Honduras and Nicaragua. To support the recovery of purchasing power of labour income, authorities in these four countries applied active wage policies, significantly raising the nominal minimum wage in Bolivia, by 12%, Nicaragua and the Dominican Republic, both by 15%, and Honduras, by 99%, in a context of downward inflationary trends. In Peru, although the real minimum wage coincided with the change in the price index in the period analyzed, the loss of purchasing power recorded in 2008 was not recovered since in nominal terms, it has not changed since January of that year (Figure 18 and Table A-10 of the Statistical Annex).

FIGURE 18



Latin America (18 selected countries): Inflation and the real minimum wage. January-October 2009 (Annual change)

Source: ILO, based on official country information.

Box articles / 2009 Labour Overview

Challenges for decent work in the crisis: Underemployment and informal employment (*)

Summary

The global crisis triggered a slowdown of economic growth in Latin America in 2009. This economic deceleration weakened the bases that sustained job creation in the region, according to available information for a group of six countries (Colombia, Chile, Ecuador, Mexico, Panama and Peru).

Although the employed population grew slightly in this group of six countries (1.1% in the **second quarter of 2009, as compared with the same period of 2008**), wage and salaried employment in the private sector declined (-0.5%). This performance indicates job losses in the private sector, which varied by country. For example, in Mexico, the private sector suffered considerable job losses while Colombia experienced an increase in wage and salaried employment in that sector during the same period.

To compensate for the decline in private-sector employment, there was a sharp rise in own-account employment (3.8%) and employment as contributing family workers (1.7%) as well as in other types of employment that have a large deficit in decent work in terms of earnings and social protection.

This trend in labour force demand led to a decline in both the employment-to-population ratio and the labour force participation rate, particularly among youth, reflecting the discouragement of some population groups with respect to the prospect of seeking employment. At any rate, this permanence of groups of youths outside the labour market is also associated with their increased school enrolment—which is good news—especially of male and female youths aged 15 to 19 years. In this age group, school enrolment increased by more than one percentage point in the second quarter of 2009 as compared with the same period in 2008.

The reduction in aggregate demand drove the increase in urban unemployment (from 6.3% to 8.0% for the six countries), which affected men more than women; although the unemployment rate among women still exceeds that among men. In this context, nearly a million additional people lost their jobs (due to layoffs) in the second quarter of 2009 with respect to the same period in 2008. Men were the most affected: of every 100 newly laid-off workers, 71 were men and 29 were women. It appears that these newly laid-off workers were not only concentrated in the private sector; layoffs also affected other categories of workers whose jobs or economic activities were particularly hard-hit by the crisis.

Apparently, the economic slowdown did not adversely affect the level of health and/or pension coverage of the labour force in the group of six countries, **at least to the second quarter of 2009**. According to household surveys, for the different categories of workers, coverage of these services rose between the second quarters of 2008 and 2009. This information was corroborated in the administrative records of social security institutions and in some establishment surveys.

Nevertheless, some countries experienced trends contrary to the overall regional trend, such as Mexico, where records of the Mexican Social Security Institute reflect a continual decline in the number of workers covered by social security since November 2008. By contrast, in Chile, social security coverage continued to rise to the second quarter, although the pace slowed. In Peru, the same trend was observed to July 2009. This suggests that while the pace of growth of coverage in the social security system has slowed, overall coverage of the labour force has remained relatively stable (and has even grown in some cases).

One limitation of this analysis is that surveys in some countries do not differentiate between health and pension coverage and do not specify whether workers are covered in virtue of their labour relations or as system beneficiaries. For this reason, it is not possible to draw categorical conclusions on the effects of the crisis on social security coverage for the six countries.

Employment surveys recorded an increase in the proportion of wage and salaried workers with labour contracts in the second quarter of 2009, as compared with the same period in 2008. Since wage and salaried employment declined (-0.5%), this performance suggests that workers with more informal and perhaps temporary labour relations accounted for a large share of layoffs, whereas those with more formal contracts tended to remain in the establishments.

In addition, available information for the group of six countries indicates that the adjustment of the labour market also led to a 2.1% increase in informal employment in the second quarter of 2009 with respect to the same period in 2008. This increase reflects the expansion of employment in the informal sector (3.1% in the second quarter of 2009 with respect to the same period in 2008), which refers to unincorporated (or unregistered) production units or establishments that generally operate on

(*) Assessment of the labour situation in the economic crisis in six countries for which comparable databases of employment surveys from 2009, 2008 and 2007 could be obtained. For this analysis, the Labour Analysis and Information System for Latin America and the Caribbean (SIALC/Panama) reprocessed survey data.

a small scale and employ independent workers or microentrepreneurs in activities of low productivity and earnings and do not provide social protection. For these reasons, the informal sector has a great deficit in decent work. In the crisis, it appears that the informal sector has become something of a refuge for workers who lost their jobs and cannot find wage or salaried employment due to the economic slowdown.

Nevertheless, the increase in informal employment with these characteristics did not mean the casualization of labour relations in the formal sector, which would have led to a serious decline in access to labour rights. With the exception of Mexico, the group of countries even registered a reduction in informal employment in the formal sector.

Finally, in this context, the informalization of employment affected men slightly more than women; nevertheless, women continue to have more precarious employment than do men, as 57.1% of employed women have informal employment (as opposed to 51% of employed men). This unfavourable gap for women is explained by the higher percentage of women who are employed as domestic workers (8.7% versus 0.4% for men), an occupation with a high deficit of decent work given that remunerations are relatively low and nine of every 10 workers are not covered by social security.

Background

This section of the 2009 *Labour Overview* presents information on the impact of the crisis on employment and decent work in a group of six countries of the region (Colombia, Chile, Ecuador, Mexico, Panama and Peru). Data from the countries' monthly or quarterly employment surveys for 2007, 2008 and 2009 were reprocessed in an effort to shed light on the nature and costs of the crisis on the labour market.

In an effort to facilitate data comparison and given the availability of information, urban labour market indicators for the second quarters of 2007, 2008 and 2009 were compared for the six countries, because these surveys were the most complete in some countries and/or because they measured all variables considered. Although Panama does not have monthly or quarterly surveys, the situation in that country was analyzed using its main survey, which is carried out in August and whose reference period includes some weeks of the second and third quarters of the year. For this reason, the Panama survey provides valuable information on the labour situation prior to the economic slowdown and during the 2009 reference period.

This overview of the impact of the crisis on the labour market took into account the analysis of economic trends in Latin America and the Caribbean contained in the first part of the 2009 *Labour Overview*, which describes the effects of the economic deceleration that affected some countries more than others. In addition, this study took into account and is consistent with the main trends and conclusions of the joint ECLAC/ILO bulletins on the labour situation in Latin America and the Caribbean. Nevertheless, results of regional indicators in this section may differ from those appearing in the second ECLAC/ILO bulletin for two reasons. First, this 2009 *Labour Overview* study examined a group of countries in the region that differed from the group analyzed in the bulletin (Argentina, the Bolivarian Republic of Venezuela, Brazil and Uruguay, because the databases for some years considered in this analysis were not available; also, Panama was included in this study, but not in that of the joint bulletin). Second, the indicators compared correspond to the second quarters of the year, for the reasons cited above.

Rather than conduct an exhaustive analysis of labour market trends during the crisis, the main purpose of this section of the 2009 *Labour Overview* is to highlight key aspects of the labour market situation during the crisis in the group of six countries. Of course, key differences exist among the countries, which can be identified with available data. Due to space limitations, the tables corresponding to each country are available online from the ILO's Labour Analysis and Information System for Latin America and the Caribbean (SIALC), under the name QUIPUSTAT, at the following site: http://white.oit.org.pe/estad/laclispub/menu.php

Below is a summary of the key changes recorded in the labour situation of the selected countries to the second quarter of 2009, as compared with the second quarters of 2008 and 2007.

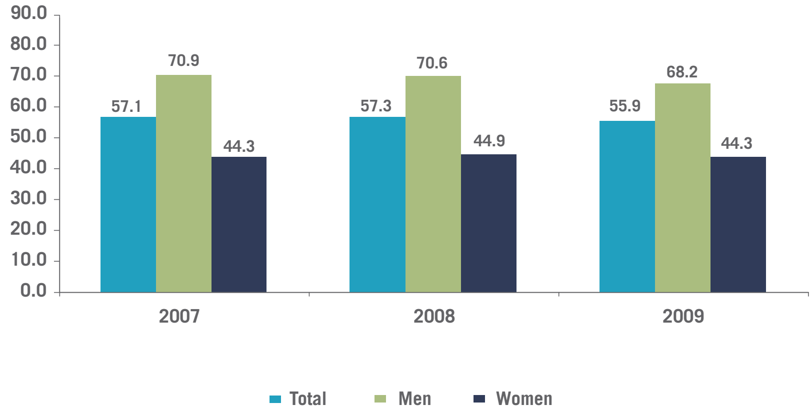
Progress in the Labour Market Stagnates

From 2003 to late 2008, the labour markets of Latin America and the Caribbean registered significant progress in their key indicators, which favoured the creation of quality jobs and reduced unemployment rates in most of the countries of the region. However, the situation began to deteriorate in many countries beginning in the fourth quarter of 2008, when the impact of the economic slowdown started to affect labour markets. The recessive trend became more evident beginning in the first quarter of 2009 due to the influence and weight of the two largest economies in the region, although Mexico had already begun to record negative GDP growth in the fourth quarter of 2008.

The Employment-to-population Ratio Falls

For the group of six countries (Colombia, Chile, Ecuador, Mexico, Panama and Peru), the employment-to-population ratio rose slightly between 2007 and 2008 and subsequently declined in 2009. This reduction indicates a weakening of the job-creation capacity of the economies, although the most direct interpretation of this decline is that there is greater economic dependence on the working-age population given the decreasing proportion of individuals that effectively worked in 2009 (Figure 1).

FIGURE 1



Latin America (six countries): Urban employment-to-population ratio, by sex. Second quarter 2007, 2008 and 2009 (Percentages).

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

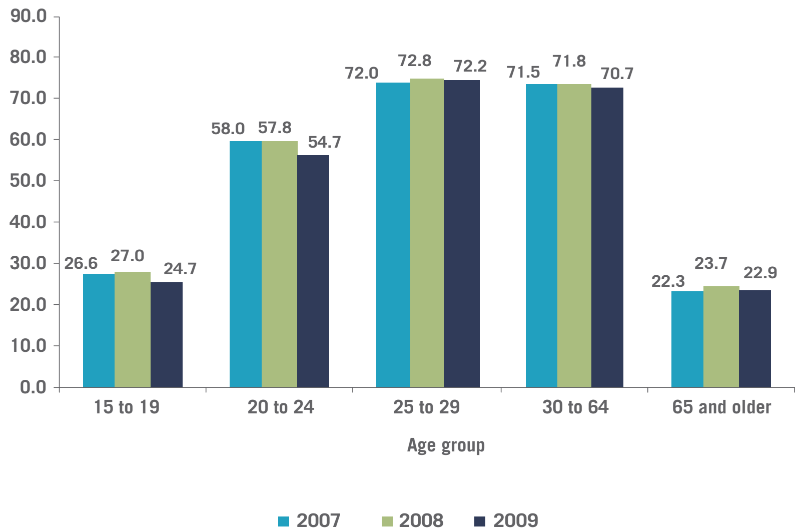
The employment-to-population ratio fell more among men than among women in the group of selected countries, although results for the different age groups varied. For both sexes, the decline in the employment-to-population ratio was highest among youth aged 15 to 19 years and 20 to 24 years while it was less marked among the population aged 30 to 64 years (Figure 2 and Table 1).

An analysis of the situation by country reveals variations. While the employment-to-population ratio increased in Colombia and Peru between 2008 and 2009, it decreased in Chile, Ecuador, Mexico and Panama (statistical tables on the QUIPUSTAT website).

Variable Performance of Labour Supply

Two opposite effects tend to be observed in labour force participation rates during economic slowdowns. First, some groups of workers, such as youth or the older, better-educated adult population from households in the medium and medium-high socioeconomic segments, tend to become discouraged due to their increased difficulties in finding employment, especially wage and salaried employment. Second, low-income groups, especially women and the secondary labour force, may experience greater pressure to find work or to begin independent employment to compensate for the

FIGURE 2



Latin America (six countries): Urban employment-to-population ratio, by age group. Second quarter 2007, 2008 and 2009 (Percentages).

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

TABLE 1

Employment-to-population ratio, by sex and age group [1/]. Selected countries: Chile, Colombia, Ecuador, Mexico, Panama, Peru. Second quarter 2007, 2008 and 2009. (Percentages)

Sex and age group	2007	2008	2009 [2/]
Total	**57.1**	**57.3**	**55.9**
10 to 14 [3/]	7.8	6.1	6.0
15 to 19	26.6	27.0	24.7
20 to 24	58.0	57.8	54.7
25 to 29	72.0	72.8	72.2
30 to 64	71.5	71.8	70.7
65 and older	22.3	23.7	22.9
Men	**70.9**	**70.6**	**68.2**
10 to 14 [3/]	9.9	7.5	7.7
15 to 19	32.4	32.8	30.0
20 to 24	68.7	68.9	64.4
25 to 29	87.2	86.8	85.4
30 to 64	89.8	89.4	87.3
65 and older	34.7	36.2	34.1
Women	**44.3**	**44.9**	**44.3**
10 to 14 [3/]	5.7	4.6	4.2
15 to 19	20.4	20.9	19.2
20 to 24	47.8	47.1	44.9
25 to 29	57.9	59.1	59.4
30 to 64	55.0	56.1	55.8
65 and older	12.8	14.0	13.9

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

1/ Weighted average.
2/ The 2009 Panama data are preliminary.
3/ Chile, Panama and Peru do not have data for this age group. Colombia presents data for 12 to 14, Ecuador for 10 to 14 and Mexico for 14.

deficit in household income and to satisfy basic needs.

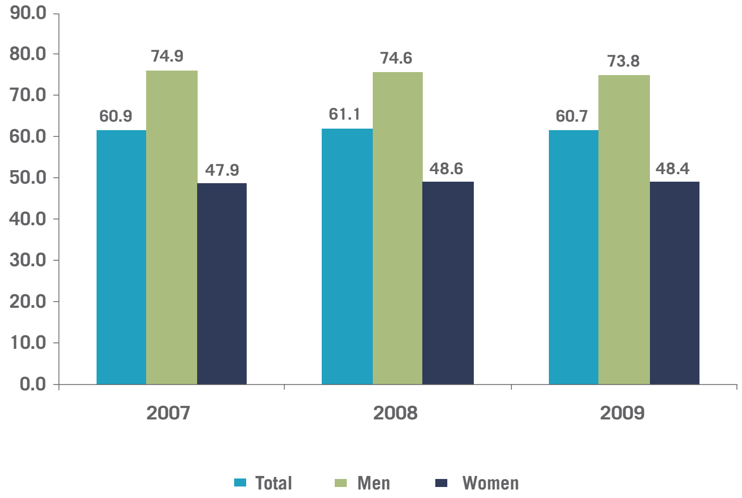
The data reflect both types of effects for the group of six countries. After the slight increase in the labour force participation rates between 2007 and 2008, this indicator declined in the second quarter of 2009 with respect to the same period in 2008. This decrease is greater among men than among women, and in the case of women had a minor effect on the upward trend observed in the labour force participation rate.

Trends in the labour force participation rate varied by country. This rate increased in Colombia and Peru (2.3 and 1.3 percentage points, respectively) whereas it fell in Ecuador and Mexico (-0.6 percentage points and -1.1 percentage points, respectively) and remained unchanged in Chile, in the second quarter of 2009 with respect to the same period in 2008. In Panama, the decline in the labour force participation rate among men offset the increase among women, for which reason this indicator did not change (64.4%) (QUIPUSTAT website).

The decline in the youth labour force participation rate largely explains the downward trend in the labour force participation rates in some countries given that the rate among adults did not change (except in the case of adults aged 65 and older, whose labour force participation rate also fell). This phenomenon may reflect the discouragement of youth, who appear to be the age group most affected by the economic crisis (Table 2).

The decrease in the youth labour force participation rate reflects both the discouragement due to the fall in total demand and the decision to remain in school, a positive sign amid a difficult scenario. Thus, while the proportion of youths aged 15 to 19 years enrolled in school in 2008 declined slightly in the group of six countries, in 2009, this rate rose more

FIGURE 3



Latin America (six countries): Urban labour force participation rate, by sex. Second quarter 2007, 2008 and 2009 (Percentages).

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

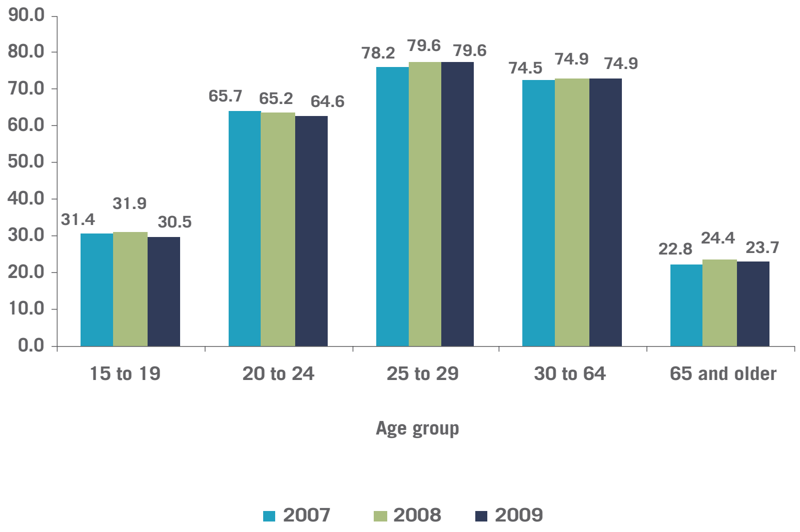
TABLE 2

Labour force participation rate, by sex and age group 1/. Selected countries: Chile, Colombia, Ecuador, Mexico, Panama, Peru. Second quarter 2007, 2008 and 2009. (Percentages)

Sex and age group	2007	2008	2009 2/
Total	**60.9**	**61.1**	**60.7**
10 to 14 3/	8.3	6.7	6.5
15 to 19	31.4	31.9	30.5
20 to 24	65.7	65.2	64.6
25 to 29	78.2	79.6	79.5
30 to 64	74.5	74.9	74.9
65 and older	22.8	24.4	23.7
Men	**74.9**	**74.6**	**73.8**
10 to 14 3/	10.4	8.2	8.5
15 to 19	37.8	38.1	36.6
20 to 24	76.5	76.1	75.1
25 to 29	93.4	93.4	93.0
30 to 64	92.8	92.6	92.2
65 and older	35.7	37.4	35.6
Women	**47.9**	**48.6**	**48.4**
10 to 14 3/	6.0	5.0	4.5
15 to 19	24.6	25.4	24.1
20 to 24	55.4	54.6	53.9
25 to 29	64.1	66.1	66.5
30 to 64	58.0	58.9	59.3
65 and older	12.9	14.3	14.1

Source: ILO, based on household surveys of the countries.
1/ Weighted average.
2/ The 2009 Panama data are preliminary.
3/ Chile, Panama and Peru do not have data for this age group. Colombia presents data for 12 to 14, Ecuador for 10 to 14 and Mexico for 14.

FIGURE 4



Latin America (six countries): Urban labour force participation rate, by age group. Second quarter 2007, 2008 and 2009 (Percentages).

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

than a percentage point (Figure 5). In this age group, women had higher school enrolment rates than men (Table 3).

It should be noted, however, that the rate of school enrolment among youth aged 20 to 24 years declined slightly in 2009 with respect to 2008. In general, youth of this age have completed secondary school. The labour force participation rate for youth in this age group indicates that approximately two of every three individuals have entered the labour market (Figure 4).

If labour force participation rates had not fallen (whether due to the increased permanence in the education system or other factors), the youth unemployment rate for these age groups would be higher than that recorded. This phenomenon could also be attributed to the increase in hidden unemployment among inactive workers, including youth who did not seek employment during the reference period because they were discouraged about their job prospects. Data published by statistics institutes of some countries of the region indicate an increase in this phenomenon, which, despite not being a direct pressure on the labour market in terms of job searches, does constitute a component of the employment problem and as such should be addressed in employment policies.

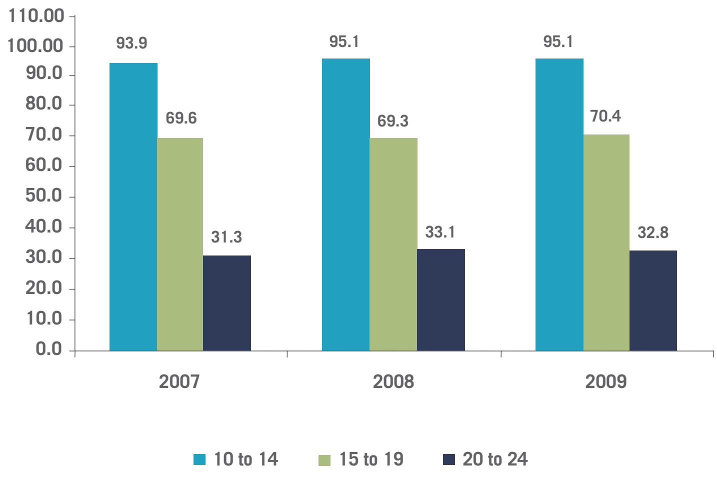
TABLE 3

School enrolment rate, by age group and sex. Selected countries: Chile, Colombia, Ecuador, Mexico, Panama, Peru. Second quarter 2007, 2008 and 2009. (Percentages)

Sex and age group	2007	2008	2009 1/
Total	**57.5**	**58.2**	**58.4**
10 to 14	93.9	95.1	95.1
15 to 19	69.6	69.3	70.4
20 to 24	31.3	33.1	32.8
Men	**58.2**	**58.8**	**58.5**
10 to 14	93.0	94.5	94.5
15 to 19	69.7	69.2	69.8
20 to 24	31.6	33.5	33.3
Women	**56.8**	**57.7**	**58.3**
10 to 14	94.8	95.7	95.8
15 to 19	69.4	69.3	71.0
20 to 24	31.1	32.7	32.4

Source: ILO, based on household surveys of the countries.
1/ The 2009 Panama data are preliminary.

FIGURE 5



Latin America (five countries): School enrolment rate, by age group. Second quarter 2007, 2008 and 2009 (Percentages).

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

Unemployment increasingly Affects Youth, and in Some Countries, the Less Educated

For the group of six countries, aggregate data reveal a significant increase of 1.7 percentage points in the unemployment rate, which rose from 6.3% in the second quarter of 2008 to 8.0% in the same period of 2009. The increase in the unemployment rate among men exceeded that among women, although women continue to have a higher rate of unemployment (Figure 6).

The crisis not only discouraged the participation of youth in the labour market; this group also paid a higher price in terms of unemployment. The increase in the youth unemployment rate between 2008 and 2009 exceeded that among the adult population in the group of six countries. This increase affected men more than women, although the unemployment rate among young women remains higher than that among men in the same age group (Table 4).

In the group of countries where the unemployment rate rose, less-educated workers in Chile and Mexico were the most affected by this increase. In these two countries, besides youth, the workers most vulnerable to the crisis were those with the lowest educational levels. In Mexico, where the crisis had a significant impact on the labour market, total unemployment rose by nearly 50% between 2007 and 2009; in the illiterate population, unemployment increased 71%, whereas among individuals with one to three years of schooling it was 2.26 times higher and in the segment with four to six years of schooling, it increased 62% (QUIPUSTAT website). By contrast, in Colombia and Ecuador, the growth in unemployment affected workers with the highest levels of education more than others.

In the Crisis, Laid-off Workers Accounted for a Larger Share of Total Unemployed Persons

Available data demonstrate a significant change in unemployment between 2007 and 2009: the incidence of laid-off workers rose, that is, those who had a job and lost it, with respect to the newly unemployed, in other words, those who seek employment for the first time. This trend is to be expected in a context of an

FIGURE 6

Latin America (six countries): Urban unemployment rate, by sex. Second quarter 2007, 2008 and 2009 (Percentages).

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

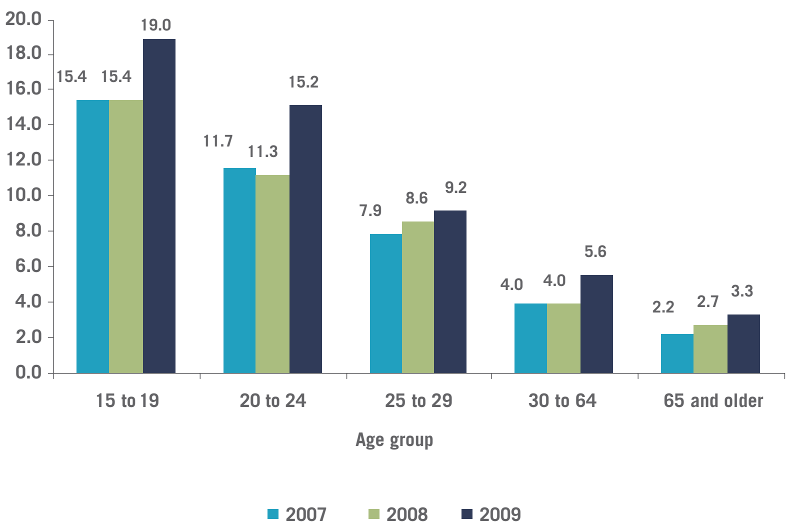
TABLE 4

Unemployment rate, by sex and age group 1/. Selected countries: Chile, Colombia, Ecuador, Mexico, Panama, Peru 2/. Second quarter 2007, 2008 and 2009. (Percentages)

Sex and age group	2007	2008	2009 3/
Total	**6.3**	**6.3**	**8.0**
10 to 14 4/	5.5	8.0	7.6
15 to 19	15.5	15.5	19.0
20 to 24	11.7	11.3	15.2
25 to 29	7.9	8.6	9.2
30 to 64	4.0	4.0	5.6
65 and older	2.2	2.7	3.3
Men	**5.4**	**5.5**	**7.6**
10 to 14 4/	5.6	8.5	8.8
15 to 19	14.4	14.0	18.0
20 to 24	10.2	9.5	14.2
25 to 29	6.7	7.1	8.2
30 to 64	3.3	3.5	5.4
65 and older	3.0	3.0	4.3
Women	**7.5**	**7.5**	**8.6**
10 to 14 4/	5.2	7.3	5.3
15 to 19	17.3	17.7	20.6
20 to 24	13.7	13.7	16.7
25 to 29	9.6	10.6	10.6
30 to 64	5.0	4.8	5.8
65 and older	0.7	1.9	1.2

Source: ILO, based on household surveys of the countries.
1/ Weighted average.
2/ Colombia, Ecuador and Panama include hidden unemployment.
3/ The 2009 Panama data are preliminary.
4/ Chile, Panama and Peru do not have data for this age group. Colombia presents data for 12 to 14, Ecuador for 10 to 14 and Mexico for 14.

FIGURE 7



Latin America (six countries): Urban unemployment rate, by age group. Second quarter 2007, 2008 and 2009 (Percentages).

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

economic crisis or slowdown such as that observed in many countries beginning in late 2008. In the group of six countries with comparable information, the weight of laid-off workers as a percentage of the total unemployed population increased from 81.3% in 2007 to 83.6% in 2008 and to 86.5% in 2009 (Figure 8 and Table 5).

Moreover, the increase in layoffs in 2009 affected men somewhat more than women, with more men than women losing their jobs during the past year. For the group of six countries, for every 100 workers laid off between 2008 and 2009, 71 were men and 29 were women (Figure 9).

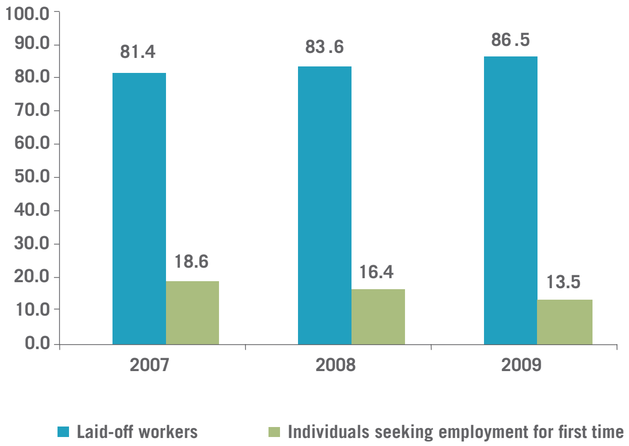
This upward trend in the weight of laid-off workers as a percentage of total unemployment continued for most of the countries studied, as observed in the electronic annex of this section of the 2009 *Labour Overview* (QUIPUSTAT website).

The increase in the relative weight of laid-off workers as a percentage of total unemployment reveals a certain tendency toward job losses in the formal sector in the economic slowdown, and more broadly, of wage and salaried employment, as demonstrated by the results of the analysis of trends in situation in employment between 2007/2008 and 2008/2009 in the group of countries (Figure 10).

Despite the decline in economic growth, the data show that for the group of six countries analyzed, the employed population grew 1.1% in the second quarter of 2009 with respect to the same period in 2008. This expansion of total employment mainly reflects the increase in own-account workers and, to a lesser extent, of family and domestic service workers as well as those employed in the public sector.

Consistent with this situation, private wage and salaried employment declined -0.5 percentage points

FIGURE 8



Latin America (six countries): Composition of urban unemployment. Second quarter 2007, 2008 and 2009 (Percentages).

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

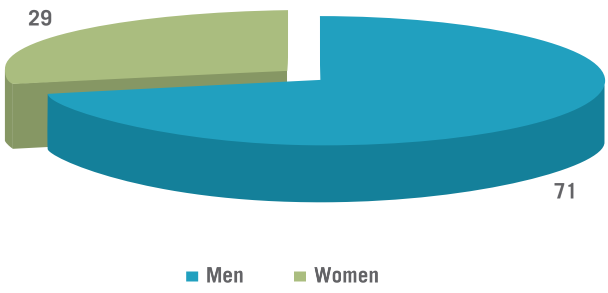
TABLE 5

Composition of urban employment, by sex. Selected countries: Chile, Colombia, Ecuador, Mexico, Panama, Peru 1/. Second quarter 2007, 2008 and 2009.

Urban composition unemployment by sex	2007	2008	2009 2/
Total	**100.0**	**100.0**	**100.0**
Laid-off workers	81.4	83.6	86.5
Individuals seeking employment for first time	18.6	16.4	13.5
Men	**100.0**	**100.0**	**100.0**
Laid-off workers	82.3	84.7	88.3
Individuals seeking employment for first time	17.7	15.3	11.7
Women	**100.0**	**100.0**	**100.0**
Laid-off workers	80.5	82.4	84.3
Individuals seeking employment for first time	19.5	17.6	15.7

Source: ILO, based on household surveys of the countries.
1/ Colombia, Ecuador and Panama include hidden unemployment.
2/ The 2009 Panama data are preliminary.

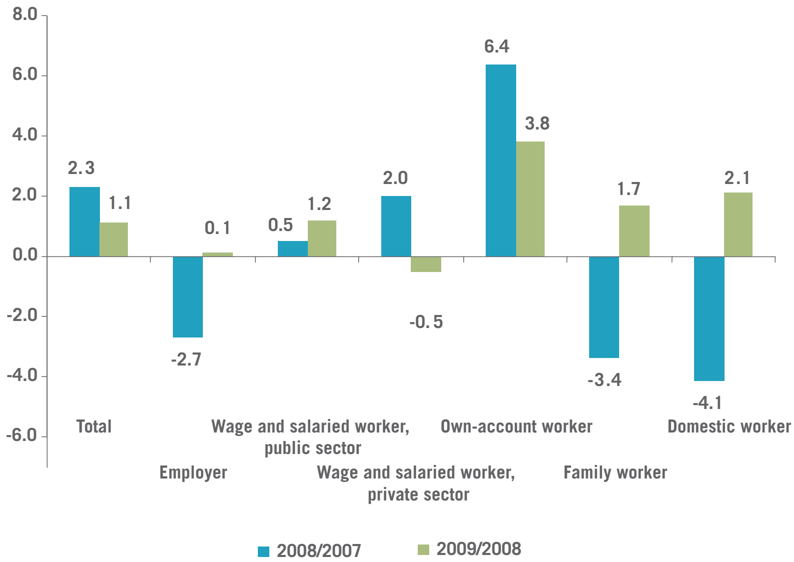
FIGURE 9



Latin America (six countries): Urban workers laid-off between 2008 and 2009, by sex (%). (Percentages).

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

FIGURE 10



Latin America (six countries): Rate of change in urban employment by situation in employment 2007/2008 and 2008/2009.

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

in 2009 with respect to 2008. It is noteworthy that with the economic slowdown, medium-sized and large (51 or more workers) establishments made more staff adjustments since employment fell in these units by approximately -2.5% in 2009 with respect to 2008 (Table 6).

By sex, the decline in wage and salaried employment in the six countries analyzed was greater among men (-0.8%) than among women (-0.1%). This is because the sectors most affected by the economic slowdown (manufacturing and construction) employ more men than women (see the first section of the 2009 *Labour Overview*).

By country, the crisis had the greatest impact on Mexico, where wage and salaried employment in the second quarter of 2009 fell -2.5% with respect to the same period in 2008. Job losses were greatest among large establishments (100 or more workers), with a reduction of -12.8 in employment (QUIPUSTAT website).

Faced with the slowdown in the growth of wage and salaried employment, the labour force sought alternatives such as independent employment, which is reflected in the 3.8% increase in own-account employment in 2009 with respect to 2008 in the group of six countries. It is noteworthy that the relative increase in own-account employment among women is 1.76 times higher than among men, which indicates that newly employed women often have worse working conditions than their male counterparts given that independent employment is more precarious in terms of earnings and access to social protection systems.

The Crisis Did Not Worsen Social Protection in the Countries

A key dimension of decent work is the access of the labour force to health and social protection systems, and, overall, to the set of labour rights that gives workers job stability and security.

TABLE 6

Change in employment, by situation in employment and sex. Selected countries: Chile, Colombia, Ecuador, Mexico, Panama, Peru 1/. Second quarter 2008 and 2009.

Situation in employment and sex	2008	2009 2/
Total	**2.3**	**1.1**
Employer	-2.7	0.1
Wage and salaried worker, public sector	0.5	1.2
Wage and salaried worker, private sector	2.0	-0.5
1 to 5 workers	-2.5	-0.5
6 to 10 workers	-3.9	4.9
11 to 19 workers	5.2	-2.6
20 to 50 workers	2.0	0.1
51 to 99 workers	2.3	-2.5
100 and more workers	6.3	-2.5
Own-account worker	6.4	3.8
Family workers	-3.4	1.7
Domestic service worker	-4.1	2.1
Men	**2.2**	**0.3**
Employer	-1.0	0.1
Wage and salaried worker, public sector	-0.2	0.4
Wage and salaried worker, private sector	1.7	-0.8
1 to 5 workers	-4.6	0.4
6 to 10 workers	-2.8	5.6
11 to 19 workers	5.3	-3.9
20 to 50 workers	4.2	-4.6
51 to 99 workers	3.0	-3.4
100 and more workers	6.1	-1.4
Own-account worker	5.5	2.9
Family workers	-4.0	-1.9
Domestic service worker	0.2	1.5
Women	**2.4**	**2.1**
Employer	-8.1	0.1
Wage and salaried worker, public sector	1.4	2.2
Wage and salaried worker, private sector	2.6	-0.1
1 to 5 workers	2.0	-2.3
6 to 10 workers	-5.9	3.6
11 to 19 workers	5.0	-0.2
20 to 50 workers	-1.8	8.7
51 to 99 workers	1.2	-0.8
100 and more workers	6.6	-4.4
Own-account worker	7.8	5.1
Family workers	-3.1	3.8
Domestic service worker	-4.3	2.1

Source: ILO, based on household surveys of the countries.
1/ The survey of Chile researches groups up to 10 and over. The survey of Panama researches groups up to 51 and over.
2/ The 2009 Panama data are preliminary.

The data presented below for the five countries with information for this variable (Colombia, Ecuador, Mexico, Panama and Peru) show the coverage of health and/or pension services of the total employed population. Since only some of the country surveys differentiated between the two types of coverage, the data present access to either of these services. Data for the second quarter of 2009 is compared with that from the same period of 2008; therefore, the results should be interpreted taking into account that the situation described could change in the second half of 2009 in some countries.

