

2007 Labour Overview

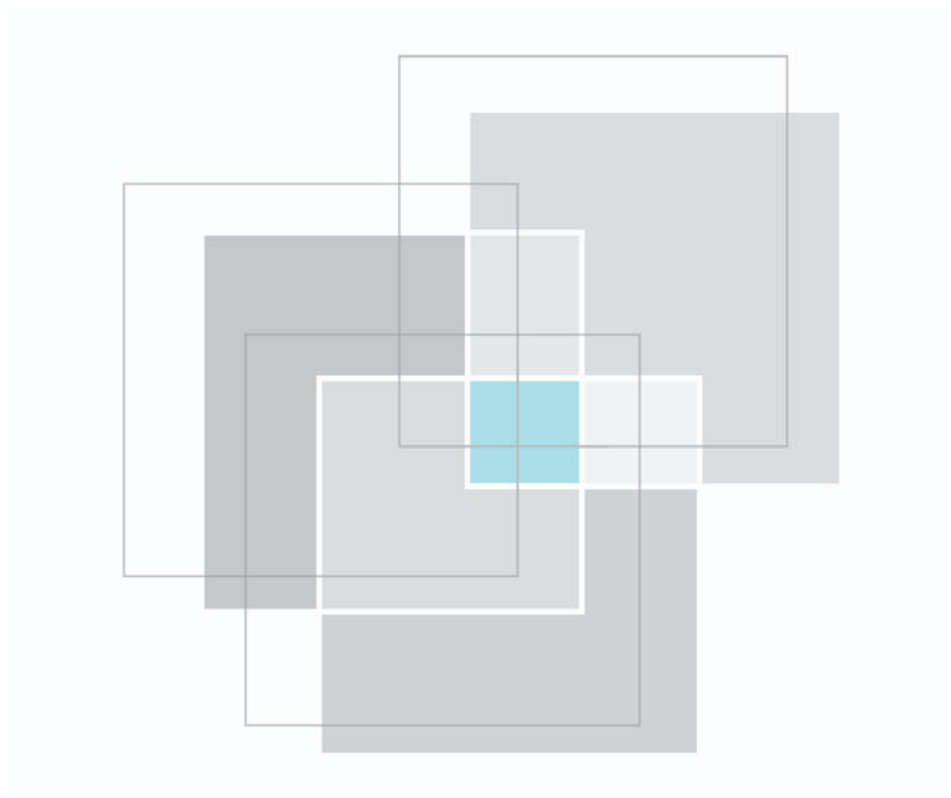
LATIN AMERICA AND THE CARIBBEAN



International Labour Office
Regional Office for Latin America and the Caribbean

2007 Labour Overview

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Foreword

The countries of Latin America and the Caribbean are entering 2008 on solid footing although employment challenges persist. In 2007, the region completed a five-year period of strong economic growth driven by favourable conditions in the global economy as well as healthy domestic demand. On average, regional GDP has grown at approximately 4.8% in the past five years, marking the longest period of high growth since 1980. This year, growth is expected to slow slightly, from 5.6% in 2006 to 5.5% in 2007. GDP growth has been widespread, benefiting most of the economies of Central America, the Caribbean and South America. It also has had an impact on reducing the still high levels of poverty and inequality, a trend closely associated with improved key labour market indicators, especially with the decrease in the urban unemployment rate, and, to a lesser extent, the modest increase in real wages.

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

Despite the decline in unemployment, an estimated 17 million people in urban areas of the region are still unemployed at year's end in 2007. Furthermore, while healthy labour market performance has benefited men and women, both youth and adults, important gaps still exist in the key employment indicators by sex and age. These differences also persist in labour indicators by ethnicity, which indicate that discrimination and the lack of opportunities in quality employment have a greater impact on indigenous women and women of African descent, as a study in this edition of *Labour Overview* demonstrates.

An analysis of the quality of employment in recent years reveals that a decent work deficit still exists in the region. A new measure of informal employment, which encompasses employment in both the formal and informal sectors based on information for five countries in 2006, determined that informal employment affects 61.5% of urban employed persons and that, within this group, one of every two wage or salaried workers are classified in informal employment. In addition, an average of 39.2% of the urban employed in Latin America lacked health insurance and/or pension coverage.

In Latin America and the Caribbean, GDP growth is expected to slow in 2008, to 4.7% (0.8 percentage points below the rate in 2007). A modest decline is expected in macroeconomic conditions, reflecting expectations for a less favourable global economy. Specifically, as compared with 2007, a higher inflation rate, a smaller surplus in the current account of the balance of payments and less solid public accounts are expected. The anticipated lacklustre performance of the U.S. economy poses a risk for the region, likely affecting not only Mexico, Central America and the Caribbean due to their close commercial ties and remittances of their migrant workers, but also some South American countries. In addition,



there is uncertainty regarding the capacity of countries of the region to recover from the shock generated by the recent financial turbulence which until now has mainly affected the United States and Europe.

In this context, the unemployment rate is expected to decline slightly in 2008, to 7.9%, as job creation will most likely grow more than the labour supply. The downward trend in the regional unemployment rate that began in 2003 is expected to continue, but at a slower pace than in recent years. Forecasts for 2008 reflect the expectation that the labour market will have a lower capacity to maintain the pace of employment growth observed in 2007.

In summary, as the *2007 Labour Overview* which I am pleased to present demonstrates, Latin America and the Caribbean have made progress in improving some key labour market indicators, especially in reducing unemployment, but significant gaps persist that affect the most vulnerable populations, the rate of informality remains high and not all workers have social protection. Progress must be made in every aspect, from recognizing labour rights to ensuring their effective application. These challenges underscore the need to support concrete policies and actions for the promotion of decent work through social dialogue. The ILO's 2006-2015 Regional Agenda for Decent Work in the Americas, which received tripartite approval in 2006, offers hope regarding the commitment of governments, workers and employers to reducing the decent work deficit in the region. In this process, the ILO will continue to work closely with Latin American and Caribbean countries to develop decent work country programmes in order to reduce poverty and inequality and make advances toward the well-being of all citizens.

Jean Maninat

ILO Regional Director for Latin America
and the Caribbean

Lima, December 2007

Acknowledgements

This publication is the result of the teamwork of several individuals who participated in the tasks of preparing, editing and disseminating the report. The ILO's Regional Director for Latin America and the Caribbean, Jean Maninat, would like to express his gratitude to all of them. The *2007 Labour Overview* contains five parts: *the Foreword*; *the Employment Situation Report*; the study *Indigenous People and People of African Descent in the Region: Toward Equal Opportunity and Decent Work*; *the Explanatory Note* and *the Statistical Annex*. It also includes five box articles on different labour topics.

The preparation of the *2007 Labour Overview* was coordinated by Mónica Castillo, who also helped prepare different texts and oversaw editing of the report, with the collaboration of Manuel Délano.

The *Employment Situation Report*, which examines the situation and outlook in employment and earnings in the countries of the region in 2007, was prepared by Werner Gárate and Mónica Castillo. The study on *Indigenous People and People of African Descent in the Region: Toward Equal Opportunity and Decent Work*, which analyzes the framework of labour standards, the employment situation and employment policies concerning indigenous people and people of African descent, was prepared by Mónica Castillo and Rosa Ana Ferrer.

The first box article, *Sectorial Composition of Urban Employment and Health and Pension Coverage*, was prepared by Rosa Ana Ferrer. The second box article, *The Political Importance of Respect for Freedom of Association in the Americas*, was prepared by Gerardo Castillo and Eduardo Rodríguez, with support from Fiorella Puccio. Andrés Yurén wrote the third box article, *Corporate Social Responsibility. Central America and the Dominican Republic: the Labour Market and Challenges for Youth Employment*, the fourth box article, was prepared by Leonardo Ferreira. The fifth box article, *Recent Economic and Labour Market Developments in the Caribbean*, was written by Reynold Simons.

Comments on the different texts of the *2007 Labour Overview* were provided by Jean Maninat, Miguel Del Cid, Mónica Castillo and Francisco Verdera. Ralf Hussmanns and Bolívar Pino offered comments on the topic of informality in the box article *Sectorial Composition of Urban Employment and Health and Pension Coverage*.

The statistical information was prepared by Werner Gárate and Rosa Ana Ferrer, who developed the Statistical Annex of the report based on official country information and information provided by the ILO/SIAL (Labour Analysis and Information System) team in Panama, whose members include Bolívar Pino, Manuel Córdoba and Rigoberto García. The ILO/SIAL team also processed statistical information from household surveys that served in the analysis of the labour market indicators discussed in *Indigenous People and People of African Descent in the Region: Toward Equal Opportunity and Decent Work* and in two box articles: *Sectorial Composition of Urban Employment and Health and*



Pension Coverage, and *Central America and the Dominican Republic: the Labour Market and Challenges for Youth Employment*. This team also provided the statistical data used in the analysis of wage and salaried workers that earned different multiples of the minimum wage in 2006. Rosa Ana Ferrer, Werner Gárate and Bolívar Pino updated the Explanatory Note accompanying the Statistical Annex.

Gino Carlevarino was responsible for the graphic design and Werner Gárate was in charge of copyediting the report and coordinating its printing. Liz Guerrero designed the cover of the report. Luis Córdova was in charge of media coverage of the document. Pilar Galliani, María Elena López Torres, Jorge Coronado and Rosario Barragán were in charge of distributing and disseminating the *2007 Labour Overview*.

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LATIN AMERICA AND THE CARIBBEAN ENTER 2008 WITH A FAVOURABLE LABOUR MARKET SITUATION REFLECTING CONTINUED HEALTHY ECONOMIC GROWTH, ALTHOUGH GREATER PROGRESS TOWARD DECENT WORK IS STILL NEEDED

Official information from countries of Latin America and the Caribbean for the first three quarters of 2007 indicates that key urban labour market indicators continued their positive trend associated with the sustained strong economic growth of the region that began in late 2003.*

The regional urban unemployment rate again declined, mainly reflecting the increase in labour demand. By year-end, the unemployment rate approached levels similar to those of the first half of the 1990s, whereas real wages rose slightly.

Nevertheless, in terms of quality of employment, although data from some countries indicate an increase in formal employment, they do not necessarily suggest that new jobs have the characteristics of decent work. Estimates for five countries of Latin America indicate that in 2006, more than 60% of employed persons were engaged in informal employment, a concept that refers to employment in both the formal and informal sectors. This suggests that economic growth is a necessary but insufficient condition to reverse the decent work deficit accumulated over the past decades. Specific decent work policies should be developed to improve the well-being of workers and to reduce poverty and inequality in the region. Some firms are beginning to undertake actions of social responsibility, offering new possibilities for sustainable development under socially responsible conditions.

The International Economic Context Continued to be Favourable for the Region in 2007, but Less so than in 2006

- The international economic context in 2007 reflected slowing growth in the world's leading developed economies, whereas the leading emerging markets, particularly China, maintained a highly favourable performance.
- Despite the increased volatility of international financial markets in response to concerns about the impact of the U.S. sub-prime mortgage crisis and the continuing risks associated with that country's deficit in the current account of the balance of payments, as well as the spike in oil prices, most countries in the region have continued to record high GDP growth, fuelled mainly by increased domestic demand and investment, as well as the favourable performance of commodity exports.

Labour Market Performance in Urban Areas: Unemployment Continued to Decline and, to a Lesser Degree, Real Wages Increased

Based on information for the first three quarters of 2007 for a selected group of countries, urban labour market indicators performed as follows:

- The region's continued strong economic growth in historical terms led to a decline in the weighted average of the urban unemployment rate for the fifth consecutive year, from 9.1% in 2006 to 8.5% in 2007 for the

* Statistical information with national-level geographic coverage is not available for all countries of the region.

period January to September. The change in this indicator reflected the increase in labour demand, as evidenced by the increase in the employment-to-population ratio from 53.7% to 54.1%, whereas the labour force participation rate remained unchanged at 59.1%.

- The decrease in the unemployment rate was widespread. The largest declines were recorded in Panama (10.4% to 7.7%), Argentina (10.7% to 8.8%), Uruguay (11.9% to 10.0%), the Bolivarian Republic of Venezuela (10.5% to 9.0%), Chile (8.4% to 7.1%), Colombia (13.2% to 12.0%), Jamaica (11.4% to 10.2%), Costa Rica (6.0% to 4.8%) and Honduras (5.2% to 4.1%). Smaller decreases occurred in Barbados (8.7% to 7.9%), Trinidad and Tobago (7.0% to 6.3%), Brazil (10.2% to 9.7%), Ecuador (10.3% to 9.8%) and Peru (8.8% to 8.7%). In Mexico, the urban unemployment rate (32 cities) rose slightly, from 4.6% to 4.9%, as did that country's national unemployment rate, from 3.6% to 3.8%.
- In 13 countries with information on the urban unemployment rate by sex to the third quarter of 2007, the unemployment rate among women was 1.6 times higher than that of men, on average. Jamaica had the largest gap (2.2 times) whereas Mexico and the Bolivarian Republic of Venezuela had the smallest (1.2 times).
- In countries where the total urban unemployment rate fell, the decrease was greater among women than men in eight countries, whereas the male unemployment rate declined more in three countries.
- Despite the decline in the regional urban unemployment rate, which benefited adults and youth, youth continue to be the group most affected by unemployment. On average, the youth unemployment rate is more than double that of total unemployment (2.2 times), although with differences among countries, and is nearly triple the unemployment rate among adults.
- The manufacturing wage grew 3.0% in real terms during the first nine months of 2007 with respect to the same period in 2006 in eight countries with available information that represent 85% of the regional urban labour force. Argentina experienced the largest increase in the real manufacturing wage (11.2%); if this country is excluded, the regional indicator increased by 2.1%, less than the rise in average labour productivity, estimated at 2.7% for the period. This means that the increase in the real manufacturing wage was significantly less than the rise in labour productivity for this sector, which was estimated to be three times higher than the average labour productivity for all sectors.
- The average weighted real minimum wage for 18 countries of the region recorded a 4.7% increase in the first three quarters of 2007 with respect to the same period in 2006. The real minimum wage fell in five countries (Guatemala, Mexico, Panama, Paraguay and Peru) and rose in the remaining countries.
- Increases in the real manufacturing wage and the real minimum wage occurred in a context of rising inflation in most of the countries of the region. The accumulated inflation rate to September 2007 in 18 countries of the region was 3.9%, compared with 3.7% during the same period in 2006.

Improvements in the Quality of Employment were Insufficient

- The increase in labour demand had a positive effect on wage and salaried employment, which rose from 61.4% in 2005 to 62.2% in 2006, whereas non-wage employment decreased slightly, reflecting a decline in the own-account worker share of employed persons in most of the countries.

- Informality continued to affect a large percentage of workers. Using a new methodology for estimating informal employment in Colombia, Ecuador, Mexico, Panama and Peru in 2006, it was estimated that informal employment affects 61.5% of the urban employed population, on average.
- In Ecuador, Mexico and Peru, informal employment was higher among women than men. Differences vary among countries.
- The growth trend in service sector employment continued, where employment in the region is concentrated (44.1%), followed by trade (25.6%). In Argentina, Panama and Uruguay, employment in the service sector approached 50%. More women than men work in services (56.7% and 34.8%, respectively).
- Despite a slight improvement in social protection since 1995, an average of 39.2% of the employed population in selected countries of Latin America did not have health and/or pension coverage; independent workers, domestic service workers and those employed in establishments with a maximum of five workers recorded the highest rates of non-protection.

Differences in the Employment Situation of Workers According to Ethnic Origin Persist

- The decent work deficit in the region affects most notably indigenous workers and those of African descent, particularly women in these groups.
- Significant gaps are observed in earnings of indigenous workers and those of African descent as compared with those of workers who are not indigenous or of African descent. The gap is even larger in the case of women. Excluding Uruguay, where the situation is more favourable, hourly earnings for indigenous women or those of African descent represent just 80% of hourly earnings for men belonging to the same ethnic group, and only 39% of earnings of men who are not of indigenous or African descent on average in six countries with available information.
- The 2006-2015 Regional Agenda for Decent Work in the Americas, which was adopted by representatives of workers' and employers' organizations and governments of the Americas, proposes three general policies for eliminating labour market discrimination: enhance knowledge of the magnitude and dimensions of the problem, make progress in effective compliance with ILO Conventions 100 and 111, and reduce existing constraints facing discriminated groups to entry into the labour market under equal conditions.
- Social dialogue is essential for addressing employment discrimination. Public policies should use all available means to improve working conditions of indigenous peoples and those of African descent and to promote equal opportunities and decent work.

GDP and Unemployment Forecasts for 2007 and 2008

- In 2007, regional GDP is expected to grow 5.5%, slightly less than in 2006 (5.6%). In some South American countries, this small decrease reflects lower growth rates associated with the limited productive capacity of the commodities sector, whereas in Mexico, Central America and the Caribbean, it is mainly associated with the expected slowdown in GDP growth in the United States.
- It is estimated that GDP growth in the region in 2007 will be led by Panama (9.5%), followed by Argentina

(8.5%), the Bolivarian Republic of Venezuela (8.3%), Peru and the Dominican Republic (both 8.0%). These countries will be followed by Uruguay (7.4%), Colombia (6.8%) and Costa Rica and Trinidad and Tobago (both with 6.0%), all of which have growth rates above the regional average. Brazil is expected to have an estimated growth of 5.3%, slightly below the projected regional rate, whereas it is expected to be 3.0% in Mexico and 2.6% in Ecuador.

- The continued strong economic performance of the region will lead to a significant reduction in the urban unemployment rate, which, after adjustments are made at the end of 2007, could fall by 0.6 percentage points, to 8.2%, representing approximately 17 million workers. Therefore, the five-year regional unemployment rate will have an accumulated decrease of 3.1 percentage points, reaching levels similar to those in the early 1990s.
- The most likely scenario for 2008 is a slower pace of growth of the world economy, driven by the expected slowdown in growth of the U.S. economy, associated with the effects of the continuing recession in the country's housing sector, and of the financial crisis that began in 2007. The impact on Latin America and the Caribbean may be greater in more open economies, especially those that depend on North American growth, such as Mexico, Central America and the Caribbean. Other risks within the region include rising inflation, the appreciation of the real exchange rate and increased public spending.
- In 2008, regional GDP growth is expected to be 4.7%, that is, 0.8 percentage points below the estimated growth for 2007. Despite the slower pace of economic growth for this indicator, it is expected that the unemployment rate will fall by approximately -0.3 percentage points, to 7.9%. This means that the decreasing trend in the regional unemployment rate that began in 2003 will be less marked in 2008 than in previous years.

THE GLOBAL ECONOMIC CONTEXT IN 2007

The global economy experienced solid growth during the first half of 2007, continuing its sustained five-year expansion, the longest period of growth since the early 1970s. Nevertheless, forecasts indicate that the pace of global economic growth will slow slightly this year, from 5.4% in 2006 to 5.2% in 2007, according to the International Monetary Fund (IMF). The continuing strong GDP growth in emerging and developing nations has been driving the favourable performance of global production. Nevertheless, several factors threaten the economic outlook, including the correction in the U.S. housing sector, the current crisis in the financial sector, the weak U.S. dollar, major global imbalances and rising oil prices.

The key factor limiting world growth is the slowdown of the U.S. economy, reflecting the recession in the housing market and losses in the sub-prime mortgage market, which have produced a global financial crisis. The explosive growth in this type of mortgage – which rose from US\$ 120 billion in 2001 to more than US\$ 600 billion in 2006 – occurred in a context of low interest rates and a relaxing of lending standards. Moreover, the new financial instruments where these high-risk loans were packaged together with other obligations, such as traditional bonds and commercial papers, resulted in globally-traded products whose risks were underestimated by the market. The lack of transparency and adequate regulations associated with this complex financial situation extended and quickly multiplied the risks of the small market segment of high-risk mortgages. Default rates increased for high-risk loans disbursed in 2005 and 2006 while the situation in the U.S. housing market worsened. This led to a significant decline in housing prices and the value of financial instruments guaranteed by mortgages in early 2007.