Data indicate that in the current context, workers' access to health and/or pension coverage in the five countries (Colombia, Ecuador, Mexico, Panama and Peru) has improved for the employed population given that coverage increased from 46.9%, in 2008 to 48.3% in 2009, although some differences are observed by situation in employment and country.

During the period analyzed, health and/or pension coverage rose in almost all categories of workers, except for domestic service. In addition, among private-sector wage earners, coverage of these services increased just 0.3 percentage points. This trend was observed in most types of establishments (Table 7), with the exception of those that employ between 6 and 19 workers.

This upward trend in coverage identified in the household surveys is consistent with the statistics of the administrative records of social security institutions, where, in three of the five countries studied, social security coverage has been on the rise since mid-2009.

TABLE 7

Health coverage among the employed population, by situation in employment and sex. Selected countries: Colombia, Ecuador, Mexico, Panama, Peru [1/]. Second quarter 2007, 2008 and 2009. (Percentages)

Situation in employment and sex	2007	2008	2009
Total	**44.6**	**46.9**	**48.3**
Employer	26.1	29.5	32.9
Wage and salaried worker, public sector	80.4	80.8	81.4
Wage and salaried worker, private sector	48.9	50.0	50.3
1 to 5 workers	16.1	15.1	15.7
6 to 10 workers	35.6	37.6	36.9
11 to 19 workers	26.3	27.6	27.3
20 to 50 workers	72.4	73.3	73.4
51 to 99 workers	82.3	83.0	82.9
100 and more workers	89.2	89.3	90.7
Own-account worker	30.4	35.5	38.3
Family workers	21.1	24.3	31.7
Domestic service worker	10.9	10.1	9.7
Men	**44.3**	**46.5**	**47.8**
Employer	24.1	27.8	30.7
Wage and salaried worker, public sector	81.6	82.8	82.9
Wage and salaried worker, private sector	46.7	48.0	48.4
1 to 5 workers	13.9	13.1	13.5
6 to 10 workers	33.4	35.1	34.0
11 to 19 workers	23.2	25.5	25.6
20 to 50 workers	71.2	72.1	72.9
51 to 99 workers	81.7	82.5	83.4
100 and more workers	89.9	88.9	90.5
Own-account worker	28.5	32.2	34.9
Family workers	21.5	25.2	30.2
Domestic service worker	20.7	20.4	24.9
Women	**45.0**	**47.5**	**49.1**
Employer	32.5	35.4	40.2
Wage and salaried worker, public sector	79.2	78.6	79.8
Wage and salaried worker, private sector	53.1	53.7	53.9
1 to 5 workers	20.8	19.0	20.2
6 to 10 workers	39.6	42.4	42.4
11 to 19 workers	32.1	31.6	30.6
20 to 50 workers	74.3	75.4	74.0
51 to 99 workers	83.4	83.9	81.9
100 and more workers	87.9	90.0	90.0
Own-account worker	32.9	39.9	42.9
Family workers	20.8	23.8	32.4
Domestic service worker	10.3	9.4	8.7

Source: ILO, based on household surveys of the countries.
1/ The ENE survey of Chile does not inquire about health coverage and researches groups up to 10 and over. The survey of Panama researches groups up to 51 and over.

FIGURE 11

Latin America (five countries): Health and/ or pension coverage among the urban employed population. Second quarter 2007, 2008 and 2009 (Percentages).

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

In the case of the increase in health and/or pension coverage among own-account and family workers, besides an effort to make voluntary payments, this increase could reflect the impact of public programmes to ensure free or subsidized health care services to citizens in the group of countries. This is the case of Peru, for example, where coverage of the Integrated Health System rose significantly between 2008 and 2009.

Health and/or pension coverage increased somewhat more among women than among men. Coverage among women continued to exceed that among men for the total employed population, especially among private-sector wage and salaried workers. Among the latter, in the second quarter of 2009, coverage among men was 48.4%, compared with 53.9% among women (Table 7).

At the country level, the increase in the proportion of private-sector wage and salaried workers with coverage was much higher than the average for the five countries, with the exception of Mexico, where this indicator fell from 63.3% in 2007 to 62.4% in 2008 and to 60.7% in 2009 (QUIPUSTAT website). In Colombia, while health and/or pension coverage rose sharply between 2007 and 2008 (from 67.9% to 72.9%), it fell to 72.6% of the total employed population in 2009, with private-sector wage and salaried workers experiencing the greatest reduction, from 66.2% in 2008 to 64.8% in 2009.

TABLE 8

Wage and salaried rate, by hiring and sex. Selected countries: Colombia, Mexico, Panama, Peru [1/]. Second quarter 2007, 2008 and 2009.

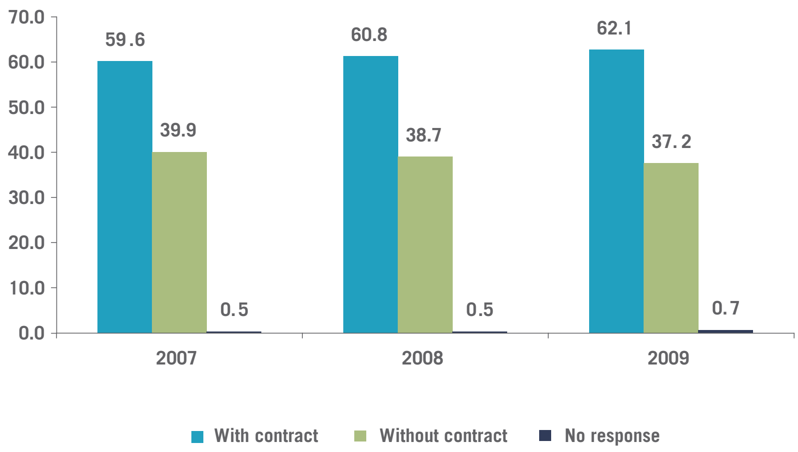
Situation in employment and sex	2007	2008	2009
Total	**100.0**	**100.0**	**100.0**
With contract	59.6	60.8	62.1
Without contract	39.9	38.7	37.2
No response	0.5	0.5	0.7
Men	**100.0**	**100.0**	**100.0**
With contract	60.1	61.5	62.8
Without contract	39.3	37.9	36.5
No response	0.5	0.5	0.8
Women	**100.0**	**100.0**	**100.0**
With contract	59.0	59.9	61.3
Without contract	40.6	39.8	38.2
No response	0.4	0.4	0.5

Source: ILO, based on household surveys of the countries.
1/ The ENE survey of Chile does not inquire about hiring. The ENEMU survey of Ecuador does not distinguish between individuals with contract and individuals without.

With respect to labour rights, the clearest expression of respect for labour law is the level of access of wage and salaried workers to an employment contract with an establishment. This indicator identifies workers according to access to any type (temporary or undefined) of verbal or written employment contract, since surveys from several countries do not differentiate between them.

An analysis of this variable in a group of four countries where it is measured (Colombia, Mexico, Panama and Peru) demonstrates that the economic slowdown did not affect hiring conditions of wage earners since the proportion of workers with access to an employment contract increased between the second quarter of 2008 and the same period of 2009 (Table 8). This trend was observed for workers of both sexes, although the proportion of wage and salaried female workers with access to an employment contract is slightly below that of men. The exception was Colombia, where the percentage of wage and salaried workers with an employment contract fell slightly (QUIPUSTAT website).

FIGURE 12



Latin America (five countries): Health and/ or pension coverage among the urban employed. Second quarter 2007, 2008 and 2009 (Percentages).

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

The increase in the proportion of wage-earners with an employment contract in this economic slowdown indicates that employment adjustments in formal establishments first affect workers with more informal or irregular labour relations, whereas those with labour contracts remain in the establishments. Obviously, this trend may vary according to the intensity and duration of the economic decline.

Crisis and Informal Employment

One expected impact of the crisis is the increase in informal employment resulting from the economic slowdown and labour market adjustments.

This trend was identified based on two key components. These are employment in the informal sector, as defined at the Fifteenth International Conference of Labour Statisticians (ICLS) in 1993, and informal employment in formal enterprises, as established at the Seventeenth ICLS of 2003 (see Explanatory Note).

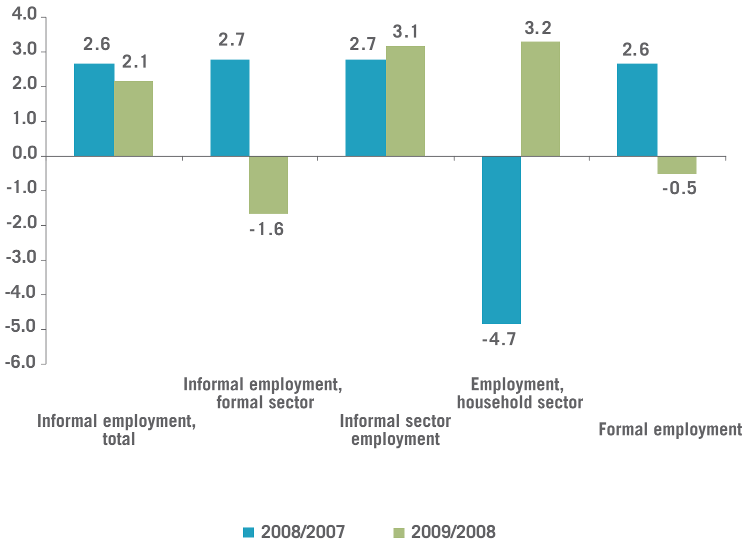
The first of these concepts, employment in the informal sector, refers to the characteristics of production units that do not fulfill certain formal obligations, such as being incorporated or keeping accounting records. The second concept, informal employment in formal enterprises, refers to the characteristics of jobs and involves individuals who, despite being employed in formal enterprises, are not covered by labour or social legislation, for example, social security (in other words, they are unprotected workers in the formal sector). Workers employed in domestic service not covered by labour or social legislation are also included in this group.

This section analyzes information from five countries (Colombia, Ecuador, Mexico, Panama and Peru) that have employment surveys which include the questions necessary to identify the characteristics of informal enterprises and that register working conditions.

In the group of five countries, total informal employment grew 2.1% in the second quarter of 2009 with respect to 2008, which was lower than the percentage recorded in 2008 as compared with 2007 (Figure 13).

It is noteworthy that although employment in the formal sector declined -0.5%, informality of labour relations did not increase within the formal sector. In fact, informal employment in formal enterprises fell in 2009 with respect to 2008 (-1.6%). Available information indicates that labour adjustments in formal enterprises in response to the economic

FIGURE 13



Latin America (five countries): Change informal and formal employment. Second quarter 2007, 2008 and 2009 (Percentages).

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

slowdown took place through layoffs of workers with irregular or atypical employment contracts.

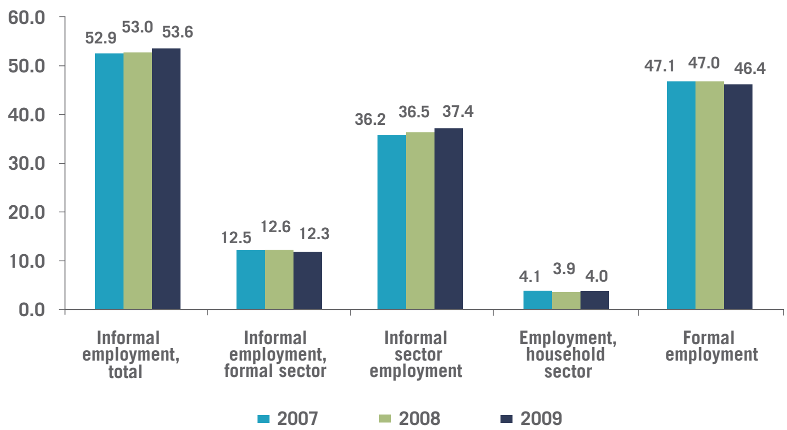
The economic slowdown had the greatest impact on employment in the informal sector, which grew 3.1% in 2009 with respect to 2008 (2.7% in the previous period). Likewise, employment in households increased 3.2% in 2009 with respect to 2008.

With this performance, total informal employment increased from 52.9% in 2007 to 53.0% in 2008 to 53.6% in 2009 in the group of selected countries (Figure 14). Figure 14 shows disaggregated informal employment, where the informal sector had the greatest relative weight of 37.4% in 2009. The other component is informal employment or unprotected employment in formal enterprises, which accounted for 12.3% (of the 53.6% total) and, finally, informal employment in households, whose weight was 4 percentage points in 2009.

While different reasons explain the behaviour of each component, it would seem that the crisis in the countries analyzed did not lead to the increased casualization of labour relations in the formal sector. Rather, it contributed to the expansion of employment in informal enterprises (micro-businesses and small-scale activities) due to the reduction in demand for wage and salaried employment. This trend is clear in the group of selected countries, with the exception of Mexico, where the casualization of labour relations in the formal sector had a greater incidence in the increase in total informal employment.

Total informal employment increased at similar rates among men and women, although the forms it

FIGURE 14



Latin America (five countries): Structure of urban employment. Second quarter 2007, 2008 and 2009 (Percentages).

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

took varied. Thus, for example, while the change in informal employment in formal enterprises declined for both men and women (Figure 15), this decrease was greater among the latter (-2.2% versus -1.1%), which indicates an improvement in women's labour conditions in the formal sector. This is consistent with the rise in formal employment among women (0.6%), whereas formal employment among men fell in 2009 with respect to 2008 (-1.2%).

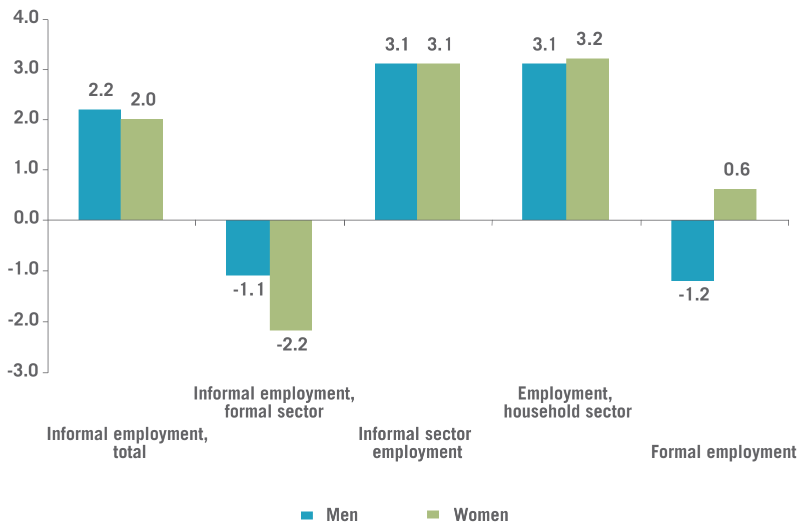
Despite these short-term indicators, in 2009, women's entry into the labour market was more precarious than that of men since 57.1% of women have informal employment, compared with 51% of employed men. The higher level of informalization of employment among women reflects the greater precariousness and lack of protection of domestic work, where nine of every 10 workers do not have social security coverage, as noted. Few men work in that sector.

Youth and the Older Adult Population are the Most Affected by the Informalization of Employment

Among age groups, youth aged 15 to 19 years and older adults (aged 64 years and older) are the population segments most affected by the economic slowdown. This is evident in the changes in the structure of employment. Among youth, the structure of employment deteriorated between 2008 and 2009; the harsh reality is that approximately 82 of every 100 youths aged 15 to 19 years could only find informal employment in 2009. Of this group, 51 work in the informal sector and 25 in unprotected jobs in formal enterprises. The remainder (six of every 100) corresponds to youth, most of them women, who have informal jobs in households, mostly in domestic work.

The adult population aged 64 and older also faces an unfavourable situation. Although this age group has a

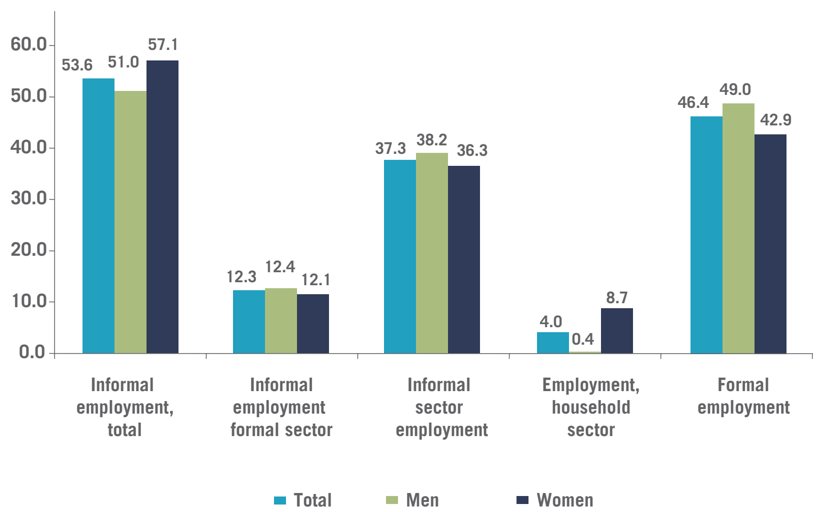
FIGURE 15



Latin America (five countries): Rate of change in urban informal and formal employment, by sex. Second quarter 2008, 2009.

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

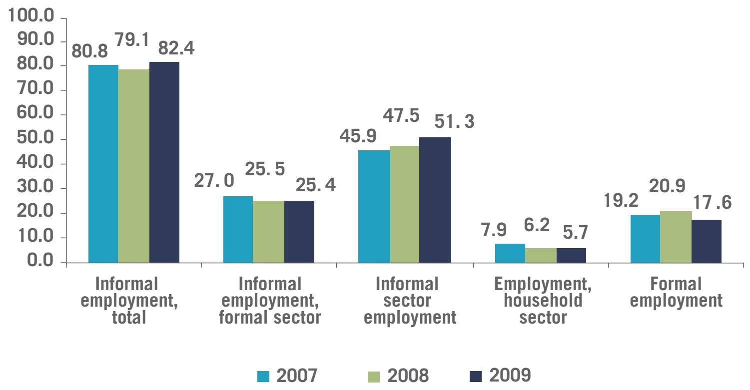
FIGURE 16



Latin America (five countries): Structure of urban employment, by sex. Second quarter 2009 (Percentages).

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

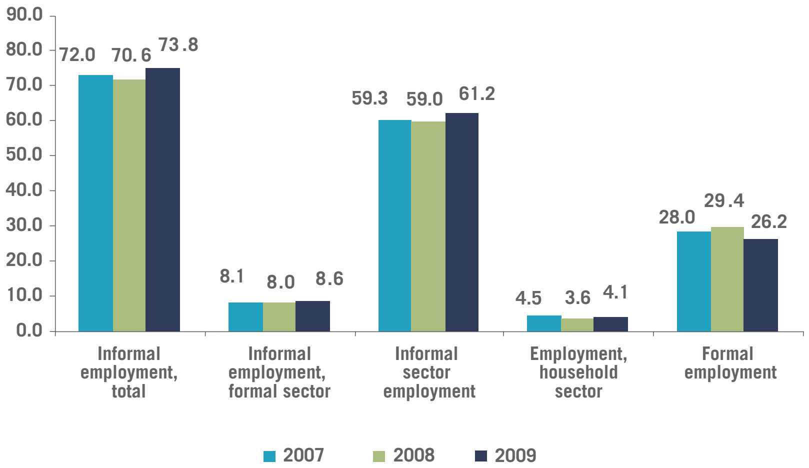
FIGURE 17



Latin America (five countries): Structure of urban employment, youth aged 15 to 19 years. Second quarter 2007, 2008 and 2009 (Percentages).

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

FIGURE 18



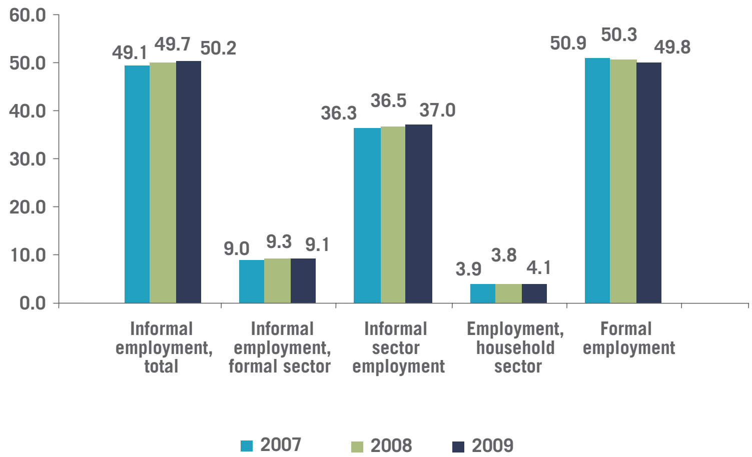
Latin America (five countries): Structure of urban employment, population aged 65 and older. Second quarter 2007, 2008 and 2009 (Percentages).

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

slightly lower rate of informal employment than that of youth, 74 of every 100 workers aged 64 and older only have access to informal employment. These jobs are mostly found in the informal sector, a situation which differs slightly from that of youth aged 15 to 19 years.

By contrast, the population aged 30 to 64 years has a less precarious employment situation. For this age group, the structure of employment changed only slightly between 2008 and 2009. In 2009, for the group of five countries, 50 of every 100 employed people in this age group had informal employment, of which 37 worked in the informal sector, nine had unprotected employment in the formal sector and four had informal employment in households.

FIGURE 19



Latin America (five countries): Structure of urban employment, population aged 30 to 64 years. Second quarter 2007, 2008 and 2009 (Percentages).

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

The Number of Hours Worked Did Not Change Significantly During the Crisis

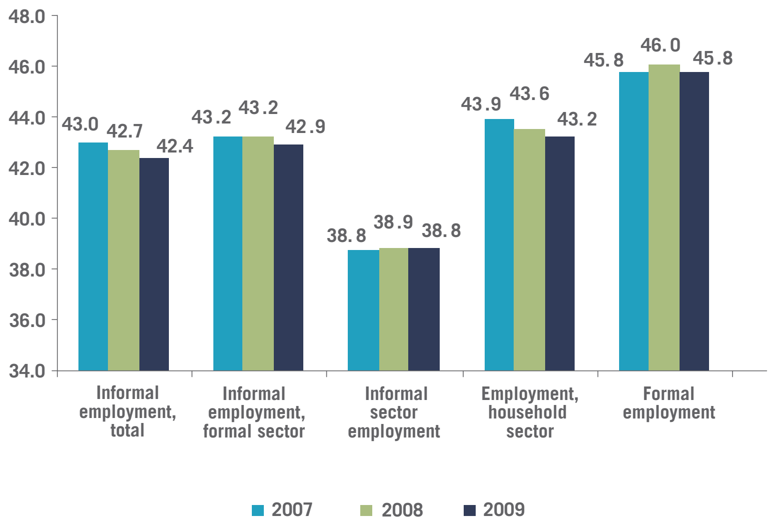
For the employed population in the countries analyzed, a slight decline in the average number of hours worked per week was observed, which affected people with protected employment in the formal sector much less than other workers. The workweek shortened most in informal employment in the household sector, by an average of 0.4 hours (Figure 20).

Differences are also observed in the workweeks of the different segments, which range from relatively normal workweeks in the formal sector (45.8 hours in 2009) to an average of 38.8 hours in the informal sector. It should be noted that within the informal sector, the length of the average workweek also varied. Informal employers have the longest workweeks because owners of these small production units need to generate the income necessary for their businesses to survive. Informal wage and salaried workers work the second-longest workweeks, followed by own-account workers and family workers. Contributing family workers have the shortest workweeks (Figure 21).

From a gender standpoint, there are clear differences in the workweek for the total employed population. Men worked many more hours (46.5) than women (38.3) in 2009.

The differences in the average workweek remained unchanged for the different segments of the labour market. Overall, in formal employment, informal employment in formal enterprises and in households, men work approximately five more hours per week than women. In the informal sector, men work an average of 10 more hours per week than women. According to the statistics based on household surveys, this difference originates in the category of own-account workers within the informal sector, where men work an average of 45 hours weekly and women work an average of 31 hours. Although more information is needed, it could be concluded that women's employment situation is more precarious than that of men within the informal sector, particularly

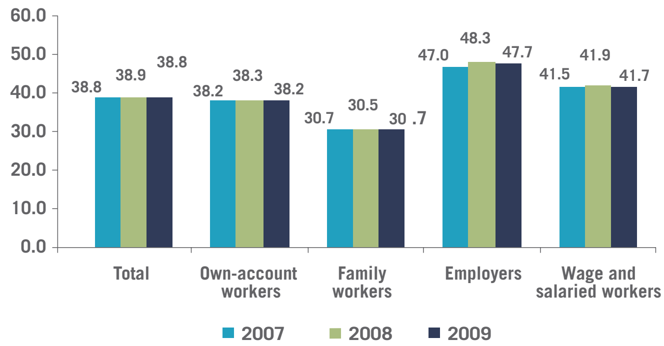
FIGURE 20



Latin America (five countries): Average number of hours worked per week. Second quarter 2007, 2008 and 2009.

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

FIGURE 21



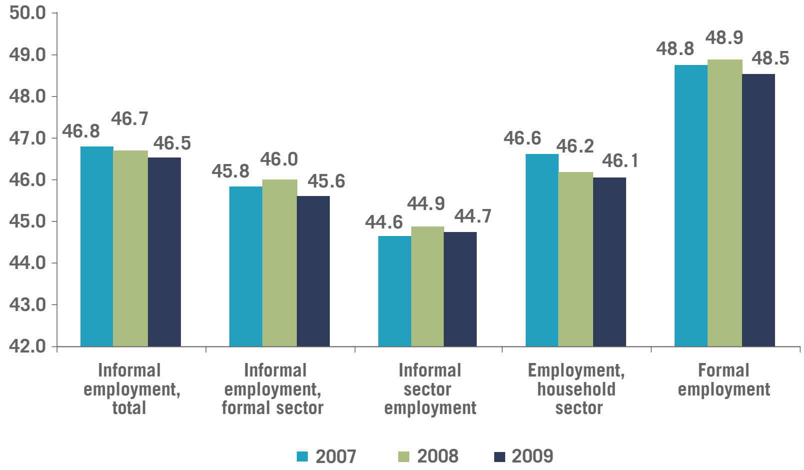
Latin America (five countries): Weekly hours worked in the informal sector, by situation in employment. Second quarter 2007, 2008 and 2009.

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

in own-account employment and domestic work, which have lower levels of earnings and social protection.

It should be noted that the longer workweek of men as compared with women, even in the household sector, does not take into account the hours women spend doing unpaid household tasks. If these hours were included in the statistics, women would in fact have much longer workweeks than those registered in employment surveys.

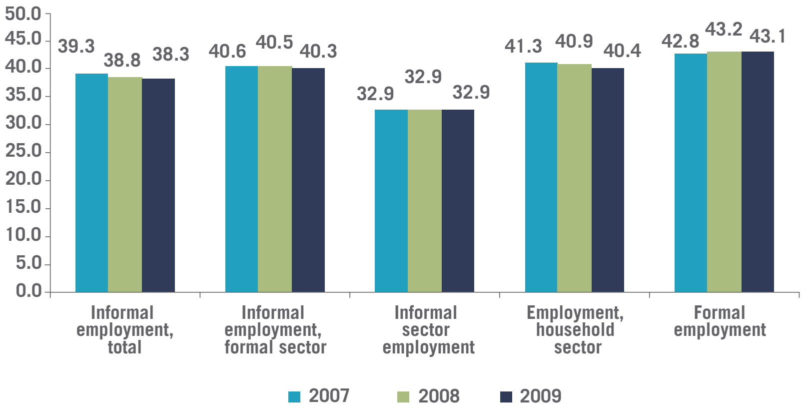
FIGURE 22



Latin America (five countries): Weekly hours worked by men. Second quarter 2007, 2008 and 2009.

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

FIGURE 23



Latin America (five countries): Weekly hours worked by women. Second quarter 2007, 2008 and 2009.

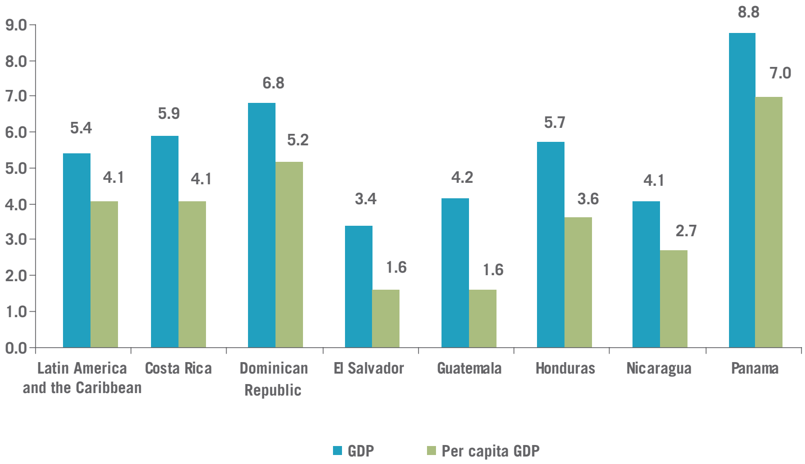
Source: ILO, based on household surveys of the countries.

Decent work and human development in Central America and the Dominican Republic (*)

Central American countries and the Dominican Republic experienced a fast pace of GDP and per capita GDP growth overall, with averages approaching or exceeding those of Latin America, until the impact of the global crisis hit in late 2008 and early 2009. As this box article shows, this favourable performance allowed a relative improvement in labour indicators for this sub-region, since the employed population, particularly workers with wage and salaried employment, grew at a faster rate than the labour force (economically active population, EAP), which consequently lowered the unemployment rate (Figures 1 and 2).

Nevertheless, this relative improvement was insufficient for reversing the structural deterioration in the generation of decent work. Even before the effects of the global crisis were felt, a crisis of employment existed in this sub-region, as evidenced by the structural deficit for the creation of quality jobs. In 2008, of a total labour force of nearly 21 million, 60% (12.5 million) worked in the informal sector of the economy or were unemployed, for which reason this population had low earnings, lacked access to social protection and could not exercise their rights at work. Underemployment (time-related and/or due to inadequate earnings) ranged from 17% in Panama to 38% in Nicaragua, and was generally

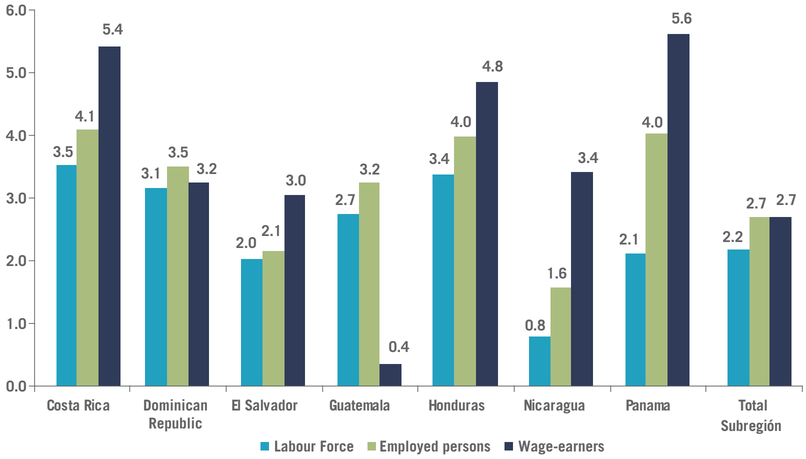
FIGURE 1



Central America and the Dominican Republic: Average Annual Growth of GDP and Per Capita GDP, 2003 - 2008.

Source: ECLAC, *Preliminary Overview of the Economies of Latin America and the Caribbean*, 2008.

FIGURE 2



Central America and the Dominican Republic: Average Annual Growth of the Labour Force, Employed Persons and Wage-earners, 2003 - 2008.

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

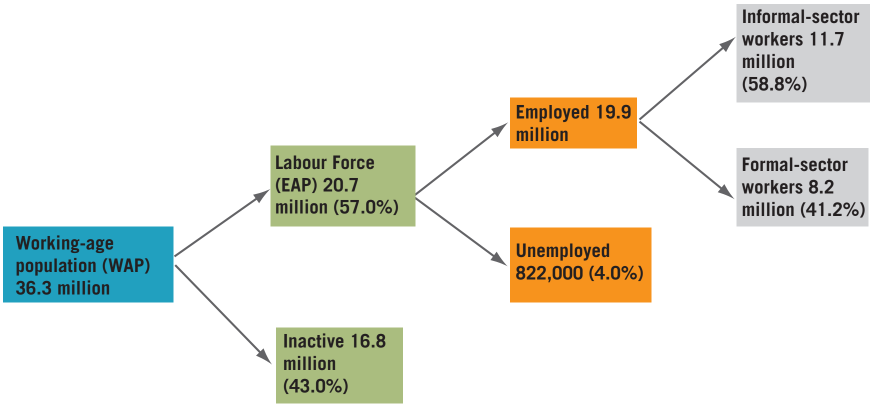
(*) This box article of the 2009 *Labour Overview* was contributed by the ILO Subregional Office for Central America, Haiti, Panama and the Dominican Republic.

higher among women (from 14% in Panama to 40% in Nicaragua). In the sub-region, a third of all workers join the labour force as own-account workers and approximately three of every four jobs are in small and microenterprises.

In light of the global recession, the Central American countries and the Dominican Republic are faced with the challenge of impeding the continued deterioration of already deficient labour indicators. As a consequence of the world financial and economic crisis, unemployment is expected to affect an additional 500,000 people in 2009 in this region, driving the unemployment rate upward, to an estimated 9%, as compared with 4% in 2008. This would mean that in just one year, all labour market advances made in the past five years would be lost. In addition, the impact would be greater among women given that women accounted for half of the increase in unemployment, even though they represent 40% of the labour force.[1]

The crisis also should be examined with a view to creating opportunities for developing new public policies conducive to the promotion of productive employment and decent work, with a gender focus.

DIAGRAM 1



Central America and the Dominican Republic: Population aged 12 years and older by situation in employment. 2008

Source: ILO, based on official country information.

The creation of quality jobs is indispensable for fuelling economic growth and promoting a sustainable recovery.

The way in which wealth is created and distributed plays a key role in the building of more prosperous and just societies. The expansion of GDP is a necessary but non-sufficient condition for promoting human development and, consequently, for building more equitable societies. Work, especially decent work, is a bridge between economic growth and human development, the latter being understood as the process to expand options and individual capacities for realizing human potential.

Decent work – productive work in conditions of freedom, equity, security and human dignity, in which rights are protected and adequate remuneration and social coverage are provided, in a framework of social dialogue—favours the social unity of countries, provides capacities and opportunities for development and contributes to reducing the gaps that separate individuals. The lack of decent work deprives individuals of a means to earn a living, denies them opportunities to develop their capacities and negatively affects their dignity and self-respect. To promote decent work is to contribute to mitigating the social imbalances that usually occur at the roots of economic crises. The development of a decent work agenda constitutes an opportunity to forge an integrating vision of development that serves as a catalyst for economic and social policies.

Decent Work as a Promoter of Human Development

Having a good job contributes to closing the gaps in human development. Poverty can be an obstacle for many workers in obtaining a better quality job and encourages the perpetuation of the vicious cycle of unemployment, underemployment and poverty.

In an effort to gauge the effect of decent work on human development, the Human Development Index (HDI) can be used to estimate the different types of labour insertion, as well as the unemployed and underemployed population (Table 1). Two additional categories were included. The first refers to the fully employed population with an inadequate employment situation (EPIES), defined as the employed population that lacks an employment contract and/or social security coverage but that is

1 ILO. Subregional Office for Central America, Haiti, Panama and the Dominican Republic, *Impactos de la crisis mundial en el mercado laboral de América Central y República Dominicana*.

not underemployed. The second category is the fully employed population with an adequate employment situation (EPAES), an indicator that can be used to estimate decent work conditions and which refers to the employed population with a level of remuneration above the minimum wage and with social protection and an employment contract.

Higher quality employment (EPAES) guarantees a level of human development above the national average. Thus, having a job that comes close to fulfilling the requirements of decent work is pivotal for improving the quality of life of the population of a country. For example, in Costa Rica, which already has a high level of human development, if the majority of the population had access to decent work, human development could improve a further nine points (from 48 to 39). In El Salvador, decent work would radically improve the level of human development. In all other cases studied, having decent work would lead to a substantive change in human development.

Progress in Decent Work Indicators

In the period 2006-2008, some indicators of progress in decent work experienced a positive change in the sub-region. Employment rates in most of the countries increased slightly, which meant that the unemployment rate fell in most countries, with the exception of Nicaragua, where a slight increase in the rate was observed.

TABLE 1

Central America (five countries) and the Dominican Republic: Human development index and global classification, according to situation in employment.

Indicators	Costa Rica (2007)		El Salvador (2007)		Guatemala (2006)		Honduras (2007)		The Dominican Republic (2008)	
National	**0.846**	**(48)**	**0.735**	**(103)**	**0.689**	**(118)**	**0.700**	**(115)**	**0.779**	**(79)**
Unemployed	0.750	(97)	0.593	(131)	0.638	(127)	0.654	(124)	0.685	(118)
Underemployed	0.752	(96)	0.636	(127)	0.577	(133)	0.599	(131)	0.679	(119)
EPIES	0.798	(71)	0.694	(117)	0.583	(132)	0.704	(112)	0.737	(101)
EPAES	**0.868**	**(39)**	**0.804**	**(64)**	**0.804**	**(97)**	**0.795**	**(72)**	**0.807**	**(64)**

Source: Labour Observatory of Central America and the Dominican Republic (OLACD).
EPIES: Employed population that lacks an employment contract and/or social security coverage.
EPAES: Employed population with an adequate employment situation.

Despite rising unemployment in Nicaragua, underemployment rates declined, whether this underemployment was time-related (visible) or referred to an inadequate employment situation in terms of earnings, which are below the minimum wage (invisible). The underemployment rate also fell in Costa Rica and Panama. In El Salvador, while time-related underemployment increased in the period (from 5.8% to 7.1%), the percentage of workers with inadequate employment situations declined sharply (from 35.3% to 30.2%). By contrast, in the Dominican Republic, the percentage of workers in inadequate employment situations expanded (from 12.8% to 13.9%) while the percentage of time-related underemployment diminished (from 17.5% to 14.3%).

The population employed in the informal sector remained relatively stable between 2003 and 2008; significant declines were observed only in Costa Rica and Panama. The operational definition for the concept of the informal sector was established at the Fifteenth International Conference of Labour Statisticians (ICLS). For the purposes of this box article, the population employed in the informal sector includes own-account workers, employers and wage and salaried workers of microenterprises with fewer than five workers, as well as domestic service workers.

In addition, advances were registered in social security coverage in all of the countries analyzed, which suggests a decline in informal or unprotected employment in formal establishments.

Finally, the proportion of workers living below US$ 1 per day in purchasing power parity (PPP) varied depending on the country. For example, in Costa Rica and El Salvador, the employed population in this situation decreased, however, it increased in Panama and the Dominican Republic, whereas it remained stable in Nicaragua. Estimates for this indicator were based on results of household surveys, without making adjustments for underreporting of income or lack of response by survey participants.

The impact of the global crisis on the labour markets of Central America and the Dominican Republic may threaten the incipient progress made to date; in addition, gender gaps may expand. An adequate monitoring of both effects is needed, based on information from household surveys of the countries, in an effort to adopt timely public policies that help mitigate the impact of the crisis.

TABLE 2

Central America and the Dominican Republic: Key indicators of advances in decent work [a], 2006 and 2008. (Percentages)

Indicators	Costa Rica		El Salvador	
	2006	2008	2006	2008
Employment-to-population ratio	57.1	57.9	56.4	57.6
Labour force participation rate	60.7	60.9	60.3	61.2
Open unemployment rate	5.9	4.9	6.5	5.9
Time-related underemployment rate [b]	12.2	9.8	5.8	7.1
Population with inadequate employment situations [c]	14.6	12.4	35.3	30.2
Population employed in the informal sector [d]	40.1	38.0	56.7	57.8
Population covered by social security	66.1	69.7	29.6	30.7
Employed population earning less than US$ 1 PPP [e]	2.4	1.8	11.3	7.7

	Panama		The Dominican Republic [f]	
	2006	2008	2006	2008
Employment-to-population ratio	57.2	61.1	54.1	54.5
Labour force participation rate	61.4	63.8	57.1	57.2
Open unemployment rate	6.8	4.3	5.3	4.7
Time-related underemployment rate [b]	3.7	2.4	17.5	14.3
Population with inadequate employment situations [c]	16.0	11.0	12.8	13.9
Population employed in the informal sector [d]	46.5	43.8	55.0	55.1
Population covered by social security	45.9	51.0	-	73.6
Employed population earning less than US$ 1 PPP [e]	6.1	10.3	2.7	3.7

	Nicaragua	
	2006	2008
Employment-to-population ratio	56.8	56.7
Labour force participation rate	60.0	60.4
Open unemployment rate	5.3	6.2
Time-related underemployment rate [b]	11.4	10.3
Population with inadequate employment situations [c]	23.5	21.3
Population employed in the informal sector [d]	63.0	63.1
Population covered by social security	22.4	25.5
Employed population earning less than US$ 1 PPP [e]	10.3	10.8

Source: ILO, based on multi-purpose household surveys of the countries, 2006 and 2008. For the employed population with earnings below US$ 1 PPP, PPP price information from the International Monetary Fund's *World Economic Outlook Database*, October 2009, was used, as well as household surveys of the countries.

a/ Indicators for the population aged 15 years and older.

b/ Percentage of employed persons that during the reference period wanted to and were able to work additional hours but that had worked less than the workweek defined for each country: Costa Rica: 47 hours; El Salvador, Nicaragua and Panama: 40 hours; the Dominican Republic: public sector, 40 hours and private sector, 44 hours.

c/ Employed persons that work a normal workweek but earn less than the official minimum wage: Costa Rica, Panama, El Salvador and Nicaragua: total minimum wage; Honduras: minimum wage by economic activity and geographic area; the Dominican Republic: minimum wage by economic activity.

d/ The informal sector includes own-account workers, wage and salaried workers in microenterprises, unpaid family workers and domestic service workers.

e/ Purchasing power parity.

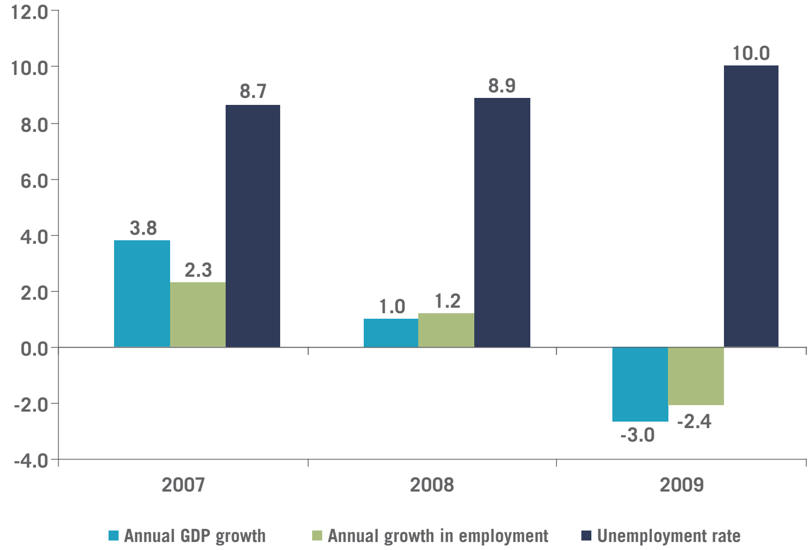
f/ Population with social security coverage, direct contributors and beneficiaries.

Recent economic and labour market trends in the Caribbean (*)

GDP Growth Declines and Unemployment Increases in 2009

GDP growth and employment declined in several countries of the Caribbean Community (CARICOM) for the second time this decade, a decrease not seen since the economies suffered the effects of the terrorist attacks of September 11, 2001. As a result of the 2008-2009 economic and financial crisis, GDP in the sub-region is expected to decline -3.0%, on average, while employment will fall -2.4% in 2009. The unemployment rate in the sub-region rose from 8.9% in 2008 to 10% in 2009. Negative growth was concentrated in 2009, since GDP (1%) and employment (1.2%) still recorded positive growth in 2008, albeit at a slower pace (Figure 1).

FIGURE 1



Growth rates of GDP, employment and unemployment in the English-and Dutch-speaking countries of the Caribbean (excludes Haiti). 2007 - 2009.

Source: ILO Subregional Office for the Caribbean, based on information from national statistics institutes of the countries and the IMF.

The fall in global demand and consumer spending, as well as the decline in commodity prices in 2009, directly affected the main sectors generating foreign currency (tourism, energy, mining and related sectors), as well as government revenue. The impact of the global economic and financial crisis was more severe than expected due to the slow pace of recovery and the fact that it triggered a widespread decline in aggregate demand in several countries. This, together with the reduction in financial flows to the region, including remittances, had a particularly strong impact on the construction sector and other non-trade sectors. The fall in demand affected several countries in the sub-region, reducing tourism among countries and trade in manufactured goods at the sub-regional level. Recently, intra-regional tourism has become an increasingly important source of economic growth in the sub-region.

In 2009, economic growth declined in 10 of the 13 countries analyzed. However, the -3.0% reduction in the sub-regional GDP mainly reflects the deceleration of growth in its two main economies: GDP is expected to fall -3.2% in Jamaica and -4.1% in Trinidad and Tobago in 2009. Together, these two economies represent 61.5% of sub-regional GDP. In Trinidad and Tobago, the combined effect of the downward trend in oil, gas and ammonia prices, the decline in exports of manufactured goods within CARICOM and the lower level of investment explain the sharp decline in production in an economy that had experienced uninterrupted growth since 1994. In Jamaica, tourism, as measured by the arrival of tourists (that stayed in the country) grew by 5.4% in the first three quarters of 2009, in contrast to the other sub-regional economies that are highly dependent on this sector. Nevertheless, the decrease in bauxite and aluminum prices, together with the closing of two bauxite production plants, caused the mining sector to collapse. This took a heavy toll on the Jamaican economy. In addition, financial flows

(*) This box article of the 2009 *Labour Overview* was contributed by the ILO Subregional Office for the Caribbean.

declined significantly, including worker remittances, which fell 50% in 2009 (to the third quarter).

Tourism-based economies were severely affected by the sharp decline in visitor arrivals and hotel occupancy rates. The arrival of foreign visitors fell 14.0% in OECS countries (first quarter of 2009), 8.2% (arrivals with stopovers) in the Bahamas (first two quarters of 2009) and 11.4% (arrivals with stopovers) in Barbados (first three quarters of 2009).

TABLE 1

Annual growth rates of GDP, employment and unemployment in the Caribbean (CARICOM countries), 2007- 2010. (Percentages).

Country	GDP Growth				Growth of Employment			Unemployment Rate		
	2007	2008	2009 a/	2010 b/	2007	2008	2009	2007	2008	2009
Antigua and Barbuda	6.9	2.8	-6.5	-1.5	-	-	-	-	-	-
Bahamas	4.5	-1.7	-3.9	-0.5	3.0	2.0	-9.8	7.9	8.7	14.2
Barbados	3.6	0.5	-4.8	0.0	1.4	-0.5	-2.9	7.4	8.1	10.1
Belize	1.2	3.9	-1.7	2.0	9.4	2.4	-	8.5	8.2	
Dominica	1.8	3.2	1.1	2.0	-	-	-	-	-	-
Grenada	4.5	0.3	-4.0	0.0	-	-	-	-	-	-
Guyana	5.4	3.0	4.7	4.0	-	-	-	-	-	-
Jamaica	1.5	-0.9	-3.2	-0.2	2.6	0.9	-2.7	9 7	10.6	11.3
Saint Kitts and Nevis	2.9	2.5	-2.0	0.0	-	-	-	-	-	6.0
Saint Lucia	1.7	2.0	-2.5	-0.4	1.7	2.5	-0.7	14.0	15.7	17.9
Saint Vicent and the Grenadines	7.0	-0.5	-1.1	2.1	-	-	-	-	-	-
Suriname	5.3	6.0	1.5	3.5	3.6	1.5		10.7	9.3	
Trinidad and Tobago	5.5	2.3	-4.1	2.0	0.3	1.7	-0.9	5.5	4.6	5.1
Total c/	3.8	1.0	-3.0	1.0	2.3	1.2	-2.4	8.7	8.9	10.0

Source: ILO Subregional Office for the Caribbean, based on information from national statistics institutes of the countries and the IMF.

Note: 2009 employment estimates, simple averages of the first two quarterly rounds of labour force surveys.

a/ GDP growth rates for the Bahamas, the Organization of Eastern Caribbean States (OECS) and Suriname correspond to those published by the International Monetary Fund (IMF) and the database of the *World Economic Outlook* of October 2009. The estimate for Jamaica corresponds to average GDP growth in the first two quarters (Source: STATIN); the estimates for the second and third quarters are from the Bank of Jamaica. The 2009 GDP growth estimate for Trinidad and Tobago is the average of GDP growth for the first two quarters estimated by the Central Bank of Trinidad and Tobago (September 2009, from the summary of economic indicators).

b/ From the IMF's *World Economic Outlook*, October 2008.

c/ The rate of total regional GDP growth was weighted using GDP figures at purchasing power parity (PPP) prices published in the IMF's World Economic Outlook of October 2009. The growth in regional employment and the unemployment estimates include the countries with available information. These countries represented more than 90% of total regional employment in 2001.

Outlook

The leading economies are expected to recover slowly from the global recession during 2009-2010, after which time they will achieve moderate growth. According to IMF country estimates, sub-regional GDP will grow at a moderate pace of approximately 1.0% in 2010.

Depending on the employment-commodity elasticity of the region, employment will expand between 1 and 1.5 times the rate of GDP growth. Considering the vulnerability of the sub-region to the impact of external events, the following considerations may have a profound effect on this recovery.

1. Balance of payments situation. This will be a critical factor for most of the small, open economies of the sub-region to avoid a major setback in the event of sustained deficits in the balance of payments. The question of foreign balance will be more pressing if oil prices recover and the value of the dollar continues to weaken. Many countries of the region have pegged their currency to the U.S. dollar.

2. Past levels of investment must be recovered to avoid more job losses, rising unemployment rates and a further reduction of aggregate demand. Most of the governments have implemented a combination of stimulus and austerity measures and in some cases have promoted active labour market policies. In light of the fiscal deficit and the external debt of most Caribbean economies, governments have a very limited capacity to finance public sector investment programmes without support from the international community. The exception may be Trinidad and Tobago, which, despite the major challenges it faces, still has significant international reserves. Jamaica is already participating in key negotiations with the IMF on credit conditions. For its part, CARICOM has begun discussions on a regional strategy, exchange of experiences and the shared use of human resources. A regional approach of this type could strengthen the capacity of small Caribbean economies to achieve optimal results from negotiations with multi-lateral credit agencies and the donor community.

3. The global recovery may affect the Caribbean countries differently, since global consumption first raises demand for natural resources from the region whereas consumer services, tourism in particular, will most likely have a delayed response. In that scenario, the economies with an important natural resource base (Belize, Guyana, Jamaica, Suriname and Trinidad and Tobago) may recover more rapidly. In an effort to accelerate recovery, the tourism-based economies will have to respond quickly to the changing demands of the global tourism market and to adapt their mix of products. This was one of the issues discussed in the Eight-Point Stabilization and Growth Programme adopted by the Heads of State of the Eastern Caribbean Currency Union (ECCU).

4. Efforts to achieve social consensus on policies to address these challenges began in nearly all Caribbean countries, including those of the ECCU. Heads of State consulted with social representatives on responses to the crisis. These efforts should be intensified. The finalization and adoption of decent work programmes in the region will permit social leaders of these countries to adopt strategies to create jobs and maintain security nets for workers.

Economic crisis and employment / 2009 Labour Overview

Lessons Learned from the Responses of Countries of Latin America and the Caribbean

Introduction

Given its rapid spread from the financial sector and developed countries to the real economy worldwide, including the countries of Latin America and the Caribbean, the global crisis initially created considerable uncertainty with regard to its intensity, duration and consequences. From the outset, the ILO's analysis of the crisis focused on quantifying the effects on the labour market, especially in terms of employment. The ILO also developed guidelines for initiatives to mitigate the impact of the crisis on individuals and recommended policies to establish the bases for recovery efforts, highlighting initiatives that countries were adopting to this end.

This special feature of the 2009 *Labour Overview* examines how the crisis affected the economies of Latin America and the Caribbean, the reactions of the countries and the ILO's analysis of the phenomenon, in an effort to identify the initial lessons learned from this crisis. The text has three parts. The first section analyzes the estimates made with respect to the scope of the crisis in the region, as well as the impact of the crisis on key labour market indicators. The second section examines the policies and programmes countries applied in the areas of employment, protection and wages. The third section identifies the lessons learned with respect to how countries responded to the impact of the recession, highlighting the significant advances the countries made as compared with their performance in previous crises. In addition, this section proposes that the instruments used be institutionalized so that countries can be better prepared to face future fluctuations in the global economy.

Unfolding of the Crisis

The most pessimistic forecasts of the ILO's 2008 *Labour Overview* estimated that unemployment would increase approximately 1 percentage point in the region, from 7.5% in 2008 to 7.9%, and even 8.3%, in 2009, which means that between 1.5 and 2.4 million people would join the ranks of the unemployed.

The ILO joined forces with the Economic Commission for Latin America and the Caribbean (ECLAC) in the first quarter of 2009, sharing information and knowledge on growth projections and their association with key labour market indicators, in an effort to track the unfolding of the crisis in the countries of the region. In June 2009, the first ECLAC/ILO Bulletin, *the Employment Situation in Latin America and the Caribbean*, estimated that the newly urban unemployed could reach between 2.8 million and 3.9 million people in the region, depending on the scenario considered. In September, the second ECLAC/ILO Bulletin estimated an average regional unemployment rate of 8.5% for 2009, which was less pessimistic despite being a percentage point higher than the average for 2008.

Although the crisis had an impact on all countries of the region, most of which recorded an economic slowdown, some countries experienced a sharp deceleration in the fast pace of GDP growth but did not slip into a recession. In recent months, there have been signs indicating the end of the recession in some countries. The debate now centres on the characteristics of economic recovery in terms of employment. Although recovery signs are certainly auspicious, experience indicates that recovery occurs first in the economy and only later in the labour market. An initial sign that the economy has left the recession behind is the re-establishment of normality in the financial system, which facilitates the reduction of business inventories and the subsequent recovery of investment and credit, all of which are reflected in increased economic activity.

If no specific actions are taken to reactivate employment, labour market recovery will remain slow, weakening the impetus that drives economic growth. As experience with previous crises demonstrates, businesses will first increase the number of hours their personnel work since they will be reluctant to make new contracts until their sales and services have recovered enough to exhaust the margins of their idle capacity. Next, employment will begin to recover, although it will tend to be more precarious than in the past. At the same time, an increasing number of job-seekers who were discouraged during the crisis will start to look for work, which can impede a decline in the unemployment rate in the short term. Only after these stages will the labour market resume normal activity, with an increase in formal employment. Once unemployment rates have declined significantly, wage increases will again be feasible. In other words, both employment and job quality will suffer the effects of this crisis during the next few years, even more so if economic recovery is slow and job creation is insufficient.

Employment Policies to Address the crisis

In light of the time lag existing between economic recovery and the recovery of the labour market, governments should avoid prematurely abandoning the fiscal and monetary policies that are helping countries overcome the crisis. While the economic recovery should not be inflationary, the current wage stability and idle capacity of the productive infrastructure indicate that pressures to raise prices will not occur immediately. With respect to employment policies, public investment efforts should continue throughout the first part of 2010 while governments examine the possibility of gradually reducing emergency employment programmes and strengthening incentives for new hiring in the private sector to accelerate employment in that sector.

Below are public policy guidelines to foster recovery with the creation of decent work. The text includes lessons learned from the crisis in the medium and long term.

The Global Jobs Pact

At the 98th International Labour Conference in June 2009, the ILO adopted its resolution based on the principles of decent work, "Recovering from the Crisis: A Global Jobs Pact," as a response to the global recession. The Global Jobs Pact urges governments and organizations of employers and workers to join forces to address the crisis by implementing policies in line with the ILO's decent work agenda.

The Pact proposes the need to build a regulatory framework for the financial sector, so that it serves the real economy, promotes sustainable enterprises and decent work and better protects savings and pensions of people. It also calls for promoting trade and avoiding protectionism. In terms of employment policies, the Pact recommends considering different policy options to minimize the effects of the crisis on employment and ensure that the future economic recovery creates jobs in the shortest possible time. It also highlights the need to consider recovery packages during economic crises to take into account the impact on women and men and integrate gender concerns in all measures. In other measures, the Pact proposes investment in labour-intensive public works, creation of special employment programmes and increased social protection to curtail an increase in poverty and to protect wages in an effort to maintain domestic demand.

These initiatives are not a single-application recipe; rather, they constitute options to be adopted according to the needs of each country and reflect the measures that governments have been applying since the first signs of the crisis appeared. The Global Jobs Pact, first approved by the G8 and then presented by the ILO at the G20 Summit in Pittsburgh in September 2009, where it also received support, reviews the responses to the crisis in 54 countries, in line with the objectives of decent work.

Policies to Address the Crisis in the Region

At the regional level, the ILO took a close look at some policies and programmes applied in different countries of Latin America and the Caribbean to minimize adjustments to their economies and the impact of the crisis on the labour market. This section examines these policies and programmes in an effort to identify useful lessons that answer two key questions: When is the best time to apply these measures and what are key factors for ensuring their effective application? In order to facilitate the analysis, policies are grouped into three thematic categories: employment, protection and wages.

- **Employment policies**

In terms of employment policies, the countries of the region increased **public investment** to partially offset the decline in private investment. Many countries have increased the amount of resources allocated for public investment, whether through a fiscal budget or through credits from international financial cooperation institutions. In other countries, such as Trinidad and Tobago, efforts were made to at least preserve the current level of public investment, despite the sharp drop in government revenue and the difficulties in maintaining equilibrium in public finances. To ensure the short-term impact of these allocations on the crisis, it was necessary to increase levels of execution of the resources allocated. In several countries of the region, important initiatives were made to this end, which contributed to mitigating the effect of the crisis on employment. For example, in the first semester of 2009, Paraguay increased public budget spending by 34%, compared with the same period in 2008. If this result is projected for the entire year, the effect of increased execution–with no additional labour-intense projects and/or investments—would enable the creation of approximately 6,500 jobs during 2009. If the 2009 budget were executed in its entirety, 16,000 more jobs would be created in 2009 than in 2008, which could provide employment for nearly 10% of individuals who were unemployed at the end of 2008.

In terms of job creation, key considerations include the percentage of investment allocated to hiring as well as women's access to job opportunities. While several countries (Argentina, the Dominican Republic and El Salvador) announced their intention to prioritize labour-intensive public works, mechanisms are needed to measure impact. Moreover, criteria for establishing priorities and monitoring mechanisms should be in place to permit the systematic increase in job creation of public investment and to guarantee access of women under equal conditions, especially during crisis periods.

The impact of additional public investment to stimulate employment can be significantly increased. To take greater advantage of this measure, collaboration between ministries of public works and other entities should be strengthened in order to include more labour-intensive projects in their project portfolios. Moreover, additional public investment should target geographical areas where new unemployment is concentrated. To ensure that the jobs created with additional public funds reach the workers most affected by the crisis, a system to monitor the change in unemployment is needed, with the highest degree of disaggregation possible and identifying the characteristics of the unemployed. In addition, efforts to ensure equal access of men and women to these new jobs should be intensified.

When the crisis began, experts believed it would be necessary to implement **emergency employment programmes** to alleviate the projected sharp rise in unemployment and thereby avoid an increase in poverty. These programmes are designed to create temporary jobs for the unemployed, usually in the maintenance or construction of socially useful works or in social support services. Thus, these programmes resemble those based on "pure" public investments. However, emergency employment programmes usually allocate a higher share of their budgets to hiring labour; in some cases, the percentage of resources allocated to materials and equipment is so low that problems can arise in terms of the suitability, quality and sustainability of the works constructed, if steps are not taken to ensure an appropriate use of materials and proper oversight. In general, emergency employment programmes offer shorter workdays and very low wages. These programmes also differ in the way they target beneficiaries because authorities have more flexibility in establishing eligibility criteria, although the effectiveness of programme implementation largely depends on the institutional capacities of the officials responsible, as well as on the level of formality of the labour market. Women often make up a large percentage of emergency programme beneficiaries.

During the 2009 crisis, emergency employment programmes were only moderately used. This was because in most cases, increases in the unemployment rate were below initial forecasts, especially compared with previous shocks. Generally speaking, existing programmes targeting groups living in poverty or extreme poverty were expanded, both in terms of additional resources and geographic coverage. This was the case of Mexico's Expanded Temporary Employment Programme (Programa de Empleo Temporal Ampliado), for example, whose coverage was expanded from exclusively rural zones to include urban areas.

Chile had some of the best practices in this area. In that country, a contingency fund was used to implement these programmes when the unemployment rate exceeded 10%. This policy is based on the premise that there is a certain level of unemployment that is socially unacceptable, at which time efforts need to be intensified to reduce it. In accordance with this concept, a counter-cyclical element is introduced in fiscal policy, which has a strong impact on employment given that most of the resources are allocated to wages whereas only a small portion is used to purchase work equipment and to cover administrative and management costs. Likewise, as the unemployment rate declines, the amount of resources allocated to these programmes also diminishes, in keeping with their temporary nature. These programmes recognize the geographic diversity of the labour market and may continue to support regions and communities with high unemployment even when the national unemployment rate falls below 10%.

Also noteworthy were efforts to take advantage of the crisis situation to improve **training** of workers through training programmes. Unlike in cycles of GDP and employment growth, where training is vital for increasing employability and work productivity, in times of crisis, when employment rates decline, this training should target specific groups to maximize the impact of the resources allocated. In some of the countries least affected by the crisis, there were economic sectors that continued to create net jobs whereas other sectors were forced to lay off workers. In these cases, it makes sense to retrain workers from declining sectors so that they can be absorbed by expanding sectors. This is the strategy of the Revalora Perú labour retraining programme, as well as that of the National Training Programme implemented in the Bahamas.

In these contexts, training programmes can target large groups of vulnerable individuals in an effort to correct structural deficits and improve these individuals' employability once the economic recovery creates new job opportunities. This was the focus of Colombia's 250,000 Plan (Plan 250 mil), which seeks to keep youth in training to subsequently facilitate their entry into the labour market as interns in businesses that have not reduced their personnel during the three months prior to their hiring. This measure permitted an age-group segment heavily affected by unemployment, such as youth, to take advantage of lost time during unemployment to receive technical training for occupations in high demand.

Public employment services are another instrument of active employment policies that have shifted their focus during the crisis. In times of economic growth with job creation, these services (labour exhanges) concentrate on labour intermediation, registration, job placement, orientation and training referrals, as needed; in periods of economic crisis and rising unemployment, these functions become less important as services receive more unemployed individuals than usual, despite the fewer jobs available. During a crisis, these services play an active role in articulating public policies in the country. As the capacity to create new jobs is recovered and the shock becomes a thing of the past, these services can again focus on labour intermediation and other tasks.

In a context of growing unemployment, public employment service offices should be located throughout the country to directly serve the individuals affected. Argentina learned this lesson after the deep recession of 2002. In subsequent years, the government began to develop and strengthen a network of employment offices throughout the country, which were responsible for implementing employment policies at the local level and for promoting public service labour intermediation measures. As a result, Argentina was much better prepared to assist the unemployed and to implement employment programmes at the local level during the current crisis.

Among employment policies, programmes designed to **preserve employment** are of particular note. These programmes favour reducing workdays and offering partial compensation for workers over loss of earnings. In addition, they offer the possibility of training during the time not worked. These programmes are justified, particularly when the drop in demand is expected to be temporary, and, as occurred in this crisis, when only a few sectors suffer the brunt of the impact of the crisis. These programmes can only be effective if there are pre-existing harmonious labour relations between the parties since adjustments to the work day and working conditions require considerable cooperation. In addition, most of these public support programmes require an agreement between the parties.

There are few precedents of these programmes in Latin America and the Caribbean. However, in response to the crisis, several countries developed programmes that included many of the measures described above (Argentina, Chile, Mexico and Uruguay). These programmes were implemented most intensively in Argentina and Mexico; available information for Chile indicates that they were rarely used there because businesses preferred to use other public programmes that were accessible in a unilateral manner, especially subsidies for hiring youths. Although the pace of growth declined sharply in Uruguay, the economy did not enter a recession and the unemployment rate remained almost constant, for which reason that country relied mainly on unemployment insurance for suspended personnel, which is explained below.

- **Protection policies**

Among protection policies applied during crises, conditioned transfer programmes are particularly important, as are modifications to unemployment insurance programmes in the countries that offer this insurance. In addition, initiatives were launched to improve other components of the transfer system, such as the modifications some countries made to their social security and pension systems. In the latter case, initiatives sought to make access to benefits more flexible in response to the difficulties older workers face in the labour market (Uruguay) or to expand non-contributive programmes (Chile). Whereas these two countries planned reforms before the crisis, the crisis accelerated the modification or implementation of these programmes. In addition, other countries strengthened or expanded transfer programmes more directly linked to the labour market. For example, Argentina expanded its Employment Insurance and Training Programming and its Better and More Work Programme for Youth (Programa Jóvenes Más y Mejor Trabajo).

With respect to **unemployment insurance schemes**, several countries made modifications to expand coverage and improve benefits, such as Chile and Uruguay, which were already reviewing this instrument before the crisis hit. In addition, Brazil, Chile and Uruguay made different changes in the implementation of their unemployment insurance programmes during the crisis, given that during an economic downturn, the duration of unemployment rises while possibilities for finding a job diminish.

In Brazil, unemployment insurance was extended two additional months for workers in sectors severely affected by the crisis (mainly mining and the iron and steel industry). In Chile, benefits could be extended two additional months when the unemployment rate exceeded the average for the past four years, plus 1 percentage point. This rule applied to workers in all sectors rather than specifically targeting workers of a particular sector. In Uruguay, the reform proposed extending payment of unemployment benefits for longer periods in the case of an economic recession in the country (defined as two consecutive quarters of negative growth). Since Uruguay did not enter a recession, the mechanism was not activated. This initiative also encompasses all economic sectors.

Whereas Uruguay experienced an increase in the number of beneficiaries of unemployment insurance due to layoffs, worker suspensions also accounted for a significant rise in beneficiaries. Businesses are permitted to apply for unemployment insurance benefits for their workers for a maximum of six months when they are experiencing difficulties, without having to end the labour relationship. To this end, they suspend a part of the labour force, with the possibility of reincorporating them when the situation improves. This formula prevents the loss of valuable human capital for businesses and at the same time facilitates the rehiring of suspended workers under the same labour conditions. Because of the brevity of the crisis in Uruguay, this instrument appears to have been quite effective. There is also some evidence that businesses that used this type of insurance rotated their suspended workers to reduce to a minimum the time each worker was out of his or her job. This was possible thanks to the good labour relations that generally characterize Uruguay, which permitted minimizing costs for workers through dialogue between unions and businesses.

Unemployment insurance is a typically countercyclical instrument that is automatically activated. When unemployment rises and unemployment insurance benefits increase as a result, these additional resources enable families to maintain income and to lessen the decline in consumption. However, an evaluation of the results and problems associated with the application of or modifications to insurance schemes should be conducted in the future.

Of course, not all countries in the region have unemployment insurance; even when they do, coverage tends to be low. This is why the emergency employment programmes mentioned, such as **conditioned transfer programmes**, play such a key role in achieving broader coverage. Several countries have implemented these transfer programmes to correct structural problems, with an emphasis on promoting education and avoiding school desertion. Although education indicators vary widely in the region, most of the countries have low education coverage rates, high rates of school desertion at different levels of education as well as low overall quality of education services. Nevertheless, youth clearly have more opportunities for entering the labour market when they have completed more years of schooling. Consequently, transfer programmes requiring youths' enrolment in school is a strategic decision to increase labour competitiveness of these future workers, as well as that of the country as a whole.

In response to the crisis, several countries reinforced these programmes given that the loss of employment of the head of the household or other member of the household tends to increase the risk of school desertion. The early entry of young workers into the labour market carries a high risk of precarious employment even in normal situations; in a scenario of crisis and a lack of good job prospects, this risk can be even higher, threatening youths' labour development in the long term. Therefore, in crises such as the current one, it makes sense to strengthen these programmes since they not only address the situation (by avoiding an increased pressure of the labour supply by youths), but also respond to a long-term development strategy. El Salvador and Paraguay recently introduced this instrument, and although incipient, it has enabled beneficiary families to become better prepared to confront the crisis. In Brazil, the School Scholarship Programme (Programa Bolsa Escola) extended coverage to an additional 1.3 million families. In Costa Rica, the Let's Move Forward Programme (Programa Avancemos) seeks to reduce school dropout rates in secondary school. Implemented before the crisis, this last programme expanded coverage to an additional 20,000 families at risk, reaching a total of 150,000 families. This programme aims to prevent youths' premature entry into the labour market, and especially to achieve universal coverage of secondary education.

In summary, the expansion of coverage and benefits of unemployment insurance and conditioned transfer programmes constitute complementary policies, especially in light of the large number of informal workers who are not covered by unemployment insurance. In countries that do not have this worker protection measure, it is essential to study the conditions for its rapid introduction.

- **The Importance of Wages in this Crisis**

Employment and social protection policies should be implemented in coordination with the wage measures adopted. In the current crisis, where impact was concentrated in the export sectors of the countries of the region, sustaining domestic demand levels is essential, for which reason employment and earnings must be maintained. Despite the deterioration in the employment situation, it is less serious than in previous shocks.

In addition to trends in average real wages, which result from the establishment of wages through the intervention of different actors and price changes, it is interesting to observe government wage trends in the context of the global economic crisis. In this regard, governments generally limit their intervention to setting minimum wages, given the limited coverage of collective bargaining, an area in which governments largely do not participate.

The dilemma facing governments in this area could be summarized as follows: although the purchasing power of real wages is key for sustaining domestic demand (an essential variable for recovery), an excessive increase in the mandatory minimum wage could negatively affect employment or increase informality. Real minimum wages have risen in nearly all the countries of the region since 2000; nevertheless, their levels are still insufficient to satisfy the basic needs of workers and their families. With some differences, most of the countries of the region have adjusted their minimum wages in an effort to maintain their purchasing power, whereas a smaller number of countries have attempted to slightly improve their purchasing power. In this way, governments promoted the protection of the purchasing power of minimum wages achieved in recent years, avoiding increased pressure on businesses to maintain employment.

When analyzing minimum wage adjustments, the point of reference used is the estimated future inflation that will accumulate during the next effective period of the new wage rate, as well as accumulated inflation during the previous period. Obviously, the former can only be estimated in countries that adjust their minimum wages at pre-established times, although they do not always implement these adjustments because of a lack of confidence in inflation forecasts.

For example, countries that adjust their minimum wage annually take into consideration accumulated inflation for the previous 12 months and estimated inflation for the subsequent 12 months. Therefore, in these countries, it is feasible to analyze a minimum wage adjustment according to both parameters. In these cases, it is possible to determine whether or not a real increase in the minimum wage will occur during the effective period. In countries where adjustments are variable, it is more difficult to interpret the importance of the adjustments with reference to their effective period since it is unclear whether the new rate will be in effect for 12, 16 or more months, for example.

It is only possible to maintain regular adjustments when the economies have stable inflation indices over time. In general, when inflation increases, legitimate pressures arise to make intermediate wage adjustments and reduce the impact on the purchasing power of the minimum wage. The region has made major strides in this area since most of the countries have low, stable inflation rates. According to ECLAC, since 2000, average consumer prices have increased less than 10%, except in 2002, when they rose 12.2%.

In Latin America, countries that make regular adjustments outnumber those that make variable ones. In the former, the timing is usually annual. In Paraguay, adjustments are made every two years. If accumulated inflation reaches 10% during that period, the National Minimum Wage Council is asked to analyze the situation. In practice, adjustments are made every 11 or 12 months, on average. What makes this system unique from those of other countries with variable adjustments is that the system is directly tied to inflation, for which reason the decision on whether to grant a real increase is evident.

Table 2 shows the nominal change in real minimum wages in 11 countries that make regular adjustments. A comparison of increases with accumulated inflation during the previous effective period shows that in Bolivia, Colombia, Ecuador and Uruguay, adjustments closely matched past inflation rates. Brazil made larger adjustments; Costa Rica and Chile also increased their minimum wage to slightly more than the past inflation rate. The case of Honduras is noteworthy because the minimum wage was doubled in January 2009, far higher than the change in price indicators. In the Bolivarian Republic of Venezuela, minimum wages were increased significantly, but this increase was well below the past inflation rate, whereas in Guatemala and Mexico, adjustments were slightly below the past inflation rate.