The central banks of several developed nations injected liquidity in the money market in order to contain the crisis. In addition, the U.S. Federal Reserve lowered the federal funds rate in September and again in October (75 base points in total, reaching 4.5%) to help mitigate the expected economic slowdown. Nevertheless, these measures neither addressed basic regulatory issues nor eased concerns. Currently, there is a high bank demand for cash, money market conditions are still difficult and inter-bank markets remain weak. It is estimated that the risks associated with the volatile financial markets and domestic demand in the United States and Europe have increased, limiting perspectives for more favourable global economic growth. Currently, the financial crisis has not affected developing countries thanks to their

strengthened macroeconomic conditions and healthy economic performance, but future perspectives will depend on the international context.

Another major risk is the high price of oil, which has risen 56% in 2007 (365% over the past decade), reaching US\$ 97 a barrel in mid-November. This price is near its historic maximum of \$ 101.70 in April 1980. Unlike the oil crises of the past, which were caused by interruptions in supply from the Middle East, the current extraordinary price increase is being driven primarily by the strong demand in developed countries, as well as emerging nations such as China and India. Nevertheless, supply-related factors, such as geopolitical tensions and production constraints, have also influenced this increase. Although the global economy has been able to absorb oil price increases, which began five years ago, demand is now beginning to decline.

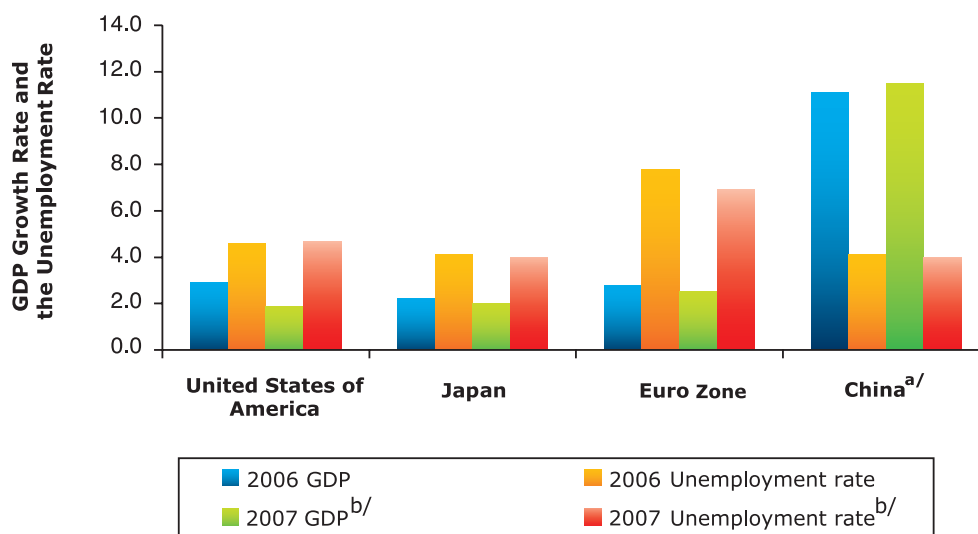
The rise in both oil and food prices is the main cause of the global increase in the inflation rate, another high-risk factor. Excluding energy and food, inflation has remained low and stable. Before the current financial turbulence, central banks of developed countries were generally applying restrictive monetary policies to contain inflationary pressures. Since the beginning of the financial crisis, central banks have been facing greater challenges and must weigh the imminent risk of the economic slowdown against that of rising inflation.

The large global imbalances in the current account continue to pose a major risk for the global economy. Notwithstanding, a moderate reduction in the U.S. current account deficit is expected, from 6.2% of GDP in 2006 to 5.7% in 2007, reflecting the strengthening of exports driven by the depreciation of the U.S. dollar. Several factors in the United States led to the sharp decline in this currency, including the high current account deficit, the economic slowdown and the recent interest rate cuts in a context of stable interest rates in the euro zone.

With respect to the performance of the world's leading economies, an economic slowdown is expected in the **United States**, from 2.9% in 2006 to 1.9% in 2007 (Figure 1). While growth in the second and third quarters of 2007 was healthy, largely due to the continued vigour of personal consumption, the decline in the housing market (private housing investment fell more than 20% in the third quarter) is expected to extend to other economic sectors. Manufacturing has had a weak performance for four consecutive months, a trend mitigated by rising exports, which are benefiting from the increased competitiveness derived from the fall of the dollar. Inflation rose in 2007, increasing 3.6% between January and October. The

FIGURE 1

**GDP GROWTH RATES AND UNEMPLOYMENT RATES
IN THE WORLD'S LEADING ECONOMIES, 2006 AND 2007**
(percentages)



Source: ILO, based on information from the International Monetary Fund (IMF).

a/ The unemployment rate was taken from the *China Daily* (November 11, 2007). It refers to the unemployment rate in urban areas to the end of September. The information for 2006 is an estimate of the unemployment rate at year-end.

b/ Estimated.

trade deficit declined 12.5%, to US\$ 56.4 billion in September with respect to the same month in 2006, fuelled by the increase in exports that offset the rise in imports. After reaching 3.6% in 2004, fiscal spending in 2007 continued its three-year downward trend, decreasing to 1.2% of GDP.

Favourable labour market performance helped sustain the U.S. economy. The unemployment rate remains low (an estimated 4.7% in 2007), although wage and salaried employment is growing at its slowest pace since June 2004. Excluding the third quarter, growth in productivity has been modest since January 2007. To the third quarter of 2007, the average real wage has remained unchanged since the beginning of the decade (US\$ 324 weekly), despite the rise in labour productivity, which was especially strong between 2001 and 2004. Labour market conditions have deteriorated for migrant workers, reflecting the weakness of the housing construction sector and increased control over undocumented workers.

In **Japan**, trends indicate that the economy will experience a slight deceleration, decreasing -0.2 percentage points, to 2.0%, in 2007. Deflation persists in the Japanese economy despite five years of economic recovery. The low, stable interest rate contrasted with the restrictive monetary policy of other developed countries in the first half of 2007, leading

to capital flows toward foreign currency assets and the consequent depreciation of the yen. Nevertheless, financial market fluctuations and the recent actions of the Federal Reserve have stemmed this trend and the yen is expected to appreciate. Consumption continues to be a strong pillar of the economy, supported by an improvement in the labour market; the unemployment rate is at a historical low, estimated at 4.0% for 2007 (4.1% in 2006). Public debt has weighed on the economy in 2007, and a decline in public spending is expected in 2008 for the first time in several years. The deceleration of the U.S. economy may lead to a reduction in private sector investment. Whereas this factor, in addition to the appreciation of the Japanese currency and high oil prices, is expected to have a negative impact on the trade surplus, robust demand from China and other Asian countries will outweigh these factors and continue to contribute to a solid surplus in the current account in 2007 and 2008.

In the **Euro Zone**, an economic slowdown is expected, with GDP growth of 2.8% in 2006 declining to 2.5% in 2007. The favourable growth in 2006 and early 2007 after a five-year period of low GDP growth reflected the expansion of exports in a scenario of extraordinary global growth. The recovery was sustained by the increase in private investment, especially in Germany, and in construction and exports. Nevertheless, in most of the countries, the strong euro is expected to have a

negative impact on the current account in 2007. Confidence indicators for consumers and business executives have been on the decline since mid-2007.

Inflation remained below 2% in 2007, but rose in September in response to higher energy and food prices. The European Central Bank has opted not to further raise the interest rate in light of current risks to growth in the Euro Zone. The unemployment rate fell in 2007, to 6.9% (7.8% in 2006), the lowest level in 25 years. This trend was accompanied by a notable expansion in part-time employment and temporary employment (20% and 16% of total employment, respectively), reflecting labour reforms in Spain and France in the 1990s. The rise in immigrant employment in low-wage activities, as well as the slight increase in productivity (especially in the service sector) contributed to a modest wage increase.

The economy of **China** maintains its extraordinary expansion and is expected to grow by almost 11.5% in 2007, representing an increase of 0.4 percentage points with respect to 2006. Rising exports and investment continue to drive economic growth, but domestic demand has also been an important factor. The trade surplus reached a new record in October, increasing 59% since January, to US\$ 212.4 billion, despite the recalls and warnings on a variety of Chinese products in the international market. The government has established new taxes to restrict exports of steel, plastics and other goods to stem the export of products whose manufacture contaminates the environment.

It is believed that a policy of greater flexibility in the exchange rate would help correct the undervaluing of the yuan, facilitating an improved global balance. The surplus in the current account will increase to an estimated 11.7% of GDP in 2007, after an expansion of 9.4% in 2006, whereas inflation will increase 3 percentage points, to 4.5%, largely due to the sharp increase in food and energy prices. A significant increase in urban wages has been reported, with a rise of 18.8% to the third quarter of 2007. The unemployment rate has declined, reaching 4.0% at the end of September. The impact of global financial turbulence on the Chinese economy has been limited so far, but the economy may be affected by lower demand of developed nations.

In **India**, a slowdown of 0.8 percentage points in GDP growth is expected, resulting in a GDP expansion rate of 8.9% in 2007 due to currency appreciation and limitations of production capacity. The management of significant capital inflows to the Indian economy continues to pose a major challenge and has contributed to the appreciation of the rupee, which

reached its highest level in October. Wage increases forced the central bank to apply a more restrictive monetary policy. Inflation continues at rates similar to those of 2006, estimated at 6.2% for 2007. The service sector is driving growth. Information and communication technologies have performed well and this trend is expected to continue. This country has benefited from the globalization of services of operations of major multinational firms, such as computer programming, international call centres, product design and accounting and collection services, where it has managed to achieve economies of scale. Activities associated with the globalization of consumer services are now being observed, such as health and nutrition counselling, legal services, homework assistance, language learning and others.

ECONOMIC SITUATION OF THE REGION IN 2007

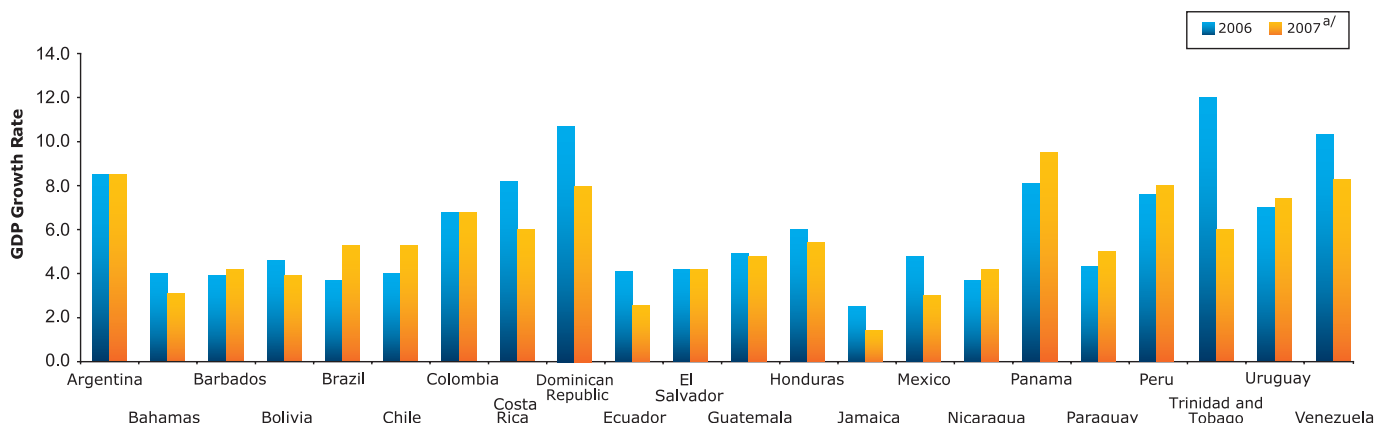
The auspicious trend that began in 2003 continued in 2007, with GDP growth of Latin America and the Caribbean expected to be approximately 5.5%, a high rate in historical terms of the last several decades, although lower than the rate for 2006, which was 5.6%. The extraordinary growth of the region — annual rates have remained above 4.5% every year since 2004 — has made this the longest period of sustained growth since 1980.

Influencing the positive result in 2007 was the continued favourable performance of all countries of the region, particularly the GDP expansion of Brazil (it is expected to grow 5.3% this year, compared with 3.7% in 2006), reflecting strong domestic demand. In 11 countries, the annual GDP growth rate is expected to exceed the regional average: Argentina (8.5%), Bolivarian Republic of Venezuela (8.3%), Chile (5.3%), Colombia (6.8%), Costa Rica (6.0%), Dominican Republic (8.0%), Guyana (5.6%), Panama (8.5%), Peru (8.0%), Trinidad and Tobago (6.0%) and Uruguay (7.4%) (Figure 2).

In 2007, the countries of the region that export primary sector goods have benefited from the strong prices of these commodities. The limitations of productive capacity explain the slower pace of economic growth in some countries, such as the Bolivarian Republic of Venezuela and Jamaica, although growth remains strong. The growth in export values in Latin America and the Caribbean, which reached 19.3% in 2006, will decrease in 2007, whereas imports will continue to be vigorous. High import levels are driving the reduction in the regional surplus in the current account of the balance of payments, which reached its highest historical level in 2006. The deficit in the current account of Central American and Caribbean countries, as well as Mexico, is expected to experience a modest

FIGURE 2

LATIN AMERICA AND THE CARIBBEAN (22 COUNTRIES): GDP GROWTH IN 2006 AND 2007 ^{a/}
(Percentages)



Source: ILO, based on official information from the countries and the IMF.

a/ Estimated.

increase. Although the region, especially South America, has benefited from the favourable terms of trade in recent years, a deceleration is expected in 2007.

Due to large differences among national and international interest rates and bullish exchange rate pressures, capital flows to South American countries, especially to Brazil, but also to Argentina, Colombia, Peru and the Bolivarian Republic of Venezuela, expanded in 2007. Capital inflows and the current account surplus generated exchange rate pressures, leading to the significant appreciation of the local currencies of Brazil and Colombia with respect to the U.S. dollar.

Direct foreign investment (DFI) continues to be the main source of foreign capital in the region, despite a decline, measured as a proportion of GDP, compared with levels at the end of the 1990s. These flows have decreased in net terms because of the growing foreign investments of Latin American firms. The IMF predicts that the DFI inflows will recover to a level of between 1.5% and 2% in 2007 and 2008.

The solid increase in domestic demand, supported by the rise in public spending and total wages, is another key factor explaining GDP growth in several countries. International remittances have had a favourable impact on the economies of Central America, Mexico, the Caribbean and some countries of South America (particularly Ecuador, Colombia and Peru, in that order). However, a slowing of the growth in remittances is observed, associated with the recession in the U.S.

housing sector and the new immigration controls in that country. Remittances represented a significant percentage of GDP in 2006 in several countries, including Honduras (25.0%), El Salvador (18.1%), Nicaragua (12.2%), Guatemala (10.2%) and Ecuador (7.2%), according to the IMF.

Whereas fiscal balances will remain positive overall in 2007, a significant decline associated with increased public spending is expected. Inflation rates have risen in several countries, which will push the regional average to nearly 5.4% this year (5.0% in 2006), mainly reflecting the pressures of aggregate demand and the global increase in food prices. At year-end 2007, inflation rates for Argentina, Bolivia, Chile, Costa Rica, Guatemala, Honduras, Nicaragua, the Bolivarian Republic of Venezuela and Uruguay are expected to be above the regional average.

In Brazil, whose GDP expanded 4.9% during the first half of the year, growth was associated with strong private investment as well as public investment in infrastructure promoted by the government through the Growth Acceleration Programme (PAC) since January 2007. Gross fixed capital formation rose 10.6% in the first semester of 2007, whereas investment grew 18.1% in the same period. Household consumption rose due to wage and credit increases, whereas public spending slowed. On the supply side, the recovery of the agricultural sector (with foreign investment in ethanol) and the manufacturing sector is noteworthy. Manufacturing expanded 4.9% in the first six months, driven by the growth of the domestic market for automobiles and capital goods. In addition, the service

sector expanded by 4.7% in the first semester. Although there is a continued surplus in the trade balance, which reached US\$ 30.9 billion, imports grew 28.3%, whereas exports increased just 15.5% during the first nine months of the year.

GDP expansion in Mexico slowed in 2007 (3.0% compared with 4.8% in 2006), reflecting less vigorous foreign demand, especially from the United States. An increase in household consumption and bank credit is observed; the latter increased 26% to July 2007. Public investment has begun to record higher levels than in previous years and a fiscal reform was approved that will permit increased investment in infrastructure. Notwithstanding, between January and September 2007, Mexico experienced a trade deficit of nearly US\$ 7.7 billion, four times the deficit for the same period in 2006 and the highest for the nine-month period since 1994. Whereas exports grew 6.6% between January and September 2007, imports rose 9.5%. Non-petroleum exports increased 8% whereas petroleum exports fell -1.7%, despite high international oil prices. Mexico is the largest recipient of remittances in Latin America, which increased from US\$ 6.6 billion in 2000 to US\$ 24.3 billion in 2006 (of a total of US\$ 68 billion for the region in 2006), with annual growth rates exceeding 20% in some years, according to the Inter-American Development Bank. Nevertheless, remittances to Mexico increased just 2% in the 12-month period ending in August 2007.

The strong growth forecast for Peru reflects increased private consumption associated with rising consumer confidence due to job growth and credit. Growth is also due to the expansion of private investment, particularly the refurbishing and expansion of manufacturing plants. Economic growth in Chile has been driven by an increase in private consumption, increased public spending, favourable credit conditions and high commodity prices, particularly for copper. Agricultural production and good harvests, combined with high international prices, have stimulated GDP expansion in Argentina and Paraguay. In the Bolivarian Republic of Venezuela, GDP growth is attributed to the significant increase in public spending in a context of low interest rates. Investment in the petroleum sector was weak in 2007 in most of the oil-exporting countries of the region.

Central America will experience a favourable economic performance in 2007, based on greater investments and increased non-traditional exports, as well as the contribution of remittances to national consumption, despite their lower rate of growth. Nevertheless, Central American countries and Mexico will be the countries most affected by slower growth in the United States in the region. Although some economies of the Caribbean continue to experience positive growth

rates, factors such as oil and food price hikes, associated with the impact of natural disasters, have diminished their performance.

EMPLOYMENT SITUATION IN LATIN AMERICA AND THE CARIBBEAN IN 2007

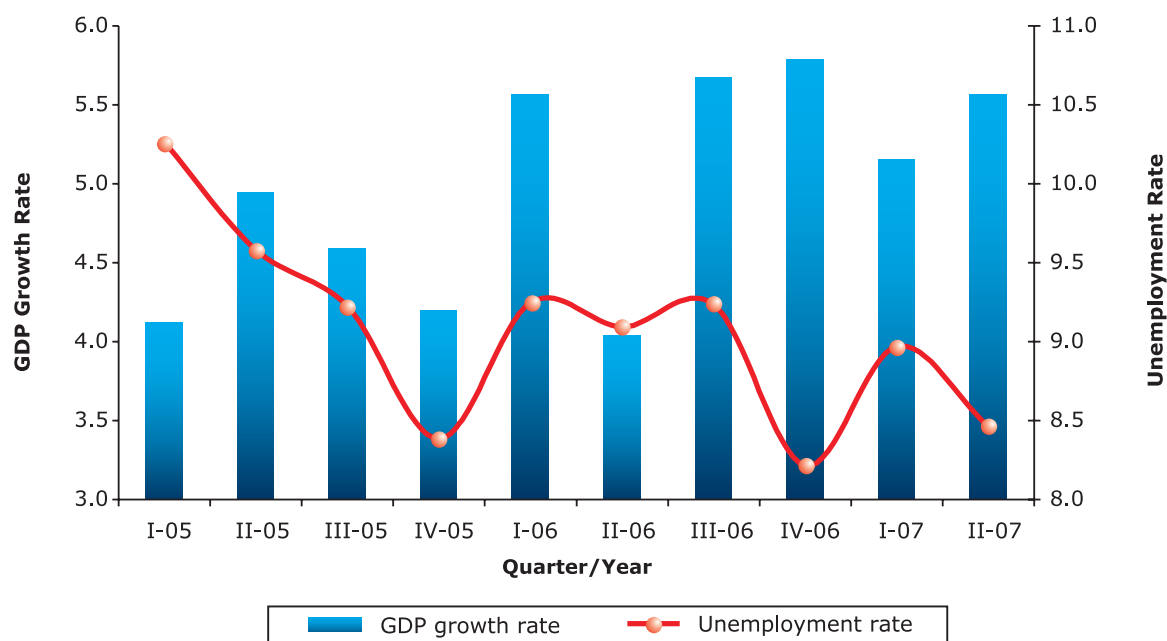
The region's sustained economic growth in 2007 is reflected in the positive change for the fifth consecutive year in the key labour market indicators of Latin America and the Caribbean, especially the urban unemployment rate. Comparing the first three quarters of 2006 with the same period in 2007, it is estimated that the average weighted urban unemployment rate fell from 9.1% to 8.5%, reaching levels similar to those of the first half of the 1990s, with an estimated 17.6 million unemployed persons. Nevertheless, unlike in 2006, this difference cannot be attributed exclusively to the generation of employment since, given the slower pace of regional GDP growth, the average weighted regional employment-to-population ratio increased modestly, by 0.4 percentage points in 2007 (from 53.7% in 2006 to 54.1% in 2007), compared with an increase of 0.6 percentage points in the first three quarters of 2006 compared with this period in 2005 (Table 1-A of the Statistical Annex).

At the regional level, another factor enabling the reduction in urban employment in the first nine months of 2007 was the stability of the labour supply, given that the weighted average labour force participation rate remained at 59.1%. This reflected the decrease of this indicator in nine of the 15 countries with available information (Argentina, Chile, Colombia, Ecuador, Honduras, Jamaica, Panama, the Bolivarian Republic of Venezuela and Trinidad and Tobago). If Mexico, whose rate has remained unchanged since 2006, is included, this group of countries accounts for approximately 45% of the urban labour force of the region. This performance was offset by that of five countries that together represent a similar percentage of the urban labour force and that experienced increases in the labour force participation rate in 2007 (Barbados, Brazil, Costa Rica, Peru and Uruguay).

This result is not easy to interpret as it occurred in a context of widespread increases in GDP growth rates which are associated with the higher level of employment observed in 12 of the 15 countries with available information. This was reflected in increases in the employment-to-population ratio, which tend to stimulate labour supply increases. The decline in the labour force participation rate in nine of the 15 countries studied, diverging from the procyclical behaviour demonstrated by many households in previous years, may reflect a slowing of the significant increases in labour force participation since 2003,

FIGURE 3

**LATIN AMERICA AND THE CARIBBEAN (NINE SELECTED COUNTRIES):
URBAN UNEMPLOYMENT RATE AND GDP GROWTH RATE, BY QUARTER, 2005-2007 ^{a/}**
(percentages)



Source: ILO, based on official country information.

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

especially among women, or increased school attendance in the case of youth. These results may also have been influenced by rising household income and reduced unemployment in some countries, which may have motivated some secondary family workers to withdraw from the labour market.

As in 2006, during the first nine months of 2007, the decline in the urban unemployment rate was widespread. Nevertheless, the change in the unemployment rate and other key labour market indicators varied among countries (Figure 4 and Table 1).

In Argentina, the trend towards sharply lower urban unemployment levels as a result of brisk economic growth continued. In the first semester of 2007, the unemployment rate registered 9.2%, considerably below the 10.9% observed for the same period in 2006, reflecting a significant increase in the employment-to-population ratio, from 53.8% to 54.3%, whereas the labour force participation rate fell from 60.3% to 59.7%. The unemployment rate for the first semester of 2007 reached 10.3% if persons benefiting from the Unemployed Heads of Household Programme are considered unemployed; participants of this Programme provide their labour in exchange for government

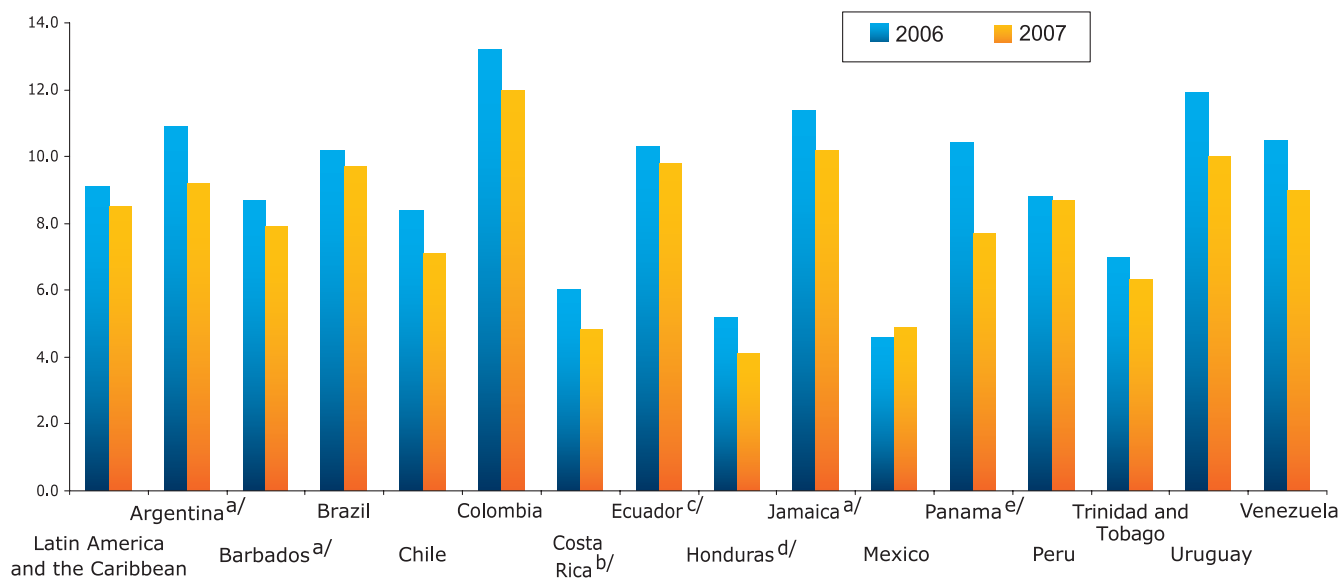
subsidies. Even considering this higher rate, the trend indicates a declining unemployment rate. The sectors generating the most employment were manufacturing, after overcoming difficulties associated with energy supply, as well as trade, services and construction activities, which reflect growing domestic demand.

The decline in urban unemployment was associated with a reduction in time-related underemployment, defined in Argentina as individuals who work fewer than 35 hours per week but want to work more hours. This category accounted for 6.8% of the employed population in the first semester of 2007, as compared with 8% for the same period in 2006. In addition, the rise in formal employment continued, as measured by the private sector employment index, in other words, wage and salaried workers covered by the Social Security System, which increased 5.8% in the first quarter of 2007 as compared with the same period of 2006. This rate is below that of previous years. The change reflects both the formalization of existing jobs and new formal employment creation.

In Brazil, labour market indicators in 2007 registered a positive trend, having a major impact on regional results since the country accounts for nearly 40% of

FIGURE 4

**LATIN AMERICA AND THE CARIBBEAN (15 COUNTRIES): URBAN UNEMPLOYMENT RATE
JANUARY - SEPTEMBER, 2006 AND 2007**
(Percentages)



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

a/ First semester.

b/ July data.

c/ January-August average.

d/ May data.

e/ August data.

TABLE 1

**LATIN AMERICA AND THE CARIBBEAN (13 COUNTRIES): LABOUR FORCE
PARTICIPATION RATE, EMPLOYMENT-TO-POPULATION RATIO
AND OPEN URBAN UNEMPLOYMENT RATE, BY SEX
JANUARY-SEPTEMBER, 2006 AND 2007**
(Percentages)



11

Countries	Labour force participation rate						Employment-to-population ratio						Unemployment rate					
	Men		Women		Total		Men		Women		Total		Men		Women		Total	
	2006	2007	2006	2007	2006	2007	2006	2007	2006	2007	2006	2007	2006	2007	2006	2007	2006	2007
Latin America																		
Argentina ^{a/}	73.0	73.4	49.2	47.9	60.3	59.7	66.3	68.0	42.6	42.4	53.8	54.3	9.1	7.4	13.3	11.6	10.9	9.2
Brazil	66.8	66.5	48.0	48.4	56.7	56.8	61.2	61.3	42.0	42.6	51.0	51.3	8.3	7.7	12.5	12.0	10.2	9.7
Chile	71.8	71.3	38.5	38.7	54.8	54.7	66.6	66.8	34.5	38.7	50.2	50.8	7.3	6.3	10.3	8.5	8.4	7.1
Colombia	71.4	70.6	53.7	52.7	61.7	60.9	63.7	63.4	45.2	45.4	53.5	53.6	10.7	10.2	15.9	13.9	13.2	12.0
Costa Rica ^{b/}	72.5	72.5	45.3	45.7	58.2	58.5	69.2	70.0	41.6	42.6	54.7	55.7	4.5	3.4	8.2	6.8	6.0	4.8
Mexico	77.7	77.2	45.5	45.9	60.6	60.6	74.2	73.7	43.3	43.4	57.8	57.6	4.5	4.5	4.8	5.4	4.6	4.9
Panama ^{c/}	76.8	76.0	49.9	50.3	62.8	62.5	70.2	71.1	43.5	45.5	56.3	57.7	8.6	6.4	13.0	9.6	10.4	7.7
Peru	76.2	79.1	57.7	59.9	66.7	69.2	70.4	73.2	51.8	53.8	60.8	63.1	7.6	7.5	10.3	10.3	8.8	8.7
Uruguay	71.6	73.6	51.7	53.7	60.7	62.7	65.0	68.1	43.9	46.8	53.5	56.5	9.2	7.4	14.9	12.9	11.9	10.0
Venezuela	80.4	79.9	50.5	49.9	65.4	64.8	72.7	73.2	44.6	44.9	58.6	59.0	9.7	8.4	11.7	10.0	10.5	9.0
The Caribbean																		
Barbados ^{a/}	73.5	75.0	62.5	62.2	67.7	68.2	68.0	69.8	56.3	56.6	61.8	62.8	7.6	6.9	9.9	9.0	8.7	7.9
Jamaica ^{a/}	73.4	73.4	56.9	56.0	65.0	64.5	67.7	68.5	47.9	47.8	57.5	58.0	7.8	6.7	15.8	14.6	11.4	10.2
Trinidad and Tobago ^{a/}	74.9	74.9	53.2	50.9	64.0	62.9	71.1	71.7	48.0	46.3	59.5	58.9	5.1	4.4	9.6	9.0	7.0	6.3

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

a/ First semester.

b/ Data for July.

c/ Data for August.

the regional urban labour force. Unlike the increase in 2006, the unemployment rate in six main metropolitan regions fell from 10.2% during the period January–September 2006 to 9.7% in the same period of 2007 due to the increase in the employment-to-population ratio of 0.3 percentage points, which offset the slight rise in the labour force participation rate. The annual change to September 2007 reflected continuing job creation, since employed persons increased by 2.7% while the labour force expanded by 1.5% and the percentage of unemployed persons decreased by 8.6%. Positive results are also observed in the increase of formal employment, considering that the proportion of private wage and salaried workers covered by social and labour legislation rose from 61.8% to 63.2% between 2006 and 2007 (average of the first nine months).

According to the General Register of Employed and Unemployed Individuals (CAGED) of the Brazilian Ministry of Labour and Employment, 1.6 million jobs were created between January and September 2007, one of the most favourable results for the period since 1985. Economic sectors that generated the most employment were agriculture and forestry (13.7%), followed by construction (12.8%) and manufacturing (7.4%).

The unemployment rate in Colombia (13 metropolitan areas) fell from 13.2% during the period January–September 2006 to 12.0% in the same period of 2007. The change in this indicator was the result of an increase in labour demand, as reflected by the slight increase in the employment-to-population ratio, and the decrease in the labour force participation rate by -0.8 percentage points, continuing a trend that began in 2004 for the latter indicator. The unemployment trend contrasts with the performance of the underemployment rate, which remained nearly unchanged at 31% for 13 metropolitan areas. Employment in the manufacturing sector increased 3.5% in the first nine months of the year, mainly reflecting the increase in temporary employment (6.2%), while permanent employment grew 1.2%.

In Chile, the national unemployment rate reached 7.1% in the first three quarters of 2007, falling 1.3 percentage points with respect to the same period of 2006, due to a moderate increase in labour demand (the employment-to-population ratio rose from 50.2% to 50.8%), whereas labour supply declined slightly in the same period. These results reflect year-over-year GDP growth, which in the first and second quarters was 5.8% and 6.1%, respectively. Wage employment continued to record annual growth of approximately 5%, as it has since the end of 2004. The generation of employment increased in all economic sectors thanks to robust domestic and foreign demand; in recent

months, the pace of job growth has slowed in the manufacturing and construction sectors.

The unemployment rate from January to August in Ecuador (Cuenca, Guayaquil and Quito) is estimated at 9.8%, less than the 10.3% recorded during the same period in 2006. This change is attributed mainly to the expansion of employment but also to a slight decline in the labour force participation rate. Growth in labour demand, especially in trade, reflected the expansion of domestic demand. Also noteworthy was the reduction of the underemployment rate, from an average of 48.2% in the first eight months of 2006 to 42.6% in the same period of 2007.

In Peru, data for Metropolitan Lima indicate significant growth in both labour demand and supply, which generated a slight decrease in the unemployment rate, to 8.7% on average for the first three quarters of 2007. With respect to underemployment levels, between 2006 and 2007 (average for the first nine months), the proportion of persons who were underemployed in terms of earnings (in other words, individuals who, despite working 35 or more hours per week, had earnings below the value of a basic family consumption basket per worker) decreased from 39.2% to 36.9% of the labour force. In addition, the proportion of time-related underemployed (in other words, those working fewer than 35 hours a week that are able and want to work more hours) remained unchanged (15.3%). Surveys of private sector establishments with 10 or more workers indicate that the national urban employment index increased by 8.3% (average of the first eight months) in 2007 as compared with the same period in 2006, at 8.7% for Metropolitan Lima and 7.4% for the country's other urban areas. This index showed positive changes in most sectors, especially in manufacturing and service. Nevertheless, mining and fishing began to perform negatively beginning in August 2007.

In Mexico, the urban unemployment rate (32 cities) rose from 4.6% to 4.9% in the first three quarters of 2006 and 2007, respectively, as a result of a decrease of -0.2 percentage points in the employment-to-population ratio, whereas the labour force participation rate remained unchanged at 60.6%. This slower pace in job creation was also observed at the national level, where the national unemployment rate increased from 3.6% to 3.8% in the same period. These results reflect the substantially slower growth of GDP compared with 2006, due to weakening foreign demand and the slowdown of domestic consumption and investment (the average annual GDP growth rate was 5% from January to September of 2006, as compared with 3% in 2007).

The increase in unemployment contrasts with the annual increase of workers covered by the Mexican

Social Security Institute (IMSS), which at the close of the third quarter recorded an annual growth rate of 6%. This figure reflects new jobs created in the period as well as higher registration of existing jobs. Moreover, the annual increase in the generation of formal employment continued to be more vigorous in temporary urban employment than in permanent employment. The slowing pace of total employment growth involved several economic sectors but was most marked in manufacturing. The annual change in labour productivity in manufacturing diminished during the first half of 2007, associated with the slower expansion of production, which normally precedes that of employment.

Economic growth in Uruguay was reflected in the positive performance of key labour market indicators. The urban unemployment rate decreased markedly, to 10%, 1.9 percentage points lower than that of the same period in 2006, resulting from a notable increase in labour demand which exceeded the increase in labour supply. The sectors with the largest increase in employment were manufacturing; electric power, gas and water supply; and trade, restaurants and hotels.

In the Bolivarian Republic of Venezuela, the national unemployment rate decreased from 10.5% in the first

three quarters of 2006 to 9.0% in the same period in 2007. These results reflect both an increase in the employment-to-population ratio (0.4 percentage points) and a reduction in the labour supply, since the labour force participation rate was 64.8%, less than the 65.4% recorded in 2006. The average for employed persons in the public sector rose 5% in the first three quarters of 2007, compared with the same period of 2006, whereas the rate for private sector employment increased by 2.5%. The sectors which generated the most employment were agriculture, followed by trade, transportation and manufacturing.

In summary, the analysis of employment indicators demonstrates that overall, results were positive through the third quarter of 2007. These indicators demonstrate that the region continues to experience a cycle of economic and employment growth in which GDP growth rates driven by the expansion of domestic and foreign demand are generating new jobs. However, some of these new jobs reflect the formalization of pre-existing informal employment. In addition, the magnitude of economic growth in several countries is modest in light of the need to reverse the decent work deficit accumulated over the past decades.

Box Article 1

SECTORIAL COMPOSITION OF URBAN EMPLOYMENT AND HEALTH AND PENSION COVERAGE

Despite the positive trend in some labour market indicators in the region associated with the strong economic growth of recent years, a large percentage of the employed population still faces precarious conditions in the labour market. This box article presents an overview of trends in selected countries of Latin America with respect to the structure of urban employment by situation in employment, informal employment (based on the new concept), employment by economic sector as well as health and pension coverage of urban employment, allowing a broader understanding of labour trends.

In recent years, wage and salaried employment has experienced positive change. In 2006, this variable as a percentage of employed persons rose 0.8 percentage points as compared with 2005 (from 61.4% to 62.2%), representing an increase of 2.8 percentage points over the 1995 level. Wage and salaried employment among women continues to be below that of men (a gap of nearly 10 percentage points in the

region in 2006) despite having experienced a greater increase as compared with men in recent years. Wage and salaried employment in establishments of six or more workers continued to constitute the main form of labour market entry in the region in 2006 (36.5%), given that it rose in 12 of the 16 countries studied, increasing an average of 0.9 percentage points with respect to 2005. Only minor changes were recorded in public sector employment (0.1 percentage point) and employment in establishments of five or fewer workers (-0.2 percentage points) (Table 6-A of the Statistical Annex).

Non-wage employment decreased slightly, -0.5 percentage points from 2005 to 2006. Self-employment (22.1%) declined in 11 of the 16 countries analyzed, recording a decrease of -0.5 percentage points with respect to 2005, and continued the slight downward trend observed since 1995 (it decreased -0.7 percentage points over the period). Domestic service (7.7%) and contributing family workers (2.8%), two



types of employment with a large percentage of women and which are characterized by low earnings, also decreased slightly.

The *2006 Labour Overview* presented for the first time estimates of informal employment and employment in the informal sector based on recommendations from the Fifteenth and Seventeenth International Conference of Labour Statisticians (ICLS) for a group of five Latin American countries. Informal sector employment refers to employment generated in a subgroup of household enterprises (that is, unincorporated), which do not comply with mandatory national laws for operating businesses and/or do not keep accounting records for economic motives, lack of knowledge or other reasons. These include enterprises of own-account workers, as well as enterprises with permanent wage and salaried workers that may also include contributing family workers.

Informal employment refers to jobs where the employment relationship is, in law or in practice, not subject to national labour legislation, income taxation, social protection or entitlement to certain employment benefits. Informal employment may include wage and salaried workers who have atypical contracts, without the security or benefits mandated by a country's labour legislation. This type of employment may occur both in formal and informal sector enterprises of the economy, as well as in households. Both concepts (informal employment and informal sector employment) reflect the overall problem of informality, which some authors refer to jointly as the "informal economy." Most of the household surveys of the region currently do not allow the measurement of informal employment and employment in the informal sector defined in accordance with the recommendations of the ICLS mentioned above. It is therefore recommended that appropriate questions and methodology for their measurement be included in these surveys.