Although minimum wage adjustments do not always coincide with calendar years, all countries recorded a decline in inflation rates in 2009 as compared with 2008. In countries that applied "neutral" adjustments to the minimum wage (equal to past inflation), this led

TABLE 1

Timing of minimum wage adjustments in Latin American countries

Countries that make regular adjustments	Countries with variable adjustsments
Bolivia (Plurinat. State of)	Argentina
Brazil	Dominican Republic
Chile	El Salvador
Costa Rica	Nicaragua
Colombia	Panama
Ecuador	Paraguay
Guatemala	Peru
Honduras	
Mexico	
Uruguay	
Venezuela (Boliv. rep. of)	

Source: ILO, based on official country information.

TABLE 2

Latin America: Nominal increase in the minimum wage and inflation in countries with regular minimum wage adjustments, 2008 - 2009.

Country	Inflation during the last effective period (%)	Nominal change in the minimum wage (%)	Inflation 2008 (%)	Inflation 2009 (%)
Bolivia (Plurinat. State of)	11.8	12.0	11.8	2.1
Brazil [a/]	5.4	12.0	5.9	4.8
Chile [b/]	1.8	3.2	7.1	1.9
Costa Rica [c/]	6.9	9.1	13.9	8.2
Colombia	7.7	7.7	7.7	3.8
Ecuador	8.8	9.0	8.8	4.5
Guatemala	9.4	7.2	9.4	0.6
Honduras	10.8	100.0	10.8	5.4
Mexico	6.5	4.6	6.5	5.7
Uruguay [d/]	3.6	7.0	9.2	6.5
Venezuela (Boliv. rep. of) [e/]	27.7	10.0	31.9	27.4

Source: ILO, based on official country information; inflation for 2008 and 2009, ECLAC.
a/ Reference period, March 2008 to February 2009.
b/ Reference period, May 2008 to May 2009.
c/ Reference period, July 2008 to July 2009.
d/ Reference period, July 2008 to July 2009, which encompasses two semester adjustments.
e/ Reference period, July 2008 and January 2009.

to less erosion of purchasing power of wages during their effective period, resulting in a real increase in comparison with the previous period. A similar case occurred in Guatemala, whereas in Mexico, 2009 inflation will be only slightly higher than the readjusted minimum wage. The case of the Bolivarian Republic of Venezuela differs in that inflation remains quite high, above the adjustment in the minimum wage.

Countries with variable adjustment periods that raised the minimum wage during the crisis were Argentina (22.4% in August 2008 and 3.3% in January 2009), El Salvador (8% in January 2009) and Nicaragua (16% in May 2009). The Dominican Republic has recently applied a 16% adjustment, retroactive to June 2009. By contrast, Panama and Peru have made no adjustments since December 2007 and January 2008, respectively, whereas Paraguay raised its minimum wage 5% in May 2009, although accumulated inflation reached 10%. In this case, there was a change in adjustment trends which, under normal conditions, would compensate for accumulated inflation. In these countries, it is only possible to evaluate the adjustment of the minimum wage in comparison with accumulated inflation in the previous period since, as mentioned, it is uncertain what inflation will be in the effective period. Adjustments made in Argentina, El Salvador and Nicaragua are above past inflation rates; thus, it can be assumed that an attempt was made to improve the real level of the minimum wage. In Panama and Peru, accumulated inflation since the last adjustment was approximately 8% and 6%, respectively; consequently, real wage levels deteriorated.

In summary, the setting of minimum wage rates during the crisis in the countries of the region demonstrates that cautious adjustments predominated with respect to past inflation. However, the widespread decline in inflation rates in the region as compared with 2008 permitted minimum wages and wages in general to suffer less of a loss of purchasing power than in 2008. Therefore, with respect to expected inflation for the effective period, minimum wage adjustments imply improvements in their purchasing power. Therefore, it can be concluded that minimum wage policy contributed to maintaining domestic demand, without constituting a threat to employment.

Policy Advances and Lessons Learned from the Crisis

Interestingly, the macroeconomic focus applied in this crisis in the countries of the region differed from that observed during other crises. This time, most of the countries used expansive public spending and investment policies rather than implement recessive adjustment policies. They also implemented policies to protect employment and earnings. A key area of consensus in managing the crisis was the application of countercyclical policies.

Nevertheless, some clarifications should be made. First, the countries' available fiscal room to implement this focus varied widely. Only a few countries adopted this approach as a long-term strategy. Nevertheless, it should be applied not only in crisis periods, but in times of bonanza as well. Second, the menu of countercyclical policies can vary widely, encompassing everything from a reduction in taxes that seeks to raise demand, to emergency employment programmes, to increases in public investment and conditioned transfer programmes, among others. Depending on the characteristics of these policies, they may–or may not—have an impact on reducing social and gender inequalities. According to the international literature, increasing public spending tends to have a greater impact on job creation and economic recovery than does reducing taxes. In many cases, increasing spending can also have more favourable results from the viewpoint of social justice. However, measures to raise spending and public investment face greater challenges than tax-reduction measures in terms of the speed of implementation.

The new macroeconomic approach permitted emergency policy initiatives to be developed in employment and social protection, as well as other innovative measures, which in many cases resulted from pacts between employers and unions or tripartite agreements. A review of the actions taken in the region demonstrates that there are a wide variety of programmes underway and that it is possible to develop specific instruments to address the crisis, or to adapt existing programmes in an effort to expand reach, or to improve them in recessive contexts.

Given that willingness to place employment at the centre of public policy concerns is not a constant throughout the region, it would be advisable to institutionalize the advances made, providing ministries of labour with the resources required to develop employment policies during normal times, and with extraordinary resources to address economic crises. To the extent that these lessons are consolidated, they will become sufficiently institutionalized to address the challenges of the cyclical behaviour of the economy. Labour institutions have demonstrated their strategic nature from the perspective of employment, and here is where the task of strengthening them becomes particularly important, not only as a contribution to mitigating the effects of crises, but also as core elements of growth associated with progress and social justice.

It should be recognized that this crisis found the countries of the region better prepared than in the past from a macroeconomic standpoint (balanced fiscal accounts, low inflation, reduced dependence on external foreign currency flows), as well as in terms of employment and protection policies. In recent decades, several countries have included different employment programmes and policies among their instruments to address future crises. While this is a positive step, these policies must be integrated into a system; otherwise they will remain as isolated initiatives.

For example, countries with unemployment insurance to protect wage-earners who lose their jobs should coordinate labour intermediation services provided by public employment services (labour exchanges). Special vocational guidance services should be made available to the most vulnerable workers, who should be referred to relevant training if necessary. Other segments of workers, such as youth, could receive support from programmes that offer incentives to hire them, or, if this is not possible, could be referred to emergency employment programmes when they are unemployed for long periods. Programmes such as conditional transfer programmes could target youth while providing income support to vulnerable households. Some of these programmes help families overcome poverty by offering credit to their microenterprises, which could be offered successively to those who succeed in developing a virtuous cycle. Nevertheless, the employment component is still insufficient, particularly in terms of women's access. Many countries in the region have several of these programme components, but they require integration into a system.

Integrating these programmes into a system seeks not only to increase programme efficiency or eliminate overlap but also to achieve an adequate weighting of the different initiatives during the various phases of the economic cycle. Each employment policy is more or less appropriate, depending on when it is applied during the economic cycle. For example, emergency employment programmes are recommended when the unemployment rate spikes, but if economic recovery begins to produce new employment opportunities, these programmes clearly should be reduced. By contrast, subsidies for new hiring can be most appropriate when economies begin to recover because they can accelerate new hiring by the private sector, which without this incentive would delay hiring a few more months. Nevertheless, these same subsidies are inadequate during a period of economic slowdown since businesses with declining sales and production output will not hire new people even with a subsidy, unless they replace workers on staff, which would clearly be counterproductive. Therefore, within the proposed employment policy system, the required adjustments should be made to adapt policies and allocated resources to the needs of the economic cycle.

As the months progress, more countries will join the ranks of those that have begun to show signs of economic recovery. Nevertheless, previous experience indicates that there is a significant lag between economic recovery and the recovery of the labour market (in its different dimensions). For this reason, as reactivation advances, it is advisable for countries to begin to refocus emergency policies on strengthening job creation to reduce lags as much as possible and thereby strengthen recovery with the creation of decent jobs for men and women.

EXPLANATORY NOTE

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

I. Concepts and definitions

The national definitions of several concepts appearing in the Labour Overview may differ from international standards adopted for these concepts in the International Conferences of Labour Statisticians (ICLS). The definitions provided below are generally based on international standards, although some are defined according to standards developed for this publication to the extent that, as noted above, the processes following national criteria imply a partial adherence to international standards.

Employed persons are those individuals above a certain specified age who, during the brief reference period of the survey, such as a week or a day, worked for at least one hour in: (1) wage or salaried employment, working during the reference period for a wage or salary, or were employed but without work due to temporary absence during the reference period, during which time they maintained a formal tie with their job, or (2) independent or self-employment, working for profit or family income (includes unpaid family workers), or were not working independently due to a temporary absence during the reference period. It should be noted that not all countries require verification of formal ties with the establishments that employ those temporarily absent to consider them employed. In addition, those that confirm this relationship do not necessarily follow the same criteria.

Employment in the informal sector is defined according to the Fifteenth ICLS. It refers to employment created in a group of production units which, according to the United Nations System of National Accounts (Revision 4), form part of the household sector as household enterprises, in other words, units engaged in the production of goods or services which are not constituted as separate legal entities independently of the households or household members that own them, and which do not keep complete accounting records. Within the household sector, the informal sector comprises informal own-account enterprises (which may employ contributing family workers and employees on an occasional basis, but do not employ wage and salaried workers on a continuous basis) and enterprises of informal employers which employ wage and salaried workers on a continuous basis and may also have contributing family workers. These production units typically operate on a small scale and have a rudimentary organization in which there is little or no distinction between work and capital as production factors. Employment relationships, where they exist, are based on occasional employment, family ties or personal and social relations rather than on contractual agreements that provide formal guarantees.

From a methodological standpoint, the following criteria should be applied to identify production units of the informal sector: (1) legal status of the production unit; (2) existence of accounting records; (3) registration of the production unit in accordance with commercial, industrial or municipal provisions established by national law.

A production unit that meets any of the above criteria is not included in the informal sector.

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

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

In terms of operational criteria, the Labour Overview uses social security coverage as a reference. In the case of wage and salaried workers, this coverage originates from their employment relationship, a condition that should be verified for wage and salaried workers employed in formal and informal enterprises.

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

Unemployed persons are individuals over a specified age who, during the reference period, were (1) without employment, (2) available for wage or salaried work or self-employment, or (3) actively seeking employment, having taken concrete action to obtain employment in a specific recent period. It should be noted that not all countries of the region apply these three criteria to estimate the number of unemployed persons. Moreover, some countries include in the population of unemployed persons individuals who did not actively seek employment during the established job-search period.

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

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

The unemployment rate refers to the number of unemployed people divided by the labour force.

The labour force participation rate is the labour force divided by the working-age population.

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

Wages and salaries refer to payment in cash and/or in kind (for example foodstuffs or other articles) given to workers, usually at regular intervals, for the hours worked or the work performed, along with pay for periods not worked, such as annual vacations or holidays.

Real average wages are the average wages paid to wage and salaried workers in the formal sector, deflated using the national Consumer Price Index (CPI) of each country. In other words, the nominal wage values published by official sources in local currency figures or as an index are deflated using the national-level CPI (with some exceptions, such as Peru and Venezuela, where the CPI of Metropolitan Lima and the CPI for Metropolitan Caracas are used, respectively). Diverse data sources are used, but establishment survey sources predominate. Other sources include the social security systems and household surveys. Worker coverage varies by country; in some cases all wage and salaried workers are included, while in others data refer to wage and salaried workers in the private sector, workers covered by social and employment legislation, workers covered by the social security system or workers in the manufacturing sector, as indicated in the notes of the corresponding table. The real average wage index was constructed using 2000 as the base year (2000 = 100).

Real minimum wages are defined in the Labour Overview as the value of the average nominal minimum wage deflated using the Consumer Price Index (CPI) of each country. In other words, official data on nominal minimum wages (monthly, daily or hourly) paid to workers covered by minimum wage legislation are deflated using the CPI of each country. The majority of the countries have a single minimum wage. Nonetheless, in some countries, the minimum wage is differentiated according to industry and/or occupation. The real minimum wage index was constructed using 2000 as the base year (2000=100).

The urban employed population with health and/or pension coverage refers to the urban employed population which is covered by health insurance and/or a pension, whether it be through social security or through private insurance, as the primary beneficiary, direct insured, contributing member or non-contributing member, or non-primary beneficiary.

II. International Comparability

Progress toward harmonizing concepts and methodologies of statistical data that permit international comparisons is directly related to the particular situation of the statistical system in each country of the region. This largely depends on institutional efforts and commitments for implementing resolutions approved in the ICLS and regional integration agreements on statistical issues, as well as on information needs, infrastructure and level of development of the data collection system (based primarily on labour force sample surveys), as well as on available human and financial resources. The comparability of labour market statistics in Latin America and the Caribbean is mainly hampered by the lack of conceptual and methodological standardization of key labour market indicators. This is also true of other variables associated with the world of work, since countries may have different concepts for geographic coverage and minimum working-age thresholds, and may use different versions of international classification manuals and different reference periods, among others. Nevertheless, in recent years, statistics institutes of the countries of the region have made significant efforts to adjust the conceptual framework of employment surveys to comply with international standards.

III. Information Sources

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

Argentina: Instituto Nacional de Estadísticas y Censos (INDEC) (www.indec.gov.ar) and Ministerio de Trabajo, Empleo y Seguridad Social (www.trabajo.gov.ar).

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

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

Brazil: Instituto Brasileño de Geografía y Estadísticas (IBGE) (www.ibge.gov.br).

Chile: Instituto Nacional de Estadísticas (INE) (www.ine.cl), Banco Central de Chile (www.bcentral.cl), Ministerio de Planificación y Cooperación (www.mideplan.cl) and Dirección de Trabajo del Ministerio de Trabajo y Previsión Social (www.dt.gob.cl).

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

Costa Rica: Instituto Nacional de Estadísticas y Censos (INEC) (www.inec.go.cr), Banco Central de Costa Rica (www.bccr.fi.cr) and Ministerio de Trabajo y Seguridad Social (www.ministrabajo.co.cr).

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

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

Guatemala: Instituto Nacional de Estadística (www.ine.gob.gt) and Ministerio de Trabajo y Previsión Social (www.mintrabajo.gob.gt).

Honduras: Instituto Nacional de Estadística (INE) (www.ine-hn.org), Banco Central (www.bch.hn) and Secretaría de Trabajo y Seguridad Social.

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

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

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

Panama: Contraloría General de la República de Panamá (www.contraloria.gob.pa) and Ministerio de Trabajo y Desarrollo Laboral (www.mitradel.gob.pa).

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

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

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

Uruguay: Instituto Nacional de Estadística (INE) (www.ine.gub.uy).

Venezuela: Instituto Nacional de Estadística (INE) (www.ine.gov.ve) and Banco Central de Venezuela (www.bcv.gov.ve).

The information on employment, earnings and productivity indicators of the countries not previously mentioned, as well as data on the employment structure indicators for Latin American countries presented in the Labour Overview, are obtained from household surveys processed by the ILO/SIALC team (Labour Analysis and Information System for Latin America and the Caribbean), and from administrative records of that entity. All indicators on employment, income, productivity and employment structure of the Caribbean countries presented in the Labour Overview are obtained from official data from household surveys of those countries.

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

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

IV. Reliability of Estimates

The data in the Statistical Appendix originating from household or establishment surveys of the countries are subject to sampling and non-sampling errors. Sampling errors occur, for example, when a survey is conducted based on a sample of the population instead of a census, for which reason there is the possibility that these estimates will differ from the real values of the target population. The exact difference, called the sampling error, varies depending on the sample selected. Its variability is measured through the standard error of the estimate. In most countries of Latin America and the Caribbean, estimates of the key labour market indicators presented in the Labour Overview have a confidence level of 95%.

Non-sampling errors can also affect estimates derived from household or establishment surveys. These may occur for a variety of reasons, including the lack of a sample of a population segment; the inability to obtain information for all people in the sample; the lack of cooperation on the part of some respondents to provide accurate, timely information; errors in the responses of survey respondents; and errors introduced during data collection and processing.

Statistical Annex / 2009 Labour Overview

TABLE 1

LATIN AMERICA AND THE CARIBBEAN: URBAN UNEMPLOYMENT. 2000 - 2009
(Average annual rates)

Country	2000	2001	2002	2003	2004	2005	2006	2007	2008	2008 (Average, January to September)	2009 (Average, January to September)
Latin America											
Argentina a/	15.1	17.4	19.7	17.3	13.6	11.6	10.2	8.5	7.9	8.1	8.8
Bolivia (Plurinat. State of) b/	7.5	8.5	8.7	…	6.2	8.2	8.0	7.7	…		
Brazil c/	7.1	6.2	11.7	12.3	11.5	9.8	10.0	9.3	7.9	8.1	8.4
Chile d/	9.7	9.9	9.8	9.5	10.0	9.2	7.8	7.1	7.8	7.9	10.0
Colombia e/	17.3	18.2	17.6	16.6	15.3	13.9	12.9	11.4	11.5	11.8	13.2
Costa Rica f/	5.2	5.8	6.8	6.7	6.7	6.9	6.0	4.8	4.8	4.8	7.6
Cuba d/	5.4	4.1	3.3	2.3	1.9	1.9	1.9	1.8	1.6	… …	
Dominican Republic l/	13.9	15.6	16.1	16.7	18.4	17.9	16.2	15.6	14.1	…	…
Ecuador g/	9.0	10.9	9.2	11.5	9.7	8.5	8.1	7.3	6.9	6.8	8.7
El Salvador f/	6.7	7.0	6.2	6.2	6.5	7.3	5.7	5.8 n/	5.5	…	
Guatemala f/	2.9	…	5.1	5.2	4.4	…	…	…	…	…	…
Honduras f/	…	5.5	5.9	7.4	8.0	6.1	4.6	3.9	4.2	…	…
Mexico h/	3.4	3.6	3.9	4.6	5.3	4.7	4.6	4.8	4.9	4.8	6.8
Nicaragua i/	7.8	11.3	12.2	10.2	8.6	7.0	7.0	6.9	8.0	…	…
Panama j/	15.3	17.0	16.5	15.9	14.1	12.1	10.4	7.8	6.5	6.5	7.9
Paraguay f/	10.0	10.8	14.7	11.2	10.0	7.6	8.9	7.2	7.4	…	…
Peru k/	7.8	9.2	9.4	9.4	9.4	9.6	8.5	8.5	8.4	8.6	8.5
Uruguay f/	13.6	15.3	17.0	16.9	13.1	12.2	11.4	9.6	7.9	8.2	7.9
Venezuela (Boliv. Rep. of) l/	13.9	13.3	15.9	18.0	15.3	12.3	10.0	8.4	7.3	7.7	8.0
The Caribbean											
Bahamas l/	…	6.9	9.1	10.8	10.2	10.2	7.7	7.9	12.1	…	…
Barbados l/	9.3	9.9	10.3	11.0	9.6	9.1	8.7	7.4	8.1	8.3 o/	10.0 o/
Belize l/	11.1	9.1	10.0	12.9	11.6	11.0	9.4	8.5	8.2	…	…
Jamaica l/	15.5	15.0	14.3	10.9	11.4	11.2	10.3	9.8	10.7	10.7 p/	11.3 p/
Trinidad and Tobago l/	12.1	10.9	10.4	10.5	8.3	8.0	6.2	5.5	4.6	5.0 o/	5.1 o/
Latin America and the Caribbean m/	10.5	10.4	11.4	11.4	10.5	9.2	8.8	8.1	7.5	7.7	8.5

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

a/ Progressive incorporation, reaching 31 urban areas. New measurement beginning in 2003; data are not comparable with previous years.
b/ Urban area. 2004 information based on survey conducted between November 2003 and October 2004. Preliminary figures beginning in 2005.
c/ Six metropolitan regions. New measurement beginning in 2002; data are not comparable with previous years.
d/ National total.
e/ Thirteen metropolitan areas. Includes hidden unemployment.
f/ National urban coverage.
g/ National urban coverage, 2000 (November), 2001 (August) and 2003 (December). Beginning in 2004, average of the four quarters. Includes hidden unemployment.
h/ 32 urban areas.
i/ National urban coverage. New measurement beginning in 2003; data are not comparable with previous years.
j/ National urban coverage. Includes hidden unemployment. 2009 preliminary figures.
k/ Metropolitan Lima. New measurement beginning in 2002; data are not comparable with previous years.
l/ National total. Includes hidden unemployment.
m/ Weighted average. Calculated based on the new series of Argentina, Brazil, Chile and Mexico; hidden unemployment is excluded in data for Colombia, the Dominican Republic, Ecuador and Panama.
n/ New measurement beginning in 2007; data are not comparable with previous years.
o/ First semester.
p/ Average of January, April and July.

TABLE 2

LATIN AMERICA AND THE CARIBBEAN: URBAN UNEMPLOYMENT RATE, BY SEX. 2000 - 2009
(Average annual rates)

Country	2000	2001	2002	2003	2004	2005	2006	2007	2008	2008 Average, January to September	2009 Average, January to September
Latin America											
Argentina [a/]	15.1	17.4	19.7	17.3	13.6	11.6	10.2	8.5	7.9	8.1	8.8
Men	14.1	17.5	20.2	15.5	11.9	10.0	8.4	6.7	6.6	6.7	…
Women	16.4	17.2	18.9	19.5	15.8	13.6	12.5	10.8	9.7	9.9	…
Bolivia (Plurinat. State of) [b/]	7.5	8.5	8.7	…	6.2	8.2	8.0	7.7	…	…	…
Men	6.2	7.5	7.3	…	5.0	6.8	7.1	6.3	…	…	…
Women	9.0	9.7	10.3	…	7.5	9.9	9.1	9.4	…	…	…
Brazil [c/]	7.1	6.2	11.7	12.3	11.5	9.8	10.0	9.3	7.9	8.1	8.4
Men	6.5	5.9	9.9	10.1	9.1	7.8	8.1	7.4	6.1	6.3	6.8
Women	8.0	6.7	13.9	15.2	14.4	12.4	12.2	11.6	10.0	10.3	10.2
Chile [d/]	9.7	9.9	9.8	9.5	10.0	9.2	7.8	7.1	7.8	7.9	10.0
Men	9.3	9.7	9.6	9.1	9.4	8.5	6.9	6.3	6.8	6.8	9.4
Women	10.3	10.1	10.2	10.3	11.2	10.6	9.5	8.6	9.5	9.8	11.1
Colombia [e/]	17.3	18.2	17.6	16.7	15.4	13.9	13.0	11.4	11.5	11.8	13.2
Men	15.0	16.0	15.3	14.0	13.0	12.2	10.7	9.7	9.9	9.9	11.5
Women	19.9	20.7	20.1	19.6	18.1	17.1	15.4	13.3	13.5	14.1	15.3
Costa Rica [f/]	5.2	5.8	6.8	6.7	6.7	6.9	6.0	4.8	4.8	4.8	7.6
Men	4.6	5.2	6.2	6.1	5.8	5.6	4.5	3.4	4.3	4.3	6.5
Women	6.3	6.7	7.7	7.6	8.2	8.8	8.2	6.8	5.6	5.6	9.2
Dominican Republic [l/]	13.9	15.6	16.1	16.7	18.4	17.9	16.2	15.6	14.1	…	…
Men	7.9	9.4	9.5	10.6	10.5	11.0	9.2	9.3	8.5	…	…
Women	23.9	26.0	26.6	26.6	30.7	28.8	27.0	25.4	22.8	…	…
Ecuador [g/]	9.0	10.9	9.2	11.5	9.7	8.5	8.1	7.3	6.9	6.8	8.7
Men	6.2	7.1	6.0	9.1	7.4	6.8	6.2	6.0	5.6	5.5	7.3
Women	13.1	16.2	14.0	15.0	12.8	10.9	10.6	9.2	8.7	8.4	10.6
El Salvador [f/]	6.7	7.0	6.2	6.2	6.5	7.3	5.7	5.8 [m/]	5.5	…	…
Men	9.9	8.7	7.4	8.6	8.8	9.4	7.6	7.9 [m/]	7.2	…	…
Women	3.7	4.9	3.4	3.1	3.7	4.8	3.6	3.4 [m/]	3.5	…	…
Guatemala [f/]	2.9	…	5.1	5.2	4.4	…	…	…	…	…	…
Men	3.6	…	4.3	4.0	4.3	…	…	…	…	…	…
Women	1.9	…	6.2	6.8	4.5	…	…	…	…	…	…
Honduras [f/]	…	5.5	5.9	7.4	8.0	6.1	4.6	3.9	…	…	…
Men	…	5.9	6.2	7.1	7.4	5.4	4.3	4.1	…	…	…
Women	…	5.0	5.5	7.7	8.8	7.1	5.0	3.6	…	…	…
Mexico [h/]	2.2	2.4	2.7	3.3	3.8	4.7	4.6	4.8	4.9	4.8	6.8
Men	2.1	2.4	2.6	3.2	3.5	4.5	4.4	4.5	4.9	4.7	6.8
Women	2.4	2.5	2.8	3.5	4.2	5.0	4.9	5.2	5.0	4.9	6.7
Nicaragua [i/]	7.8	11.3	12.2	10.2	8.6	7.0	7.0	6.9	8.0	…	…
Men	8.0	12.8	13.4	11.7	8.6	7.8	8.1	7.6	8.4	…	…
Women	7.4	9.4	10.5	8.4	8.5	6.1	5.7	6.0	7.6	…	…
Panama [j/]	15.3	17.0	16.1	15.9	14.1	12.1	10.4	7.8	6.5	6.5	7.9
Men	12.0	15.1	13.9	13.2	11.5	10.0	8.6	6.5	5.4	5.4	6.3
Women	18.1	19.8	19.3	19.6	17.6	15.0	13.0	9.6	7.9	7.9	9.9
Paraguay [f/]	10.0	10.8	14.7	11.2	10.0	7.6	8.9	7.2	7.4	…	…
Men	9.9	10.5	14.0	10.5	8.7	7.1	7.7	6.2	6.6	…	…
Women	10.2	11.2	15.7	12.2	11.6	8.3	10.4	8.4	8.5	…	…
Peru [k/]	7.8	9.2	9.4	9.4	9.4	9.6	8.5	8.5	8.4	8.6	8.5
Men	8.2	8.2	8.3	8.5	8.1	8.3	7.2	7.3	6.5	6.5	6.9
Women	7.4	10.6	10.8	10.7	11.1	11.2	10.1	9.9	10.6	11.1	10.5
Uruguay [f/]	13.6	15.3	17.0	16.9	13.1	12.2	11.4	9.6	7.9	8.2	7.9
Men	10.9	11.5	13.5	13.5	10.3	9.6	8.8	7.1	5.7	5.9	5.9
Women	17.0	19.7	21.2	20.8	16.6	15.3	14.4	12.6	10.3	10.7	10.1

TABLE 2 (continued)

LATIN AMERICA AND THE CARIBBEAN: URBAN UNEMPLOYMENT RATE, BY SEX. 2000 - 2009
(Average annual rates)

Country	2000	2001	2002	2003	2004	2005	2006	2007	2008	2008 Average, January to September	2009
Venezuela (Boliv. Rep. of) [l]	13.9	13.3	15.9	18.0	15.1	12.3	10.0	8.4	7.3	7.7	8.0
Men	13.2	13.6	14.4	16.3	13.1	11.3	9.2	7.9	7.0	7.4	7.8
Women	14.8	17.4	18.2	21.1	17.9	13.8	11.3	9.3	7.7	8.2	8.5
The Caribbean											
Bahamas [l]	...	6.9	9.1	10.8	10.2	10.2	7.6	7.9	12.1	...	...
Men	...	6.8	8.8	10.0	9.4	9.2	6.9	6.7	...	...	...
Women	...	7.1	9.4	11.7	11.0	11.2	8.4	9.1	...	...	...
Barbados [l]	9.3	9.9	10.3	11.0	9.6	9.1	8.7	7.4	8.1	8.3 [n]	10.0 [n]
Men	7.5	8.0	8.6	9.6	8.8	7.4	7.7	6.5	6.9	7.2 [n]	9.9 [n]
Women	11.5	11.9	12.1	12.6	10.5	10.8	9.8	8.5	9.5	9.4 [n]	10.1 [n]
Belize [l]	11.1	9.1	10.0	12.9	11.6	11.0	9.4	8.5	8.2	...	...
Men	...	5.8	7.5	8.6	8.3	7.4	6.2	5.8	...	...	...
Women	...	15.4	15.3	20.7	17.4	17.2	15.0	13.1	...	...	...
Jamaica [l]	15.5	15.0	14.3	10.9	11.4	11.2	10.3	9.8	10.7	10.7 [o]	11.3 [o]
Men	10.2	10.2	9.9	7.2	8.1	7.6	7.0	6.2	7.6	7.3 [o]	8.7 [o]
Women	22.3	21.0	19.8	15.6	15.7	15.8	14.4	14.5	14.5	14.9 [o]	14.5 [o]
Trinidad and Tobago [l]	12.1	10.9	10.4	10.5	8.3	8.0	6.2	5.5	4.6	5.0 [n]	5.1 [n]
Men	10.2	8.7	7.8	8.0	6.4	5.8	4.5	3.9	...	...	...
Women	15.1	14.5	14.5	13.8	11.2	11.0	8.7	7.9	...	...	...

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

a/ Progressive incorporation, reaching 31 urban areas. New measurement beginning in 2003; data are not comparable with previous years.
b/ Urban area. 2004 information based on survey conducted between November 2003 and October 2004. Preliminary figures beginning in 2005.
c/ Six metropolitan regions. New measurement beginning in 2002; data are not comparable with previous years.
d/ National total.
e/ Thirteen metropolitan areas. Includes hidden unemployment.
f/ National urban coverage.
g/ National urban coverage, 2000 (November), 2001 (August) and 2003 (December). Beginning in 2004, average of the four quarters. Includes hidden unemployment.
h/ 32 urban areas.
i/ National urban coverage. New measurement beginning in 2003; data are not comparable with previous years.
j/ National urban coverage. Includes hidden unemployment. 2009 preliminary figures.
k/ Metropolitan Lima. New measurement beginning in 2002; data are not comparable with previous years.
l/ National total. Includes hidden unemployment.
m/ New measurement beginning in 2007; data are not comparable with previous years.
n/ First semester.
o/ Average of January, April and July.

TABLE 3

LATIN AMERICA AND THE CARIBBEAN: URBAN YOUTH UNEMPLOYMENT RATES. 2000 - 2009
(Average annual rates)

Country	2000	2001	2002	2003	2004	2005	2006	2007	2008	2008	2009
										Average, January to September	
Latin America											
Argentina [a/]											
15-24	28.4	31.0	35.5	35.3	29.3	25.8	23.6	…	…	…	…
Bolivia (Plurinat. State of) [b/]											
10-19	14.7	14.2	20.0	…	12.8	18.1	14.4	…	…	…	…
20-29	10.8	10.9	10.7	…	8.7	…	…	…	…	…	…
Brazil [c/]											
15-17	17.8	29.8	33.9	38.2	35.4	33.3	32.6	31.9	28.8	29.5	28.9
18-24	14.0	12.5	21.3	23.4	22.5	20.6	21.0	19.8	16.6	17.3	18.0
15-24	…	…	…	25.3	24.2	22.1	22.4	21.1	18.0	18.7	19.1
Chile [d/]											
15-19	26.1	29.0	28.4	28.9	26.6	25.4	24.9	24.0	26.4	26.5	30.3
20-24	20.1	18.9	20.0	19.3	19.5	18.3	16.5	16.0	17.5	17.7	21.2
15-24	…	…	…	…	…	…	18.3	17.8	19.7	20.0	23.2
Colombia [e/]											
14-26	…	31.4	30.0	29.4	27.1	25.3	23.0	20.4	21.6	22.1	24.1
Costa Rica [f/]											
12 - 24	10.9	14.0	16.3	14.5	15.1	15.9	15.3	11.9	11.2	…	…
Dominican Republic [l/]											
10-24	…	27.0	29.3	31.8	33.0	…	36.0	30.9	…	…	…
Ecuador [g/]											
15-24	17.4	20.1	17.4	22.1	20.5	…	…	15.7	15.5	14.4 [n/]	17.5 [n/]
El Salvador [f/]											
15-24	14.3	13.2	11.4	11.9	12.6	15.0	12.6	11.6 [m/]	12.3	…	…
Honduras [f/]											
10 - 24	…	…	8.8	12.0	13.9	10.9	7.3	7.2	…	…	…
Mexico [h/]											
12-19	5.3	5.6	6.6	8.5	9.5	6.8	6.9	7.2	7.7	7.6	10.3
20-24	4.1	4.6	5.2	6.6	7.4	…	…	…			
Nicaragua [i/]											
10-24	…	19.3	18.6	16.4	15.7	11.9	12.1	10.7	13.7	…	…
Panama [j/]											
15-24	32.6	35.4	34.1	33.7	30.0	26.3	23.4	18.9	16.6	…	…
Paraguay [f/]											
15-19	…	22.3	29.9	25.3	21.6	18.4	23.1	…	…	…	…
20-24	…	15.4	21.3	19.0	16.2	14.5	27.7	…	…	…	…
Peru [k/]											
14-24	15.4	14.2	15.1	14.8	15.8	16.1	14.9	14.3	15.9	15.9	16.8
Uruguay [f/]											
14-24	31.7	36.2	40.0	39.1	33.0	29.5	29.3	25.3	21.7	22.5	21.5
Venezuela (Boliv. Rep. of) [l/]											
15-24	25.2	23.3	27.2	30.0	25.1	21.0	17.8	15.5	14.1	14.6	16.1

(continued...)

TABLE 3 (continued)

LATIN AMERICA AND THE CARIBBEAN: URBAN YOUTH UNEMPLOYMENT RATES. 2000 - 2009
(Average annual rates)

Country	2000	2001	2002	2003	2004	2005	2006	2007	2008	2008	2009
										Average, January to September	
The Caribbean											
Bahamas l/											
15 - 24	…	15.1	19.9	26.8	24.9	20.2	…	…	…	…	…
Barbados l/											
15-24	19.4	23.1	23.2	26.1	22.8	…	…	…	…	…	…
Belize l/											
15-24	…	15.5	19.2	22.3	18.9	…	…	…	…	…	…
Jamaica l/											
15-24	32.1	33.0	31.1	25.7	26.3	25.5	23.6	23.7	26.5 n/	…	…
Trinidad and Tobago l/											
15-24	23.2	22.6	21.1	20.6	18.3	16.5	13.0	11.3	10.4 n/	…	…

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

a/ Progressive incorporation, reaching 31 urban areas. New measurement beginning in 2003; data are not comparable with previous years.
b/ Urban area. 2004 information based on survey conducted between November 2003 and October 2004. Preliminary figures beginning in 2005, 2006 corresponds to 15 to 24 years.
c/ Six metropolitan regions. New measurement beginning in 2002; data are not comparable with previous years.
d/ National total.
e/ Thirteen metropolitan areas. Includes hidden unemployment.
f/ National urban coverage.
g/ National urban coverage, November of each year except 2001 (Aug) and 2003 (Dec). Beginning in 2004, average of the four quarters. Includes hidden unemployment.
h/ 32 urban areas. Beginning in 2005, national total of 14 to 24 years.
i/ National urban coverage. New measurement beginning in 2003; data are not comparable with previous years.
j/ National urban coverage. Includes hidden unemployment. 2009 preliminary figures.
k/ Metropolitan Lima. New measurement beginning in 2002; data are not comparable with previous years.
l/ National total. Includes hidden unemployment.
m/ New measurement beginning in 2007; data are not comparable with previous years. Beginning in 2007, 16 to 24 years.
n/ First semester.