In 2006, information from the household surveys of five Latin American countries permitted the estimation of informal employment: Colombia, Ecuador, Mexico, Panama and Peru. These data indicate that informal employment (which includes a large part of employment in the informal sector) affects an estimated 61.5% of the urban employed population of those countries. Excluding Panama, the countries have informal employment rates of over 50% (Table 1a).

The composition of informal employment varies by country. It is mainly comprised of independent workers in Colombia (over 54%) while presenting similar percentages of independent and wage and salaried workers in Panama and Peru (nearly 45% in Panama and 43% in Peru), and a majority of wage and salaried workers in Ecuador and Mexico (approximately 58% and 63%, respectively).

The proportion of informal employment among wage and salaried workers (whether in establishments of the formal or informal sectors) is quite high, affecting almost half of wage and salaried workers in the countries analyzed (49.2%) on average, but the scenario is varied. In Ecuador, more than 70% of wage and salaried employment is informal. In Peru, this figure is approximately 63%; in Mexico, it is 46%, while in Colombia, it is approximately 42%. Panama has the lowest rate of wage and salaried informal employment, 27%. These results indicate that a large percentage of wage and salaried workers lack social protection and employment benefits. It is suggested that corrective measures be taken, especially by the competent labour authority.

Informal employment continues to account for a large share of wage and salaried workers of the formal sector, approximately 36% on average. Clearly, not all employment generated in the formal sector provides adequate social protection. The figure is particularly high in Ecuador (nearly 63%) and Peru, where it accounts for almost half of formal sector wage and salaried employment, whereas Mexico, Colombia and Panama have lower levels of informal employment among wage and salaried workers in the formal sector.

Informal sector employment represented 40.3% of the total employed population in 2006, on average. The jobs generated in these productive units are more likely to be precarious and unprotected. Establishments of the informal sector are less likely to be inspected by the competent authorities than those of the formal sector.

Analyzing the data by sex, Ecuador, Mexico and Peru are noteworthy in that more women than men participate in informal employment. In Ecuador, the differences are minimal. In Mexico, the percentage of women employed in informal employment is 3.0 percentage points above that of men, while in Peru the difference is almost 10 percentage points. Several studies have noted the higher incidence of informality among women as compared with men. This is a supply-side phenomenon reflecting the increase in women's participation in the labour force in a context where job creation is still insufficient.

In 2006, four of the five countries studied experienced a slight reduction in informal employment indicators as well as in informal sector employment compared with the previous year. Only Ecuador recorded small increases. Despite these signs of progress, the percentage of employed persons with precarious employment conditions remains high. Public policies should establish systems to address this problem,

TABLE 1a

LATIN AMERICA (FIVE SELECTED COUNTRIES): INFORMAL EMPLOYMENT AND EMPLOYMENT IN THE INFORMAL SECTOR BY SEX, 2005 AND 2006 ^{a/}
(percentages)

Country, year and sex			Informal employment ^{a/}			Employment in the informal sector
			Total	Wage and salaried employment	Wage and salaried employment in the formal sector	
Colombia ^{b/}	2005	Total	63.5	42.6	22.7	52.5
		Men	64.2	43.3	26.9	55.6
		Women	62.5	41.8	17.1	48.5
	2006	Total	62.2	42.2	22.0	51.5
		Men	62.6	41.7	25.3	54.7
		Women	61.7	42.8	17.7	47.6
Ecuador ^{c/}	2005	Total	71.3	70.1	61.7	38.6
		Men	71.2	71.9	64.4	39.2
		Women	71.5	67.1	57.0	37.8
	2006	Total	72.2	70.6	62.8	39.8
		Men	71.9	73.2	65.9	39.2
		Women	72.7	66.1	57.2	40.7
Mexico ^{d/}	2005	Total	54.8	47.0	35.9	28.7
		Men	53.9	47.3	37.4	30.6
		Women	56.0	46.6	33.6	25.9
	2006	Total	53.9	46.2	35.6	27.9
		Men	52.9	46.6	37.5	29.1
		Women	55.3	45.5	32.5	26.2
Panama ^{e/}	2005	Total	44.1	27.6	14.6	30.8
		Men	45.3	26.9	17.0	35.5
		Women	42.4	28.5	11.2	24.0
	2006	Total	43.4	26.6	14.6	29.3
		Men	43.7	24.8	17.3	33.2
		Women	43.0	29.1	10.3	23.7
Peru ^{f/}	2005	Total	78.0	63.4	49.8	54.2
		Men	73.8	60.5	49.1	51.9
		Women	83.1	67.7	51.0	57.1
	2006	Total	75.9	60.3	45.3	52.9
		Men	71.7	57.6	45.3	50.6
		Women	81.3	64.3	45.4	55.7

Source: ILO estimates based on data from household surveys of the countries. Data refer to urban areas.

a/ Informal employment refers to jobs where the employment relationship is, in law or in practice, not subject to national labour legislation, income taxation, social protection or entitlement to certain employment benefits.

b/ Continuous Household Survey, second quarter of 2005 and 2006 (April – June), municipal cities.

c/ Household Survey, IV quarter of 2005 and 2006; urban area.

d/ National Occupation and Employment Survey (ENOE), second quarter of 2005 and 2006, most urbanized areas.

e/ Household Survey, August 2005 and 2006.

f/ National Household Survey, 2005 and 2006 (January to December), urban area.

which affects wage and salaried workers and non-wage workers in both the formal and informal sectors.

With respect to the structure of employment by economic activity, in 2006, the trend mentioned in previous editions of the *Labour Overview* continued in that regional urban employment is concentrated in the service (44.1%) and trade (25.6%) sectors. In three countries (Argentina, Panama and Uruguay), employment in the service sector accounts for nearly 50% of urban employment. A greater share of women

as compared with men work in the service industry (56.7% and 34.8%, respectively); whereas the trade sector has a similar share of urban employment by sex (approximately 25.0%) (Table 7-A of the Statistical Annex).

An analysis by economic activity indicates that community, social and personal services employ more than a third of the employed urban population, trade employs a quarter of this population and manufacturing accounts for 15.9%. Employment in manufacturing exceeds the regional average in El Salvador, Honduras,

Mexico and Nicaragua, reflecting the demands of the *maquila* sector.

The economic activities with the largest increases in urban employment in 2006 were community, social and personal services (0.7 percentage points) and financial services (0.1%). Employment in electricity, gas and water supply; construction; transportation; storage and communication activities remained unchanged in 2006 with respect to 2005. Employment declined slightly in the manufacturing industry (-0.1 percentage points) and trade (-0.3 percentage points). Despite these changes, employment in manufacturing, construction, trade, transportation, storage and communications, as well as in financial establishments, demonstrates a slight upward trend as compared with percentages of 1995.

A characteristic of employment in the region is the high level of non-protection: on average, 39.2% of the urban employed population in 2006 lacked health insurance and/or pensions. Non-wage employment and domestic service workers had the highest non-protection rates (78.1% and 64.6%, respectively). Independent workers (including contributing family workers), domestic service workers and wage and salaried workers in private sector establishments with five or fewer workers had high levels of non-protection. In 2006, the countries with a more inclusive health and/or pension system were Uruguay (96.5%), Chile

(93.9%) and Costa Rica (79.6%), all with a high percentage of urban employed persons with coverage (Table 8-A of the Statistical Annex).

Female employment offers slightly more coverage than male employment. Part of the population with health and/or pension coverage receives these benefits through employment of a third party (generally a direct family member) rather than as benefits originating from his or her own employment. This likely explains the increased health and/or pension coverage among women. Nevertheless, while female wage and salaried workers demonstrate higher levels of health and/or pension coverage than men, this is not true of non-wage employment, where more men than women are covered.

Although the percentage of employed persons with health and/or pension coverage has increased by 5.8 percentage points comparing data from 1995 and 2006, substantial changes are needed to improve the quality of employment. To address this problem, attention should focus on high-risk jobs without ignoring other segments. To evaluate occupational injury policy, an efficient system should be implemented for reporting work-related accidents by economic activity. This would permit monitoring cases –and their seriousness– and guarantee adequate care of workers in the health and pension system.



Unemployment by Sex in 2007

Unemployment rates by sex show trends similar to those of aggregate employment. For the 13 countries with information on the unemployment rate by sex to the third quarter of 2007, unemployment among women was 1.6 times higher than that of men, on average, which is higher than the gap observed in 2006 (1.5 times). The largest gap was registered in Jamaica (2.2 times), followed by Costa Rica and Trinidad and Tobago (2.0 times in both), and, the lowest gap was recorded in Mexico and the Bolivarian Republic of Venezuela (1.2 times) (Figure 5 and Table 2-A of the Statistical Annex).

The change in the unemployment rate by sex was variable among countries of the region. In eight of the 12 countries where the total unemployment rate fell, the decrease was greater among women than among men (Barbados, Chile, Colombia, Costa Rica, Jamaica, Panama, the Bolivarian Republic of Venezuela and Uruguay), whereas in the other three (Brazil, Trinidad and Tobago and Peru), the decline was greater among

men. In Argentina, the reduction in the unemployment rate affected both sexes equally.

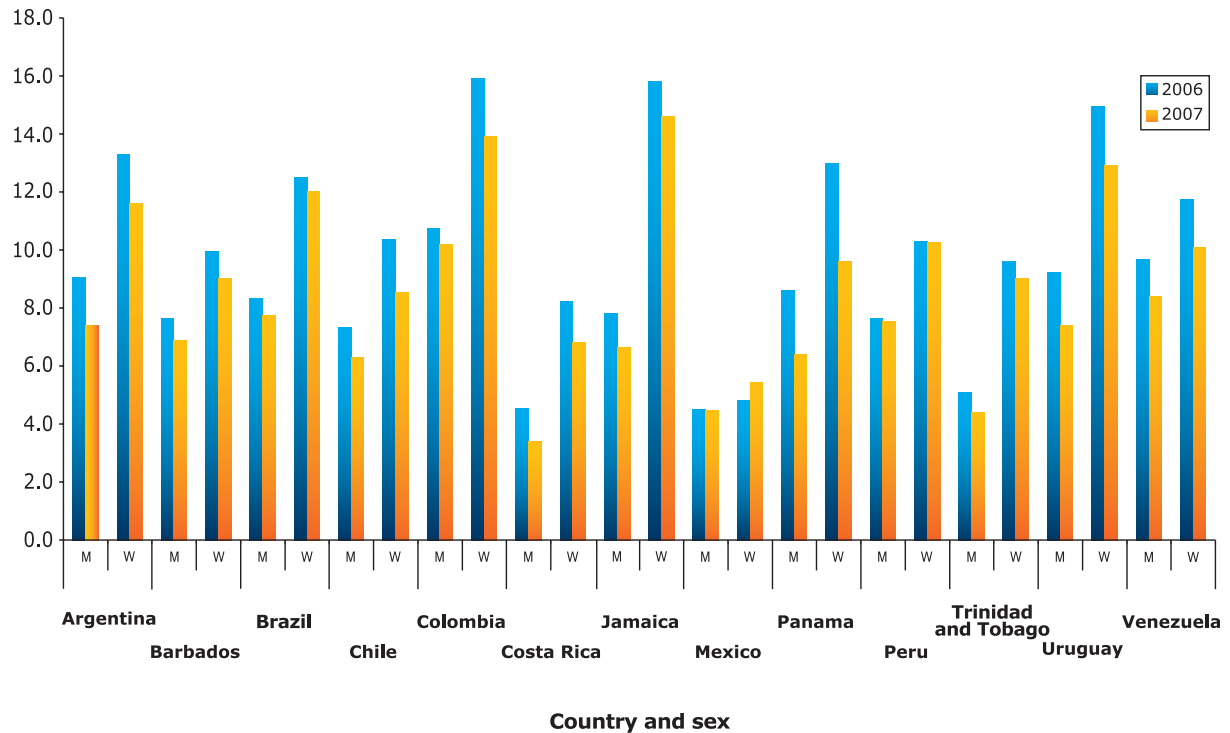
In most of the countries with available information by sex, the decrease in the female unemployment rate was associated with an increase in labour demand that exceeded the rise in labour supply (Brazil, Chile, Costa Rica, Panama and Uruguay). In some cases, the decline reflected an increase in labour demand combined with a decrease in the labour force participation rate (Barbados, Colombia and Bolivarian Republic of Venezuela). However, in three cases, the reduction in the female unemployment rate was a consequence of a decrease in the labour force participation rate that exceeded the decline in the employment-to-population ratio of women (Argentina, Jamaica and Trinidad and Tobago). This means that the decrease in female unemployment in these countries is associated with a reduced female labour force rather than expanded job creation among women.

A similar result was observed among men, where the decrease in the unemployment rate reflected the

FIGURE 5

**LATIN AMERICA AND THE CARIBBEAN (13 COUNTRIES):
URBAN UNEMPLOYMENT RATE BY SEX
JANUARY-SEPTEMBER, 2006 AND 2007**

(percentages)



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

Note: M = Men, W = Women.

increase in the employment-to-population ratio that more than offset the rise in the labour force participation rate in most of the countries (Argentina, Barbados, Costa Rica, Jamaica, Trinidad and Tobago and Uruguay). In Brazil, Chile, Panama and the Bolivarian Republic of Venezuela, the reduction in men's unemployment rate reflected an increase in labour demand and a decrease in labour supply among men. In Colombia, the lower unemployment rate among men reflected a decline in the labour force participation rate that exceeded the decrease in the employment-to-population ratio among men, indicating a lack of sufficient job creation among men in that country.

In Mexico, where the total unemployment rate rose through the third quarter of 2007, the increase fully reflected the rise in the female unemployment rate (from 4.8% to 5.4%) since the male unemployment rate remained unchanged (4.5%). Whereas the average male unemployment rate in the first three quarters of 2007 remained steady due to a significant reduction in supply and labour demand of equal magnitude (-0.5 percentage points), female unemployment increased due to an increase in the labour force participation rate (0.4 percentage points), which was not offset by a sufficient expansion of labour demand (the employment-to-population ratio rose 0.1 percentage points).

Box Article 2

THE POLITICAL IMPORTANCE OF RESPECT FOR FREEDOM OF ASSOCIATION IN THE AMERICAS

Although they are different concepts, democracy and freedom are closely related. Together with human rights, they constitute an indivisible set of qualities that modern societies require to function properly. Freedom of association occupies an important place among the group of liberties. Its absence or noncompliance hinders the functioning of the political system and threatens good governance and social peace.

The democratic system proclaims the importance of these principles in most of the countries of the region. Nevertheless, some values inherent to democracy are often forgotten, ignored or undervalued, which, in addition to freedom of association, include the right to collective bargaining and labour rights and principles in general. It also embraces voting, plurality of political parties, respect for the rule of law and institutions. Democracy safeguards individual and collective rights, which are indispensable for exercising this form of government.

Freedom of the press, entrepreneurial freedom and investment security are essential in a free market economy and hailed as pillars of democracy. They are just as important as the rights of workers to organize in trade unions and engage in collective bargaining. Therefore, all of these democratic rights should be respected equally.

The causes of the rampant inequality and marked social differences in the region are closely related to insufficient employment and the decent work deficit; that is, as defined by the ILO, of work which dignifies and fosters the development of one's skills, where core labour principles and rights at work are respected, especially freedom of association and collective bargaining, with fair pay and social protection, without discrimination and which embraces social dialogue.

Obstacles to the increased generation of decent work in Latin America and the Caribbean include the lack of respect for labour rights and barriers to the exercise of freedom of association. In order for democracy to reach everyone in a society, labour rights, particularly freedom of association, must be recognized and protected.

The Americas is the region in the world that has the greatest number of complaints filed with the ILO for

violation of the right to freedom of association. In nearly every year between January 1990 and June 2007, the countries of the Americas outpaced the rest of the world with respect to the number of complaints of violations against freedom of association. What is worse, these complaints have increased substantially during this decade (Figure 2a). A comparison of the periods 1990-1996 and 2000-2006 reveals that complaints filed with the ILO Committee on Freedom of Association (CFA) in countries outside of the Americas grew 10.1% whereas those in countries of the Americas rose by 28.2% over the same period. Other than these statistics compiled by the ILO, the majority of countries lack information on violations of freedom of association, which constitutes a knowledge gap for the effective promotion of decent work.

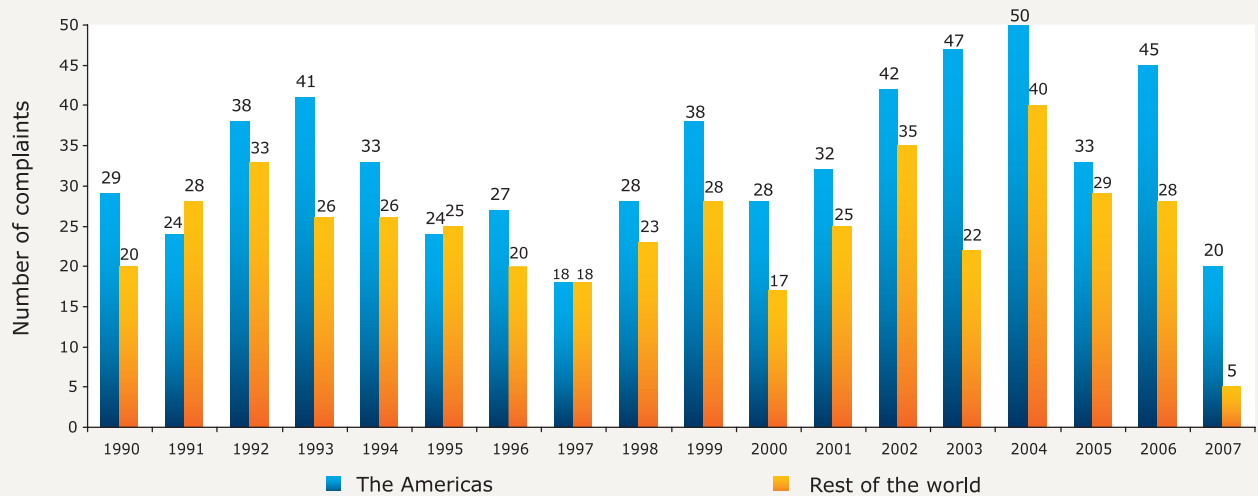
The CFA registered 597 complaints in countries of the Americas from January 1990 to June 2007. Figure 2b shows that this continent concentrates 57.1% of the total complaints for violation of freedom of association, more than any other continent.

An analysis by economic sectors of complaints for violation of freedom of association received by the CFA between January 1990 and June 2007 indicates that complaints are concentrated in the public administration and public service sector. These results may partially reflect the fact that the government is a leading employer in countries of the region and that the rate of union membership in the public sector is higher than the average for the countries, largely because of the greater job stability of workers in the public administration and service sectors as compared with workers of other sectors. This is reflected in the fact that government agencies are mentioned in 60% of the complaints filed. Of the 1,603,622 people affected by violations of freedom of association in the Americas over this period, the central or federal government was alleged to be directly involved in the violation in nearly 92% of the cases.

Between 1990 and 2006, the ILO Committee of Experts on the Application of Conventions and Recommendations made recommendations to 27 of the 33 countries of the Americas that ratified ILO Convention 87 on Freedom of Association and Protection of the Right to Organise (1948) and to 22 of the 32 countries that ratified ILO Convention 98 on the Right to Organise and Collective Bargaining (1949)

FIGURE 2a

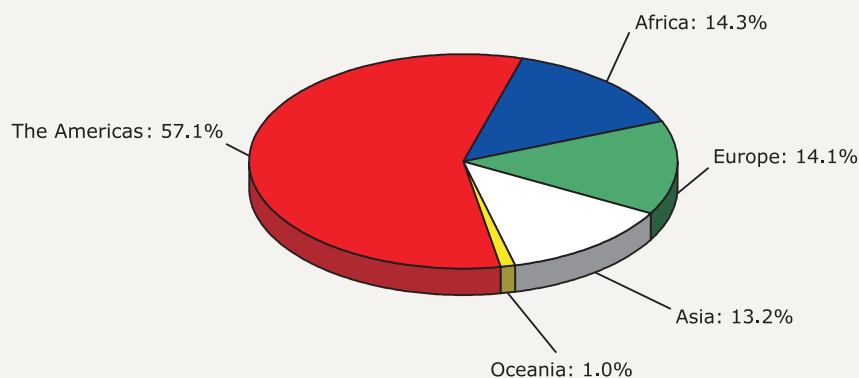
THE AMERICAS AND THE REST OF THE WORLD: NUMBER OF COMPLAINTS FILED ANNUALLY WITH THE ILO COMMITTEE ON FREEDOM OF ASSOCIATION BETWEEN JANUARY 1990 AND JUNE 2007



Source: ILO, based on reports of the Committee on Freedom of Association between January 1990 and June 2007, processed in the QVILIS database.

FIGURE 2b

PERCENTAGE OF COMPLAINTS PRESENTED BY CONTINENT TO THE ILO COMMITTEE ON FREEDOM OF ASSOCIATION BETWEEN JANUARY 1990 AND JUNE 2007



Source: ILO, based on reports of the Committee on Freedom of Association between January 1990 and June 2007, processed in the QVILIS database.

during the same period. Key labour standards and practical problems include, in the case of Convention 87, the obstacles impeding organizations from freely drafting bylaws, electing representatives and organizing and administering their activities. In the case of Convention 98, problem areas include restrictions on collective bargaining and the lack of its promotion.

The ILO has the historic, ethical and political mandate of promoting social justice in the world of work to

guarantee peace. In recent years, it has promoted fair globalization, emphasizing the application and enforcement of basic principles and rights at work as part of the exercise of democracy through promotion of respect among productive actors, encouraging consultation, social dialogue and collective bargaining.

As a human right, freedom of association is also important to employers since it forms part of a historical tradition that is closely associated with

achieving progress that includes social justice. Lack of respect for this freedom is a form of unfair competition and is a cause for social and political unrest, limiting progress toward social peace that permits a climate conducive to business development.

It should be noted that the number of complaints filed with the CFA is not necessarily synonymous with a high incidence of violations of freedom of association. Rather, it reflects statistics on reported complaints for violations, which among other things is indicative of the capacity of unions to appeal to ILO bodies. In different labour fora, social actors (including business executives, unions and governments) have recognized the prevalence of problems associated with respect for fundamental rights at work, and have expressed

their commitment to working together to identify causes and develop initiatives to address them through consensus. In promoting decent work, the ILO focuses on cooperation and technical assistance to promote a balance between economic and social policies.

The year 2008 marks the 60th anniversary of the adoption of Convention 87 and the 10th anniversary of the adoption of the ILO Declaration on Fundamental Principles and Rights at Work and its Follow Up, as well as of the Socio-Labour Declaration of the Southern Common Market (MERCOSUR). These anniversaries mark a good opportunity to support activities for the promotion of trade union rights as an indispensable part of decent work.

Youth Unemployment in 2007

Despite the regional decline in unemployment, youth continue to be the group most affected by unemployment. This age group represents a large percentage of individuals who are seeking work for the first time, along with a lower labour force participation rate, which is more marked among youth than adults. The youth unemployment rate is more than double the total unemployment rate (2.2 times), on average, although figures vary by country, and is nearly triple the adult unemployment rate.

Available information for nine countries for 2007 indicates that the declining total unemployment rate is also observed in the youth unemployment rate, except in Colombia (13 metropolitan areas), where unemployment rose among youth ages 12 to 17 and declined among those ages 18 to 24.

In five countries, the ratio of the youth unemployment rate (ages 15 to 24, except in Chile, where it is 15 to 19 years old) and Uruguay (14 to 24 years old) to the total unemployment rate is above the regional average: Argentina (2.7 times), Brazil (2.3 times), Chile (3.4 times), Jamaica (2.3 times) and Uruguay (2.6 times). The youth unemployment rate is four times higher than the adult (over age 25) rate in Uruguay, 3.3 times higher in Brazil, and 2.3 and 2.1 times higher in Peru and the Bolivarian Republic of Venezuela, respectively (Figure 6 and Table 3-A of the Statistical Annex).

It is estimated that the average weighted urban youth unemployment rate for Latin America was 21.4% for the first nine months of 2007, representing nearly 9.1 million youths in the region. Although this indicator has declined, it is still higher than that of 1990 and the ratio of youth to adult unemployment rates has remained largely unchanged.

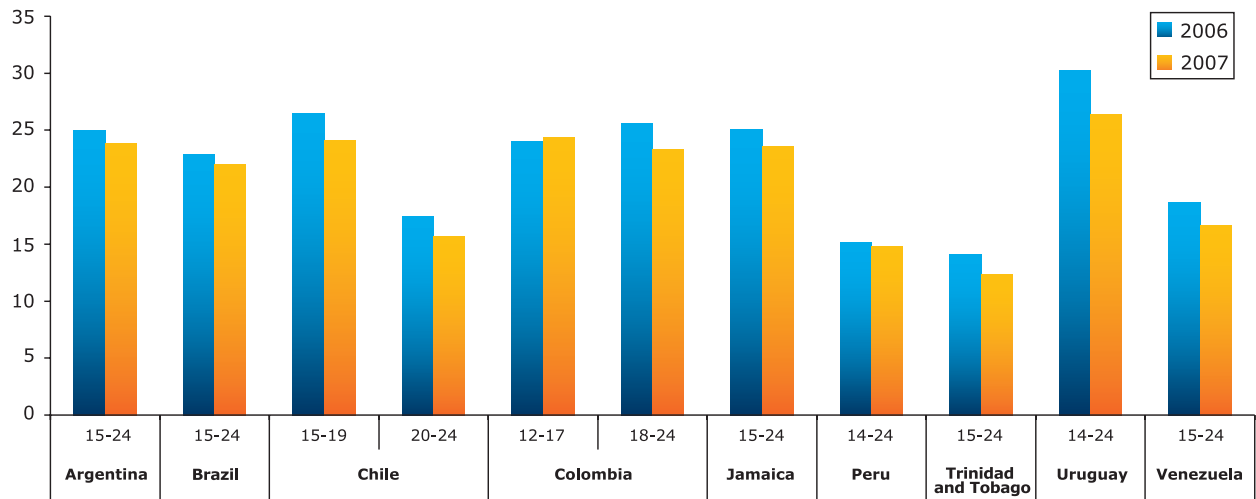
Although youth's greater vulnerability in the labour market is universal, the problem of youth employment is different in the region than in developed countries. Youths in Latin America and the Caribbean represent a larger, faster-growing proportion of the population than in developed nations, due to the different demographics of the countries. Latin American and Caribbean youth are poorer and have more unmet basic needs. They are less educated and are deficient in job skills, especially youths from vulnerable populations, who are both heirs to social exclusion and the mechanism for reproducing it.

At the regional level, a large percentage of youth enter the labour market under precarious conditions, with less health and pension coverage and lower levels of union membership than adults. Most work without a contract although the difference as compared with adult workers has declined in recent decades due to more flexible labour market conditions.

To address the challenge of promoting decent work and productive employment for youth, a recent ILO study, *Decent Work and Youth in Latin America*, proposed seven recommendations: achieve greater linkages with the productive sector to promote economic growth in sectors that are youth-employment intensive, such as trade and services, to connect with the most dynamic sectors; establish an adequate regulatory framework that combines protection and promotion with more and better social protection benefits; improve coverage and quality of education and vocational training; promote business training and development; promote social inclusion; establish an effective institutional framework that adequately regulates the authority of government agencies responsible for promoting policies and programmes that benefit youth; and achieve greater involvement of organizations of workers and employers as regards stepping up efforts to promote decent work for youth.

FIGURE 6

**LATIN AMERICA AND THE CARIBBEAN (NINE COUNTRIES):
YOUTH UNEMPLOYMENT RATE IN URBAN AREAS
JANUARY - SEPTEMBER, 2006 AND 2007
(percentages)**



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

Box Article 3

CORPORATE SOCIAL RESPONSIBILITY



21

Corporate social responsibility (CSR) is a commonly used term today. Its meaning has changed, shifting according to the time and place, and it has often been interpreted in different ways. In general, CSR reflects the way in which firms take into account the repercussions of their activities on society. Through CSR, businesses reaffirm their principles and values, both in their processes and operations and in their interaction with other social actors. CSR is generally voluntary in nature and refers to activities that exceed a mere compliance with the law.

From this perspective, the social and environmental responsibilities perceived or prioritized by a small furniture-making establishment in Central America most likely will differ from those assumed by a major transport company in Brazil. In general, labour-intensive sectors tend to focus on labour or social issues whereas extractive and forestry industries, for example, may be more concerned with environmental problems and the impact of their activities on local communities.

The social and environmental responsibilities of enterprises may reflect the changing expectations of society. For example, what enterprises consider convenient practices today may become indispensable ones tomorrow. In addition, it is expected that different social actors interested in the activities of a certain enterprise will prioritize different social and environmental demands, which may contradict or compete with one another at times.

Although most codes and instruments recognize CSR as a "voluntary and diverse" initiative, this concept has become increasingly important in the business environment, particularly among multinational enterprises (MNE) and large enterprises, for addressing the repercussions of their activities on society, without ignoring their fundamental role of creating wealth.

Corporate social responsibility poses several challenges for enterprises, including the need to define

their responsibilities with respect to those of the public sector, determine the extent of their obligations in the supply chain and decide until what point in the future they should anticipate and plan for the consequences of their activities, especially in the case of natural resource use. Pragmatism in CSR is essential because despite the many issues it can address, CSR also has its limits and cannot substitute for the role of government in enforcing laws and international labour standards.

In some cases, the lack of adoption of CSR measures can damage a firm's reputation and image, impose additional costs on developing business activities and reduce competitiveness. Several studies indicate that the application of responsible business practices – which implies paying attention to factors different from the maximization of short-term profits – increases profitability and enables firms to achieve better results than the competition. Nevertheless, it could be argued that these results indicate that enterprises operating in a socially responsible manner are also well managed.

The government can assume a key role in the promotion of CSR, for example, by promoting a climate favourable to business (that ensures respect and defence of property rights and the rule of the law) and establishing good governance standards (for example, promoting transparency and eliminating corruption). This promotion does not imply managing CSR initiatives or making them mandatory; rather it seeks to foster a climate conducive to sustainable development and responsible behaviour on the part of business enterprises.

Government can also provide direct incentives for promoting certain aspects of CSR through "green" fiscal instruments, for example, and for ensuring that their procurement policies include safeguards to ensure compliance with codes of conduct. Through these types of instruments, governments can promote decent work while also supporting the use of ecologically sustainable materials, processes and production technologies (for example, the use of recycled materials, the adoption of renewable energy, the efficient use of non-renewable resources and the reduction of environmental contaminants and waste products). They can also promote "green" products and services (for example, low-emission vehicles and ecotourism services). Incentives can also be used, such as tax cuts, subsidies and low-interest loans for enterprises that abide by labour laws and international labour standards, provide adequate training to workers, mitigate or prevent the environmental impact of their production processes, products or services or promote the social value of natural environments.

Several European countries have actively promoted CSR. For example, in 2000, the Government of the United Kingdom named a Minister of Corporate Social Responsibility. In 2001, when it enacted the law on new economic regulation, France became the first country to mandate a triple balance sheet (financial, environmental and social) for firms with shares traded on the stock market. And, in 2002, the Belgian Parliament approved a law to promote socially responsible production through the establishment of a voluntary social responsibility label. Initiatives such as these and the basic conditions necessary for CSR to prosper – businesses concerned with the social and environmental consequences of their activities, an active civil society, capacity to establish linkages between firms and public institutions, and a strong public sector that establishes an environment conducive to business stability – are still scarce in much of the world.

For many enterprises, particularly those of the Organization for Economic Co-operation and Development (OECD), it is important to acquire and maintain a socially favourable standing. Without this collective good will, firms can become increasingly vulnerable in the current scenario of globalization, in which consumers may punish them through market mechanisms if they believe their practices are unfair. Consumers play a key role in generating the conditions necessary for creating a demand for sustainable firms. There are several national consumer groups that take an active interest in different aspects of CSR, as well as international bodies that play a key role in defending consumer interests, especially with regard to issues whose solution extends beyond national borders.

Recognizing this situation, in 1985 the United Nations drafted *U.N. Guidelines For Consumer Protection* (expanded in 1999), which recognize the "basic rights" of consumers and provide guidance on sustainable consumption. Naturally, consumers want quality products at affordable prices. Globalization has enabled them to differentiate among products based on factors in addition to price. Consumers are increasingly likely to base consumption decisions, at least in part, on aspects such as product safety and quality, environmental impact or that generated by their development, and the trajectory of human and labour rights of the firm producing the products.

An enterprise's good reputation, along with sound business management, facilitates sustainable results. Responsible business practices also provide another benefit: the possibility of attracting fresh capital and securing less expensive credit.



There is also ample evidence to support the link between sound environmental and social practices of a firm and the firm's value. This has led to the rapid expansion of what has come to be known as socially responsible investment (SRI). Initially, SRI was limited to the negative scrutiny of investment funds administered on behalf of specific groups or the application of a limited set of concrete questions (such as arms production or apartheid in South Africa). Currently, however, it has become a leading investment area where "one invests by taking into account the impact of investment on wider society and the natural environment, both today and in the future," according to a 2005 report by the World Economic Forum. For example, the results of a recent survey of 20,000 people in 20 countries published by the International Institute for Sustainable Development found that in the United States, where 61% of people own stocks, 28% reported having purchased or sold their stocks based on the social performance of the firm. The situation is similar in Canada, Great Britain, Italy and Japan.

Therefore, enterprises should incorporate –voluntarily– ethical values and social and environmental considerations in their competitive strategies that comply with international standards and national laws and practices. They should use CSR as an effective instrument for strengthening community relations, mitigating risks, improving their reputation, marketing and sales and more effectively defining their trademark among consumers.

Within its sphere of action, the ILO actively contributes to the discussion on CSR, promoting the values and basic principles that should guide efforts of businesses to promote decent work. Through the concept of decent work, the ILO sums up the aspirations of people in their work life with respect to opportunities and earnings, rights, a voice and acknowledgement, family stability and personal development, and justice and gender equality.

In its efforts to develop international guidelines in its area of expertise, the ILO drafted the *Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy* (Known as the MNE Declaration) in 1977. The principles contained in this universal instrument provide guidance for firms, governments and employers' and workers' organizations in areas such as employment,

professional training, working and living conditions and labour relations. This declaration is a valuable instrument for promoting CSR.

In 1998, the ILO adopted the *Declaration on Fundamental Principles and Rights at Work*, which underpins four principles recognized as fundamental for all member states: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation.

In March 2000, the MNE Declaration was revised to include the fundamental principles and rights at work. This encouraged all parties to make the *Declaration on Fundamental Principles and Rights at Work* a reality. In the last update of the MNE Declaration, approved in March 2006, a specific recommendation was added to encourage firms to take immediate and effective measures in their sphere of influence to achieve the prohibition and elimination of the worst forms of child labour as a matter of urgency.

At the ILO International Labour Conference of June 2007, employers' and workers' organizations, as well as governments, adopted a declaration on the role of the private sector in economic development, which provides solid and balanced guidance for policymaking on the conditions necessary to encourage businesses to operate in a more profitable, competitive manner while simultaneously fulfilling their social and environmental responsibilities. These recommendations constitute important guidelines for the development of policies that promote sustainable economic development with decent work.

In addition, the ILO, the World Bank and the International Monetary Fund have joined forces, in an effort led by the Secretary General of the United Nations, Ban Ki-moon, to establish a coordinated framework of the UN system to address the challenges posed by climate change. To contribute to this effort, the ILO is promoting a *Green Jobs Initiative*, designed to support sustainable firms and create new quality employment. In addition, this initiative examines the potential impact of the restructuring of the economy to one of reduced carbon emissions on firms and jobs, as well as its social consequences.

Changes in Real Wages in 2007

Economic growth in the region had a favourable impact on real wages but to a lesser extent than its positive but varied effect on increased labour demand.

The weighted average of the manufacturing wage in the eight countries with available information increased 3.0% in real terms during the first nine months of 2007 with respect to the same period in 2006. This increase was greater than the rise in the estimated average labour productivity for the period (2.7%). However, if Argentina (which experienced an increase far above the average) is excluded, the indicator increased only 2.1%. This means that the real manufacturing wage did not keep pace with the change in labour productivity in manufacturing, which is estimated to be three times higher than the average labour productivity for all sectors.

Argentina recorded the highest increase in real manufacturing wages (11.2%). This indicator also rose in five other countries (Brazil, Chile, Ecuador, Mexico and Uruguay), at rates ranging between 5.4% (Uruguay) and 1.2% (Mexico), whereas it fell slightly in Colombia (-0.5% from January to July) and the Bolivarian Republic of Venezuela (-0.4%). If this trend continues until the end of the year, it will mean a slowing of the manufacturing wage growth from the pace

registered in the same period of 2006 for this group of countries. (Table 9-A, Statistical Annex).

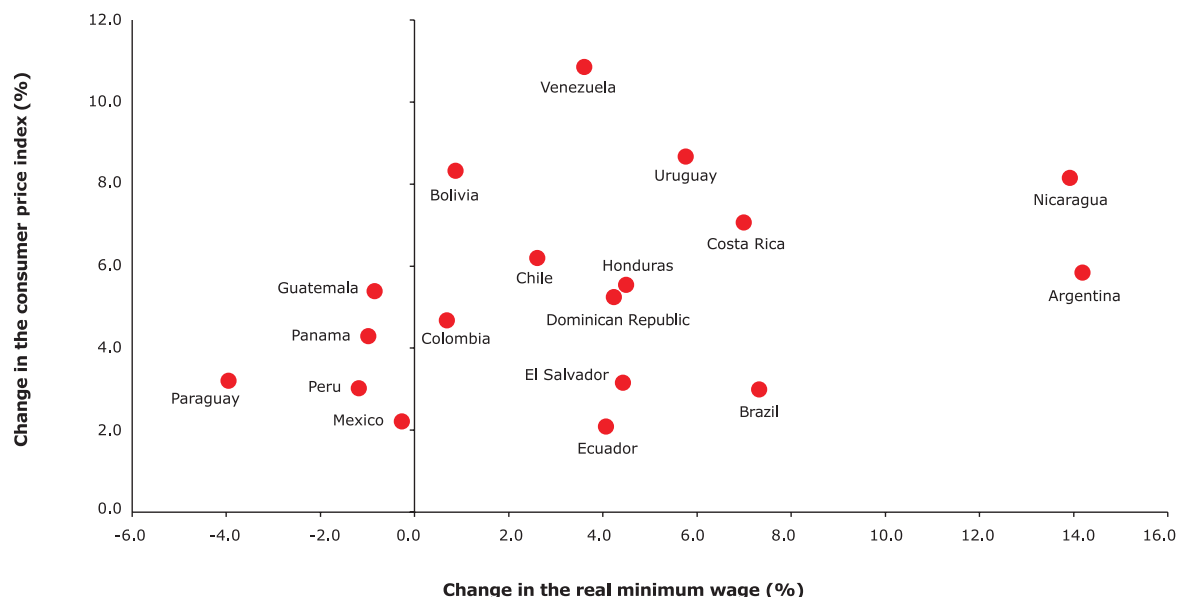
In addition, the weighted average of the real minimum wage for 18 countries of the region (urban areas) rose 4.7% during the first three quarters of 2007 (Figure 7 and Table 10-A of the Statistical Annex), with differences between countries. The indicator fell in five countries (Guatemala, Mexico, Panama, Paraguay and Peru) and increased in the remainder. Despite the moderate increase in inflation in 12 countries, nominal minimum wage increases established by governments or tripartite commissions (in accordance with the laws of each country), especially in Argentina (14.2%), led to a slight increase in purchasing power. If this country is excluded, the weighted average of the real minimum wage rose by 3.9%.