TABLE 4

LATIN AMERICA AND THE CARIBBEAN: URBAN LABOUR FORCE PARTICIPATION RATES. 2000 - 2009 (Average annual rates)

Country	2000	2001	2002	2003	2004	2005	2006	2007	2008	2008 Average, January to September	2009 Average, January to September
Latin America											
Argentina [a]	56.4	56.1	55.6	60.3	60.2	59.9	60.3	59.5	58.8	58.6	59.3 o/
Bolivia (Plurinat. State of) [b]	56.1	60.6	58.0	…	58.6	55.7	58.7	57.1	…	…	…
Brazil [c]	58.0	56.4	56.7	57.1	57.2	56.6	56.9	56.9	57.0	56.8	56.6
Chile [d]	54.4	53.9	53.7	54.4	55.0	55.6	54.8	54.9	56.0	55.9	55.9
Colombia [e]	63.5	64.4	64.8	65.0	63.6	63.3	62.0	61.8	62.6	62.7	64.2
Costa Rica [f]	54.8	56.8	56.4	56.8	56.3	58.2	58.2	58.5	58.6	58.6	58.1
Cuba [d]	69.9	70.7	70.9	70.9	71.0	72.1	72.1	73.7	74.7	…	…
Dominican Republic [l]	55.3	54.3	55.1	54.3	56.3	55.9	56.0	56.1	55.6	…	…
Ecuador [g]	57.3	63.1	58.3	58.9	59.1	59.5	59.1	61.3	60.1	60.7	59.4
El Salvador [f]	54.5	54.8	53.1	55.4	53.9	54.3	53.9	63.6 n/	64.1	…	…
Guatemala [f]	58.2	…	61.7	61.6	58.4	…	…	…	…	…	…
Honduras [f]	…	53.4	52.4	53.5	52.7	50.3	52.1	51.7	52.7	…	…
Mexico [h]	58.7	58.1	57.8	58.3	58.9	59.5	60.7	60.7	60.4	60.6	60.1
Nicaragua [i]	52.6	49.8	49.4	53.0	52.6	53.7	52.8	50.5	53.8	…	…
Panama [j]	60.9	61.4	63.4	63.5	64.2	63.7	62.8	62.6	64.4	64.4	64.4
Paraguay [f]	60.6	60.6	60.5	59.2	62.4	60.4	57.9	59.6	61.5	…	…
Peru [k]	63.4	67.1	68.5	67.4	68.0	67.1	67.5	68.9	68.1	68.5	67.9
Uruguay [f]	59.6	60.6	59.1	58.1	58.5	58.5	60.9	62.7	62.6	62.3	63.4
Venezuela (Boliv. Rep. of) [l]	64.6	66.5	68.7	69.1	68.5	66.2	65.5	64.9	64.9	64.9	65.1
The Caribbean											
Bahamas [l]	…	76.2	76.4	76.5	75.7	…	…	…	…	…	…
Barbados [l]	69.3	69.5	68.5	69.2	69.4	69.6	67.9	67.8	67.6	68.2 p/	67.2 p/
Belize [l]	…	…	57.3	60.0	60.3	59.4	57.6	61.2	59.2	…	…
Jamaica [l]	63.2	62.9	65.7	64.4	64.5	64.2	64.7	64.9	65.4	65.3 q/	63.8 q/
Trinidad and Tobago [l]	61.2	60.7	60.9	61.6	63.0	63.7	63.9	63.5	63.5	63.0 p/	63.3 p/
Latin America and the Caribbean [m]	58.4	58.0	58.8	59.1	59.2	58.8	59.1	59.2	59.4	59.4	59.4

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

a/ Progressive incorporation, reaching 31 urban areas. New measurement beginning in 2003; data are not comparable with previous years.
b/ Urban area. 2004 information based on survey conducted between November 2003 and October 2004. Preliminary figures beginning in 2005.
c/ Six metropolitan regions. New measurement beginning in 2002; data are not comparable with previous years.
d/ National total.
e/ Thirteen metropolitan areas. Includes hidden unemployment.
f/ National urban coverage.
g/ National urban coverage, 2000 (November), 2001 (August) and 2003 (December). Beginning in 2004, average of the four quarters. Includes hidden unemployment.
h/ 32 urban areas.
i/ National urban coverage. New measurement beginning in 2003; data are not comparable with previous years.
j/ National urban coverage. Includes hidden unemployment. 2009 preliminary figures.
k/ Metropolitan Lima. New measurement beginning in 2002; data are not comparable with previous years.
l/ National total. Includes hidden unemployment.
m/ Weighted average. Calculated based on the new series of Argentina, Brazil, Chile and Mexico; hidden unemployment is excluded in data for Colombia, the Dominican Republic, Ecuador and Panama.
n/ New measurement beginning in 2007; data are not comparable with previous years.
o/ Estimated.
p/ First semester.
q/ Average, January, April and July.

TABLE 5

LATIN AMERICA AND THE CARIBBEAN: URBAN EMPLOYMENT-TO-POPULATION RATIOS. 2000 - 2009 (Average annual rates)

Country	2000	2001	2002	2003	2004	2005	2006	2007	2008	2008 Average, January to September	2009 Average, January to September
Latin America											
Argentina [a/]	47.9	45.6	44.6	49.9	52.1	53.0	54.1	54.5	54.2	53.9	54.1 [m/]
Bolivia (Plurinat. State of) [b/]	51.9	55.4	53.0	…	55.0	51.2	54.0	52.7	…	…	…
Brazil [c/]	53.9	53.0	48.9	50.1	50.6	51.0	51.2	51.6	52.5	52.2	51.9
Chile [d/]	49.1	48.6	48.4	49.3	49.5	50.4	50.5	51.0	51.7	51.5	50.3
Colombia [e/]	52.6	52.7	53.4	54.2	53.8	54.5	54.0	54.8	55.3	55.3	55.7
Costa Rica [f/]	51.9	53.5	52.6	53.0	52.5	54.2	54.7	55.7	55.7	55.7	53.6
Cuba [d/]	…	67.8	68.6	69.2	69.7	70.7	70.7	72.4	…	…	…
Dominican Republic [d/]	47.5	45.8	46.2	45.2	46.0	45.9	46.9	47.4	47.7	…	…
Ecuador [g/]	48.8	49.8	49.4	48.6	53.4	54.4	54.3	56.8	56.0	56.6	54.3
El Salvador [f/]	48.9	51.0	49.8	52.0	50.4	50.3	50.8	59.9 [l/]	60.6	…	…
Guatemala [f/]	56.6	…	58.5	58.4	55.8	…	…	…	…	…	…
Honduras [f/]	…	50.5	49.3	49.5	48.5	47.2	49.7	49.7	50.5	…	…
Mexico [h/]	56.8	56.0	55.5	55.6	55.8	56.7	57.9	57.8	57.5	57.7	56.1
Nicaragua [i/]	…	44.9	43.3	47.6	48.0	49.9	49.1	47.1	49.5	…	…
Panama [f/]	51.6	51.2	53.2	53.4	55.1	56.0	56.3	57.7	60.2	60.2	59.3 [n/]
Paraguay [f/]	52.2	50.8	48.4	52.5	56.1	55.8	52.7	55.3	57.0	…	…
Peru [j/]	59.7	60.9	62.0	61.2	61.6	60.7	61.8	63.0	62.4	62.7	62.1
Uruguay [f/]	51.6	51.4	49.1	48.3	50.9	51.4	53.9	56.7	57.7	57.1	58.4
Venezuela (Boliv. Rep. of) [d/]	55.6	57.1	57.9	56.7	58.0	58.0	58.9	59.4	60.2	59.9	59.9
The Caribbean											
Bahamas [d/]	…	70.9	70.5	69.7	68.0	…	…	…	…	…	…
Barbados [d/]	62.9	62.7	61.4	61.6	62.7	63.2	61.9	62.8	62.1	62.5 [o/]	60.4 [o/]
Belize [d/]	…	…	51.5	52.3	53.3	52.8	52.2	56.0	54.3	…	…
Jamaica [d/]	53.8	53.5	56.4	57.1	57.0	57.0	58.0	58.6	58.5	58.4 [p/]	56.6 [p/]
Trinidad and Tobago [d/]	53.8	54.1	54.6	55.2	57.8	58.6	59.9	59.9	60.6	59.9 [o/]	60.1 [o/]
Latin America and the Caribbean [k/]	51.8	51.9	51.7	52.3	52.2	53.4	53.9	54.4	55.0	54.9	54.3

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

a/ Progressive incorporation, reaching 31 urban areas. New measurement beginning in 2003; data are not comparable with previous years.
b/ Urban area. 2004 information based on survey conducted between November 2003 and October 2004. Preliminary figures beginning in 2005.
c/ Six metropolitan regions. New measurement beginning in 2002; data are not comparable with previous years.
d/ National total.
e/ Thirteen metropolitan areas.
f/ National urban coverage.
g/ National urban coverage, 2000 (November), 2001 (August) and 2003 (December). Beginning in 2004, average of the four quarters.
h/ 32 urban areas.
i/ National urban coverage. New measurement beginning in 2003; data are not comparable with previous years.
j/ Metropolitan Lima. New measurement beginning in 2002; data are not comparable with previous years.
k/ Weighted average. Calculated based on the new series of Argentina, Brazil, Chile and Mexico; hidden unemployment is excluded in data for Colombia, the Dominican Republic, Ecuador and Panama.
l/ New measurement beginning in 2007; data are not comparable with previous years.
m/ Estimated.
n/ Preliminary.
o/ First semester.
p/ Average of January, April and July.

TABLE 6

LATIN AMERICA: EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT AND SEX. 2000 - 2008 (Percentages)

Country, year and sex		Situation in Employment											
		Wage and salaried workers				Non-wage workers					Domestic service	Unpaid family workers	Others
		Total	Public	Private		Total	Employers		Independent workers				
				Establishments with a maximum of five workers	Establishments with six or more workers		Establishments with a maximum of five workers	Establishments with six or more workers	Professional, technical and administrative	Non-professional, non-technical and non-administrative			
Latin America													
2000	TOTAL	60.7	12.9	13.5	34.3	27.4	3.3	1.3	1.9	20.8	8.2	3.4	0.3
	Men	65.5	10.2	16.4	38.9	31.0	4.3	1.8	1.9	23.2	0.8	2.4	0.4
	Women	54.1	16.6	9.5	28.0	22.3	2.0	0.7	1.9	17.6	18.6	4.8	0.2
2005	TOTAL	61.3	12.6	13.1	35.5	27.5	3.4	1.4	1.7	21.1	7.9	3.0	0.3
	Men	66.2	9.9	16.0	40.3	30.7	4.3	1.8	1.6	23.0	0.7	2.0	0.3
	Women	54.8	16.1	9.5	29.3	23.3	2.2	0.8	1.8	18.6	17.4	4.3	0.2
2006	TOTAL	62.0	12.7	13.0	36.4	27.0	3.5	1.4	1.8	20.3	7.8	2.8	0.3
	Men	66.8	10.1	15.7	41.0	30.2	4.5	1.9	1.7	22.2	0.7	1.9	0.3
	Women	55.9	15.9	9.5	30.5	22.9	2.3	0.8	1.9	17.9	17.0	4.0	0.2
2007	TOTAL	63.0	12.9	13.0	37.2	26.4	3.1	1.2	1.7	20.4	7.7	2.8	0.2
	Men	67.7	10.1	15.5	42.1	29.5	4.0	1.6	1.6	22.3	0.7	1.9	0.2
	Women	57.0	16.3	9.8	30.8	22.3	2.0	0.7	1.8	17.9	16.6	3.9	0.1
2008	TOTAL	63.6	12.7	12.8	38.2	26.2	3.6	1.3	1.6	19.7	7.3	2.6	0.2
	Men	68.3	10.1	15.2	43.1	29.1	4.5	1.7	1.5	21.3	0.6	1.7	0.3
	Women	57.7	16.0	9.7	31.9	22.7	2.3	0.9	1.8	17.7	15.8	3.7	0.1
Argentina [a/]													
2000	TOTAL	62.1	16.0	15.7	30.5	26.5	3.4	1.2	2.4	19.6	5.7	1.2	4.5
	Men	64.4	12.5	17.7	34.1	29.8	4.1	1.6	2.4	21.6	0.1	0.8	4.9
	Women	58.7	21.1	12.6	25.0	21.6	2.2	0.6	2.3	16.5	13.9	1.8	3.9
2005	TOTAL	62.8	16.8	14.6	31.4	24.2	2.8	1.3	4.4	15.8	7.2	1.2	4.6
	Men	65.6	12.8	17.7	35.0	28.0	3.5	1.8	4.1	18.6	0.4	0.7	5.4
	Women	59.1	22.2	10.4	26.4	19.0	1.8	0.6	4.7	11.9	16.4	1.9	3.6
2006	TOTAL	63.6	16.2	14.6	32.8	23.0	2.9	1.1	3.8	15.2	7.7	1.1	4.5
	Men	66.8	12.3	16.9	37.6	26.6	3.7	1.5	3.5	17.9	0.2	0.7	5.6
	Women	59.3	21.6	11.4	26.3	18.2	1.9	0.6	4.2	11.5	17.9	1.6	3.0
Bolivia(Plurinat. State. of) [b/.c/]													
2000	TOTAL	44.5	10.7	10.8	23.0	43.5	1.7	1.3	2.3	38.2	4.2	7.8	0.0
	Men	54.9	11.2	15.3	28.4	39.8	2.2	1.9	3.0	32.7	0.2	5.1	0.0
	Women	31.4	10.0	5.2	16.1	48.1	1.1	0.5	1.4	45.1	9.4	11.1	0.0
2005	TOTAL	47.6	9.8	12.4	25.4	40.1	4.5	1.9	2.7	31.1	3.8	8.5	0.0
	Men	58.4	9.0	16.4	33.0	35.6	5.8	2.4	3.1	24.3	0.1	5.8	0.0
	Women	33.7	10.9	7.3	15.5	45.8	2.7	1.1	2.1	39.8	8.5	12.0	0.0
2006	TOTAL	49.4	11.7	12.9	24.9	38.1	4.5	1.4	3.1	29.1	4.0	8.5	0.0
	Men	58.8	11.8	15.6	31.3	35.3	6.0	2.3	3.6	23.4	0.1	5.8	0.0
	Women	37.7	11.5	9.4	16.8	41.7	2.6	0.2	2.5	36.3	8.7	11.9	0.0
Brazil [d/]													
2001	TOTAL	59.8	12.7	13.6	33.5	27.8	3.3	1.4	1.9	21.3	8.8	3.5	0.2
	Men	64.7	9.9	16.6	38.2	31.7	4.1	1.8	1.7	24.1	0.8	2.5	0.3
	Women	52.8	16.5	9.4	26.8	22.2	2.0	0.8	2.0	17.4	20.0	4.8	0.1
2005	TOTAL	61.1	12.4	13.1	35.6	27.5	3.3	1.4	1.5	21.3	8.5	2.9	0.0
	Men	66.3	9.6	16.0	40.7	30.9	4.1	1.8	1.3	23.7	0.8	2.1	0.0
	Women	54.3	16.1	9.4	28.9	22.9	2.2	0.9	1.7	18.1	18.7	4.1	0.0

(continued...)

TABLE 6 (continued)

LATIN AMERICA: EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT AND SEX. 2000 - 2008 (Percentages)

Country, year and sex	Situation in Employment											
	Wage and salaried workers				Non-wage workers					Domestic service	Unpaid family workers	Others
	Total	Public	Private		Total	Employers		Independent workers				
			Establishments with a maximum of five workers	Establishments with six or more workers		Establishments with a maximum of five workers	Establishments with six or more workers	Professional, technical and administrative	Non-professional, non-technical and non-administrative			
2006 TOTAL	61.9	12.5	12.9	36.5	27.0	3.4	1.5	1.6	20.4	8.4	2.7	0.0
Men	66.8	9.9	15.7	41.2	30.4	4.3	2.0	1.4	22.7	0.8	2.0	0.0
Women	55.5	15.9	9.3	30.3	22.6	2.3	0.9	1.9	17.5	18.3	3.7	0.0
2007 TOTAL	63.0	12.8	12.9	37.3	26.1	2.9	1.2	1.5	20.4	8.2	2.7	0.0
Men	67.9	9.9	15.4	42.6	29.5	3.7	1.6	1.3	22.9	0.7	1.9	0.0
Women	56.7	16.6	9.7	30.4	21.7	1.9	0.7	1.8	17.3	17.9	3.7	0.0
2008 TOTAL	64.0	12.6	12.8	38.6	25.8	3.5	1.4	1.4	19.4	7.8	2.4	0.0
Men	68.9	9.8	15.2	43.8	28.8	4.4	1.8	1.2	21.4	0.7	1.6	0.0
Women	57.7	16.3	9.6	31.8	21.9	2.3	1.0	1.7	16.8	17.0	3.5	0.0
Chile [e/]												
2000 TOTAL	65.2	10.7	7.7	46.8	27.6	1.8	1.4	1.3	23.1	5.0	2.3	0.0
Men	67.4	8.5	8.6	50.3	30.8	2.0	1.7	1.2	25.9	0.1	1.6	0.0
Women	60.6	15.3	5.8	39.5	20.9	1.2	0.6	1.5	17.5	14.9	3.6	0.0
2005 TOTAL	65.0	9.7	7.5	47.9	28.2	1.9	1.3	1.7	23.4	4.6	2.2	0.0
Men	67.0	7.2	8.1	51.7	31.4	2.2	1.6	1.6	26.1	0.2	1.4	0.0
Women	61.3	14.2	6.3	40.8	22.3	1.3	0.6	1.9	18.5	12.9	3.5	0.0
2006 TOTAL	66.5	9.8	7.3	49.4	27.0	1.8	1.2	1.5	22.5	4.5	2.0	0.0
Men	69.0	7.4	8.0	53.6	29.5	2.1	1.5	1.5	24.4	0.2	1.4	0.0
Women	61.8	14.3	6.1	41.4	22.4	1.3	0.6	1.6	18.9	12.6	3.2	0.0
2007 TOTAL	67.6	9.8	7.2	50.6	26.2	1.8	1.3	1.4	21.7	4.3	1.8	0.0
Men	70.1	7.4	7.8	54.9	28.6	2.1	1.7	1.3	23.4	0.2	1.2	0.0
Women	63.2	14.2	6.1	42.8	22.0	1.2	0.5	1.6	18.6	11.9	3.0	0.0
2008 TOTAL	69.0	9.9	7.6	51.5	25.2	1.7	1.2	1.4	20.8	4.1	1.7	0.0
Men	71.6	7.3	8.2	56.1	27.1	2.0	1.6	1.2	22.3	0.1	1.1	0.0
Women	64.4	14.4	6.5	43.5	21.7	1.2	0.6	1.6	18.4	11.1	2.7	0.0
Colombia [f/]												
2000 TOTAL	54.2	7.0	13.6	33.5	39.0	4.6	1.3	2.6	30.4	5.2	1.6	0.0
Men	56.2	6.1	15.8	34.3	42.5	6.0	1.7	3.2	31.5	0.5	0.8	0.0
Women	51.6	8.2	10.9	32.5	34.6	2.8	0.8	1.9	29.1	11.2	2.6	0.0
2005 TOTAL	48.8	7.5	11.9	29.4	42.7	4.5	1.1	3.2	33.9	5.0	3.4	0.0
Men	51.3	6.8	13.7	30.8	46.6	5.8	1.5	3.3	35.9	0.3	1.8	0.0
Women	45.7	8.3	9.7	27.7	37.8	2.9	0.5	3.1	31.4	11.1	5.4	0.0
2006 TOTAL	49.4	6.5	12.4	30.5	42.1	4.5	1.1	3.1	33.4	5.2	3.3	0.0
Men	51.6	5.6	13.8	32.2	46.2	6.0	1.5	3.3	35.4	0.5	1.8	0.0
Women	46.7	7.5	10.7	28.4	37.0	2.7	0.8	2.7	30.9	11.2	5.1	0.0
2007 TOTAL	52.3	7.0	14.3	31.0	40.5	3.6	0.7	3.5	32.6	4.1	3.1	0.0
Men	54.4	6.2	15.9	32.2	43.4	4.3	0.9	4.2	34.0	0.2	2.0	0.0
Women	49.6	8.0	12.2	29.4	36.6	2.7	0.4	2.7	30.8	9.3	4.5	0.0
2008 TOTAL	47.0	6.3	10.7	30.0	45.7	3.7	0.9	4.7	36.5	4.1	3.2	0.0
Men	48.9	5.7	11.7	31.5	48.9	4.7	1.2	5.2	37.8	0.2	2.0	0.0
Women	44.7	7.2	9.5	28.0	41.6	2.3	0.4	4.0	34.8	9.0	4.8	0.0
Costa Rica												
2000 TOTAL	70.1	18.7	13.0	38.4	24.3	4.1	1.6	5.9	12.7	4.5	1.0	0.1
Men	71.5	15.7	13.5	42.3	27.6	5.1	2.0	6.0	14.4	0.3	0.5	0.1

(continued...)

TABLE 6 (continued)

LATIN AMERICA: EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT AND SEX. 2000 - 2008
(Percentages)

Country, year and sex		Situation in Employment											
		Wage and salaried workers				Non-wage workers					Domestic service	Unpaid family workers	Others
		Total	Public	Private		Total	Employers		Independent workers				
				Establishments with a maximum of five workers	Establishments with six or more workers		Establishments with a maximum of five workers	Establishments with six or more workers	Professional, technical and administrative	Non-professional, non-technical and non-administrative			
	Women	67.8	23.6	12.3	31.9	18.9	2.3	0.9	5.9	9.8	11.4	1.8	0.1
2005	TOTAL	68.7	17.2	13.0	38.5	25.2	5.9	1.4	3.0	14.9	4.9	1.2	0.0
	Men	72.1	13.8	13.9	44.3	26.8	7.3	1.9	3.4	14.3	0.4	0.7	0.0
	Women	63.3	22.4	11.4	29.5	22.7	3.7	0.6	2.4	16.0	12.0	2.0	0.0
2006	TOTAL	67.6	17.2	11.6	38.8	25.7	6.2	1.3	2.8	15.4	5.0	1.6	0.0
	Men	70.2	13.9	12.4	43.9	28.2	7.5	1.9	3.5	15.2	0.5	1.1	0.0
	Women	63.7	22.2	10.4	31.1	22.0	4.2	0.3	1.8	15.7	11.7	2.5	0.0
2007	TOTAL	70.2	16.5	12.1	41.6	24.2	5.7	1.5	2.6	14.4	4.6	1.0	0.0
	Men	71.9	13.5	11.8	46.6	27.0	7.1	2.1	3.2	14.7	0.5	0.6	0.0
	Women	67.6	21.0	12.4	34.2	20.1	3.5	0.7	1.8	14.0	10.8	1.6	0.0
2008	TOTAL	70.0	16.5	11.7	41.8	24.5	5.7	1.6	3.0	14.2	4.4	1.1	0.0
	Men	72.6	13.2	12.1	47.2	26.7	7.2	2.1	3.7	13.7	0.2	0.5	0.0
	Women	66.3	20.9	11.1	34.4	21.4	3.7	0.9	1.9	14.9	10.2	2.1	0.0
Dominican Republic [b/]													
2000	TOTAL	59.8	13.2	8.4	38.1	34.4	2.0	1.2	1.5	29.7	4.1	1.7	0.0
	Men	58.2	11.4	8.5	38.3	40.0	2.2	1.7	1.5	34.6	0.5	1.3	0.0
	Women	62.4	16.3	8.3	37.9	25.3	1.6	0.4	1.5	21.8	9.9	2.3	0.0
2005	TOTAL	56.0	12.8	7.5	35.7	37.2	4.1	1.2	1.2	30.7	5.1	1.7	0.0
	Men	53.6	10.7	7.2	35.6	43.9	4.9	1.7	1.2	36.2	1.0	1.6	0.0
	Women	60.0	16.3	8.0	35.7	25.9	2.8	0.5	1.2	21.4	12.1	2.0	0.0
2006	TOTAL	54.7	13.4	7.6	33.7	38.3	3.3	1.2	1.1	32.6	4.8	2.3	0.0
	Men	52.0	11.0	7.4	33.6	45.7	3.8	1.6	1.3	39.0	0.7	1.7	0.0
	Women	59.0	17.3	7.9	33.9	26.1	2.7	0.5	0.8	22.1	11.5	3.4	0.0
2007	TOTAL	54.4	13.1	6.9	34.4	38.3	3.1	1.3	2.0	31.9	5.1	2.2	0.0
	Men	52.0	10.8	6.8	34.5	45.3	3.7	1.7	2.1	37.8	0.8	1.8	0.0
	Women	58.3	16.8	7.2	34.3	26.6	2.2	0.7	1.8	22.0	12.3	2.8	0.0
2008	TOTAL	52.0	13.1	6.4	32.5	39.0	3.7	1.5	2.3	31.5	5.5	3.6	0.0
	Men	50.4	11.0	6.2	33.2	46.5	4.2	2.1	2.1	38.2	0.7	2.3	0.0
	Women	54.4	16.2	6.7	31.5	27.2	2.9	0.5	2.6	21.2	12.8	5.5	0.0
Ecuador [g/]													
2000	TOTAL	54.3	11.0	15.0	28.3	34.5	3.0	1.5	2.0	27.9	4.7	6.0	0.5
	Men	59.3	9.8	18.0	31.4	36.1	3.8	2.0	2.4	27.8	0.7	3.3	0.6
	Women	46.3	12.8	10.1	23.4	32.0	1.7	0.8	1.4	28.1	11.1	10.3	0.3
2005	TOTAL	55.0	10.0	16.4	28.6	34.3	4.8	1.5	2.0	25.9	5.2	5.6	0.0
	Men	61.4	9.4	19.7	32.4	34.7	5.7	1.9	2.5	24.5	0.9	3.0	0.0
	Women	45.3	10.9	11.5	22.9	33.7	3.4	1.0	1.4	27.9	11.6	9.4	0.0
2006	TOTAL	55.5	9.7	16.7	29.1	33.3	4.9	1.6	1.8	25.0	4.2	7.1	0.0
	Men	62.7	8.9	20.8	33.0	32.5	5.6	2.1	1.9	22.8	0.4	4.4	0.1
	Women	44.7	10.9	10.5	23.2	34.4	3.7	0.8	1.6	28.3	9.8	11.1	0.0
2007	TOTAL	54.7	10.0	15.2	29.5	33.7	4.3	1.5	1.6	26.3	4.2	7.2	0.2
	Men	62.0	9.8	18.3	33.9	33.5	5.4	2.0	2.0	24.1	0.3	4.0	0.2
	Women	44.3	10.3	10.8	23.2	34.0	2.8	0.7	1.1	29.5	9.7	11.7	0.2
2008	TOTAL	55.8	11.1	15.6	29.1	32.9	4.1	1.0	1.9	25.9	4.0	7.4	0.0
	Men	63.3	10.6	18.8	34.0	31.7	5.3	1.4	2.4	22.6	0.4	4.5	0.0

(continued...)

TABLE 6 (continued)

LATIN AMERICA: EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT AND SEX. 2000 - 2008 (Percentages)

Country, year and sex		Situation in Employment											
		Wage and salaried workers				Non-wage workers					Domestic service	Unpaid family workers	Others
		Total	Public	Private		Total	Employers		Independent workers				
				Establishments with a maximum of five workers	Establishments with six or more workers		Establishments with a maximum of five workers	Establishments with six or more workers	Professional, technical and administrative	Non-professional, non-technical and non-administrative			
	Women	45.2	11.9	11.1	22.2	34.6	2.4	0.4	1.3	30.4	8.9	11.3	0.0
El Salvador h/													
2000	TOTAL	58.4	12.5	13.9	32.0	32.4	4.9	0.9	1.0	25.6	4.1	4.6	0.6
	Men	69.1	12.9	18.9	37.4	26.8	6.5	1.5	1.4	17.4	0.4	3.1	0.6
	Women	46.4	12.0	8.3	26.0	38.6	3.1	0.3	0.5	34.8	8.2	6.2	0.6
2005	TOTAL	55.7	10.8	13.5	31.4	33.0	4.7	0.6	1.1	26.6	3.8	7.3	0.3
	Men	65.3	10.5	18.3	36.5	27.7	5.9	0.8	1.5	19.5	0.7	5.9	0.4
	Women	44.9	11.1	8.1	25.8	38.8	3.2	0.3	0.8	34.6	7.2	9.0	0.1
2006	TOTAL	55.5	10.4	14.7	30.4	30.0	4.6	0.6	1.0	23.8	4.5	6.4	3.7
	Men	65.2	10.5	19.6	35.0	24.9	5.8	1.1	1.4	16.6	0.7	4.5	4.7
	Women	45.0	10.2	9.4	25.4	35.4	3.2	0.1	0.6	31.6	8.5	8.5	2.5
2007	TOTAL	60.0	11.2	15.4	33.4	31.0	4.5	0.6	1.1	24.7	4.1	4.9	0.1
	Men	70.7	11.4	20.1	39.2	25.6	5.3	1.1	1.7	17.6	0.7	2.9	0.1
	Women	48.0	11.0	10.2	26.9	37.0	3.6	0.1	0.5	32.7	7.8	7.2	0.0
2008	TOTAL	58.6	10.0	14.7	33.8	31.9	4.1	0.6	1.3	25.9	4.3	5.1	0.0
	Men	69.4	10.1	20.0	39.3	26.3	5.4	1.0	1.6	18.3	0.8	3.5	0.0
	Women	46.3	9.9	8.8	27.6	38.4	2.7	0.2	1.0	34.5	8.4	7.0	0.0
Honduras													
2001	TOTAL	57.6	10.9	12.1	34.7	31.8	3.8	1.2	1.1	25.7	4.3	6.0	0.3
	Men	62.8	8.9	15.6	38.2	32.0	4.9	1.7	1.4	24.1	0.3	4.6	0.3
	Women	50.8	13.4	7.4	30.0	31.6	2.5	0.6	0.8	27.8	9.5	7.8	0.3
2005	TOTAL	59.7	10.8	10.2	38.7	31.9	2.2	1.2	1.4	27.1	4.0	4.4	0.0
	Men	63.2	8.5	13.0	41.7	32.5	2.8	1.4	1.8	26.4	0.5	3.7	0.0
	Women	54.8	14.1	6.3	34.4	30.9	1.4	0.8	0.7	27.9	9.0	5.3	0.0
2006	TOTAL	55.4	10.6	11.1	33.8	34.9	3.2	0.7	2.3	28.7	3.7	6.0	0.0
	Men	60.1	8.2	14.6	37.3	35.0	3.9	1.0	2.8	27.2	0.6	4.3	0.0
	Women	49.3	13.5	6.5	29.2	34.8	2.3	0.3	1.6	30.5	7.7	8.2	0.0
2007	TOTAL	55.1	11.0	10.4	33.7	35.0	2.9	0.6	2.5	29.1	3.9	6.0	0.0
	Men	59.6	8.7	14.3	36.6	35.7	3.7	0.8	2.9	28.2	0.4	4.3	0.0
	Women	49.2	13.9	5.4	29.9	34.2	1.8	0.2	1.9	30.2	8.4	8.2	0.0
Mexico i/													
2000	TOTAL	70.5	14.5	13.0	43.0	21.2	3.6	1.2	1.9	14.5	4.4	3.8	0.1
	Men	72.6	12.5	15.3	44.8	24.1	4.7	1.6	2.3	15.5	1.0	2.1	0.1
	Women	66.8	17.9	9.1	39.8	16.1	1.7	0.5	1.2	12.8	10.2	6.7	0.1
2005	TOTAL	67.2	14.4	13.8	39.0	23.0	4.0	1.0	2.2	15.9	4.5	3.8	1.4
	Men	70.4	12.5	16.2	41.7	25.1	5.5	1.4	2.6	15.6	0.7	2.2	1.7
	Women	62.4	17.4	10.0	35.0	19.9	1.8	0.4	1.5	16.3	10.3	6.3	1.1
2006	TOTAL	67.9	13.9	14.2	39.8	22.8	4.3	1.0	2.0	15.5	4.3	3.8	1.3
	Men	71.0	12.0	16.2	42.8	24.9	5.7	1.4	2.4	15.4	0.6	1.9	1.5
	Women	63.2	16.7	11.1	35.3	19.7	2.1	0.4	1.4	15.8	9.8	6.5	0.9
2007	TOTAL	67.5	14.0	13.9	39.6	23.0	4.3	1.0	2.3	15.5	4.3	3.6	1.6
	Men	70.6	12.3	16.2	42.1	24.8	5.6	1.4	2.7	15.1	0.6	2.0	1.9
	Women	62.9	16.6	10.5	35.9	20.3	2.3	0.3	1.6	16.1	9.7	5.9	1.1
2008	TOTAL	67.2	13.8	14.2	39.2	23.1	4.3	0.8	2.1	15.8	4.1	3.7	1.8

(continued...)

TABLE 6 (continued)

LATIN AMERICA: EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT AND SEX. 2000 - 2008 (Percentages)

Country, year and sex		Situation in Employment											
		Wage and salaried workers				Non-wage workers					Domestic service	Unpaid family workers	Others
		Total	Public	Private		Total	Employers		Independent workers				
				Establishments with a maximum of five workers	Establishments with six or more workers		Establishments with a maximum of five workers	Establishments with six or more workers	Professional, technical and administrative	Non-professional, non-technical and non-administrative			
	Men	70.5	12.3	16.3	42.0	24.7	5.8	1.2	2.4	15.3	0.5	2.1	2.1
	Women	62.5	16.1	11.2	35.2	20.7	2.2	0.3	1.6	16.6	9.3	6.0	1.5
Nicaragua [j/]													
2000	TOTAL	58.3	11.3	19.3	27.7	34.8	1.3	0.8	2.0	30.8	0.0	6.9	0.0
	Men	60.5	9.4	19.0	32.1	33.8	1.6	1.1	2.9	28.3	0.0	5.7	0.0
	Women	55.5	13.9	19.8	21.8	36.1	1.0	0.3	0.7	34.1	0.0	8.4	0.0
2005	TOTAL	57.2	11.7	19.2	26.4	35.9	3.9	1.0	2.1	28.9	0.0	6.9	0.0
	Men	59.7	10.3	18.3	31.1	34.5	5.0	1.5	2.7	25.3	0.0	5.7	0.0
	Women	54.2	13.4	20.2	20.5	37.5	2.5	0.4	1.3	33.2	0.0	8.3	0.0
2006	TOTAL	51.6	11.9	12.4	27.2	36.7	3.4	1.0	2.3	29.9	6.0	5.5	0.2
	Men	58.2	9.8	16.8	31.6	35.9	4.3	1.5	3.2	26.9	1.7	3.9	0.3
	Women	43.6	14.6	7.1	21.9	37.7	2.3	0.5	1.3	33.6	11.2	7.4	0.1
2007	TOTAL	52.9	11.2	12.7	29.0	36.1	3.2	1.0	2.2	29.7	6.0	4.7	0.2
	Men	59.0	9.4	16.7	33.0	35.1	4.4	1.6	3.2	25.9	1.7	4.0	0.2
	Women	45.5	13.5	7.7	24.2	37.3	1.8	0.3	0.9	34.3	11.4	5.6	0.2
2008	TOTAL	54.5	11.8	13.6	29.1	35.7	3.0	0.9	2.2	29.6	4.9	4.8	0.1
	Men	60.9	9.8	17.6	33.6	34.5	3.9	1.3	3.1	26.2	0.9	3.5	0.1
	Women	46.8	14.2	8.8	23.8	37.1	1.9	0.3	1.1	33.7	9.8	6.3	0.1
Panama [b/]													
2000	TOTAL	70.0	22.2	6.8	41.0	23.2	2.2	0.8	1.7	18.5	6.2	0.6	0.0
	Men	69.9	19.4	7.2	43.3	28.4	2.7	1.1	2.1	22.4	1.4	0.4	0.0
	Women	70.1	26.3	6.2	37.6	15.4	1.3	0.2	1.1	12.7	13.5	1.0	0.0
2005	TOTAL	66.6	18.4	7.4	40.8	25.1	2.4	1.2	2.0	19.5	6.8	1.6	0.0
	Men	68.3	15.2	8.5	44.6	29.8	3.1	1.8	2.4	22.5	1.2	0.7	0.0
	Women	64.1	23.0	5.7	35.3	18.3	1.4	0.3	1.4	15.1	14.9	2.8	0.0
2006	TOTAL	66.9	17.9	7.2	41.8	24.9	2.5	1.2	1.8	19.4	6.9	1.3	0.0
	Men	69.7	14.9	8.3	46.5	28.7	3.1	1.8	1.9	21.9	0.8	0.8	0.0
	Women	62.8	22.3	5.7	34.8	19.1	1.5	0.4	1.5	15.7	15.9	2.1	0.0
2007	TOTAL	69.3	18.5	7.9	42.9	23.3	2.7	0.8	1.8	18.0	6.5	0.9	0.0
	Men	71.5	16.0	8.8	46.8	27.0	3.5	1.2	2.0	20.4	0.9	0.5	0.0
	Women	66.1	22.1	6.6	37.4	18.1	1.7	0.2	1.5	14.7	14.3	1.4	0.0
2008	TOTAL	69.8	18.1	6.3	45.4	22.8	2.3	1.4	1.7	17.3	6.3	1.2	0.0
	Men	73.1	15.4	7.6	50.1	25.2	2.8	2.0	1.7	18.6	0.9	0.8	0.0
	Women	65.1	21.9	4.6	38.6	19.4	1.6	0.7	1.8	15.3	13.8	1.8	0.0
Paraguay [k/]													
2000-01	TOTAL	49.0	11.1	14.7	23.2	35.0	6.4	1.2	3.6	23.9	10.4	5.1	0.5
	Men	58.6	9.9	19.3	29.4	35.2	8.6	1.7	3.6	21.4	1.6	4.1	0.5
	Women	36.9	12.6	9.0	15.3	34.8	3.7	0.5	3.5	27.0	21.5	6.2	0.5
2005	TOTAL	50.2	12.7	16.1	21.5	33.9	4.6	1.4	2.9	25.0	11.1	4.2	0.6
	Men	60.3	11.6	22.7	26.1	34.6	6.4	1.8	3.5	22.8	1.5	2.9	0.6
	Women	37.7	14.1	7.9	15.8	33.0	2.4	0.9	2.1	27.6	23.0	5.7	0.6
2006	TOTAL	51.9	12.1	18.0	21.8	33.3	5.0	0.9	3.1	24.4	9.1	4.9	0.8
	Men	60.5	10.9	23.1	26.5	34.1	6.5	1.3	3.6	22.8	1.1	3.2	1.1
	Women	40.0	13.9	10.9	15.2	32.3	2.9	0.3	2.5	26.6	20.1	7.1	0.4

(continued...)