If the trend of the first nine months continues to the end of 2007, the weighted average of the minimum wage for the region (urban areas) will be 76% higher than in 1990, and the only countries that will not surpass the level of purchasing power of 17 years ago will be El Salvador, Mexico, Paraguay, the Bolivarian Republic of Venezuela and Uruguay.

The increases in the real manufacturing wage and the real minimum wage occurred in a context of heterogeneous changes in consumer price indices.

FIGURE 7

LATIN AMERICA: SELECTED COUNTRIES INFLATION AND THE REAL MINIMUM WAGE JANUARY - SEPTEMBER, 2007 (annual percentage change)



Source: ILO, based on official information of the countries (Tables 10-A and 11-A of the Statistical Annex)

While accumulated inflation to September 2007, compared with the same period in 2006, was lower in Argentina, Ecuador, El Salvador, Mexico, Paraguay and the Bolivarian Republic of Venezuela, the rest of the countries recorded moderate increases. The rate of increase of annual consumer prices in the first nine months for 18 countries was 3.9%, compared with 3.7% for the same period in 2006. The countries with an accumulated inflation rate to September above the regional average were: Argentina (5.8%), Bolivia (8.3%), Colombia (4.7%), Costa Rica (7.1%), Chile (6.2%), Guatemala (5.4%), Honduras (5.5%), Nicaragua (8.2%), Panama (4.3%), the Bolivarian Republic of Venezuela (10.9%), the Dominican Republic (5.2%) and Uruguay (8.7%) (Table 11-A, Statistical Annex).

Worker coverage of the minimum wage is an important issue in addition to its purchasing power and capacity to buy the basic consumer basket. This depends on the level established in minimum wage policy, its relationship with other labour market wages, as well as the administrative capacity of governments to ensure that enterprises affected by legislation adhere to this wage standard, among other factors.

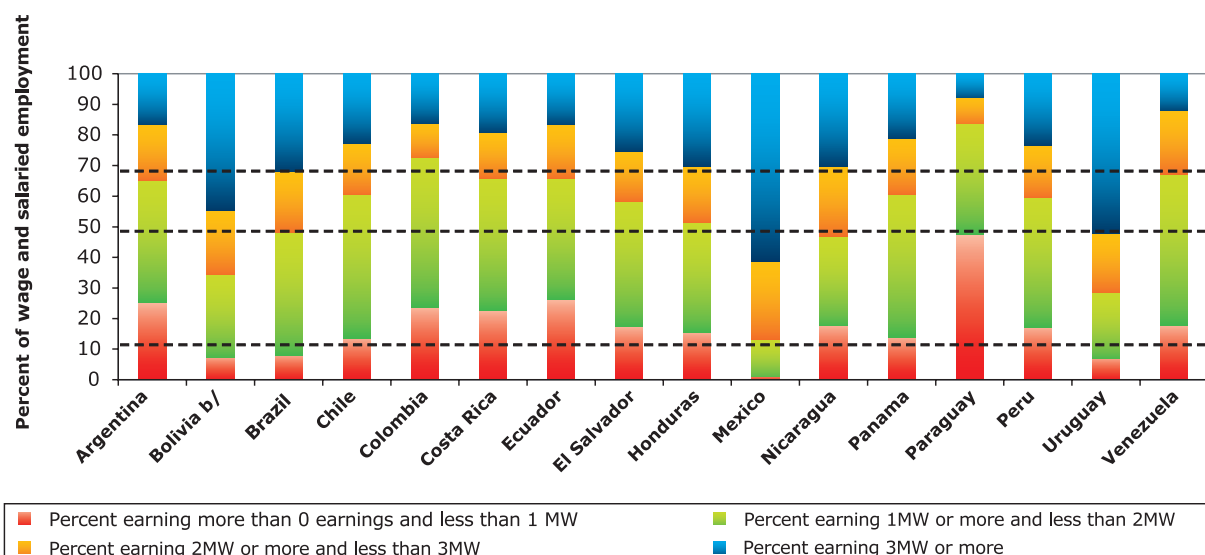
In 2006, the last year with available information, in the urban area of 16 Latin American countries,

approximately 10 million wage and salaried workers (11.3% of total wage and salaried workers that year), had earnings below the hourly minimum wage, a third of whom were women (Figure 8). This percentage was higher in Argentina (21.6%), Chile (13.2%), Colombia (20.6%), Costa Rica (21.0%), Ecuador (25.7%), El Salvador (17.2%), Honduras (15.3%), Nicaragua (17.8%), Panama (13.7%), Paraguay (47.6%), Peru (17.2%) and the Bolivarian Republic of Venezuela (15.8%). Paraguay has an especially high percentage of wage and salaried workers earning below the minimum wage, indicating the need to evaluate the reasons for such poor coverage.

Considering earnings by multiples of the minimum wage (MW), the highest percentage of wage and salaried workers belonged to two groups: those that earned 1 MW or more but less than 2 MW (37.4%), and those that received 3 MW or more (31.6%). A total of 19.6% earned 2 MW or more but less than 3 MW.

Mexico is noteworthy because the country's real minimum wage in 2006 was 70% of that recorded for 1990, a percentage that has changed little in the past 10 years (Table 10-A, Statistical Annex). Thus in 2006, the percentage of wage and salaried workers who earned 3 MW or more (53.1%) was considerably above the regional average for this category.

FIGURE 8
LATIN AMERICA (16 COUNTRIES):
PERCENTAGE OF WAGE AND SALARIED WORKERS WHO EARN DIFFERENT MULTIPLES
OF THE MINIMUM WAGE IN URBAN AREAS, 2006 ^{a/}
(percentages)



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

a/ Estimates exclude wage and salaried workers whose earnings were equal to zero; they also exclude wage and salaried workers who did not declare their earnings.

b/ Estimates for Bolivia are for 2005.

The analysis of the cases of Mexico and Paraguay provides important lessons. When the minimum wage is low, so is the number of unprotected workers since, at this level, the minimum wage does not significantly affect decisions to hire and dismiss unskilled workers. Nevertheless, as the minimum wage is set higher with

respect to earnings for unskilled labour, the level of non-compliance with this wage standard increases. In both cases, coverage regarding the minimum wage should be studied, and the results should serve to improve enforcement of this wage.

Box Article 4

CENTRAL AMERICA AND THE DOMINICAN REPUBLIC: THE LABOUR MARKET AND CHALLENGES FOR YOUTH EMPLOYMENT

In 2006, the working age population of Central America and the Dominican Republic totalled 37 million people, of which 54.8% participated in the labour force. Approximately 18.9 million workers were employed and 7.1% were unemployed (1.4 million). Fifty-eight percent of the working age population resides in urban areas, which have a labour participation rate of 56.2% and an unemployment rate of 8.6% (Table 4a), well below the figure for 2005 (9.7%), reflecting an increase of 0.5 percentage points in the employment-to-population ratio.

The decline in the unemployment rate between 2005 and 2006 is attributed to the accelerated pace of economic growth in the subregion, especially in Costa Rica, Honduras, Panama and the Dominican Republic. This economic strength reflects both the rise in exports (especially in Costa Rica and Panama) and increased domestic demand resulting from the increase in fixed capital investment (particularly in construction). Moreover, rising private consumption has driven improved economic performance, stimulated by three factors: remittances (El Salvador, Guatemala and Honduras), real income (Costa Rica and Panama) and the expansion of credit (Costa Rica, Honduras, Panama and the Dominican Republic). Nevertheless, total unemployment in this subregion and the Dominican Republic was higher in 2006 than in 2000 (6.9%). This increase reflects a slightly higher growth of the labour force than the increase in total employment in the period, although figures varied significantly between countries.

Considering the total national area of the countries in 2006, the labour force participation rate among men was almost double (1.8 times) that of women in this subregion and the Dominican Republic, with the greatest gaps observed in Honduras and Guatemala. The unemployment rate was higher among women

(9.8%) than men (5.4%), particularly in Costa Rica, Panama and the Dominican Republic. The differences in the labour force participation rate by sex were lower in urban areas (1.5 times, on average), and also in the case of urban unemployment rates (10.6% and 7.1% for women and men, respectively).

Costa Rica and Guatemala recorded a lower unemployment rate, which, combined with a higher labour force participation rate, generated a favourable labour situation.

Youth faced greater difficulties than adults in entering the labour market. Youth have higher unemployment rates – between two and four times those of adults – especially in Costa Rica, Panama and the Dominican Republic (Figure 4a). In 2006, youth ages 15 to 24 represented between a fourth and a fifth of the total labour force in the subregion, and between 41% and 52% of the total unemployed population. Youth in urban areas faced even greater difficulties: on average, the urban unemployment rate is 2.8 times higher than that of adults (whereas the difference in the total national area rate is 2.5 times), combined with an average labour force participation rate of just 84% that of the adult population.

Quality of Employment

Labour markets in Central American countries and the Dominican Republic demonstrate a structural deficiency in the generation of decent work because they are characterized by a largely undiversified productive structure with a traditional rural base and low productivity, as well as a large number of microenterprises that carry out non-agricultural activities, mainly associated with trade and services.

TABLE 4a

CENTRAL AMERICA AND THE DOMINICAN REPUBLIC: WORKING AGE POPULATION BY EMPLOYMENT STATUS, COUNTRY AND SEX, 2006 a/
(percentages)

Employment status	Costa Rica	Dominican Republic	El Salvador	Guatemala ^{b/}	Honduras	Nicaragua	Panama	Total countries
Total national area								
Net labour force participation rate								
Total	56.6	56.0	52.4	56.1	50.7	52.4	62.6	54.8
Men	73.5	68.6	66.7	75.7	69.3	68.0	79.9	71.2
Women	40.7	43.7	40.2	37.9	33.6	38.0	45.8	39.5
Youth	49.5	52.5	47.2	55.4	49.4	47.7	47.6	50.8
Employment-to-population ratio								
Total	53.3	46.9	49.2	54.3	49.1	49.7	57.2	50.9
Men	70.2	62.3	61.3	73.5	67.5	64.3	74.4	67.4
Women	37.2	31.9	38.8	36.5	32.2	36.1	40.5	35.6
Youth	42.6	36.6	41.7	52.1	46.8	43.6	38.6	44.3
Unemployment rate								
Total	6.0	16.2	6.2	3.1	3.1	5.2	8.7	7.1
Men	4.4	9.2	8.1	2.8	2.5	5.4	6.9	5.4
Women	8.7	27.0	3.6	3.7	4.2	4.9	11.7	9.8
Youth	13.9	30.4	11.7	6.0	5.1	8.6	18.9	12.8
Urban area								
Net labour force participation rate								
Total	58.2	57.1	53.8	58.4	52.1	52.8	62.8	56.2
Men	72.5	68.2	63.5	72.1	64.3	63.1	76.8	68.3
Women	45.3	46.7	45.9	46.0	41.9	43.9	49.9	45.6
Youth	48.4	52.8	43.7	56.5	45.8	43.8	45.9	49.3
Employment-to-population ratio								
Total	54.7	47.5	50.8	55.8	49.7	49.1	56.3	51.4
Men	69.2	61.1	58.7	69.0	61.6	58.0	70.2	63.5
Women	41.6	34.8	44.3	43.9	39.8	41.4	43.5	40.8
Youth	41.0	36.0	37.9	51.5	42.3	38.3	35.1	41.0
Unemployment rate								
Total	6.0	16.8	5.6	4.4	4.6	7.0	10.4	8.6
Men	4.5	10.5	7.5	4.3	4.3	8.1	8.6	7.1
Women	8.2	25.3	3.5	4.5	5.0	5.7	13.0	10.6
Youth	15.5	31.9	13.1	8.9	7.7	12.5	23.4	16.9

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

a/ The minimum working age as established by each country.

b/ 2004 data.

Only half of employed persons were wage and salaried workers in 2006, a percentage that reached 58% for urban areas. Compared with 2000, in 2006 the percentage of wage and salaried employment decreased slightly both for the national and urban areas. In the subregion, Costa Rica is the country with the largest percentage of wage and salaried employment (65.5% at the total national level), whereas Guatemala and Honduras have the lowest national percentages at 42.9% and 44.6%, respectively.

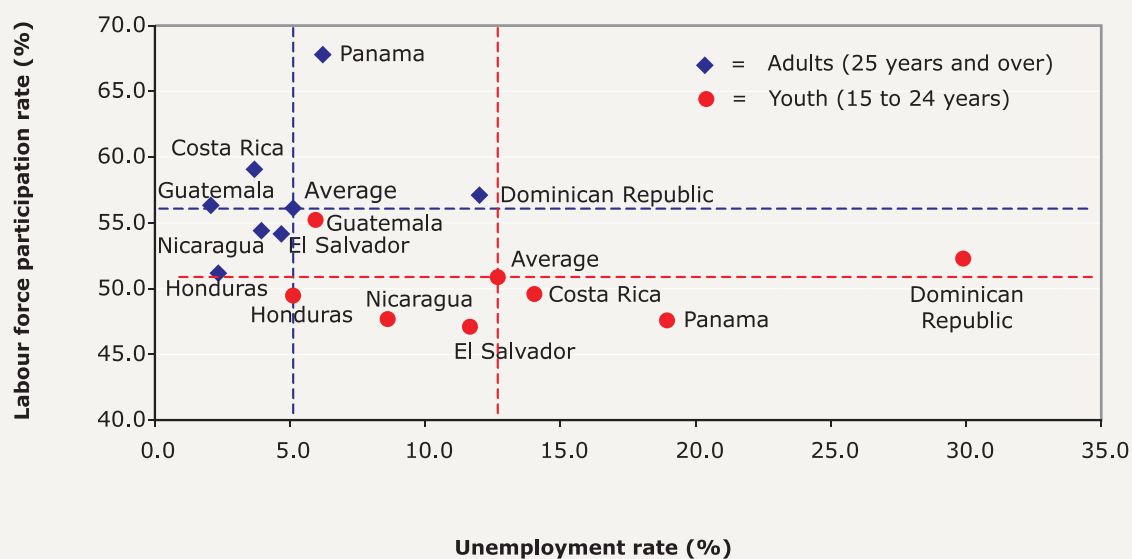
A total of 36.7% of employed persons in the sub-region and the Dominican Republic were independent workers, either self-employed (32.4%) or employers (4.3%). The percentage of self-employed workers is

lower (28.0%) in urban areas, while that of employers is slightly higher (5.0%). Guatemala, Honduras, Nicaragua and the Dominican Republic have the highest percentage of self-employed workers. More than half of total employment of the subregion and the Dominican Republic was in the private sector (55.5%) in 2006, a percentage slightly above that of 2000.

The quality of youth employment is another key issue in the Central American subregion and the Dominican Republic. Approximately seven of every 10 employed youths were without health and/or pension coverage in 2006. This percentage reaches 82% in Honduras and Nicaragua (Figure 4b). In all countries, adults had higher coverage rates than youths.

FIGURE 4a

CENTRAL AMERICA AND THE DOMINICAN REPUBLIC: LABOUR FORCE PARTICIPATION RATE AND UNEMPLOYMENT RATE OF YOUTH AND ADULTS AT THE NATIONAL LEVEL, 2006 (percentages)

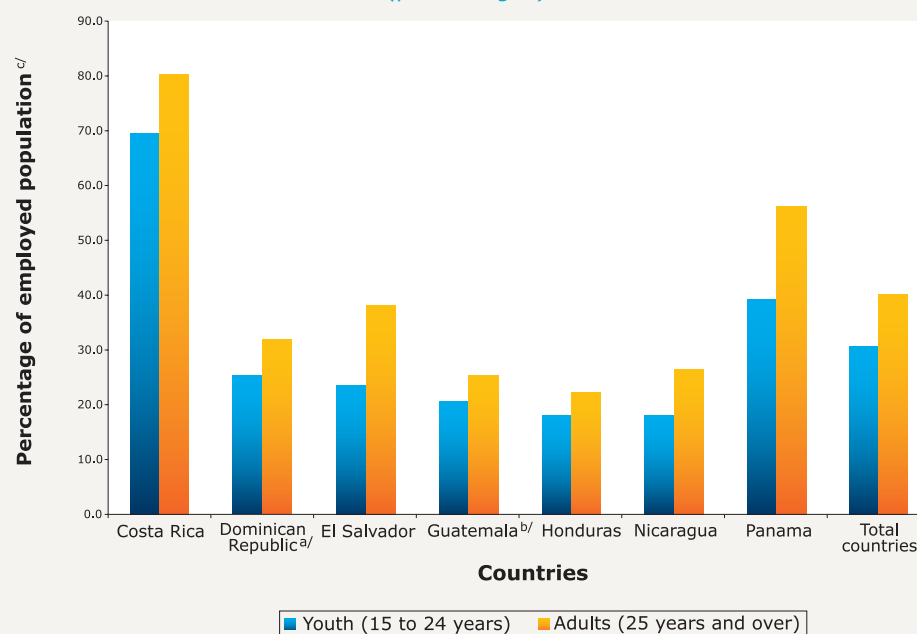


Source: ILO, based on information from household surveys of the countries.

Note: Estimates for Guatemala are based on 2004 data. The dotted lines represent the average of the countries for each indicator.

FIGURE 4b

CENTRAL AMERICA AND THE DOMINICAN REPUBLIC: YOUTH AND ADULTS WITH HEALTH AND/OR PENSION COVERAGE AS A PERCENTAGE OF THE TOTAL RESPECTIVE EMPLOYED POPULATION AT THE NATIONAL LEVEL, 2006 (percentages)



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

a/ Data for the Dominican Republic refers only to social security coverage for wage and salaried workers.

b/ Data for Guatemala are based on 2004 data.

c/ Percentage of employed persons in the respective age group.

The precariousness of youth employment is also reflected in their situation in employment. In this analysis, precarious employment is that in a microenterprise, small enterprise, self-employment, contributing family workers and domestic service. In 2006, the percentage of youths working in microenterprises was double that of adults (21.9% and 11.2%, respectively). They were also employed in small enterprises at a rate that was more than 60% over that of adults (Table 4b). Whereas young people have a slightly higher employment-to-population ratio than adults in medium-sized and large firms, their average income is lower on average and their employment status is more precarious. In the Dominican Republic and Nicaragua, approximately 37% of young people are self-employed, followed by Panama, with 32.8%. Young employers are a very small share of total employed youth: only in Costa Rica (2.1%) and Guatemala (4.9%) are they above

the subregional average (2.1%). This information complements and supports information on the precarious employment status of youth in Central American countries presented in the recent ILO regional report, *Decent Work and Youth*.

Finally, although countries of the Central American subregion and the Dominican Republic have been recording high rates of economic growth, this growth is not sufficient to reduce existing rates of unemployment, underemployment and precarious employment. The precarious situation of youth workers has become a focus of employment and labour market policies that aim to promote decent work and generate productive employment for the youth population and in this way contribute to sustainable, equitable economic growth as well as to the strengthening of democracy and social unity.