TABLE 6 (continued)

LATIN AMERICA: EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT AND SEX. 2000 - 2008 (Percentages)

Country, year and sex	Situation in Employment											
	Wage and salaried workers				Non-wage workers					Domestic service	Unpaid family workers	Others
	Total	Public	Private		Total	Employers		Independent workers				
			Establishments with a maximum of five workers	Establishments with six or more workers		Establishments with a maximum of five workers	Establishments with six or more workers	Professional, technical and administrative	Non-professional, non-technical and non-administrative			
2007 TOTAL	51.8	11.6	16.3	23.9	33.6	5.3	0.8	3.1	24.4	10.0	3.4	1.3
Men	61.2	10.4	20.9	30.0	33.4	6.8	1.1	2.9	22.5	1.6	2.2	1.6
Women	39.1	13.2	10.1	15.8	34.0	3.3	0.5	3.2	27.0	21.1	4.9	0.9
2008 TOTAL	49.8	12.3	15.0	22.5	31.4	5.1	1.1	3.0	22.1	9.3	4.3	5.2
Men	59.1	11.4	19.3	28.3	30.7	6.8	1.8	2.8	19.2	1.2	3.0	6.0
Women	36.8	13.5	9.0	14.4	32.3	2.7	0.2	3.2	26.2	20.6	6.1	4.1
Peru [l/]												
2000 TOTAL	49.9	7.8	13.2	28.9	39.1	4.1	0.6	3.9	30.4	5.3	5.6	0.0
Men	57.3	7.7	15.7	33.9	38.8	5.2	1.0	4.6	27.9	0.4	3.5	0.0
Women	40.1	7.9	10.0	22.2	39.6	2.7	0.1	3.0	33.8	11.8	8.4	0.1
2005 TOTAL	54.4	7.6	13.4	33.5	37.1	4.4	0.9	3.1	28.7	4.6	3.9	0.0
Men	59.0	6.9	15.0	37.1	39.0	5.8	1.3	3.6	28.3	0.3	1.6	0.0
Women	48.1	8.5	11.1	28.5	34.5	2.4	0.5	2.5	29.1	10.4	7.0	0.0
2006 TOTAL	55.2	9.0	12.9	33.3	35.7	3.9	0.4	2.2	29.2	4.9	4.1	0.0
Men	60.2	8.7	14.2	37.3	36.8	5.0	0.7	2.9	28.2	0.5	2.5	0.0
Women	48.5	9.5	11.1	27.8	34.3	2.3	0.1	1.3	30.6	11.1	6.2	0.0
2007 TOTAL	54.6	8.5	12.4	33.7	37.8	4.6	0.9	1.9	30.4	5.0	2.7	0.0
Men	59.0	8.5	13.2	37.3	38.9	6.1	1.3	2.0	29.5	0.4	1.7	0.0
Women	48.3	8.5	11.1	28.6	36.2	2.3	0.4	1.8	31.7	11.5	4.0	0.0
2008 TOTAL	57.9	8.6	12.7	36.6	33.6	4.2	0.8	2.4	26.2	5.1	3.4	0.0
Men	62.6	7.8	14.0	40.8	34.3	5.0	1.3	2.6	25.5	0.4	2.6	0.0
Women	51.7	9.6	11.0	31.1	32.6	3.1	0.3	2.0	27.2	11.2	4.5	0.0
Uruguay [b/]												
2000 TOTAL	64.3	17.4	10.4	36.5	25.5	2.2	1.8	3.9	17.5	8.7	1.5	0.0
Men	68.3	16.8	10.7	40.8	29.7	2.8	2.5	3.6	20.8	1.1	0.9	0.0
Women	58.8	18.2	10.0	30.7	19.8	1.3	1.0	4.4	13.1	18.9	2.5	0.0
2005 TOTAL	62.6	17.0	10.6	35.0	27.9	2.7	1.6	2.1	21.5	8.2	1.3	0.0
Men	65.8	15.5	12.9	37.5	32.4	3.5	2.3	2.0	24.6	1.1	0.7	0.0
Women	58.6	18.9	7.9	31.8	22.2	1.7	0.8	2.2	17.6	17.1	2.1	0.0
2006 TOTAL	63.1	16.4	13.3	33.4	27.1	2.9	1.4	6.1	16.7	8.1	1.5	0.2
Men	67.7	15.6	14.2	37.9	30.4	3.8	1.8	5.5	19.2	0.9	0.8	0.3
Women	57.4	17.5	12.2	27.7	23.0	1.9	0.8	6.9	13.5	17.1	2.3	0.1
2007 TOTAL	63.1	15.6	9.8	37.7	27.0	2.8	1.6	6.9	15.8	8.3	1.4	0.2
Men	67.5	14.3	12.0	41.2	30.1	3.6	2.2	6.5	17.8	1.3	0.8	0.3
Women	57.7	17.1	7.3	33.4	23.2	1.9	0.8	7.2	13.3	16.7	2.1	0.1
2008 TOTAL	63.9	15.9	9.4	38.6	26.8	2.9	1.8	6.9	15.2	7.8	1.3	0.2
Men	68.2	14.6	11.4	42.2	29.6	3.8	2.4	6.5	16.9	1.1	0.8	0.3
Women	58.7	17.4	7.0	34.3	23.2	1.9	1.0	7.4	13.0	16.0	2.0	0.1
Venezuela (Boliv. Rep. of) [m/]												
2000 TOTAL	55.9	14.8	11.6	29.6	40.3	3.8	1.3	1.5	33.7	2.1	1.7	0.0
Men	57.9	10.5	13.9	33.5	40.6	5.1	1.8	1.2	32.5	0.1	1.4	0.0
Women	52.4	22.3	7.4	22.7	39.7	1.5	0.4	1.9	35.9	5.6	2.3	0.0
2005 TOTAL	62.0	16.0	14.8	31.2	34.5	3.7	1.2	1.6	28.0	1.9	1.6	0.0

(continued...)

TABLE 6 (continued)

LATIN AMERICA: EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT AND SEX. 2000 - 2008
(Percentages)

Country, year and sex		Situation in Employment											
		Wage and salaried workers				Non-wage workers					Domestic service	Unpaid family workers	Others
		Total	Public	Private		Total	Employers		Independent workers				
				Establishments with a maximum of five workers	Establishments with six or more workers		Establishments with a maximum of five workers	Establishments with six or more workers	Professional, technical and administrative	Non-professional, non-technical and non-administrative			
	Men	64.4	11.2	17.6	35.6	34.5	4.9	1.6	1.6	26.4	0.1	1.1	0.0
	Women	58.1	23.7	10.4	24.0	34.5	1.8	0.4	1.8	30.5	4.9	2.5	0.0
2006	TOTAL	63.0	16.8	14.3	31.9	33.7	3.5	1.0	1.3	27.9	2.0	1.2	0.0
	Men	65.1	11.6	17.0	36.4	34.0	4.7	1.4	1.2	26.8	0.1	0.9	0.0
	Women	59.7	25.1	10.0	24.6	33.2	1.5	0.4	1.5	29.8	5.2	1.8	0.0
2007	TOTAL	64.1	17.1	14.2	32.8	33.0	3.2	0.9	1.2	27.6	1.9	1.0	0.0
	Men	66.4	12.0	17.1	37.3	32.9	4.3	1.3	1.0	26.3	0.1	0.6	0.0
	Women	60.4	25.3	9.6	25.5	33.2	1.5	0.4	1.5	29.8	4.8	1.6	0.0
2008	TOTAL	63.7	18.1	13.5	32.1	33.4	3.1	1.0	1.3	28.1	1.7	1.2	0.0
	Men	65.2	12.7	16.3	36.2	34.0	4.1	1.3	1.2	27.3	0.0	0.8	0.0
	Mujer	61.4	26.6	9.0	25.8	32.5	1.5	0.4	1.4	29.2	4.2	1.8	0.0

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

a/ 28 urban areas. 2000 data are for October; data for 2005 and 2006 correspond to the second semester. Beginning in 2003, changes were made to the survey that may affect comparability with previous years.
b/ Microenterprises: establishments with a maximum of four workers.
c/ Data for 2000 are from the MECOVI Survey (November); data for 2005 and 2006 are from the EH Survey (November-December).
d/ National Household Survey (PNAD) of September of each year.
e/ National Employment Survey. National total.
f/ Data from 2000 correspond to 10 cities and metropolitan areas; they refer to June of the National Household Survey (ENH), Stage 1; data from 2005 and 2006 correspond to the second quarter of the Regular Household Survey (ECH); beginning in 2007, data correspond to the second quarter, urban areas of municipalities of the Comprehensive Household Survey (GEIH).
g/ Data from 2000 correspond to November and beginning in 2005, data refer to the fourth quarter.
h/ Before 2007, the minimum working age was 10 years. Beginning in 2007, it was 16 years.
i/ Data from 2000 correspond to the third quarter of the National Urban Employment Survey (ENEU); beginning in 2005, data correspond to the second quarter of the National Occupation and Employment Survey (ENOE).
j/ Data from 2000 are from the Household Survey to Measure Urban Employment of November, 90 municipalities, conducted by the Ministry of Labour. Beginning in 2005, data are from the Household Survey to Measure Urban-Rural Employment, conducted by the National Development Information Institute (INIDE).
k/ Data from 2000-2001 correspond to the period September 2000 to August 2001; data from 2005 to October-December; data from 2006 to November - December; data from 2007 and 2008 to October - December. Employment Survey (EPE)
l/ Metropolitan Lima. Specialized Survey on Employment conducted by the Ministry of Labour and Employment Promotion.
m/ National total. Data are from the second semester.

TABLE 7

LATIN AMERICA: URBAN EMPLOYED POPULATION BY ECONOMIC ACTIVITY AND SEX. 2000 - 2008 (Percentages)

Country, year and sex		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing industry	Construction	Trade	Transportation, storage and communications	Financial institutions	Community, social and personal services	Unspecified activities
Latin America											
2000	Total	100.0	6.7	0.9	15.2	7.0	22.2	5.3	2.1	40.2	0.4
	Men	100.0	8.5	1.2	18.0	11.7	21.3	8.1	2.1	28.5	0.5
	Women	100.0	4.1	0.4	11.2	0.5	23.5	1.3	2.2	56.5	0.3
2005	Total	100.0	6.9	0.5	16.0	7.3	25.7	5.7	3.5	33.9	0.5
	Men	100.0	9.0	0.7	17.6	12.4	26.3	8.6	3.8	20.9	0.6
	Women	100.0	4.3	0.2	13.8	0.5	25.0	1.9	3.1	50.8	0.3
2006	Total	100.0	6.6	0.5	15.8	7.3	25.4	5.7	3.6	34.5	0.5
	Men	100.0	8.6	0.7	17.6	12.5	25.8	8.7	4.1	21.4	0.6
	Women	100.0	3.9	0.2	13.6	0.6	24.9	1.9	3.1	51.4	0.3
2007	Total	100.0	6.1	0.5	16.2	7.3	25.6	5.9	3.7	34.2	0.5
	Men	100.0	8.1	0.7	18.1	12.7	25.9	8.9	4.0	21.1	0.6
	Women	100.0	3.6	0.2	13.7	0.6	25.2	2.1	3.2	51.0	0.4
2008	Total	100.0	6.0	0.5	15.9	8.0	25.1	6.0	3.7	34.4	0.5
	Men	100.0	8.0	0.7	17.6	13.7	25.1	9.1	3.9	21.4	0.6
	Women	100.0	3.6	0.2	13.8	0.7	25.1	2.1	3.3	50.8	0.3
Argentina [a/]											
2000	Total	100.0	0.8	0.6	13.9	7.7	20.9	8.1	9.6	37.9	0.5
	Men	100.0	1.2	0.8	17.1	12.5	20.8	11.8	10.3	25.0	0.5
	Women	100.0	0.3	0.2	9.0	0.6	21.0	2.7	8.7	57.0	0.5
2005	Total	100.0	1.4	0.5	14.1	8.5	23.5	6.7	9.4	35.5	0.3
	Men	100.0	1.9	0.8	17.0	14.4	25.2	9.9	9.9	20.7	0.3
	Women	100.0	0.8	0.1	10.1	0.5	21.3	2.5	8.7	55.6	0.3
2006	Total	100.0	1.2	0.4	14.0	8.8	23.9	6.4	10.0	35.0	0.2
	Men	100.0	1.8	0.7	17.1	14.8	25.5	9.6	10.8	19.5	0.2
	Women	100.0	0.5	0.1	9.9	0.7	21.7	2.0	8.8	56.0	0.3
Bolivia (Plurinat. State. of) [b/]											
2000	Total	100.0	6.6	0.8	15.3	10.4	31.4	6.9	5.5	23.0	0.1
	Men	100.0	8.7	1.2	17.5	17.9	20.4	11.2	7.2	15.8	0.1
	Women	100.0	3.9	0.1	12.6	0.9	45.4	1.4	3.4	32.0	0.2
2005	Total	100.0	7.6	0.4	18.1	8.2	30.8	7.7	4.4	22.8	0.0
	Men	100.0	10.5	0.6	20.3	14.1	19.8	12.9	5.1	16.7	0.0
	Women	100.0	3.9	0.1	15.4	0.9	44.4	1.3	3.6	30.4	0.0
2006	Total	100.0	6.0	0.4	16.4	7.9	30.0	8.9	6.8	23.5	0.0
	Men	100.0	8.1	0.7	17.8	14.1	20.4	13.6	8.0	17.2	0.0
	Women	100.0	3.3	0.0	14.7	0.3	41.9	3.0	5.4	31.3	0.0
Brazil [c/]											
2001	Total	100.0	7.7	0.9	14.1	7.5	21.5	4.9	1.7	41.4	0.3
	Men	100.0	9.8	1.3	17.0	12.5	20.9	7.7	1.6	28.7	0.5
	Women	100.0	4.7	0.4	10.1	0.5	22.2	1.1	1.8	59.2	0.1
2005	Total	100.0	7.9	0.5	15.9	7.5	25.4	5.4	3.3	34.0	0.3
	Men	100.0	10.0	0.7	17.5	12.7	26.7	8.2	3.6	20.1	0.4
	Women	100.0	5.0	0.2	13.7	0.5	23.7	1.7	2.8	52.4	0.0
2006	Total	100.0	7.5	0.5	15.7	7.4	25.0	5.3	3.4	34.9	0.3
	Men	100.0	9.7	0.7	17.4	12.7	26.2	8.1	3.9	20.8	0.4
	Women	100.0	4.6	0.2	13.4	0.5	23.6	1.6	2.8	53.1	0.1
2007	Total	100.0	6.8	0.5	16.2	7.5	25.2	5.6	3.6	34.5	0.3
	Men	100.0	9.0	0.7	18.2	12.9	26.2	8.4	3.9	20.3	0.4

(continued...)

TABLE 7 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION BY ECONOMIC ACTIVITY AND SEX. 2000 - 2008
(Percentages)

Country, year and sex		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing industry	Construction	Trade	Transportation, storage and communications	Financial institutions	Community, social and personal services	Unspecified activities
	Women	100.0	4.1	0.2	13.5	0.5	23.8	1.8	3.1	52.9	0.1
2008	Total	100.0	6.7	0.5	15.9	8.3	24.5	5.7	3.5	34.6	0.2
	Men	100.0	8.8	0.7	17.6	14.2	25.2	8.7	3.8	20.7	0.4
	Women	100.0	4.1	0.2	13.7	0.7	23.6	1.8	3.1	52.7	0.1
Chile d/											
2000	Total	100.0	13.9	1.4	14.3	0.6	7.3	18.8	8.0	7.7	28.1
	Men	100.0	18.8	2.0	15.7	0.7	10.6	15.5	10.3	7.2	19.2
	Women	100.0	3.8	0.1	11.4	0.3	0.5	25.4	3.4	8.6	46.5
2005	Total	100.0	12.6	1.3	13.3	0.6	8.0	19.2	8.2	8.7	28.2
	Men	100.0	16.9	1.8	15.1	0.7	11.7	15.5	10.4	8.4	19.5
	Women	100.0	4.6	0.2	10.0	0.3	0.9	26.0	4.1	9.3	44.5
2006	Total	100.0	12.5	1.4	13.3	0.6	8.4	19.4	8.3	8.7	27.5
	Men	100.0	16.6	2.0	15.0	0.8	12.4	15.4	10.7	8.3	18.8
	Women	100.0	4.8	0.3	10.0	0.2	1.0	26.8	3.9	9.3	43.6
2007	Total	100.0	12.0	1.5	13.3	0.6	8.4	19.6	8.3	8.9	27.4
	Men	100.0	16.0	2.1	15.2	0.8	12.5	15.5	10.7	8.5	18.7
	Women	100.0	4.8	0.2	9.9	0.3	1.0	27.1	4.0	9.6	43.2
2008	Total	100.0	11.5	1.5	13.0	0.6	8.8	19.9	8.5	9.2	27.0
	Men	100.0	15.3	2.2	14.8	0.7	13.2	15.6	11.2	8.5	18.3
	Women	100.0	4.9	0.2	9.9	0.3	1.1	27.3	3.8	10.2	42.2
Colombia e/											
2000	Total	100.0	3.4	0.7	17.5	5.0	27.1	6.8	6.4	32.9	0.1
	Men	100.0	5.0	1.1	17.8	8.7	25.5	10.7	6.8	24.3	0.1
	Women	100.0	1.3	0.2	17.2	0.4	29.2	2.0	5.9	43.7	0.1
2005	Total	100.0	7.1	0.6	16.5	5.2	28.4	8.5	7.8	25.9	0.0
	Men	100.0	11.5	0.8	16.1	8.9	27.8	12.8	8.0	14.1	0.0
	Women	100.0	1.5	0.4	16.9	0.4	29.2	2.9	7.7	41.0	0.0
2006	Total	100.0	6.6	0.6	16.2	5.6	28.4	9.0	7.4	26.2	0.0
	Men	100.0	10.9	0.7	16.3	9.5	27.4	13.2	7.8	14.2	0.0
	Women	100.0	1.4	0.4	16.0	0.7	29.6	3.9	6.9	41.1	0.0
2007	Total	100.0	5.1	0.4	15.5	5.7	29.3	9.4	8.8	25.8	0.0
	Men	100.0	8.2	0.6	15.7	9.9	28.1	13.6	9.4	14.5	0.0
	Women	100.0	1.3	0.2	15.3	0.6	30.7	4.3	8.1	39.5	0.0
2008	Total	100.0	5.1	0.5	15.8	5.7	29.6	9.7	9.5	24.0	0.2
	Men	100.0	8.1	0.7	16.1	9.8	28.3	13.4	9.5	13.8	0.2
	Women	100.0	1.2	0.2	15.4	0.4	31.2	4.9	9.5	37.1	0.1
Costa Rica											
2000	Total	100.0	4.6	0.8	16.8	6.5	24.9	7.4	7.1	31.2	0.7
	Men	100.0	7.0	1.1	18.0	10.1	23.5	10.1	7.8	21.8	0.7
	Women	100.0	0.5	0.4	14.8	0.6	27.2	2.8	6.0	47.0	0.7
2005	Total	100.0	4.0	1.1	15.3	6.0	23.4	7.1	10.5	28.2	4.2
	Men	100.0	5.7	1.6	17.6	9.6	21.2	10.0	11.8	16.4	6.2
	Women	100.0	1.3	0.4	11.8	0.5	26.8	2.6	8.5	46.8	1.2
2006	Total	100.0	3.8	1.2	14.8	6.4	27.2	7.5	10.4	28.5	0.3
	Men	100.0	5.5	1.5	16.5	10.4	27.8	10.7	11.3	16.2	0.2
	Women	100.0	1.3	0.8	12.2	0.4	26.3	2.7	9.0	47.0	0.4
2007	Total	100.0	3.7	1.1	14.4	7.3	27.6	7.4	11.3	26.7	0.5
	Men	100.0	5.3	1.3	16.0	11.6	27.7	10.3	11.7	15.6	0.4
	Women	100.0	1.4	0.8	12.1	0.6	27.4	2.9	10.7	43.6	0.5
2008	Total	100.0	3.5	1.6	13.1	7.0	26.6	8.2	12.3	27.3	0.5

(continued...)

TABLE 7 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION BY ECONOMIC ACTIVITY AND SEX. 2000 - 2008 (Percentages)

Country, year and sex		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing industry	Construction	Trade	Transportation, storage and communications	Financial institutions	Community, social and personal services	Unspecified activities
	Men	100.0	4.9	2.0	14.1	11.5	27.1	11.4	12.3	16.1	0.7
	Women	100.0	1.4	1.0	11.7	0.7	26.0	3.8	12.4	42.8	0.3
Dominican Republic											
2000	Total	100.0	4.3	0.9	20.2	6.7	24.9	6.6	6.3	25.0	5.2
	Men	100.0	6.4	1.1	20.5	10.5	23.2	9.4	5.9	15.3	7.8
	Women	100.0	1.0	0.6	19.6	0.5	27.6	2.0	6.9	40.7	1.0
2004	Total	100.0	4.8	1.0	17.2	6.9	24.3	7.7	6.0	27.6	4.5
	Men	100.0	7.4	1.2	19.0	10.5	22.3	10.7	5.9	16.5	6.6
	Women	100.0	0.6	0.7	14.2	0.8	27.7	2.7	6.3	46.0	1.0
2006	Total	100.0	5.6	0.9	16.1	7.3	29.4	7.6	5.6	27.5	0.0
	Men	100.0	8.6	1.1	17.3	11.5	29.2	10.9	5.5	15.8	0.0
	Women	100.0	0.6	0.5	14.0	0.5	29.9	2.1	5.9	46.5	0.0
2007	Total	100.0	5.4	1.1	16.2	7.1	29.7	7.7	6.1	26.8	0.0
	Men	100.0	8.3	1.2	17.9	10.9	29.9	10.9	5.6	15.4	0.0
	Women	100.0	0.5	0.9	13.4	0.8	29.3	2.3	6.9	45.9	0.0
2008	Total	100.0	5.0	1.0	14.8	7.0	30.2	7.7	7.1	27.2	0.0
	Men	100.0	7.6	1.1	16.0	10.9	30.6	11.5	7.2	15.2	0.0
	Women	100.0	0.9	0.7	13.0	0.9	29.7	1.8	7.1	45.8	0.0
Ecuador [f/]											
2000	Total	100.0	9.1	0.6	15.6	7.1	30.9	6.3	5.1	25.3	0.0
	Men	100.0	12.0	0.8	16.7	11.1	27.8	9.1	5.3	17.2	0.0
	Women	100.0	4.5	0.3	13.8	0.6	35.9	1.7	4.7	38.3	0.0
2005	Total	100.0	8.6	0.5	13.8	6.6	33.1	7.2	6.5	23.6	0.0
	Men	100.0	11.5	0.7	15.5	10.7	28.7	10.5	7.3	15.1	0.0
	Women	100.0	4.3	0.2	11.2	0.6	39.7	2.3	5.2	36.4	0.0
2006	Total	100.0	8.7	0.5	13.8	7.2	34.2	7.3	6.2	22.3	0.0
	Men	100.0	11.6	0.7	15.2	11.5	29.3	10.4	7.1	14.2	0.0
	Women	100.0	4.4	0.2	11.6	0.7	41.4	2.5	4.8	34.4	0.0
2007	Total	100.0	7.9	0.5	13.2	7.5	34.2	7.5	6.7	22.5	0.0
	Men	100.0	10.9	0.8	14.1	12.3	29.1	10.6	7.3	14.8	0.0
	Women	100.0	3.6	0.2	12.0	0.6	41.4	3.0	5.7	33.5	0.0
2008	Total	100.0	8.2	0.6	13.7	7.3	33.3	7.1	6.9	23.0	0.0
	Men	100.0	11.5	0.8	15.0	12.0	28.2	10.4	7.4	14.6	0.0
	Women	100.0	3.6	0.2	11.9	0.7	40.3	2.5	6.1	34.7	0.0
El Salvador [g/]											
2000	Total	100.0	6.1	0.5	21.6	5.3	28.6	5.8	5.2	23.4	3.4
	Men	100.0	10.7	0.9	19.6	9.7	19.6	10.0	6.6	16.9	5.9
	Women	100.0	1.0	0.0	23.8	0.2	38.7	1.1	3.8	30.7	0.6
2005	Total	100.0	5.9	0.3	19.1	5.6	31.2	5.7	6.2	22.2	3.6
	Men	100.0	9.7	0.5	17.8	10.4	22.2	9.6	7.5	16.1	6.2
	Women	100.0	1.7	0.1	20.5	0.3	41.4	1.5	4.6	29.1	0.7
2006	Total	100.0	5.3	0.5	18.1	6.7	35.4	5.4	5.5	23.0	0.0
	Men	100.0	9.2	0.8	17.9	12.3	27.5	9.5	6.2	16.6	0.0
	Women	100.0	1.2	0.1	18.4	0.7	44.0	1.0	4.7	29.9	0.0
2007	Total	100.0	5.2	0.6	18.7	6.4	34.1	5.2	6.3	23.4	0.0
	Men	100.0	8.7	1.0	18.1	11.7	26.5	8.9	7.7	17.4	0.0
	Women	100.0	1.4	0.1	19.4	0.5	42.6	1.1	4.8	30.1	0.0
2008	Total	100.0	7.1	0.6	19.0	5.6	33.8	4.9	6.4	22.7	0.0
	Men	100.0	11.7	1.0	18.0	10.1	26.4	8.6	7.7	16.6	0.0

(continued...)

TABLE 7 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION BY ECONOMIC ACTIVITY AND SEX. 2000 - 2008 (Percentages)

Country, year and sex		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing industry	Construction	Trade	Transportation, storage and communications	Financial institutions	Community, social and personal services	Unspecified activities
	Women	100.0	1.9	0.1	20.1	0.5	42.3	0.8	4.8	29.6	0.0
Honduras											
2001	Total	100.0	8.2	0.7	22.3	7.4	28.6	5.1	5.4	22.3	0.0
	Men	100.0	13.3	1.1	20.5	12.7	24.9	7.9	5.7	13.8	0.0
	Women	100.0	1.4	0.3	24.6	0.4	33.4	1.3	4.9	33.6	0.0
2005	Total	100.0	8.7	0.8	21.2	6.9	29.3	5.6	5.9	21.3	0.3
	Men	100.0	13.6	1.1	19.0	11.6	26.8	8.4	6.5	12.7	0.3
	Women	100.0	1.6	0.3	24.4	0.3	32.8	1.8	5.1	33.5	0.2
2006	Total	100.0	7.7	0.7	20.6	7.8	30.9	5.1	5.6	21.5	0.1
	Men	100.0	12.6	0.9	19.2	13.4	26.9	7.8	6.1	13.0	0.1
	Women	100.0	1.5	0.4	22.4	0.6	36.0	1.6	5.0	32.4	0.1
2007	Total	100.0	7.4	0.6	19.7	8.7	29.3	5.9	6.1	22.1	0.1
	Men	100.0	11.7	0.9	18.3	15.1	25.1	9.2	6.7	13.0	0.2
	Women	100.0	1.7	0.3	21.5	0.4	34.9	1.6	5.5	34.1	0.1
Mexico h/											
2000	Total	100.0	1.3	0.7	23.0	5.7	26.2	6.3	1.6	35.2	0.0
	Men	100.0	1.8	0.9	24.4	8.5	22.9	8.9	1.4	31.1	0.1
	Women	100.0	0.4	0.3	20.7	0.7	32.0	1.8	1.9	42.3	0.0
2005	Total	100.0	1.2	0.6	17.9	7.4	29.2	6.5	2.2	34.2	0.9
	Men	100.0	1.6	0.9	19.5	11.6	25.4	9.3	2.1	28.7	1.0
	Women	100.0	0.4	0.2	15.6	1.0	35.0	2.1	2.3	42.7	0.7
2006	Total	100.0	1.1	0.5	17.9	7.6	29.0	6.8	2.2	33.8	1.0
	Men	100.0	1.5	0.7	19.4	12.1	25.0	9.7	2.2	28.1	1.1
	Women	100.0	0.4	0.3	15.6	0.9	35.0	2.4	2.3	42.3	0.9
2007	Total	100.0	1.0	0.6	17.4	7.7	29.3	6.4	2.3	34.2	1.0
	Men	100.0	1.5	0.9	18.9	12.3	25.1	9.1	2.3	28.9	1.1
	Women	100.0	0.3	0.3	15.3	1.0	35.5	2.4	2.3	42.0	0.9
2008	Total	100.0	1.1	0.6	17.2	7.4	29.6	6.4	2.1	34.6	1.0
	Men	100.0	1.7	0.8	18.7	11.9	25.4	9.2	2.0	29.3	1.1
	Women	100.0	0.4	0.2	15.0	1.0	35.8	2.3	2.4	42.2	0.8
Nicaragua i/											
2001	Total	100.0	5.3	1.2	18.5	6.1	29.3	6.4	4.6	28.7	0.0
	Men	100.0	8.5	1.6	19.3	10.9	25.3	10.4	5.5	18.6	0.0
	Women	100.0	1.4	0.7	17.5	0.3	34.0	1.6	3.5	40.9	0.0
2005	Total	100.0	6.4	0.6	19.3	5.7	30.1	5.6	5.0	27.2	0.0
	Men	100.0	10.6	0.8	19.2	10.2	25.6	9.2	6.1	18.3	0.0
	Women	100.0	1.3	0.3	19.6	0.3	35.6	1.1	3.6	38.2	0.0
2006	Total	100.0	6.2	0.5	18.9	5.9	30.0	6.1	5.0	27.3	0.0
	Men	100.0	10.2	0.7	19.0	10.7	24.9	10.2	6.3	18.1	0.0
	Women	100.0	1.5	0.2	18.9	0.1	36.1	1.1	3.5	38.6	0.0
2007	Total	100.0	6.2	0.7	19.4	6.5	28.9	5.8	4.9	27.1	0.7
	Men	100.0	10.1	0.8	19.4	11.4	24.6	9.6	6.0	17.5	0.6
	Women	100.0	1.3	0.4	19.3	0.4	34.2	1.1	3.6	38.9	0.8
2008	Total	100.0	5.9	0.7	18.3	6.5	30.2	5.4	5.6	27.2	0.0
	Men	100.0	9.8	1.0	17.7	11.5	25.6	9.1	7.0	18.3	0.0
	Women	100.0	1.2	0.3	19.0	0.4	35.9	1.0	4.0	38.1	0.0
Panama											
2000	Total	100.0	2.7	0.8	10.3	7.8	26.4	9.1	9.6	33.3	0.0
	Men	100.0	4.2	1.1	12.5	12.5	26.3	12.5	8.7	22.4	0.0

(continued...)

TABLE 7 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION BY ECONOMIC ACTIVITY AND SEX. 2000 - 2008 (Percentages)

Country, year and sex		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing industry	Construction	Trade	Transportation, storage and communications	Financial institutions	Community, social and personal services	Unspecified activities
	Women	100.0	0.4	0.4	7.1	0.9	26.5	4.1	11.0	49.5	0.0
2005	Total	100.0	2.6	0.8	9.0	8.7	28.6	9.3	9.7	31.5	0.0
	Men	100.0	4.2	1.0	10.7	14.0	27.6	13.5	9.1	19.8	0.0
	Women	100.0	0.4	0.3	6.5	0.9	30.0	3.2	10.5	48.3	0.0
2006	Total	100.0	2.7	0.8	9.4	9.5	27.7	9.1	9.9	30.9	0.0
	Men	100.0	4.2	1.0	11.4	15.3	26.9	12.8	9.3	19.2	0.0
	Women	100.0	0.5	0.5	6.4	0.9	29.1	3.5	10.8	48.4	0.0
2007	Total	100.0	2.5	0.8	9.0	10.5	27.7	8.7	10.1	30.7	0.0
	Men	100.0	4.0	0.9	10.5	17.1	26.0	12.7	9.4	19.4	0.0
	Women	100.0	0.4	0.6	6.8	1.2	30.1	3.1	11.2	46.7	0.0
2008	Total	100.0	2.0	0.6	8.9	11.1	28.4	8.8	9.8	30.4	0.0
	Men	100.0	3.2	0.6	10.2	18.3	26.6	13.2	8.7	19.2	0.0
	Women	100.0	0.5	0.5	7.0	0.8	30.9	2.7	11.4	46.2	0.0
Paraguay [j/]											
2000-2001	Total	100.0	4.5	0.8	14.2	5.4	34.6	5.3	5.6	29.5	0.0
	Men	100.0	5.9	1.1	17.3	9.6	33.9	8.4	6.8	17.0	0.0
	Women	100.0	2.9	0.4	10.4	0.2	35.5	1.3	4.1	45.2	0.0
2005	Total	100.0	5.8	1.1	12.7	7.1	31.1	5.0	6.2	31.0	0.0
	Men	100.0	6.7	1.6	14.3	12.9	32.1	7.3	7.5	17.5	0.0
	Women	100.0	4.7	0.4	10.7	0.0	29.9	2.0	4.6	47.6	0.0
2006	Total	100.0	4.7	1.2	12.9	8.0	31.6	5.5	5.5	30.6	0.0
	Men	100.0	5.9	1.9	15.7	13.5	30.7	7.8	5.8	18.7	0.0
	Women	100.0	3.1	0.2	9.1	0.4	32.9	2.3	5.0	46.9	0.1
2007	Total	100.0	4.9	0.5	14.6	7.6	32.0	5.2	5.9	29.2	0.0
	Men	100.0	5.3	0.8	17.8	13.2	32.1	7.6	6.4	16.9	0.0
	Women	100.0	4.5	0.1	10.3	0.1	31.9	2.0	5.3	45.7	0.1
2008	Total	100.0	4.0	0.6	14.0	7.7	31.4	5.8	6.7	29.8	0.0
	Men	100.0	5.0	0.9	16.8	13.2	29.9	8.3	7.5	18.5	0.0
	Women	100.0	2.5	0.3	10.1	0.1	33.5	2.3	5.6	45.5	0.1
Peru [k/]											
2000	Total	100.0	1.0	0.5	16.2	4.3	32.5	9.8	8.5	27.2	0.0
	Men	100.0	1.5	0.7	18.8	7.1	23.5	15.6	9.7	23.1	0.0
	Women	100.0	0.3	0.2	12.9	0.6	44.3	2.1	6.9	32.7	0.0
2005	Total	100.0	1.0	0.1	18.4	5.2	31.5	9.9	7.7	26.2	0.0
	Men	100.0	1.6	0.2	22.2	8.8	22.8	15.5	8.8	20.2	0.0
	Women	100.0	0.2	0.0	13.2	0.3	43.4	2.3	6.2	34.4	0.0
2006	Total	100.0	1.2	0.2	16.7	5.7	33.6	9.8	8.8	23.9	0.0
	Men	100.0	1.5	0.4	19.2	9.6	26.7	15.2	10.5	17.0	0.0
	Women	100.0	0.8	0.0	13.3	0.4	43.1	2.4	6.5	33.4	0.0
2007	Total	100.0	1.3	0.2	17.2	5.9	32.6	10.2	9.9	22.7	0.0
	Men	100.0	1.9	0.4	20.0	10.1	26.0	15.5	11.3	14.9	0.0
	Women	100.0	0.5	0.0	13.2	0.1	41.9	2.7	7.9	33.7	0.0
2008	Total	100.0	1.4	0.2	16.7	6.8	30.9	11.0	9.4	23.6	0.0
	Men	100.0	1.8	0.2	19.8	11.6	24.0	16.6	10.9	15.1	0.0
	Women	100.0	0.8	0.1	12.7	0.6	40.0	3.6	7.3	34.9	0.0
Uruguay											
2000	Total	100.0	4.0	1.2	14.4	8.2	18.9	6.1	9.0	35.1	3.1
	Men	100.0	6.1	1.5	16.4	13.9	18.4	8.9	8.7	21.2	4.8
	Women	100.0	1.2	0.7	11.8	0.4	19.5	2.2	9.4	53.9	0.8
2005	Total	100.0	4.7	0.9	13.9	6.7	22.6	5.5	9.8	35.8	0.1

(continued...)

TABLE 7 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION BY ECONOMIC ACTIVITY AND SEX. 2000 - 2008
(Percentages)

Country, year and sex		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing industry	Construction	Trade	Transportation, storage and communications	Financial institutions	Community, social and personal services	Unspecified activities
	Men	100.0	7.2	1.1	15.7	11.8	24.3	7.9	10.7	21.3	0.1
	Women	100.0	1.6	0.5	11.7	0.3	20.6	2.6	8.6	54.1	0.1
2006	Total	100.0	6.3	1.1	14.2	6.6	23.0	5.6	7.6	35.4	0.2
	Men	100.0	9.5	1.4	16.2	11.6	24.0	8.0	8.0	21.0	0.2
	Women	100.0	2.2	0.7	11.7	0.4	21.7	2.5	7.2	53.5	0.2
2007	Total	100.0	5.2	0.9	14.6	7.0	23.0	6.0	8.5	34.7	0.1
	Men	100.0	8.1	1.1	16.9	12.5	23.5	8.8	8.9	20.2	0.1
	Women	100.0	1.8	0.6	11.8	0.5	22.3	2.6	8.1	52.4	0.2
2008	Total	100.0	5.3	0.9	13.7	7.4	22.6	6.1	9.1	34.6	0.1
	Men	100.0	8.2	1.2	15.9	13.1	23.0	8.9	9.7	19.8	0.1
	Women	100.0	1.9	0.6	11.0	0.5	22.0	2.7	8.4	52.8	0.1
Venezuela											
(Boliv. Rep. of) l/											
2000	Total	100.0	11.2	0.6	13.3	8.3	25.8	6.8	4.9	29.0	0.1
	Men	100.0	16.5	0.9	14.4	12.4	21.4	9.7	4.8	19.8	0.1
	Women	100.0	1.8	0.3	11.3	0.9	33.6	1.6	5.1	45.3	0.1
2005	Total	100.0	10.3	0.5	11.6	8.0	24.4	8.1	4.8	31.3	0.9
	Men	100.0	15.3	0.7	12.7	12.4	19.7	11.6	5.1	21.5	0.9
	Women	100.0	2.3	0.3	9.8	0.8	31.9	2.5	4.4	47.2	0.8
2006	Total	100.0	9.8	0.5	12.2	9.5	23.6	8.2	5.0	31.1	0.2
	Men	100.0	14.6	0.6	13.6	14.6	18.7	11.9	5.2	20.6	0.2
	Women	100.0	2.1	0.3	9.8	1.2	31.5	2.2	4.6	48.1	0.3
2007	Total	100.0	9.6	0.4	12.3	9.7	23.5	8.7	5.1	30.4	0.2
	Men	100.0	14.3	0.6	13.7	15.0	18.5	12.7	5.2	19.9	0.2
	Women	100.0	2.1	0.3	10.2	1.1	31.6	2.2	5.1	47.2	0.2
2008	Total	100.0	9.4	0.5	11.9	9.7	23.7	8.8	5.2	30.6	0.2
	Men	100.0	13.9	0.6	13.6	15.1	18.4	13.0	5.3	19.8	0.2
	Women	100.0	2.2	0.3	9.4	1.2	31.9	2.2	5.0	47.7	0.2

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

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

b/ Data for 2000 are from the MECOVI Survey (November); data for the years 2005 and 2006 are from the EH Survey (November-December).

c/ National Household Survey (PNAD) of September of each year.

d/ National Employment Survey (ENE). National total.

e/ Data from 2000 correspond to 10 cities and metropolitan areas; they refer to June of the National Household Survey (ENH), Stage 1; data from 2005 and 2006 correspond to the second quarter of the Regular Household Survey (ECH); beginning in 2007, data correspond to the second quarter, urban areas of municipalities of the Comprehensive Household Survey (GEIH).

f/ Data from 2000 correspond to November and beginning in 2005, data refer to the fourth quarter.

g/ Before 2007, the minimum working age was 10 years and older; in 2007, it was 16 years and older.

h/ Data from 2000 correspond to the third quarter of the National Urban Employment Survey(ENEU); beginning in 2005, data correspond to the second quarter of the National Occupation and Employment Survey (ENOE).

i/ Data from 2000 are from the Household Survey to Measure Urban Employment of November, 90 municipalities, conducted by the Ministry of Labour. Beginning in 2005, data are from the Household Survey to Measure Urban-Rural Employment, conducted by the National Development Information Institute (INIDE).

j/ Data from 2000-2001 correspond to the period September 2000 to August 2001; data from 2005 to October-December; data from 2006 to November - December; data from 2007 and 2008 to October - December. Employment Survey (EPE)

k/ Metropolitan Lima. Specialized Survey on Employment conducted by the Ministry of Labour and Employment Promotion.

l/ National total. Data are from the second semester.

TABLE 8

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 2000, 2005, 2006, 2007 and 2008. (Percentages)

Country, year and sex			Total	Wage and salaried workers				Non-wage workers			Domestic service
				Total	Public	Private		Total	Employers	Independent and unpaid family workers	
						Establishments with a maximum of five workers	Establishments with six or more workers				
Latin America											
2000	Health coverage	TOTAL	52.1	70.8	88.8	31.5	79.7	22.0	46.0	15.5	27.5
		Men	52.2	67.6	86.9	27.3	79.2	22.4	44.7	16.0	37.1
		Women	52.0	76.4	90.5	41.8	80.7	20.9	49.9	14.3	27.1
2005		TOTAL	56.8	73.3	90.6	38.2	80.6	30.6	53.3	23.7	30.8
		Men	56.8	70.4	89.7	33.8	80.1	29.4	51.6	22.8	37.1
		Women	57.0	78.1	91.4	47.9	81.4	32.7	56.8	25.1	30.9
2006		TOTAL	58.3	74.4	91.4	39.5	81.4	32.1	54.1	25.0	31.9
		Men	58.3	71.6	90.6	35.3	80.8	30.9	52.1	24.0	38.9
		Women	58.4	78.8	92.1	48.2	82.5	34.1	58.4	26.4	32.2
2007		TOTAL	57.8	75.1	91.9	39.5	82.3	27.8	49.1	21.6	31.6
		Men	57.6	72.0	89.9	35.1	81.4	26.8	46.7	21.1	40.6
		Women	58.2	79.9	93.8	48.2	83.7	28.9	54.2	22.1	32.1
2008		TOTAL	58.4	75.6	93.4	39.2	82.5	27.5	47.5	20.8	30.9
		Men	58.6	73.2	92.3	35.3	82.4	26.5	45.6	20.2	37.6
		Women	58.1	79.3	94.3	46.6	82.6	28.7	50.9	21.6	31.6
2000	Pension coverage	TOTAL	50.1	67.6	86.1	28.4	76.2	22.8	43.6	16.4	23.3
		Men	50.3	64.6	83.9	24.4	75.9	22.8	42.8	16.6	35.1
		Women	50.2	73.2	88.4	38.8	77.0	23.6	46.8	16.5	23.4
2005		TOTAL	49.7	68.0	87.8	29.6	75.9	21.0	38.5	15.5	22.0
		Men	50.0	65.1	86.6	25.7	75.4	20.7	37.7	15.5	31.8
		Women	49.4	72.7	88.9	38.4	76.6	21.5	39.6	15.7	21.8
2006		TOTAL	51.0	69.1	88.4	30.5	76.9	21.6	39.2	16.0	22.7
		Men	51.5	66.5	87.1	26.8	76.6	21.5	38.2	16.2	33.2
		Women	50.3	73.1	89.5	38.2	77.4	21.7	41.1	15.8	22.6
2007		TOTAL	51.9	69.8	88.3	31.5	78.1	23.4	42.1	17.8	23.7
		Men	52.2	66.9	86.2	27.7	77.3	23.2	40.8	18.1	34.8
		Women	51.6	74.3	90.3	39.1	79.3	23.7	44.4	17.5	23.7
2008		TOTAL	52.8	70.9	90.2	31.2	78.6	24.0	41.0	18.2	24.0
		Men	53.3	68.4	88.7	27.7	78.3	23.6	40.1	18.0	35.9
		Women	52.1	74.7	91.4	38.1	79.0	24.8	42.2	18.5	24.0
2000	Health and/or pension coverage	TOTAL	54.5	71.5	90.4	32.9	79.8	28.4	48.8	21.7	30.8
		Men	54.3	68.2	88.8	28.5	79.2	27.7	47.4	21.4	40.7
		Women	55.1	77.3	91.8	43.8	81.2	30.0	53.0	22.4	30.6
2005		TOTAL	59.2	74.0	91.4	39.6	81.0	36.9	55.7	30.0	34.1
		Men	58.7	70.9	90.6	34.9	80.3	34.5	54.0	28.0	40.3
		Women	59.9	78.9	92.0	50.1	82.1	41.2	59.1	32.9	34.2
2006		TOTAL	60.7	75.1	92.1	41.0	81.9	38.5	56.6	31.4	35.2
		Men	60.3	72.1	91.1	36.4	81.2	36.3	54.7	29.7	43.1
		Women	61.3	79.8	92.9	50.4	83.2	42.3	60.4	34.1	35.5
2007		TOTAL	61.4	77.1	92.7	40.9	85.1	35.1	52.3	28.8	35.4
		Men	59.7	72.5	90.8	36.2	81.5	32.9	49.9	27.3	44.7
		Women	63.6	84.2	94.5	50.2	90.5	38.6	57.0	31.0	35.8
2008		TOTAL	60.8	76.0	93.7	40.5	82.7	35.1	50.7	28.5	34.9
		Men	60.5	73.5	92.8	36.3	82.3	32.7	48.9	26.6	42.5
		Women	61.2	80.1	94.4	48.5	83.4	38.8	54.0	31.1	35.5
Argentina [a/]											
2005	Health coverage	TOTAL	62.7	71.7	81.3	45.0	79.0	51.4	74.7	44.0	30.7
		Men	61.2	68.5	87.1	38.3	77.1	45.4	73.2	37.8	27.5

(continued...)

TABLE 8 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 2000, 2005, 2006, 2007 and 2008. (Percentages)

Country, year and sex			Total	Wage and salaried workers				Non-wage workers			Domestic service
			Total	Total	Public	Private		Total	Employers	Independent and unpaid family workers	
						Establishments with a maximum of five workers	Establishments with six or more workers				
		Women	64.8	76.5	76.8	60.5	82.5	63.4	78.9	54.8	30.8
	Pension coverage	TOTAL	42.6	63.2	77.3	27.2	72.5	0.0	0.0	0.0	6.5
		Men	43.5	61.8	84.5	24.2	72.5	0.0	0.0	0.0	13.0
		Women	41.4	65.4	71.6	34.1	72.5	0.0	0.0	0.0	6.3
	Health and/or pension coverage	TOTAL	63.6	72.9	82.2	46.0	80.4	51.4	74.7	44.0	31.7
		Men	62.3	70.1	88.1	39.5	79.0	45.4	73.2	37.8	27.8
		Women	65.4	77.1	77.5	61.3	83.1	63.4	78.9	54.8	31.8
2006	Health coverage	TOTAL	66.2	75.3	88.2	47.3	81.4	54.4	75.2	47.1	35.8
		Men	64.9	72.2	90.5	42.2	79.7	48.5	73.2	41.1	35.6
		Women	67.9	80.1	86.4	57.7	84.6	66.1	80.8	57.7	35.8
	Pension coverage	TOTAL	45.4	66.2	83.8	28.3	74.2	0.0	0.0	0.0	10.6
		Men	46.4	64.5	87.8	26.3	74.0	0.0	0.0	0.0	11.2
		Women	44.1	68.7	80.7	32.3	74.7	0.0	0.0	0.0	10.6
	Health and/or pension coverage	TOTAL	67.1	76.5	88.9	48.8	82.7	54.4	75.2	47.1	37.5
		Men	66.0	73.7	91.6	43.8	81.2	48.5	73.2	41.1	36.6
		Women	68.7	80.9	86.8	58.7	85.7	66.1	80.8	57.7	37.5
Brazil [c/]											
2001	Health coverage	TOTAL	53.4	72.8	88.1	36.4	81.8	25.9	64.2	15.9	29.2
		Men	54.0	69.2	85.0	31.5	81.5	27.8	63.3	17.9	44.6
		Women	52.4	79.0	90.7	48.6	82.5	22.1	67.0	12.6	28.3
	Pension coverage	TOTAL	57.9	74.0	88.4	39.0	82.9	37.4	68.8	27.1	35.4
		Men	57.8	70.3	85.1	33.6	82.5	37.2	67.9	27.4	51.9
		Women	57.9	80.4	91.2	52.3	83.7	37.9	71.3	26.5	34.5
	Health and/or pension coverage	TOTAL	58.3	74.2	88.6	39.2	83.0	38.3	70.2	27.8	35.6
		Men	58.3	70.5	85.5	33.9	82.6	38.1	69.3	28.1	51.9
		Women	58.2	80.6	91.2	52.5	83.9	38.8	72.8	27.2	34.7
2005	Health coverage	TOTAL	55.3	74.9	89.3	39.2	83.1	25.4	63.8	15.5	29.8
		Men	56.3	71.7	86.2	34.6	82.8	27.5	63.1	17.6	40.8
		Women	54.0	80.1	91.8	49.5	83.5	21.7	65.5	12.4	29.2
	Pension coverage	TOTAL	59.9	76.1	89.5	41.9	84.0	37.5	68.2	27.6	36.4
		Men	59.9	72.7	86.2	36.7	83.7	36.8	67.6	27.3	47.3
		Women	59.8	81.6	92.1	53.7	84.7	38.5	69.9	27.9	35.8
	Health and/or pension coverage	TOTAL	60.4	76.4	89.8	42.3	84.2	38.5	69.9	28.4	36.7
		Men	60.4	73.0	86.7	37.0	83.8	37.9	69.1	28.2	47.4
		Women	60.3	81.8	92.3	54.3	84.9	39.6	71.7	28.7	36.1
2006	Health coverage	TOTAL	56.2	75.1	89.5	39.5	82.7	26.6	65.1	15.9	30.5
		Men	57.5	72.4	86.9	35.5	83.0	28.7	64.2	17.9	42.2
		Women	54.6	79.3	91.5	48.3	82.3	22.8	67.4	13.0	29.8
	Pension coverage	TOTAL	60.9	76.3	89.6	42.5	83.7	38.9	69.3	28.6	37.1
		Men	61.3	73.4	86.9	37.7	83.8	38.8	68.6	28.7	50.3
		Women	60.3	80.8	91.9	53.1	83.5	39.1	70.9	28.4	36.4
	Health and/or pension coverage	TOTAL	61.3	76.6	89.9	42.7	83.9	40.0	71.2	29.3	37.3
		Men	61.8	73.7	87.3	37.9	84.0	39.9	70.5	29.5	50.4
		Women	60.7	81.1	92.1	53.3	83.9	40.2	73.0	29.2	36.6
2007	Health coverage	TOTAL	57.9	77.0	89.8	42.9	84.5	26.2	63.7	17.0	31.2
		Men	59.4	74.6	87.0	39.1	84.6	28.5	62.7	19.4	42.6
		Women	56.1	80.8	91.9	50.9	84.3	22.2	66.5	13.4	30.6
	Pension coverage	TOTAL	62.2	78.1	90.0	45.7	85.3	37.8	67.9	28.6	37.4

(continued...)

TABLE 8 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 2000, 2005, 2006, 2007 and 2008. (Percentages)

Country, year and sex			Total	Wage and salaried workers: Total	Public	Private: Establishments with a maximum of five workers	Private: Establishments with six or more workers	Non-wage workers: Total	Employers	Independent and unpaid family workers	Domestic service
		Men	62.7	75.5	87.0	41.2	85.2	37.7	67.1	29.0	47.9
		Women	61.5	82.3	92.4	54.9	85.5	38.0	70.0	28.0	36.9
	Health and/or pension coverage	TOTAL	62.7	78.4	90.3	45.9	85.6	39.1	69.9	29.6	37.6
		Men	63.3	75.8	87.6	41.5	85.4	38.9	69.0	30.0	48.3
		Women	61.9	82.5	92.5	55.2	85.8	39.3	72.1	29.0	37.1
2008	Health coverage	TOTAL	58.8	77.7	93.9	41.9	84.2	26.0	61.0	15.9	30.8
		Men	60.3	75.4	91.2	38.2	84.8	28.0	60.3	17.9	42.7
		Women	56.9	81.2	96.1	49.5	83.2	22.7	62.9	13.1	30.1
	Pension coverage	TOTAL	63.3	78.8	94.1	44.8	85.1	38.5	65.7	28.7	38.1
		Men	63.9	76.4	91.2	40.6	85.5	37.9	65.2	28.4	50.6
		Women	62.7	82.6	96.4	53.4	84.4	39.4	66.9	29.1	37.5
	Health and/or pension coverage	TOTAL	63.8	79.0	94.3	45.1	85.3	39.5	67.5	29.4	38.3
		Men	64.3	76.6	91.5	40.9	85.7	38.9	66.8	29.1	51.7
		Women	63.0	82.8	96.4	53.8	84.6	40.6	69.2	29.9	37.6
Chile d/											
2000	Health coverage	TOTAL	88.5	93.5	97.0	85.4	94.0	79.3	81.9	73.8	90.6
		Men	86.6	92.7	96.9	82.4	93.5	72.8	81.9	68.0	89.8
		Women	91.7	95.0	97.2	90.3	95.1	92.9	81.9	83.7	90.7
	Pension coverage	TOTAL	66.7	82.7	92.0	57.6	84.7	29.5	56.7	21.6	48.4
		Men	68.6	82.7	91.8	55.6	85.1	31.4	58.7	22.9	81.5
		Women	63.8	82.8	92.3	60.9	83.8	25.5	49.7	19.3	47.9
	Health and/or pension coverage	TOTAL	89.7	94.8	97.7	86.9	95.4	80.1	82.6	74.6	91.2
		Men	88.0	94.2	97.5	84.4	95.0	73.8	82.7	69.0	89.8
		Women	92.5	95.9	98.0	91.1	96.0	93.3	82.4	84.1	91.2
2003	Health coverage	TOTAL	91.6	95.5	97.7	86.9	96.5	86.1	85.2	81.0	93.7
		Men	90.2	95.2	97.9	85.6	96.3	79.4	83.0	76.4	93.8
		Women	93.9	96.1	97.5	89.3	97.0	99.5	90.5	89.0	93.6
	Pension coverage	TOTAL	67.6	82.4	91.2	53.9	85.2	33.1	62.3	25.3	50.3
		Men	69.8	82.8	92.7	51.2	86.1	34.7	64.3	27.2	75.3
		Women	64.1	81.8	89.5	58.6	83.4	29.8	57.2	21.9	49.8
	Health and/or pension coverage	TOTAL	93.1	96.6	98.5	88.4	97.5	88.1	88.4	82.7	95.2
		Men	91.8	96.2	98.4	87.0	97.3	81.9	86.9	78.6	95.2
		Women	95.2	97.2	98.6	90.9	98.0	100.4	92.1	89.7	95.2
2006	Health coverage	TOTAL	91.6	94.5	96.2	90.0	94.9	87.3	86.6	83.9	93.5
		Men	90.0	93.8	96.3	87.8	94.2	82.0	84.9	79.6	84.4
		Women	94.0	95.8	96.0	93.3	96.2	96.1	90.8	90.3	93.7
	Pension coverage	TOTAL	66.5	82.8	90.5	56.4	85.1	26.7	53.4	21.7	42.6
		Men	69.4	83.2	90.9	56.3	85.7	29.3	56.6	23.9	64.6
		Women	62.2	81.9	90.1	56.5	83.9	22.3	45.9	18.3	42.3
	Health and/or pension coverage	TOTAL	93.9	96.8	98.5	92.1	97.2	89.0	89.1	85.3	95.0
		Men	92.6	96.3	98.4	90.3	96.7	84.1	87.7	81.5	88.4
		Women	95.7	97.8	98.6	94.8	98.1	97.0	92.7	91.0	95.1
Colombia e/											
2000	Health coverage	TOTAL	47.4	69.4	94.7	31.5	79.5	21.0	48.8	15.3	31.2
		Men	47.0	65.8	95.8	28.8	77.5	23.2	47.5	17.4	38.1
		Women	47.9	74.2	93.7	36.5	82.0	17.6	52.4	12.5	30.8
	Pension coverage	TOTAL	34.3	54.7	85.2	17.4	63.4	10.1	28.4	6.5	14.6

(continued...)

TABLE 8 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 2000, 2005, 2006, 2007 and 2008. (Percentages)

Country, year and sex				Wage and salaried workers				Non-wage workers			Domestic service
			Total	Total	Public	Private		Total	Employers	Independent and unpaid family workers	
						Establishments with a maximum of five workers	Establishments with six or more workers				
		Men	33.3	50.6	84.6	15.1	60.9	11.2	27.6	7.3	18.5
		Women	35.6	60.2	85.7	21.5	66.7	8.4	30.6	5.4	14.4
	Health and/or pension coverage	TOTAL	47.8	69.7	95.0	32.0	79.8	21.5	49.3	15.8	31.6
		Men	47.4	66.2	96.0	29.2	77.9	23.7	48.0	17.8	38.1
		Women	48.2	74.5	94.0	37.0	82.2	18.2	52.8	13.0	31.2
2005	Health coverage	TOTAL	79.7	86.9	99.8	68.7	90.9	78.7	82.7	71.5	72.3
		Men	77.4	84.5	99.7	64.9	89.8	72.8	81.7	67.9	67.1
		Women	82.6	90.3	100.0	75.8	92.6	88.1	85.6	76.3	72.5
	Pension coverage	TOTAL	33.4	59.2	97.7	13.3	68.0	8.9	18.0	6.9	13.4
		Men	32.5	54.9	96.6	10.9	65.2	9.2	18.3	7.2	20.5
		Women	34.5	65.4	98.9	17.7	72.0	8.5	17.2	6.6	13.1
	Health and/or pension coverage	TOTAL	79.8	87.0	99.8	68.9	91.1	78.8	82.9	71.6	72.4
		Men	77.5	84.6	99.7	65.1	89.9	73.0	81.9	68.1	67.1
		Women	82.7	90.5	100.0	75.8	92.7	88.2	85.6	76.4	72.6
2006	Health coverage	TOTAL	82.3	88.7	99.8	73.7	92.5	82.2	83.8	75.2	72.7
		Men	80.4	86.7	99.8	70.4	91.3	76.6	82.1	72.2	67.9
		Women	84.5	91.6	99.8	79.0	94.2	90.9	88.2	79.1	72.9
	Pension coverage	TOTAL	33.4	59.1	94.8	15.1	69.5	8.4	19.2	6.2	12.3
		Men	33.0	55.9	94.5	13.3	67.5	8.8	18.7	6.6	21.2
		Women	33.9	63.6	95.1	18.0	72.4	7.9	20.5	5.8	11.8
	Health and/or pension coverage	TOTAL	82.4	88.9	99.8	73.8	92.7	82.4	84.0	75.4	72.7
		Men	80.6	86.8	99.9	70.5	91.5	76.8	82.3	72.5	67.9
		Women	84.6	91.8	99.8	79.1	94.4	91.0	88.6	79.1	73.0
2007	Health coverage	TOTAL	89.4	93.2	106.7	80.4	96.0	91.5	92.2	84.2	88.0
		Men	84.5	87.8	101.3	75.2	91.4	84.3	90.0	79.3	75.0
		Women	95.9	101.0	112.2	89.5	102.7	102.7	97.2	91.0	88.3
	Pension coverage	TOTAL	37.3	62.4	96.3	16.6	76.0	10.1	19.6	8.2	14.1
		Men	36.0	57.5	92.6	14.9	71.8	10.8	20.8	9.0	34.1
		Women	39.0	69.5	100.1	19.5	82.0	8.9	17.1	7.2	13.6
	Health and/or pension coverage	TOTAL	89.5	93.2	106.7	80.5	96.1	91.7	92.6	84.4	88.2
		Men	84.6	87.9	101.3	75.3	91.5	84.5	90.5	79.5	75.0
		Women	96.0	101.1	112.2	89.6	102.8	102.9	97.2	91.2	88.5
2008	Health coverage	TOTAL	86.0	92.0	98.9	79.8	95.0	86.2	87.7	79.8	82.5
		Men	84.0	90.6	98.9	77.5	94.0	80.8	87.5	76.4	67.8
		Women	88.7	94.1	99.0	83.4	96.4	94.4	88.3	84.4	82.9
	Pension coverage	TOTAL	38.9	67.9	91.9	20.0	79.9	13.9	25.4	11.7	15.3
		Men	39.2	65.4	91.1	18.1	78.3	14.6	26.9	12.3	40.8
		Women	38.5	71.3	92.7	23.0	82.3	12.8	21.2	10.8	14.5
	Health and/or pension coverage	TOTAL	86.2	92.3	99.1	80.0	95.2	86.3	87.8	79.9	82.6
		Men	84.1	90.8	99.1	77.7	94.2	80.9	87.6	76.5	67.8
		Women	88.8	94.3	99.1	83.7	96.6	94.5	88.3	84.5	83.1
Costa Rica											
2000	Health and/or pension coverage	TOTAL	81.0	87.2	98.5	65.4	89.0	68.5	71.2	64.2	71.9
		Men	77.6	84.3	98.1	57.8	87.7	61.9	69.9	57.6	64.8
		Women	86.7	92.2	98.9	79.4	92.1	84.3	76.0	77.3	72.3
2005	Health and/or pension coverage	TOTAL	79.5	86.0	99.5	57.9	89.4	68.5	70.8	63.3	64.7
		Men	75.9	82.1	99.3	48.9	87.2	61.4	70.1	54.8	62.9
		Women	85.2	93.0	99.7	75.3	94.8	81.6	73.0	75.3	64.8

(continued...)

TABLE 8 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 2000, 2005, 2006, 2007 and 2008. (Percentages)

Country, year and sex			Total	Wage and salaried workers: Total	Public	Private: Establishments with a maximum of five workers	Private: Establishments with six or more workers	Non-wage workers: Total	Employers	Independent and unpaid family workers	Domestic service
2006	Health and/or pension coverage	TOTAL	79.6	87.5	99.6	59.8	90.4	66.4	69.6	59.7	67.3
		Men	76.6	84.6	99.3	51.3	89.4	59.8	68.1	52.5	59.9
		Women	84.2	92.3	99.8	75.1	92.6	79.2	74.4	70.4	67.8
2007	Health and/or pension coverage	TOTAL	82.0	88.7	99.5	66.8	90.7	68.5	72.1	63.3	69.1
		Men	79.1	86.5	99.8	58.3	89.8	61.3	69.2	55.3	69.8
		Women	86.4	92.1	99.3	79.0	92.5	83.3	81.5	76.2	69.1
2008	Health and/or pension coverage	TOTAL	83.1	89.6	99.6	69.2	91.3	70.5	70.2	66.2	72.0
		Men	80.3	86.7	99.6	61.0	89.7	64.3	70.8	59.1	86.6
		Women	87.0	93.9	99.6	81.6	94.4	81.3	68.4	75.5	71.6
Ecuador f/											
2000	Health and/or pension coverage	TOTAL	28.5	42.5	80.1	12.8	43.7	12.5	22.6	9.2	16.9
		Men	27.4	37.8	80.6	10.6	40.0	12.5	20.8	9.8	29.8
		Women	30.2	52.2	79.6	18.9	51.6	12.6	29.2	8.3	15.5
2005	Health and/or pension coverage	TOTAL	29.3	45.4	93.3	13.7	46.9	10.7	18.0	7.5	13.3
		Men	29.2	41.2	94.5	11.2	44.0	11.0	17.9	8.1	16.1
		Women	29.4	54.0	91.8	20.2	53.0	10.3	18.2	6.9	13.0
2006	Health and/or pension coverage	TOTAL	27.7	43.0	84.2	10.1	48.0	9.7	17.1	6.3	14.7
		Men	26.8	37.6	78.5	8.4	44.9	9.7	18.3	6.0	19.9
		Women	29.0	54.2	91.1	15.0	54.6	9.7	14.2	6.6	14.4
2007	Health and/or pension coverage	TOTAL	33.6	48.7	92.5	12.3	52.6	17.5	27.0	12.3	25.1
		Men	32.7	43.9	93.7	9.7	48.1	16.1	27.0	11.3	32.3
		Women	34.8	58.2	91.0	18.6	62.0	19.3	27.1	13.3	24.8
2008	Health and/or pension coverage	TOTAL	34.8	48.4	82.7	15.3	53.0	20.4	31.4	14.5	25.4
		Men	33.8	43.8	87.1	11.7	48.0	18.6	31.1	12.9	23.3
		Women	36.1	57.4	77.1	24.1	63.6	22.7	32.4	16.1	25.5
El Salvador g/											
2000	Health coverage	TOTAL	44.1	63.9	91.9	15.8	73.9	20.1	32.1	14.9	7.6
		Men	44.5	57.3	90.5	12.5	68.6	17.8	31.0	10.4	11.8
		Women	43.8	74.8	93.6	24.3	82.4	21.9	35.0	17.6	7.3
	Health and/or pension coverage	TOTAL	45.5	66.0	94.5	17.2	76.1	20.5	32.7	15.2	7.6
		Men	45.8	59.1	93.0	13.2	70.5	18.2	31.9	10.7	11.8
		Women	45.2	77.6	96.3	27.5	85.0	22.2	35.0	17.9	7.3
2005	Health coverage	TOTAL	41.9	58.9	94.2	15.6	65.4	18.4	27.9	13.1	9.9
		Men	41.5	51.2	92.7	10.7	59.6	16.8	26.2	10.7	38.3
		Women	42.4	71.4	95.8	28.1	74.5	19.6	31.7	14.7	6.9
	Health and/or pension coverage	TOTAL	42.9	60.4	95.7	16.7	67.0	18.7	28.7	13.3	9.9
		Men	42.8	52.9	94.1	11.9	61.6	17.2	27.2	10.9	38.3
		Women	43.0	72.6	97.4	28.8	75.6	20.0	31.8	15.0	6.9
2006	Health coverage	TOTAL	43.5	62.2	93.3	14.5	74.8	20.2	34.0	13.8	9.8
		Men	43.1	54.4	92.7	8.0	68.9	18.4	34.2	9.8	24.8
		Women	43.9	74.5	93.9	29.1	83.6	21.6	33.7	16.1	8.5
	Health and/or pension coverage	TOTAL	44.6	64.0	94.9	15.4	77.0	20.8	35.5	14.1	9.8
		Men	44.3	55.9	94.1	8.8	70.9	19.2	36.2	10.1	24.8
		Women	45.0	76.6	95.7	30.4	86.1	22.1	34.0	16.5	8.5
2007	Health coverage	TOTAL	43.9	62.3	95.5	15.9	72.6	19.4	33.0	14.1	12.7
		Men	44.2	56.0	95.3	11.0	67.6	17.2	33.2	10.4	31.0
		Women	43.6	72.7	95.8	26.5	80.7	21.2	32.6	16.3	10.7

(continued...)

TABLE 8 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 2000, 2005, 2006, 2007 and 2008. (Percentages)

Country, year and sex			Total	Wage and salaried workers				Non-wage workers			Domestic service
			Total	Total	Public	Private		Total	Employers	Independent and unpaid family workers	
						Establishments with a maximum of five workers	Establishments with six or more workers				
	Health and/or pension coverage	TOTAL	44.7	63.3	96.2	16.2	74.0	20.0	33.2	14.6	12.7
		Men	45.0	57.0	95.9	11.4	69.0	17.7	33.2	11.0	31.0
		Women	44.3	73.7	96.5	26.8	82.1	21.7	33.3	16.8	10.7
2008	Health and/or pension coverage	TOTAL	42.0	64.3	96.3	13.4	77.0	12.6	25.6	8.6	8.1
		Men	43.5	58.1	95.3	10.3	72.9	11.5	25.4	6.0	18.3
		Women	40.3	74.8	97.3	21.4	83.7	13.4	26.0	10.3	7.0
Mexico [h/]											
2000	Health coverage	TOTAL	48.9	68.3	85.5	14.4	78.9	0.6	2.1	0.1	12.3
		Men	48.0	65.6	84.9	11.8	78.6	0.7	2.2	0.1	17.5
		Women	50.4	73.5	86.1	22.2	79.4	0.4	1.2	0.2	11.4
	Pension coverage	TOTAL	44.9	63.4	81.3	11.1	73.2	0.4	1.3	0.1	2.1
		Men	44.2	60.5	79.8	8.9	72.8	0.4	1.4	0.1	8.5
		Women	46.1	68.7	83.1	17.6	73.9	0.2	0.5	0.1	1.0
	Health and/or pension coverage	TOTAL	49.7	69.5	90.9	14.5	79.0	0.6	2.1	0.1	12.3
		Men	48.9	66.8	91.1	11.8	78.8	0.7	2.2	0.1	17.5
		Women	51.3	74.8	90.8	22.3	79.6	0.4	1.2	0.2	11.4
2005	Health coverage	TOTAL	47.8	68.3	93.7	17.8	76.8	2.7	7.0	1.3	7.8
		Men	48.2	65.7	93.9	15.0	77.0	2.9	6.9	1.3	18.6
		Women	47.4	72.9	93.4	24.7	76.5	2.3	7.7	1.2	6.6
	Pension coverage	TOTAL	42.4	61.2	84.2	13.8	69.4	1.9	1.0	1.7	1.9
		Men	42.7	58.5	83.5	11.2	69.4	2.4	1.2	2.6	13.8
		Women	41.9	65.9	84.9	20.4	69.4	0.8	0.1	0.7	0.7
	Health and/or pension coverage	TOTAL	49.1	69.4	94.4	18.8	78.1	4.6	8.0	3.0	8.0
		Men	49.6	66.8	94.6	16.0	78.2	5.4	8.1	3.9	20.5
		Women	48.3	74.0	94.1	25.6	78.0	3.1	7.8	1.9	6.7
2006	Health coverage	TOTAL	47.5	67.6	93.0	16.8	76.8	2.4	5.8	1.1	6.2
		Men	47.7	64.7	93.4	14.0	75.8	2.7	6.0	1.3	14.7
		Women	47.2	72.5	92.6	23.1	78.5	1.7	4.6	0.9	5.5
	Pension coverage	TOTAL	43.0	61.6	84.3	13.6	70.8	1.9	1.3	1.7	1.2
		Men	43.3	58.9	83.2	10.8	70.3	2.5	1.5	2.6	7.1
		Women	42.6	66.3	85.5	19.5	71.9	0.8	0.5	0.6	0.7
	Health and/or pension coverage	TOTAL	48.7	68.7	93.8	18.0	78.0	4.2	7.0	2.8	6.6
		Men	49.2	65.9	94.2	15.1	77.2	5.2	7.5	3.8	17.1
		Women	48.0	73.5	93.5	24.1	79.5	2.5	5.0	1.6	5.6
2007	Health coverage	TOTAL	48.2	69.2	92.7	18.6	78.5	0.2	0.4	0.2	8.1
		Men	48.4	66.4	93.3	15.6	78.1	0.2	0.4	0.1	24.2
		Women	48.0	73.7	92.1	25.4	79.3	0.4	0.3	0.3	6.5
	Pension coverage	TOTAL	42.9	61.6	83.6	13.8	70.5	2.0	1.1	1.9	1.6
		Men	43.3	58.9	83.8	11.2	70.0	2.5	1.0	2.8	12.4
		Women	42.4	65.9	83.3	19.9	71.3	1.0	1.3	0.7	0.6
	Health and/or pension coverage	TOTAL	53.9	76.8	93.7	19.7	90.8	2.2	1.5	2.1	8.6
		Men	49.9	67.5	94.3	16.8	79.2	2.7	1.4	2.9	28.9
		Women	59.7	92.0	93.1	26.3	110.7	1.4	1.6	1.0	6.6
2008	Health coverage	TOTAL	47.6	68.5	92.5	16.8	78.7	0.2	0.3	0.2	6.7
		Men	48.3	66.2	93.8	14.4	78.3	0.2	0.4	0.1	15.8
		Women	46.7	72.2	91.1	21.8	79.5	0.3	0.2	0.2	5.9
	Pension coverage	TOTAL	42.2	60.7	83.5	12.4	70.1	1.9	1.0	1.8	1.7
		Men	42.9	58.4	84.3	10.4	69.4	2.3	0.9	2.6	7.2

(continued...)