TABLE 4b

**CENTRAL AMERICA AND THE DOMINICAN REPUBLIC:
SITUATION IN EMPLOYMENT OF YOUTH (15 TO 24 YEARS) AND ADULTS (25 AND OVER) AS A
PERCENT OF THE TOTAL EMPLOYED POPULATION, TOTAL NATIONAL AREA, 2006
(percentages)**

	Wage and Salaried Workers									
	Wage and Salaried Workers					Non-wage and Salaried Workers			Domestic Service Workers	Others
	Total	Public Sector	Private Sector			Total	Employers	Self-Employed and Contributing Family Workers		
			Micro-enterprises ^{a/}	Small Establishments ^{b/}	Medium and Large Establishments ^{c/}					
Costa Rica										
Youth	78.1	5.6	24.3	15.7	32.5	16.3	2.1	14.2	4.6	1.0
Adults	61.7	16.9	10.8	8.7	25.3	32.5	9.2	23.3	5.4	0.5
Dominican Republic										
Youth	58.5	5.5	15.2	14.4	23.4	37.6	0.6	37.0	3.9	0.0
Adults	46.3	13.3	5.1	7.5	20.4	48.6	5.0	43.6	5.1	0.0
El Salvador										
Youth	61.0	2.2	27.3	10.1	21.5	28.1	0.8	27.3	6.6	4.3
Adults	50.9	9.7	14.4	7.2	19.7	41.4	5.5	35.9	4.7	3.0
Guatemala^{d/}										
Youth	53.3	2.1	20.6	13.5	17.0	42.7	4.9	37.9	4.0	0.0
Adults	41.7	5.2	13.4	8.7	14.4	55.8	22.2	33.6	2.5	0.0
Honduras										
Youth	55.9	3.1	23.1	3.0	26.7	39.6	0.9	38.6	4.5	0.0
Adults	41.6	7.8	11.6	2.1	20.1	52.9	3.7	49.2	2.0	3.5
Nicaragua^{e/}										
Youth	62.4	3.9	26.8	14.2	17.4	37.6	0.9	36.7	0.0	0.0
Adults	47.5	10.5	15.7	8.6	12.8	52.5	5.8	46.6	0.0	0.0
Panama										
Youth	60.2	5.1	15.5	13.9	25.7	33.2	0.3	32.8	6.7	0.0
Adults	56.5	16.7	7.5	8.1	24.2	37.9	3.7	34.2	5.6	0.0
Total Countries										
Youth	59.1	3.5	21.9	11.7	22.0	36.2	2.1	34.1	4.1	0.6
Adults	47.8	10.5	11.2	7.3	18.9	47.7	9.3	38.4	3.5	1.0

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

a/ Establishments with a maximum of five employed persons.

b/ Establishments with six to 20 employed persons.

c/ Establishments with 21 or more employed persons.

d/ Estimates for Guatemala are for 2004.

e/ In Nicaragua, the household survey does not include information on domestic service.

ECONOMIC AND UNEMPLOYMENT FORECASTS, 2007–2008

Economic and Employment Trends in 2007

Economic performance in the region during the first half of 2007 and regional GDP projections of several institutions suggest that regional economic growth will increase approximately 5.5% in 2007, slightly less than the growth rate in 2006 (Figure 9 and Table 14-A of the Statistical Annex). It is estimated that GDP grew 5.2% in the first half of the year (in 2006, 5.3% for this period) and is expected to expand by approximately 5.8% in the second half of 2007. As mentioned earlier, the slight decline in 2007 reflects lower growth rates, particularly in some South American countries, associated with limitations in the productive capacity of the primary (commodities-producing) sector. In Mexico, Central America and the Caribbean, the decrease is mainly due to slower GDP growth in the United States and the reduced flow of remittances.

Forecasts for the two largest economies of the region, Brazil and Mexico, which together represent nearly 60% of regional GDP, were adjusted differently. Whereas in Brazil the rate was adjusted upwards for 2007, to 5.3%, the projected rate for Mexico remained unchanged, and is expected to slow this year, to approximately 3.0%. The increased GDP forecast for Brazil reflects the overall positive change in its components. Thus, annual GDP growth in the first and second semesters of 2007 will exceed that of the same periods in 2006, due mainly to the healthy performance of manufacturing, driven by domestic demand and investments, although the service and agricultural sectors also experienced increases. The projected GDP slowdown in Mexico largely reflects the slower pace of expansion of manufacturing (annual growth of 0.2% in the first semester) although other sectors are also affected, including mining, construction and electric power.

Despite slower GDP expansion in most of the countries of the region in 2007, forecasts for the year in some are still high in historic terms. It is estimated that Panama (9.5%) will lead GDP growth in the region, followed by Argentina (8.5%), the Bolivarian Republic of Venezuela (8.3%), Peru (8.0%) – which will exceed previous projections – and the Dominican Republic, also with 8.0%. These countries will be followed by Uruguay (7.4%), Colombia (6.8%) and Costa Rica and Trinidad and Tobago (both with 6.0%), all of which are expected to grow at a rate above the regional average. Ecuador (2.6%) and Mexico (3.0%) have the lowest growth projections.

Continuing economic growth has had a favourable impact on employment and unemployment, continuing

the positive trend that began in 2003. If, as expected, GDP growth continues in the second semester, the weighted average of the regional urban unemployment rate will reach 8.2% by the end of 2007, a level similar to that recorded at the end of the first half of the 1990s (Figure 9 and Table 13-A of the Statistical Annex). This positive result mainly reflects a moderate increase in labour demand, fuelled by economic growth in a context of relative stability of the labour supply. It should be noted that the estimated decrease in the unemployment rate in 2007 (-0.6 percentage points) is greater than the reduction recorded for 2005 and 2006 (-0.4 percentage points).

Country estimates for the urban unemployment rate for 2007 continue the trend observed in the first semester of the year. In Southern Cone countries, the rise in exports and domestic demand have driven the increase of the employment-to-population ratio, which are expected to significantly reduce unemployment rates in Argentina (from 10.3% to 8.5%) and Uruguay (from 11.6% to 9.6%), and, to a lesser extent, in Brazil (from 10.0% to 9.3%).

Although year-end GDP growth forecasts for 2007 in Chile were below those at the beginning of the year, the labour market has demonstrated enough strength to reduce the unemployment rate, which is expected to be approximately 6.7% in 2007, as compared with 7.8% in 2006. In Ecuador, the unemployment rate is expected to reach 9.6%, down from 10.1% in 2006, reflecting growth in labour demand that more than offset the slight increase in supply. In Peru (Metropolitan Lima), the unemployment rate is projected to decline slightly (from 8.5% to 8.4%).

The unemployment rate is expected to decrease in Colombia (from 13.0% to 11.7%) and the Bolivarian Republic of Venezuela (from 10.1% to 8.8%) during 2007. Nevertheless, this reduction will not necessarily reflect improvements in the labour market given that the declines will result from a decrease in the labour supply that exceeds the increase in demand.

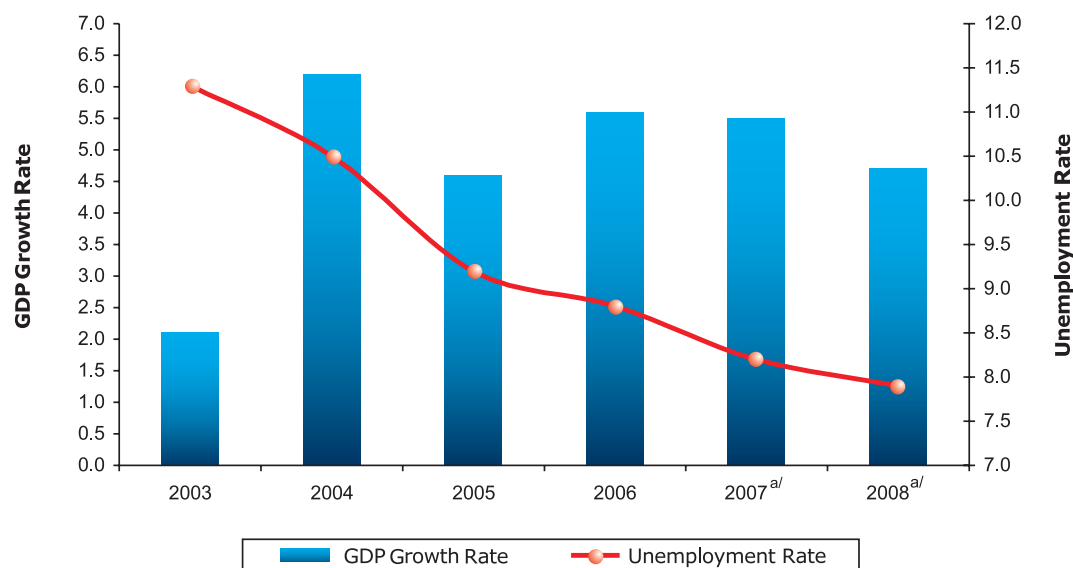
In Mexico, GDP expansion is expected to remain lacklustre in the second semester, continuing the trend of the first half of 2007 due to the slower growth of foreign and domestic demand. Thus, the employment-to-population ratio will decrease as compared with last year, whereas the unemployment rate will experience a slight increase, from 4.7% to 4.8% in 2007.

GDP and Unemployment Projections for 2008

Economic forecasts for 2008 reflect uncertainty regarding the impact that the financial crisis will have on the global economy, which until now has affected

FIGURE 9

LATIN AMERICA AND THE CARIBBEAN: GDP GROWTH AND THE URBAN UNEMPLOYMENT RATE
OBSERVED ESTIMATES AND PROJECTIONS, 2003 – 2008 ^{a/}
(percentages)



Source: ILO, based on official country information.
a/ Projected.

mainly the United States and Europe. The expected deceleration of the world's leading economies during 2008 will have a significant impact on the regional economy. In the United States, GDP is expected to grow 1.9% in 2008, and private consumption will decrease as the effects of the recession in the housing sector extend to other sectors, in a context of lower private investment activity and job creation. The continued depreciation of the dollar, as well as the persistent large deficit in the current account of the balance of payments, despite stronger exports, will continue to pose major risks for this country and the global economy. Moreover, high oil prices will be a risk factor for global economic performance, which affects oil-importing countries and contributes to inflationary pressures.

The slowdown of GDP growth that began in 2007 in Latin America and the Caribbean is expected to intensify in 2008, with a rate of 4.7% (0.8 percentage points less than 2007). In the context of less favourable external conditions, a slight worsening of macroeconomic conditions is expected, marked by higher inflation rates, a reduced surplus in the current account and weakened fiscal accounts. The slowdown in the U.S. economy represents a risk factor for the region, which will affect not only Mexico and Central America but also some South American countries. Nonetheless, the 2007 fiscal reform in Mexico involving

the allocation of a large share of public investment in productive infrastructure is an effort aimed at stimulating GDP growth in the future.

In addition, the increased inflationary pressures may have a restrictive impact on monetary policy, thereby limiting economic activity in several countries. At the same time, the expected worsening of the fiscal situation in several countries may constrain growth.

Latin America and the Caribbean is currently experiencing an extraordinary expansion that began in 2003 and the region still has a solid macroeconomic situation, although less so than in 2006. There is uncertainty regarding the capacity of countries of the region to recover from the shock generated by recent global financial turbulence and the slower pace of growth in the United States and other developed countries. In the past, the worsening of external financial conditions was largely responsible for financial crises and the volatility of economic growth in the region. Since the 1990s, sharp decreases in capital flows to Latin America and the Caribbean frequently led to crises in the exchange rate, reduction of credit, bank runs and even the collapse of the financial system in some cases, which have negatively affected growth and the well-being of the population.

According to the IMF, the recent financial turbulence caused by the crisis in the sub-prime mortgage segment in the United States could affect the region in four ways. First, due to the decline in real foreign demand, at the pace of economic deceleration in the United States and in the economies of other trade partners. Second, this reduced demand could lead to lower prices for basic commodities, resulting in a worsening of terms of trade. Third, it may affect the financial system through higher interest rates, a reduction in capital flows to the region or capital flight. Fourth, it may result in the reduction of remittances of Latin American and Caribbean immigrants as their income and access to credit are reduced. This would especially affect consumption and investment in Mexico and Central America.

Despite the lower estimated pace of growth for 2008 in most of the countries (except for Ecuador and Mexico) and in accordance with the slower but still significant growth in labour demand, together with the renewed upward trend in the labour supply, it is estimated that the regional urban unemployment rate will be approximately 7.9% for the year. This result assumes a continuation of the downward trend in the regional unemployment rate that began in 2003, but

with a less marked decrease than in previous years (Table 13-A of the Statistical Annex).

Forecasts for 2008 take into account the reduced capacity of the labour market to maintain the pace of expansion in employment observed in 2007. Unemployment rates are projected for a moderately optimistic scenario, for which reason it is estimated that the pace of job creation should exceed labour supply growth, as supply is expected to remain unchanged or decrease in several countries of the region in 2007, both for men and women.

Economic forecasts for 2008 indicate that the widespread decrease in unemployment recorded in 2007 will shift next year toward differentiated results of the urban unemployment rate, given that some countries will record increases in this indicator while others will experience decreases and the remainder will remain unchanged. For example, in Brazil, whose large labour market share means it has a major impact on regional rates, the unemployment rate is expected to fall to levels below those recorded in 2007, with GDP growth stimulated by brisk manufacturing activity, which in turn is expected to reflect growth in domestic demand, combined with the effects of an expansion in infrastructure investment.

Box Article 5

RECENT ECONOMIC AND LABOUR MARKET DEVELOPMENTS IN THE CARIBBEAN

During 2007, the economies of English- and Dutch-speaking Caribbean nations continued to expand, as evidenced by preliminary estimates of GDP growth that averaged 4.3% for this subregion. This is lower than the 7.0% GDP expansion in 2006, a figure that reflected the 12.0% rise in GDP growth in Trinidad and Tobago, whose economy accounts for 38% of GDP and 21% of employment of the subregion. Growth was based largely on both increased output and prices of its exportables, particularly in the agricultural, mining and service sectors (Figure 5a and Table 5a).

Based on data from the first six months of 2007, employment will grow an estimated 1.1% over the year in the Caribbean subregion, considerably lower than the 3% growth achieved in 2006. This moderation in the regional employment growth estimate reflects the lower GDP growth, decline in employment growth in Trinidad and Tobago and a slowdown in employment

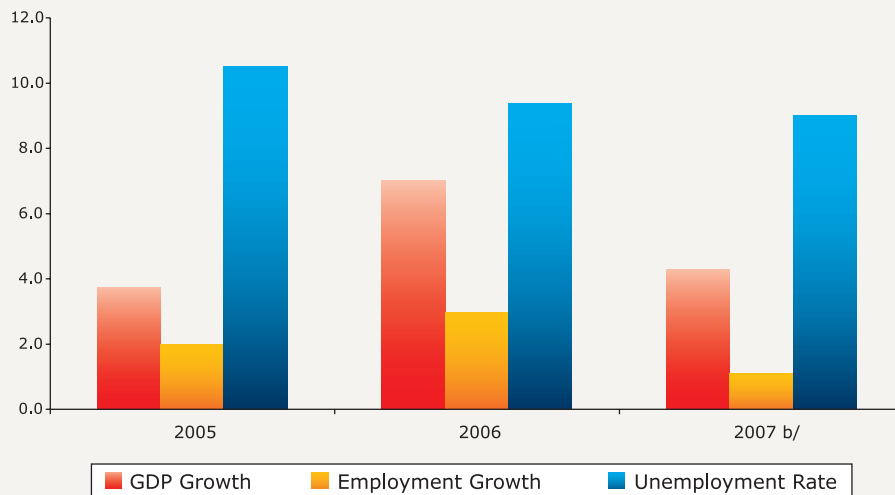
growth in Jamaica, the subregion's largest labour market (it represents 38.3% of the subregional labour force). Despite slower employment growth, estimates based on unemployment data for the first two quarters of 2007 indicate a further decline of the region's unemployment rate, from 9.4 % in 2006 to 9.0 % in 2007.

Economic and employment growth in the natural resource-based economies in the Caribbean benefited from rising prices for energy and mineral products in 2007 (bauxite, aluminum, gold and oil and gas). In recent years, these countries experienced strong GDP growth rates fuelled by income from the mining sector, which had a favourable impact on the construction and service sectors. In 2007, GDP is expected to increase 5.6% in Guyana, 1.4% in Jamaica, 5.3% in Suriname, and 6.0% in Trinidad and Tobago.

The flow of foreign tourists in countries of the Eastern Caribbean Currency Union (ECCU, which

FIGURE 5a

THE CARRIBBEAN: GDP GROWTH, EMPLOYMENT GROWTH AND THE UNEMPLOYMENT RATE IN COUNTRIES OF THE CARIBBEAN COMMUNITY (CARICOM), 2005 - 2007^{a/}
(percentages)



Source: ILO estimates based on official country information.

a/ Excludes Haiti.

b/ Estimated.

TABLE 5a

THE CARIBBEAN (13 COUNTRIES): ANNUAL GDP GROWTH, EMPLOYMENT GROWTH AND THE UNEMPLOYMENT RATE IN COUNTRIES OF THE CARIBBEAN COMMUNITY (CARICOM)^{a/}
(percentages)

Countries	GDP Growth			Employment Growth		Unemployment Rate	
	2006	2007 ^{b/}	2008 ^{b/}	2006	2007	2006	2007
Antigua and Barbuda	12.2	3.8	1.8	...	...	...	...
Bahamas	4.0	3.1	4.0	4.7	2.7	7.6	7.0
Barbados	3.9	4.2	2.7	-1.9	1.9	8.7	7.9
Belize	5.6	4.1	3.0	3.7	9.8	9.4	8.5
Dominica	4.0	3.2	2.8	...	...	...	...
Granada	0.7	3.0	4.0	...	...	...	...
Guyana	4.7	5.6	4.6	...	...	...	...
Jamaica	2.5	1.4	2.0	3.5	0.7	10.3	10.2
Saint Kitts and Nevis	4.6	4.0	4.1	...	...	...	...
Saint Lucia	5.0	3.5	4.3	10.1	1.1	15.7	13.7
Saint Vincent and the Grenadines	6.9	4.4	6.2	...	...	...	...
Suriname	4.9	5.3	4.0	1.6	4.2	12.3	10.9
Trinidad and Tobago	12.0	6.0	5.8	2.1	-1.5	6.2	6.3
Total	7.0	4.3	4.2	3.0	1.1	9.4	9.0

Source: ILO, based on information from national statistics offices and the IMF.

a/ Excludes Haiti.

b/ IMF, World Economic Outlook Database, October 2007.

include Anguila, Antigua and Barbuda, Dominica, Granada, Montserrat, Saint Kitts and Nevis, Saint Lucia and Saint Vincent and the Grenadines) decreased by -2.3%, whereas cruise ship arrivals increased by 11.7%. These less favourable developments in the tourism sector were offset by the strong performance of the construction sector and agriculture, including the banana industry, which rebounded under favourable weather conditions and the positive impact of the "fair trade label." Inflation in the ECCU was on the rise in 2007 and ranged from 0.3% to 4.9%, depending on the country.

Although exchange rates remained stable in 2007, inflation increased in most countries due to the impact of energy and food prices, the depreciation of the U.S. dollar and, in some countries, the local inflationary pressures. Governments' concern about rising food prices prompted a special session of the Heads of Government Summit of CARICOM in early December 2007. Local inflationary pressures in some countries include current account deficits, tight labour markets and significant government spending in the fast-growing, natural resource-based economies.

The annual adjustment of the minimum wage in Jamaica in January 2007 (14.3%) was substantially higher than the inflation rate; however, if evaluated over the 2003-2007 period, the adjustments outstripped inflation by two percentage points. Trinidad and Tobago's most recent minimum wage adjustment was in March 2005 despite an estimated accumulated

inflation rate of 23% between 2005 and 2007. A minimum wage adjustment of 12.3 percent was implicitly adopted through its inclusion in the government budget of 2007-2008. To some extent, the labour market more or less anticipated the formalization of this increase.

In 2008, the economic outlook for the subregion remains positive since GDP growth is expected to reach 4.2%. Nevertheless, the Caribbean subregion must address four major challenges:

- Rising energy prices and their impact on the oil-importing economies of the region.
- The expected strong impact of a U.S. economic slowdown on the subregion's economies, in particular on the tourism-driven economies that are highly dependent on U.S. tourists. The weakening of the U.S. dollar, to which most currencies in the subregion are pegged, against the background of the high import-to-GDP ratio of the small, open Caribbean economies, is a special challenge.
- Increasing pressures on the labour market of the rapidly growing economies due to labour shortages, particularly in the construction sector.
- The failure to reach an agreement on the Economic Partnership Programme (EPA) with the European Union before the December 31, 2007 deadline may result in new and adverse conditions for access of the subregion's agricultural products to European markets.