TABLE 8 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 2000, 2005, 2006, 2007 and 2008. (Percentages)

Country, year and sex			Total	Wage and salaried workers				Non-wage workers			Domestic service
			Total	Total	Public	Private		Total	Employers	Independent and unpaid family workers	
						Establishments with a maximum of five workers	Establishments with six or more workers				
		Women	41.3	64.4	82.6	16.5	71.3	1.1	1.3	0.8	1.3
	Health and/or pension coverage	TOTAL	48.9	69.6	93.3	17.8	80.1	2.1	1.3	1.9	6.9
		Men	49.7	67.4	94.5	15.5	79.6	2.5	1.3	2.7	17.7
		Women	47.6	73.3	92.0	22.5	80.8	1.4	1.5	1.1	6.0
Panama b/											
2005	Health and/or pension coverage	TOTAL	63.9	81.8	98.7	33.3	83.0	28.2	43.7	23.9	34.9
		Men	60.4	77.9	98.6	25.7	80.8	22.4	41.0	18.2	48.6
		Women	69.0	87.9	98.7	50.0	87.0	42.1	54.4	35.0	33.4
2006	Health and/or pension coverage	TOTAL	64.4	82.7	98.1	38.3	83.8	27.3	42.6	23.2	32.5
		Men	61.6	79.0	97.3	33.4	81.3	21.3	39.5	17.0	44.2
		Women	68.5	88.7	99.0	48.9	88.6	40.6	55.1	34.8	31.6
2007	Health and/or pension coverage	TOTAL	67.3	84.1	98.6	33.1	87.2	28.6	42.0	25.1	37.3
		Men	64.6	81.2	98.1	28.3	85.4	22.8	39.5	18.9	41.1
		Women	71.2	88.5	99.1	42.0	90.5	40.8	50.8	36.4	36.9
2008	Health and/or pension coverage	TOTAL	68.9	84.3	97.6	35.5	85.8	33.7	46.6	29.3	37.9
		Men	66.5	81.3	97.6	29.6	84.2	26.4	43.5	21.5	43.4
		Women	72.2	89.0	97.6	49.3	88.8	47.0	56.1	41.6	37.4
Paraguay i/											
2000-01	Health coverage	TOTAL	29.9	44.6	75.6	15.1	48.6	20.3	33.5	14.1	6.3
		Men	28.6	38.1	75.1	10.0	44.0	16.4	27.8	10.0	14.6
		Women	31.5	57.7	76.0	29.0	59.5	25.3	50.9	18.1	5.5
	Pension coverage	TOTAL	19.2	38.2	79.7	6.2	38.7	0.7	3.4	0.0	0.5
		Men	19.9	33.0	78.8	5.6	35.6	0.9	3.2	0.0	3.8
		Women	18.2	48.5	80.6	7.7	46.0	0.5	3.8	0.0	0.2
	Health and/or pension coverage	TOTAL	31.6	48.0	86.5	15.3	50.3	20.4	33.8	14.1	6.3
		Men	30.1	40.4	86.6	10.2	44.8	16.5	28.0	10.0	14.6
		Women	33.5	62.9	86.5	29.0	63.4	25.4	51.5	18.1	5.5
2005	Health coverage	TOTAL	32.1	45.9	82.3	14.4	48.0	23.1	35.3	17.8	8.1
		Men	29.4	38.7	81.3	11.6	43.2	15.6	29.8	10.1	18.2
		Women	35.5	60.3	83.3	24.3	57.7	32.8	52.6	25.7	7.3
	Pension coverage	TOTAL	19.6	37.4	82.9	5.8	34.1	1.1	3.1	0.6	2.0
		Men	19.7	31.3	82.5	4.7	31.6	1.2	3.1	0.5	10.9
		Women	19.4	49.5	83.4	9.4	39.3	1.0	3.4	0.6	1.3
	Health and/or pension coverage	TOTAL	33.3	48.2	89.0	14.7	49.1	23.2	35.8	17.8	8.1
		Men	30.6	40.6	87.8	11.9	44.5	15.7	30.0	10.1	18.2
		Women	36.6	63.3	90.3	24.6	58.5	32.9	53.5	25.7	7.3
2006	Health coverage	TOTAL	26.9	40.2	73.8	15.6	41.8	15.6	24.5	11.6	5.2
		Men	25.0	34.1	73.0	10.8	38.4	11.4	17.8	8.5	0.0
		Women	29.5	53.1	74.7	29.7	50.1	21.7	47.2	15.1	5.6
	Pension coverage	TOTAL	17.2	32.1	78.0	6.9	27.4	1.1	5.2	0.2	0.0
		Men	17.1	27.3	75.4	5.6	26.6	0.8	2.9	0.2	0.0
		Women	17.4	42.1	80.8	10.6	29.3	1.6	13.0	0.3	0.0
	Health and/or pension coverage	TOTAL	28.6	43.4	84.4	16.1	43.3	15.6	24.8	11.6	5.2
		Men	26.2	36.1	82.1	11.0	39.2	11.5	18.1	8.5	0.0
		Women	31.8	58.8	86.8	31.0	53.1	21.7	47.2	15.1	5.6
2007	Health coverage	TOTAL	32.4	44.6	75.2	18.9	47.3	23.1	33.0	18.6	8.5
		Men	30.1	38.7	74.0	14.3	43.3	16.0	25.9	11.9	13.5

(continued...)

TABLE 8 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 2000, 2005, 2006, 2007 and 2008. (Percentages)

Country, year and sex			Total	Wage and salaried workers				Non-wage workers			Domestic service
				Total	Public	Private		Total	Employers	Independent and unpaid family workers	
						Establishments with a maximum of five workers	Establishments with six or more workers				
		Women	35.6	57.1	76.4	31.4	57.4	32.4	52.9	25.7	8.0
	Pension coverage	TOTAL	21.1	37.8	82.2	8.5	36.2	2.3	7.0	1.2	2.1
		Men	22.5	34.1	83.0	7.6	35.5	2.4	6.0	1.2	10.5
		Women	19.3	45.7	81.3	11.2	38.0	2.3	10.0	1.1	1.3
	Health and/or pension coverage	TOTAL	34.0	47.5	86.3	18.9	48.2	23.3	33.8	18.7	8.5
		Men	31.8	41.3	86.2	14.4	44.4	16.3	27.0	11.9	13.5
		Women	37.0	60.5	86.4	31.4	57.6	32.5	52.9	25.7	8.0
2008	Health coverage	TOTAL	33.6	44.9	75.3	15.2	48.1	24.5	30.9	19.5	9.7
		Men	31.7	39.1	72.2	11.3	44.7	17.7	24.5	13.2	14.7
		Women	36.3	57.9	79.0	26.9	57.6	33.4	56.8	25.7	9.3
	Pension coverage	TOTAL	21.7	38.7	80.1	6.3	37.6	1.4	4.2	0.6	0.6
		Men	23.2	34.5	78.5	5.2	36.7	1.5	4.2	0.4	4.4
		Women	19.5	47.9	81.9	9.4	40.1	1.2	4.4	0.7	0.3
	Health and/or pension coverage	TOTAL	35.0	47.4	84.6	15.2	48.4	24.9	31.6	19.9	9.9
		Men	33.2	41.4	82.9	11.3	45.1	18.0	25.1	13.4	14.7
		Women	37.6	60.7	86.5	26.9	57.6	34.1	57.8	26.2	9.5
Peru [j/]											
2000	Health coverage	TOTAL	35.7	52.4	90.0	13.7	60.1	22.0	29.6	18.0	16.8
		Men	36.4	50.0	87.2	9.0	60.6	19.7	30.3	16.0	14.6
		Women	34.8	57.0	93.6	23.6	59.0	24.9	27.6	20.1	16.9
	Pension coverage	TOTAL	27.0	47.2	82.4	8.2	55.5	8.2	16.7	6.0	5.0
		Men	31.1	47.2	81.7	5.7	58.6	10.4	18.0	8.1	0.0
		Women	21.7	47.1	83.4	13.5	49.3	5.2	13.1	3.8	5.3
	Health and/or pension coverage	TOTAL	36.6	53.8	90.9	14.7	61.7	22.7	31.1	18.5	16.8
		Men	37.6	51.5	88.9	10.4	62.1	20.7	31.1	16.9	14.6
		Women	35.3	58.0	93.6	23.6	60.7	25.2	31.0	20.1	16.9
2005	Health coverage	TOTAL	32.5	47.7	85.4	9.8	54.3	16.5	28.7	12.9	10.6
		Men	32.8	47.2	84.2	8.1	56.1	12.6	28.3	8.7	3.7
		Women	32.2	48.5	86.6	12.8	51.0	22.4	30.1	17.8	10.9
	Pension coverage	TOTAL	27.0	45.1	84.0	6.5	51.7	6.2	15.9	4.1	2.8
		Men	29.5	45.2	84.1	6.3	53.8	7.3	17.0	4.9	0.0
		Women	23.5	45.0	83.9	6.9	48.1	4.4	12.2	3.0	3.0
	Health and/or pension coverage	TOTAL	33.0	48.3	86.1	10.5	54.9	16.8	28.7	13.2	10.6
		Men	33.1	47.6	85.7	8.6	56.3	12.9	28.3	9.0	3.7
		Women	32.9	49.7	86.6	14.2	52.4	22.8	30.1	18.2	10.9
2006	Health coverage	TOTAL	39.3	57.1	90.7	15.3	64.2	19.4	32.1	15.7	16.7
		Men	38.5	55.2	91.1	9.4	64.2	14.1	29.2	10.5	32.2
		Women	40.4	60.5	90.2	25.7	64.3	27.3	41.6	22.0	15.7
	Pension coverage	TOTAL	33.4	53.9	87.6	8.7	62.3	8.6	19.8	6.3	10.0
		Men	36.1	54.0	88.5	6.1	64.1	9.6	18.1	7.4	32.2
		Women	29.6	53.9	86.4	13.2	59.1	7.2	25.3	4.9	8.6
	Health and/or pension coverage	TOTAL	40.7	58.5	91.6	16.2	65.9	21.1	33.1	17.2	17.3
		Men	40.3	56.7	91.9	10.7	66.0	16.3	30.5	12.7	32.2
		Women	41.3	61.5	91.2	25.7	65.7	28.2	41.6	22.8	16.4
2007	Health coverage	TOTAL	36.4	51.8	81.5	14.0	58.1	19.2	27.3	16.4	17.5
		Men	35.9	50.9	81.2	11.2	58.1	14.8	24.4	11.9	28.8
		Women	37.0	53.2	82.1	18.7	58.1	25.7	38.4	22.0	17.0
	Pension coverage	TOTAL	29.3	47.3	76.7	6.4	54.8	8.1	17.4	6.0	8.1

(continued...)

TABLE 8 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 2000, 2005, 2006, 2007 and 2008. (Percentages)

Country, year and sex			Total	Wage and salaried workers				Non-wage workers			Domestic service
			Total	Total	Public	Private		Total	Employers	Independent and unpaid family workers	
						Establishments with a maximum of five workers	Establishments with six or more workers				
		Men	32.0	48.0	77.1	6.0	56.2	9.4	16.9	7.2	16.0
		Women	25.4	46.0	76.1	7.0	52.3	6.2	19.2	4.6	7.8
	Health and/or pension coverage	TOTAL	37.0	52.4	81.6	14.3	59.0	20.0	27.7	17.2	18.2
		Men	36.9	51.9	81.3	11.7	59.4	15.8	24.9	12.9	28.8
		Women	37.3	53.3	82.1	18.7	58.3	26.3	38.4	22.6	17.7
2008	Health coverage	TOTAL	42.2	56.8	84.4	20.6	62.8	24.5	30.5	20.9	21.3
		Men	40.9	55.4	86.3	17.4	62.5	17.8	29.5	13.9	25.1
		Women	43.8	58.9	82.3	26.1	63.3	33.8	32.9	29.4	21.0
	Pension coverage	TOTAL	31.4	50.7	78.9	8.8	58.7	5.5	9.4	4.3	4.5
		Men	34.7	51.4	81.8	8.8	60.2	7.2	11.1	5.8	20.4
		Women	27.1	49.6	75.8	8.8	55.9	3.1	5.3	2.4	3.7
	Health and/or pension coverage	TOTAL	42.7	57.2	84.6	21.5	63.1	25.2	31.1	21.6	21.5
		Men	41.6	56.0	86.7	18.5	62.9	18.8	30.3	14.9	25.1
		Women	44.1	59.2	82.3	26.6	63.5	34.2	32.9	29.8	21.3
Uruguay											
2001	Health coverage	TOTAL	96.2	97.8	98.4	95.5	98.2	92.3	95.6	91.8	96.4
		Men	95.6	97.7	99.0	94.9	98.0	91.2	95.3	90.3	97.8
		Women	96.9	98.1	97.8	96.7	98.6	94.6	96.7	94.3	96.3
	Pension coverage	TOTAL	65.0	83.3	98.5	48.3	86.0	34.7	85.6	25.6	33.4
		Men	65.6	80.5	99.1	43.0	84.4	35.0	84.6	24.2	64.9
		Women	64.3	87.6	97.7	59.8	88.4	34.1	89.0	27.9	31.1
	Health and/or pension coverage	TOTAL	96.9	98.5	99.9	95.9	98.5	93.6	98.0	92.8	96.6
		Men	96.3	98.2	100.0	95.2	98.3	92.6	97.9	91.4	97.8
		Women	97.7	99.0	99.9	97.4	98.9	95.4	98.4	95.1	96.5
2005	Health coverage	TOTAL	96.1	97.7	98.5	94.7	98.2	92.6	96.0	92.0	96.4
		Men	95.2	97.0	98.1	94.0	97.6	91.6	95.6	90.7	93.7
		Women	97.2	98.6	99.0	96.2	99.0	94.4	97.1	94.0	96.6
	Pension coverage	TOTAL	61.9	80.3	98.6	41.5	83.1	31.8	84.8	22.8	28.8
		Men	62.2	76.9	98.4	36.9	81.7	33.1	84.1	22.5	56.7
		Women	61.6	85.0	98.9	51.2	85.2	29.6	87.1	23.3	26.5
	Health and/or pension coverage	TOTAL	96.6	98.2	99.9	94.9	98.3	93.4	98.3	92.5	96.5
		Men	95.8	97.6	99.9	94.2	97.8	92.5	98.2	91.3	93.7
		Women	97.6	99.0	100.0	96.3	99.1	94.9	98.7	94.5	96.8
2006	Health coverage	TOTAL	95.9	97.6	98.9	94.3	98.1	91.8	95.6	91.2	96.5
		Men	95.1	97.2	98.9	93.5	97.9	90.3	94.9	89.3	96.6
		Women	96.9	98.2	99.0	95.9	98.5	94.2	97.6	93.8	96.4
	Pension coverage	TOTAL	64.7	82.6	98.5	46.6	86.9	32.6	84.4	23.4	39.6
		Men	65.2	79.6	98.6	41.5	85.3	33.8	84.5	22.6	71.5
		Women	64.0	87.2	98.4	56.8	89.3	30.8	84.2	24.5	36.6
	Health and/or pension coverage	TOTAL	96.5	98.2	99.9	94.6	98.5	92.9	98.2	91.9	96.8
		Men	95.9	97.8	99.9	93.8	98.4	91.6	98.0	90.2	97.2
		Women	97.4	98.7	99.9	96.2	98.7	94.9	98.6	94.5	96.7
2007	Health coverage	TOTAL	95.7	97.7	99.2	93.2	98.2	91.1	95.0	90.3	96.4
		Men	94.5	96.9	99.1	92.0	97.6	89.1	94.5	87.8	96.5
		Women	97.1	98.7	99.4	95.8	99.0	94.0	96.2	93.7	96.4
	Pension coverage	TOTAL	65.6	83.5	98.7	45.9	87.0	32.7	84.1	23.3	41.9
		Men	66.2	80.4	98.8	40.8	85.4	34.7	84.1	23.3	71.3

(continued...)

TABLE 8 (continued)

LATIN AMERICA: URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 2000, 2005, 2006, 2007 and 2008. (Percentages)

Country, year and sex			Total	Wage and salaried workers				Non-wage workers			Domestic service
				Total	Public	Private		Total	Employers	Independent and unpaid family workers	
						Establishments with a maximum of five workers	Establishments with six or more workers				
		Women	64.9	87.9	98.6	56.2	89.3	29.8	83.9	23.3	39.0
	Health and/or pension coverage	TOTAL	96.3	98.1	99.9	93.5	98.5	92.2	97.9	91.2	96.8
		Men	95.3	97.4	99.9	92.2	98.1	90.4	97.7	88.8	97.0
		Women	97.6	99.0	100.0	96.1	99.1	94.9	98.5	94.5	96.8
2008	Health coverage	TOTAL	95.7	97.5	97.9	93.6	98.3	91.5	95.1	90.7	95.8
		Men	94.6	96.9	97.5	92.5	97.9	89.4	94.6	88.0	95.5
		Women	97.0	98.4	98.3	95.9	98.9	94.5	96.3	94.3	95.9
	Pension coverage	TOTAL	67.5	84.7	98.5	45.6	88.6	35.5	82.9	25.4	42.4
		Men	68.1	81.9	98.5	40.8	87.3	37.3	81.9	25.3	69.1
		Women	66.8	88.7	98.5	55.0	90.6	32.7	85.3	25.5	40.2
	Health and/or pension coverage	TOTAL	96.5	98.2	99.8	94.1	98.6	92.5	97.7	91.4	96.4
		Men	95.6	97.7	99.8	93.0	98.3	90.8	97.4	89.0	95.5
		Women	97.6	99.0	99.8	96.1	99.1	95.2	98.5	94.7	96.4

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

a/ 28 urban areas. Data from 2005 and 2006 correspond to the second semester.
b/ Microenterprises: establishments with a maximum of four workers.
c/ National Household Survey (PNAD) of September of each year.
d/ National Socioeconomic Survey (CASEN).
e/ Data from 2000 correspond to 10 cities and metropolitan areas; they refer to June of the National Household Survey (ENH), Stage 1; data from 2005 and 2006 correspond to the second quarter of the Regular Household Survey (ECH); beginning in 2007, data correspond to the second quarter, urban areas of municipalities of the Comprehensive Household Survey (GEIH).
f/ Data from 2000 correspond to November and those from 2005, 2006, 2007 and 2008 refer to the fourth quarter. This survey has included information on private insurance since 2005.
g/ Before 2007, the minimum working age was 10 years. Beginning in 2007, it was 16 years and older.
h/ Data from 2000 are for the third quarter of the National Urban Employment Survey(ENEU); beginning in 2005, data refer to the second quarter of the National Occupation and Employment Survey (ENOE).
i/ Data from 2000-2001 correspond to the period September 2000 to August 2001; data from 2005 to October-December; data from 2006 to November - December; data from 2007 and 2008 to October - December. Employment Survey (EPE).
j/ Metropolitan Lima. Specialized Survey on Employment conducted by the Ministry of Labour and Employment Promotion.

TABLE 9

LATIN AMERICA: REAL AVERAGE WAGES. 2000 - 2009 (Index 2000 = 100)

Country	2000	2001	2002	2003	2004	2005	2006	2007	2008	2008	2009
										To third quarter l)	
Argentina a/	100.0	98.4	79.4	85.9	104.3	114.8	129.9	145.5	167.9	...	...
Brazil											
b/	...	...	...	100.0	100.3	100.1	104.4	106.1	108.2	0.5 m/	2.7 m/
c/	100.0	101.4	99.5	95.9	103.3	105.7	107.1	110.9	115.3	3.8	3.3
Chile d/	100.0	101.6	103.6	104.6	106.5	108.5	110.6	113.7	113.5	-0.2	4.0
Colombia e/	100.0	99.7	102.8	102.1	103.8	105.4	109.5	109.2	107.1	-1.3 m/	-0.1 m/
Costa Rica f/	100.0	101	105.1	105.5	103.1	100.8	102.5	103.9	104.1	...	...
Mexico g/	100.0	106.7	108.7	110.2	110.5	110.2	111.8	112.9	115.4	1.7 m/	0.7 m/
Nicaragua f/	100.0	100.3	104.1	105.9	103.6	103.7	106.0	103.7	99.5	-6.0	6.6
Panama h/	100.0	98.8	95.8	95.3	94.5	93.4	95.3	96.2	95.4	...	...
Paraguay i/	100.0	101.4	96.3	95.4	96.6	98.0	96.1	96.1	96.9	...	...
Peru j/	100.0	99.1	103.3	104.6	106.1	105.6	105.1	103.9	105.6	0.8 n/	1.1 n/
Uruguay i/	100.0	100.0	80.5	77.8	80.1	83.7	86.8	90.4	94.3	3.3	7.7
Venezuela (Boliv. Rep. of) k/	100.0	106.9	95.1	78.4	78.6	80.7	84.8	85.8	82.2	-5.6	-5.5

Source: ILO, based on official country information.

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

TABLE 10

LATIN AMERICA: REAL MINIMUM WAGES. 2000 - 2009
(Index 2000 = 100)

Country	2000	2001	2002	2003	2004	2005	2006	2007	2008	2008 To October e/	2009 To October e/
Argentina a/	100.0	101.1	81.3	84.0	129.8	171.1	193.2	219.6	252.5	15.0	-5.5
Bolivia (Plurinat. State of) a/	100.0	110.9	118.1	117.0	112.0	106.3	111.1	110.1	108.0	-1.1	11.8
Brazil a/	100.0	109.8	114.3	117.4	121.4	128.5	145.3	154.7	160.8	3.8	8.3
Chile a/	100.0	103.8	106.8	108.3	111.3	113.4	116.3	118.4	118.3	1.7	4.4
Colombia a/	100.0	101.8	103.5	103.7	105.6	107.2	109.9	110.7	110.1	-0.5	5.6
Costa Rica a/	100.0	100.6	100.9	101.4	99.6	99.9	101.6	102.9	102.6	2.4	5.8
Dominican Republic b/	100.0	106.1	105.0	95.5	80.1	96.3	89.5	93.7	87.7	-8.8	10.0
Ecuador a/	100.0	111.5	112.8	119.5	122.2	125.9	130.0	135.1	146.6	8.2	5.5
El Salvador b/	100.0	96.0	94.2	95.7	95.0	90.7	90.2	92.3	92.3	-1.3	8.8
Guatemala b/	100.0	116.0	114.2	120.0	117.4	115.4	117.2	114.4	107.8	-4.4	6.5
Honduras b/	100.0	102.4	105.0	114.0	114.8	121.6	127.8	132.7	132.3	0.1	93.8
Mexico a/	100.0	100.5	101.3	101.2	100.8	101.3	101.6	101.6	100.5	-0.6	2.0
Nicaragua b/	100.0	102.1	105.9	109.2	113.5	118.0	126.9	129.8	133.8	0.7	14.1
Panama b/	100.0	106.7	105.7	105.8	107.3	103.9	107.3	105.4	105.6	-0.3	-1.7
Paraguay a/	100.0	103.6	103.0	105.9	102.3	104.4	106.7	103.9	101.3	-6.1	3.1
Peru a/	100.0	101.2	101.0	102.2	106.9	105.2	112.1	111.8	114.5	-2.0	0.0
Uruguay a/	100.0	98.7	88.7	77.7	77.6	132.1	153.3	159.6	176.9	18.5	1.6
Venezuela (Boliv. Rep. of) a/	100.0	100.5	96.1	85.1	97.0	108.7	116.9	124.3	119.9	3.3	-10.5
Average c/	**100.0**	**104.1**	**103.2**	**103.5**	**106.4**	**113.9**	**119.8**	**123.4**	**126.2**	**1.6**	**9.1**
d/	**100.0**	**105.2**	**105.6**	**106.7**	**113.0**	**120.8**	**131.0**	**137.7**	**142.8**	**2.8**	**4.8**

Source: ILO, based on official country information.

a/ National minimum wage.
b/ Lowest minimum manufacturing wage.
c/ Average simple.
d/ Weighted average.
e/ Accumulated percentage change December to October.

TABLE 11

LATIN AMERICA AND THE CARIBBEAN: CHANGES IN THE CONSUMER PRICE INDEX. 2000 - 2009
(Accumulated percentage change, December to December)

Country	2000	2001	2002	2003	2004	2005	2006	2007	2008	2008 To October [g]	2009 To October [g]
Latin America											
Argentina [a]	-0.7	-1.5	40.9	3.7	6.1	12.3	9.8	8.5	7.2	6.5	5.8
Bolivia (Plurinat. State of)	3.4	0.9	2.4	3.9	4.6	4.9	4.9	11.7	11.8	11.2	0.2
Brazil	6.0	7.7	12.5	9.3	7.6	5.7	3.1	4.5	5.9	5.2	3.5
Chile [b]	4.5	2.6	2.8	1.1	2.4	3.7	2.6	7.8	7.1	8.5	-0.6
Colombia	8.7	7.6	7.0	6.5	5.5	4.9	4.5	5.7	7.7	6.9	2.0
Costa Rica	10.2	11.0	9.7	9.9	13.1	14.1	9.4	10.8	13.9	13.0	3.2
Dominican Republic	9.0	4.3	10.6	42.6	28.7	7.4	5.0	8.9	4.5	9.6	4.5
Ecuador	91.0	22.4	9.3	6.1	1.9	3.1	2.9	3.3	8.8	8.7	3.4
El Salvador	4.3	1.4	2.8	2.9	4.9	4.3	4.9	4.9	5.5	6.4	-0.7
Guatemala	5.1	8.9	6.4	5.9	9.2	8.6	5.8	8.7	9.4	9.8	-0.3
Haiti	19.0	8.1	14.8	40.4	20.2	15.4	10.2	9.3	17.0	15.4	1.1
Honduras	10.1	8.8	8.1	6.8	9.2	7.7	5.3	8.9	10.8	10.9	2.8
Mexico	9.0	4.4	5.7	4.0	5.2	3.3	4.1	3.8	6.5	4.6	2.6
Nicaragua	9.9	4.7	4.0	6.6	8.9	9.6	10.2	16.2	12.7	14.2	1.2
Panama	0.7	0.0	1.6	0.2	1.4	3.6	2.0	6.5	6.5	7.7	1.7
Paraguay [c]	8.6	8.4	14.6	9.3	2.8	9.9	12.5	6.0	7.5	6.5	1.9
Peru [d]	3.7	-0.1	1.5	2.5	3.5	1.5	1.1	3.9	6.7	5.9	0.0
Uruguay [e]	5.1	3.6	25.9	10.2	7.6	4.9	6.4	8.5	9.2	8.0	5.3
Venezuela (Boliv. Rep. of) [f]	13.4	12.3	31.2	27.1	19.2	14.4	17.0	22.5	31.9	25.8	23.0
The Caribbean											
Antigua and Barbuda	…	…	2.5	1.8	2.8	2.5	0.0	5.2	2.3	…	…
Bahamas	1.0	2.9	1.9	2.4	1.9	1.2	2.3	2.8	4.6	4.9 [h]	0.9 [h]
Barbados	2.4	2.6	0.6	0.3	4.3	7.3	5.6	4.8	7.2	7.4 [i]	1.6 [i]
Belize	0.6	1.1	2.3	2.6	3.1	4.2	3.0	4.1	6.4	7.2 [j]	-1.0 [j]
Granada	3.4	-0.7	2.3	1.2	2.5	6.2	1.7	7.4	5.2	…	…
Guyana	5.8	1.5	6.0	…	…	8.2	4.2	14.1	6.4	7.8 [k]	1.8 [k]
Jamaica	6.1	8.7	7.3	14.1	13.7	12.9	5.8	16.8	16.9	17.2	8.1
Saint Kitts and Nevis	…	…	1.7	3.1	1.7	6.0	7.9	2.1	7.6	…	…
Saint Vincent and the Grenadines	0.4	5.5	-0.7	0.5	1.7	3.9	4.8	8.3	8.7	9.4	-2.2
Saint Lucia	1.4	-0.2	0.4	2.7	…	…	…	6.8	3.8	…	…
Suriname	76.2	…	…	…	…	15.8	4.7	8.3	9.4	13.5 [i]	-1.8 [i]
Trinidad and Tobago	5.6	3.2	4.3	3.0	5.6	7.2	9.1	7.6	14.5	14.1	2.4
Latin America and the Caribbean	**9.0**	**6.1**	**12.2**	**8.5**	**7.4**	**6.1**	**5.0**	**6.4**	**8.4**	**8.2 [l]**	**4.5 [l]**

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

a/ Greater Buenos Aires.
b/ Greater Santiago.
c/ Metropolitan area of Asunción.
d/ Metropolitan Lima.
e/ Montevideo.
f/ Caracas.
g/ Accumulated percentage change December to October.
h/ Accumulated percentage change December to August.
i/ Accumulated percentage change December to July.
j/ Accumulated percentage change November to August.
k/ Accumulated percentage change December to September.
l/ Estimated.

TABLE 12

LATIN AMERICA AND THE CARIBBEAN: GROSS DOMESTIC PRODUCT. 2000 - 2008 (Average annual rates).

Country	2000	2001	2002	2003	2004	2005	2006	2007	2008 a/
Latin America									
Argentina	-0.8	-4.4	-10.9	8.8	9.0	9.2	8.5	8.7	6.8
Bolivia (Plurinat. State of)	2.5	1.7	2.5	2.7	4.2	4.4	4.8	4.6	6.1
Brazil	4.3	1.3	2.7	1.1	5.7	3.2	4.0	5.7	5.1
Chile	4.5	3.4	2.2	3.9	6.0	5.6	4.6	4.7	3.2
Colombia	2.9	2.2	2.5	4.6	4.7	5.7	6.9	7.5	2.4
Costa Rica	1.8	1.1	2.9	6.4	4.3	5.9	8.8	7.8	2.6
Cuba	5.9	3.2	1.4	3.8	5.8	11.2	12.1	7.3	4.1
Dominican Republic	5.7	1.8	5.8	-0.3	1.3	9.3	10.7	8.5	5.3
Ecuador	2.8	5.3	4.2	3.6	8.0	6.0	3.9	2.5	6.5
El Salvador	2.2	1.7	2.3	2.3	1.9	3.1	4.2	4.7	2.5
Guatemala	3.6	2.3	3.9	2.5	3.2	3.3	5.4	6.3	4.0
Haiti	0.9	-1.0	-0.3	0.4	-3.5	1.8	2.3	3.4	1.3
Honduras	5.7	2.7	3.8	4.5	6.2	6.1	6.6	6.3	4.0
Mexico	6.6	0.0	0.8	1.4	4.0	3.3	5.0	3.4	1.3
Nicaragua	4.1	3.0	0.8	2.5	5.3	4.3	3.9	3.2	3.2
Panama	2.7	0.6	2.2	4.2	7.5	7.2	8.5	12.1	10.7
Paraguay	-3.3	2.1	0.0	3.8	4.1	2.9	4.3	6.8	5.8
Peru	3.0	0.2	5.0	4.0	5.1	6.7	7.7	8.9	9.8
Uruguay	-1.4	-3.4	-11.0	2.2	11.8	6.6	7.0	7.6	8.9
Venezuela (Boliv. Rep. of)	3.7	3.4	-8.9	-7.8	18.3	10.3	10.3	8.2	4.8
The Caribbean									
Antigua and Barbuda	1.5	2.0	2.5	5.2	7.0	4.2	13.3	9.1	0.2
Bahamas	3.7	-0.3	2.6	-0.9	-0.8	5.7	4.3	0.7	-1.7
Barbados	2.3	-4.6	0.7	2.0	4.8	3.9	3.2	3.4	0.2
Belize	12.3	5.0	5.1	9.3	4.6	3.0	4.7	1.2	3.8
Granada	12.0	-3.9	2.1	8.4	-6.5	12.0	-1.9	4.5	0.9
Guyana	-0.7	1.6	1.2	-0.7	1.6	-2.0	5.1	5.3	3.1
Jamaica	0.7	1.3	1.0	3.5	1.4	1.0	2.7	1.4	-0.6
Saint Kitts and Nevis	4.3	2.0	1.0	0.5	7.6	5.6	5.5	2.0	4.6
San Vicente and the Grenadines	1.8	2.2	3.8	3.1	6.6	2.1	9.5	8.4	1.1
Santa Lucia	-0.2	-5.9	2.0	4.1	4.9	5.0	5.9	2.2	0.8
Suriname	1.9	5.7	2.7	6.8	0.5	7.2	3.9	5.1	4.3
Trinidad and Tobago	6.9	4.2	7.9	14.4	8.0	5.4	14.4	4.6	2.3
Latin America and the Caribbean	**4.0**	**0.4**	**-0.4**	**2.2**	**6.1**	**5.0**	**5.8**	**5.8**	**4.1**

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

a/ Preliminary figures.

ISBN: 978-92-2-123195-0 (print version)
ISBN: 978-92-2-123196-7 (web pdf version)
ISSN: 1020-3923

ILO OFFICES IN LATIN AMERICA AND THE CARIBBEAN

ARGENTINA
ILO Office in Argentina

Av. Córdoba 950, Pisos 13 y 14
Buenos Aires 1054
Argentina

Tel: (54-11) 4393-7076
Fax: (54-11) 4393-7062
E-mail: **buenosaires@oit.org.ar**

BRASIL
ILO Office in Brazil

Setor de Embaixadas Norte, Lote 35
Brasilia, D.F., 70800-400
Brazil

Tel: (5561) 2106-4600
Fax: (5561) 3322-4352
E-mail: **brasilia@oitbrasil.org.br**

COSTA RICA
ILO Subregional Office for Central America, the Dominican Republic, Haiti and Panama

Ofiplaza del Este, Edificio B, 3er. piso
Barrio Betania
San Pedro Montes de Oca
Apartado Postal 10170-1000
San José
Costa Rica

Tel: (506) 2207-8700 / 2207-8700
Fax: (506) 2224-2678
E-mail: **sanjose@oit.org.cr**

CHILE
ILO Subregional Office for the Southern Cone of Latin America

Av. Dag Hammarskjöld 3177
Comuna de Vitacura
Casilla 19.034, Correo 19
Santiago de Chile
Chile

Tel: (562) 580-5500
Fax: (562) 580-5580
E-mail: **santiago@oitchile.cl**

MEXICO
ILO Office for Cuba and Mexico

Darwin No. 31, Colonia Anzures
CEP 11590
Apartado Postal 105-202
México D.F. CEP 11590
México

Tel: (5255) 5250-3224
Fax: (5255) 5250-8892 / 5250-3267
E-mail: **mexico@oit.org.mx**

PERU
ILO Regional Office por Latin America and the Caribbean
ILO Subregional Office for the Andean Countries

Las Flores 275, San Isidro
Apartado 14-124
Lima 27
Perú

Tel: (511) 615-0300
Fax: (511) 615-0400
E-mail: **lima@oit.org.pe**

TRINIDAD AND TOBAGO
ILO Subregional Office for the Caribbean

Stanmore House, 6 Stanmore Avenue
P.O. Box 1201
Port of Spain
Trinidad and Tobago

Tel: (1-868) 623-7178 / 623-7704
Fax: (1-868) 627-8978
E-mail: **ilocarib@ilocarib.org.tt**

URUGUAY
Inter-American Centre for Knowledge Development in Vocational Training (CINTERFOR)

Av. Uruguay 1238
Casilla de Correo 1761
Montevideo 11.1
Uruguay

Tel: (5982) 902-0557 / 902-9716
Fax: (5982) 902-1305
E-mail: **dirmvd@cinterfor.org.uy** / and **montevideo@cinterfor.org.uy**

“We need to enforce this Global Jobs Pact.
We all have a collective commitment to the future.
We are obliged to act now, and by working together
we will surely succeed.”

Juan Somavia
ILO Director-General

International
Labour
Office

ISBN: 978-92-2-123195-0
ISSN: 1020-3923