Indigenous People and People of African Descent in the Region: Toward Equal Opportunity and Decent Work

The ethnic diversity of the population of Latin America and the Caribbean – which had nearly 580 million inhabitants in 2007 – represents an enormous development potential. Nevertheless, the wealth of knowledge, skills, social networks and other attributes of these ethnic groups has not been sufficiently acknowledged. Considering these qualities as part of the social capital of the region would strengthen initiatives to promote decent work, a concept that should be viewed as the crosscutting link between social and economic policies to achieve sustained socio-economic development and reduce poverty and inequality.

The ethnic makeup of the countries of the region has changed over time, influenced by several factors throughout its history. Political and socio-economic systems, technological advances, migrations, slavery, disease, social conflicts and environmental changes, among the more noteworthy factors, have left their mark on the societies of Latin America and the Caribbean and have influenced the balance of economic and political power of ethnic groups that is present today.

Indigenous people and people of African descent, with an estimated population of 58 million and 174 million, respectively, are among the region's most disadvantaged ethnic groups. These populations have low levels of education, limited access to social protection, precarious employment and a greater likelihood of having income below the poverty line. Consequently, they generally experience economic and political inequality with respect to other groups in society, with living conditions that do not permit them to live with dignity. The situation is more critical for women belonging to these ethnic groups since they face greater obstacles in escaping from poverty and providing for their families.

Since the approval of the Universal Declaration of Human Rights in 1948, some progress has been made in combating racism. This is reflected in the enactment of national and international laws and the approval of several international human rights instruments. Nevertheless, persistent problems in the practical application of the Declaration have made ethnic and racial discrimination a priority concern. These issues were brought to the global forefront in 2001 with the

United Nations World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance in Durban, South Africa. The issues addressed at that meeting, unlike the first two international conferences on racism, which focused on the elimination of apartheid, reflected the many complex forms that racial prejudice and intolerance take today.

Ending employment discrimination against indigenous people and people of African descent was a key topic of the Durban Conference. The ILO is solidly committed to this issue, which it has addressed in several international conventions. In the region, one of the five priority challenges promoted by the 2006-2015 Regional Agenda for Decent Work in the Americas is to achieve the effective application of fundamental principles and rights at work, which includes the crucial task of eliminating discrimination in the labour market.

This study included in the *2007 Labour Overview* aims to contribute to the promotion of equal opportunity and decent work for indigenous people and people of African descent in Latin America and the Caribbean. It provides an overview of the ILO framework on labour standards, international recommendations for identifying indigenous people and people of African descent, their current labour market situation in selected countries of the region, policy measures for the progressive elimination of employment discrimination promoted by the Regional Agenda for Decent Work, as well as examples of labour policy initiatives targeting these groups.

ILO Framework on Labour Standards

International labour standards are legal instruments approved by the ILO's tripartite constituents (governments, workers' organizations and employers' organizations) that establish basic principles and rights at work. They are either *conventions*, which are legally binding international treaties that may be ratified by Member States, or *recommendations*, which serve as non-binding guidelines. International labour standards play an important role in the development of national laws, policies and judicial decisions. They also provide guidance for the operation of national labour institutions, mechanisms and good labour practices.

Until November 2007, the ILO had adopted 188 Conventions and 199 Recommendations that address a broad range of labour issues. Convention 111 concerning discrimination with respect to employment and occupation (1958) and Convention 169, on indigenous and tribal peoples (1989), address equal treatment and opportunities of indigenous people and people of African descent. Recommendation 104, on indigenous and tribal populations (1957) is also relevant.

Convention 111, concerning Discrimination with Respect to Employment and Occupation, is binding for all ILO member states as it is one of the eight fundamental ILO conventions. In this instrument, the term *discrimination* refers to (a) any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation; (b) such other distinction, exclusion or preference which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation as may be determined by the Member concerned after consultation with representative employers' and workers' organizations, where such exist, and with other appropriate bodies.

The terms *employment* and *occupation* include access to vocational training, access to employment and to particular occupations, and terms and conditions of employment.

According to Convention 111, countries should declare and pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment with respect to employment and occupation, with a view to eliminating any discrimination in respect thereof.

Convention 169 concerning Indigenous and Tribal Peoples in Independent Countries addresses a range of principles and rights, which are summarized in 44 articles divided into 10 parts: general policy; land; recruitment and conditions of employment; vocational training, handicrafts and rural industries; social security and health; education and means of communication; contacts and cooperation across borders; administration; general provisions; and final provisions. With respect to recruitment and conditions of employment of indigenous and tribal peoples, Article 20 states that governments should, within the framework of national laws and regulations, and in cooperation with the peoples concerned, adopt special measures to ensure effective protection with regard to recruitment and conditions of employment of workers belonging to these peoples, to the extent

that they are not effectively protected by laws applicable to workers in general.

In addition, this article urges governments to do everything possible to prevent any discrimination between workers belonging to the peoples concerned and other workers, in particular as regards: (i) admission to employment, including skilled employment, as well as measures for promotion and advancement; (ii) equal remuneration for work of equal value; (iii) medical and social assistance, occupational safety and health, all social security benefits and any other occupationally related benefits, and housing; and (iv) the right of association and freedom for all lawful trade union activities, and the right to conclude collective bargaining agreements with employers or employers' organizations.

Convention 169 also states that the measures adopted should guarantee that workers belonging to indigenous and tribal peoples enjoy the protection afforded by national law and practices to other such workers in the same sectors, and that they be fully informed of their rights. They should also have equal opportunities and equal treatment in employment for men and women and protection from sexual harassment.

People of African descent are protected by Convention 169 under the concept of "tribal peoples", according to ILO supervisory bodies. The legal systems of some countries of the region specifically recognize rights of people of African descent which are akin to those recognized for indigenous people, such as the Constitution of Ecuador, which grants them "the same rights and advantages bestowed upon and enjoyed by indigenous peoples." In addition, some country laws protect people of African descent in an indirect way: if they have a unique language, such as in the case of the Garifuna people in Guatemala, their language is also protected; and if they reside in communities of people mainly of African descent, in some cases they are granted certain land rights, such as in Chocó, Colombia.

Of the 19 countries that have ratified Convention 169, 13 are in the Latin America and the Caribbean region: Argentina, the Bolivarian Republic of Venezuela, Bolivia, Brazil, Colombia, Costa Rica, Dominica, Ecuador, Guatemala, Honduras, Mexico, Paraguay, and Peru.

How are Indigenous People and People of African Descent Identified?

Given the vast diversity of indigenous peoples worldwide, no official definition of "indigenous" has

been adopted by the United Nations (UN) system. Nonetheless, according to the Permanent Forum on Indigenous Issues, the UN has developed a modern interpretation of this term based on the following elements: (i) Free identification of an individual as a member of an indigenous people and accepted by the community as their member; (ii) historical continuity with pre-colonial and pre-settler societies; (iii) strong link to territories and surrounding natural resources; (iv) distinct social, economic or political systems; (v) distinct language, culture and beliefs; (vi) do not form predominant groups of society; and (vii) resolve to maintain and reproduce their ancestral way of life and systems as distinctive peoples and communities.

ILO Convention 169 makes a distinction between tribal and indigenous peoples. Article 1 states that the Convention applies to *tribal peoples* in independent countries whose social, cultural and economic conditions distinguish them from other segments of the national community, and whose status is regulated wholly or partially by their own customs or traditions or by special laws or regulations. This article also refers to *indigenous peoples* in independent countries who are regarded as indigenous on account of their descent from the populations which inhabited the country, or a geographical region to which the country belongs, at the time of conquest or colonization or the establishment of present state boundaries and who, irrespective of their legal status, retain some or all of their own social, economic, cultural and political institutions.

These characterizations help facilitate the effective application of the Convention, which should take place through national legislation, policies and monitoring systems. Self-identification as indigenous or tribal is a basic criterion for determining the groups to which the provisions of this Convention apply.

Finally, in the *Principles and Recommendations for Population and Housing Censuses, Revision 2*, published in February 2007 and which unlike the first revision includes recommendations regarding indigenous peoples, the United Nations indicates that this term refers to social groups with an identity that is distinct from the social and cultural identity of the dominant society in that country. According to the recommendations, indigenous peoples can be characterized in different ways, for example, through questions on ethnic origin (that is to say, ancestry) and/or on indigenous identity. Identifying indigenous communities also requires recognition of their diversity, including nomadic, semi-nomadic and migrating peoples, peoples in transition, displaced persons, indigenous peoples in urban areas, and particularly vulnerable segments.

Questions on indigenous identity should abide by the principle of self-identification, along with several other criteria to accurately capture identity and socio-economic conditions, according to the UN recommendations. Nevertheless, it is important to point out that in many countries, being classified as “indigenous” carries negative connotations, for which reason some people surveyed may opt not to reveal their origin, a decision that should be respected despite the bias this can introduce in the results.

The criterion of language for identifying indigenous peoples – one that can accompany the criterion of self-identification – requires special attention. It is estimated that there are between 550 and 700 indigenous languages currently spoken in Latin America, classified into 56 language families and 73 isolated languages (that is, languages with no relation to others). By comparison, there are only two language families in Europe – Indo-European and Finno-Ugric – and one isolated language, Basque. Language may serve as a criterion to identify indigenous peoples. Nevertheless, there are cases, such as Paraguay, where the indigenous language – Guaraní – is not a good filter because it is one of two official languages of the country (the other is Spanish) and the teaching of the Guaraní language in schools has been compulsory for the past 20 years.

People of African descent in the region are also characterized by their cultural diversity. In 2006, for example, Brazil had the largest population of people of African descent living outside of Africa, nearly 92.7 million *pretos* —black people— and *pardos* —mixed-race blacks—, according to the Brazilian Institute of Geography and Statistics. Many of these people, particularly in rural areas, practice different religions of African origin, including *candomblé*. The native inhabitants of San Andrés, Colombia are English-speaking Protestants, but also conserve the San Andrés Creole language. In Costa Rica, African descendants along the Caribbean coast are Protestants and speak the Creole dialect, which is a mixture of English and French. This diversity among people of African descent underscores the importance of applying criteria in statistical instruments that reflect specific country characteristics in countries where information on this population is needed.

In the document *Principles and Recommendations for Population and Housing Censuses, Revision 2*, the identification of African descendants is implicitly addressed through recommendations on ethnicity criteria, including nationality, race, skin colour, language, religion, minority status or a combination of these. Several types of discrimination mentioned in ILO Convention 111 coincide with these criteria,

which can be applied in statistical instruments to identify people of African descent.

The Labour Market Situation and Trends of the Indigenous Population and the Population of African Descent

The concentration of the indigenous population and the population of African descent varies among the countries of the region. In Bolivia, the indigenous population represents approximately 50% of the total population; in Guatemala, nearly 40%; whereas in other countries, such as Chile, it represents only 4.6%. Brazil has the highest percentage of African descendants (black and mixed-race black people) in Latin America at 44.7% (Table A1).

The ethnic composition of the labour force in the countries of the region is equally diverse. Nearly 55.5% of the labour force of Bolivia is indigenous whereas indigenous people represent 36.3% of the labour force in Guatemala and 23.7% in Peru. In Chile, indigenous people make up just 6.1% of the labour force while 11.8% of the labour force in Uruguay are people with indigenous ancestry. Brazil has the largest percentage of workers of African descent in Latin America, 48% of the labour force.

It is important to note that criteria for defining the indigenous population or the population of African descent can significantly affect statistical results. For example, a 2006 study of the Latin American and Caribbean Demographics Centre and the Economic

TABLE A1

LATIN AMERICA (FIVE COUNTRIES): TOTAL POPULATION, INDIGENOUS POPULATION AND POPULATION OF AFRICAN DESCENT ACCORDING TO POPULATION CENSUSES, 2000 ROUND

Countries	Population				
	Total	Indigenous		African descent	
	Persons	Persons	%	Persons	%
Bolivia	8,274,325	4,133,138	50.0	n.a.	n.a.
Brazil ^{a/}	169,872,856	734,127	0.4	75,872,428	44.7
Chile	15,116,435	692,192	4.6	n.a.	n.a.
Cuba ^{a/}	11,177,743	n.a.	n.a.	3,905,817	34.9
Ecuador	12,156,608	830,418	6.8	604,009	5.0
Guatemala	11,237,196	4,428,178	39.4	5,040	0.04

Source: ILO, based on official population censuses of the countries; Bolivia (2001 Census), Brazil (2000 Census), Chile (2002 Census), Cuba (2002 Census), Ecuador (2001 Census) and Guatemala (2002 Census).

n.a.: not available; the census did not collect this information.

a/ In Brazil and Cuba, the population of African descent includes the black and mixed-race black population.

Commission for Latin America and the Caribbean (CELADE/ECLAC) identified differences of between 1.5 percentage points (Ecuador, 2001) and 21.7 percentage points (Bolivia, 2001) in estimates of the percentage of the population which is indigenous based on population census information due to the application of different identification criteria (self-identification, language spoken and native language). Annex I presents the criteria used in this study to define the different ethnic groups analyzed.

In the following section, a variety of labour market indicators are analyzed to gain insight into the labour situation of the indigenous population and the

population of African decent in Latin America. Data limitations and the different criteria used in the study hinder a more in-depth analysis. National-level data are available for eight countries: Bolivia (2000 and 2005), Brazil (2001 and 2006), Cuba (2000 and 2006), Chile (2000 and 2006), Ecuador (2001 and 2006), Guatemala (2000 and 2004), Peru (2006) and Uruguay¹ (2006). National-level statistics are analyzed since many indigenous peoples reside in rural areas. Ecuador is the exception because it only had information available for national urban areas. Data on Brazil for 2001 exclude the rural areas of Rondonia, Acre, Amazonas, Roraima, Para and Amapa; therefore, data for 2001 and 2006 are not comparable.

¹ When the analysis refers to "indigenous or African descent" or "non-indigenous or not of African descent" in the case of Uruguay, this should be understood as "people with indigenous or African ancestry," in the first case and as "people with neither indigenous nor African ancestry" in the second case, respectively, reduced for practical considerations.

Labour Force Participation Rate and Unemployment Rate of the Indigenous Population and the Population of African Descent

In seven of the eight countries analyzed, the indigenous population and the population of African descent recorded higher labour force participation rates than the population that was neither indigenous nor of African origin, with an average rate of 69.1% and 63.1%, respectively, for the eight countries in 2006. These results are not surprising considering that labour force participation rates in rural areas —where a greater proportion of indigenous people and people of African descent reside— are high. In addition, the most vulnerable population has an increased need to work or seek employment because of a lack of other sources of income. Bolivia revealed the largest gap: the indigenous labour force participation rate was approximately 30% higher than the non-indigenous rate.

In Brazil, labour force participation rates of indigenous people and people of African descent were slightly higher than those recorded for the population that was neither indigenous nor of African origin (0.6 and 1.3 percentage points, respectively). By contrast, Chile was the only country where the indigenous labour force participation rate was lower than that of the non-indigenous population, although the difference was minor. Since 2000, a rising labour force participation rate trend has been observed in most of the countries analyzed. Nevertheless, this indicator declined sharply in Cuba for the three ethnic groups observed, as well as in Guatemala (indigenous group) and Ecuador (group that was neither indigenous nor of African origin) (Table A2).

The rise in the female labour force participation rate is a phenomenon observed in most of the countries of the region. This increase reflects women's educational advances as well as the income needs of households. This increase is also observed among indigenous women of Bolivia and Chile, as well as indigenous women and women of African descent in Brazil. In Ecuador and Guatemala, the labour force participation rate of indigenous women declined in the study period.

Despite the positive performance of this indicator in most of the countries analyzed, in all countries, female labour force participation rates were below those of men, both for the indigenous population and the population of African descent as well as for the non-indigenous population and the population not of African descent. On average, the female labour force participation rate was approximately 70% of that of men of the respective ethnic group. In 2004, in Guatemala, the labour force participation rate of

indigenous females was just 44.0% of that of indigenous males; whereas in Peru, the proportion was 86.6% in 2006. In Brazil, the labour force participation rate of women of African descent represented 70.8% of that for men of this group.

With respect to the unemployment rate, the region has recorded a downward trend in this indicator in recent years in the context of a positive macroeconomic performance of the countries. This change is observed among indigenous and non-indigenous workers alike in Bolivia, Chile and Ecuador. It is also seen among indigenous workers and those of African descent as well as non-indigenous and non-African-origin workers in Brazil.

Table A2 demonstrates two clearly differentiated groups: the first is made up of countries whose indigenous unemployment rate was below that of non-indigenous populations. This group includes Bolivia, Guatemala and Peru. The second group, where the unemployment rate among indigenous and/or African-origin populations is higher than the rate among non-indigenous and/or non-African-origin workers, includes Brazil, Chile, Ecuador and Uruguay. In Bolivia and Guatemala, the gap in the unemployment rate by ethnicity increased in the period analyzed. In Bolivia, the gap increase reflected the decline in the indigenous unemployment rate which exceeded the decrease in the rate among non-indigenous population, whereas in Guatemala, it resulted from the increase in the rate among the non-indigenous population which was greater than the increase among the indigenous population. In the second differentiated group of countries, the unemployment rate gap by ethnicity narrowed in Brazil and Chile whereas it widened in Ecuador.

The low indigenous unemployment rates in Bolivia, Guatemala and Peru are noteworthy. This situation may reflect the high percentage of self-employed indigenous workers in those countries, many of whom work in agriculture or in the informal sector. This result underscores the need to complement the analysis of the unemployment rate with an evaluation of indicators associated with the quality of employment.

In the countries studied, women – indigenous, of African descent or of another ethnic group – face greater obstacles than men in entering the labour market. In 2006, the unemployment rate among indigenous women and women of African descent was 85% higher than that of men of these groups, on average, for the seven countries with available information, whereas the average unemployment rate for women who are non-indigenous nor of African descent was 60% higher than that of men in this ethnic grouping. This means that the unemployment rate gap by gender was larger than the unemployment

TABLE A2

**LATIN AMERICA (EIGHT COUNTRIES): LABOUR FORCE PARTICIPATION RATE
AND UNEMPLOYMENT RATE BY ETHNIC GROUP, TOTAL NATIONAL COVERAGE, 2000 AND 2006 ^{a/}**
(percentages)

Country and Ethnic Group		Labour Force Participation Rate		Unemployment Rate	
		2000	2006	2000	2006
Bolivia	Indigenous	82.1	82.7	2.8	1.9
	Non-indigenous	63.2	63.3	8.0	7.9
Brazil ^{b/}	Indigenous	69.2	69.0	10.2	9.6
	African descent	67.7	69.7	10.7	9.4
	Neither indigenous nor of African descent	66.4	68.4	8.2	7.5
Chile	Indigenous	54.5	56.8	13.4	7.5
	Non-indigenous	56.0	57.3	10.3	7.3
Cuba	Black	61.0	59.0	n.a.	n.a.
	Mixed-race or mulatto	57.0	54.0	n.a.	n.a.
	Neither indigenous nor of African descent	55.0	52.0	n.a.	n.a.
Ecuador ^{c/}	Indigenous or African descent	71.0	71.8	11.0	9.6
	Neither indigenous nor of African descent	70.5	67.6	10.7	7.6
Guatemala	Indigenous	67.3	65.1	1.0	1.3
	Non-indigenous	64.0	64.2	2.7	4.5
Peru	Indigenous	n.a.	82.3	n.a.	1.5
	Non-indigenous	n.a.	70.3	n.a.	5.4
Uruguay	People with indigenous or African ancestry	n.a.	67.9	n.a.	13.8
	People with neither indigenous nor African ancestry	n.a.	61.3	n.a.	10.5

Source: ILO, based on information from household surveys of the countries. Data for Cuba provided by the National Statistics Office of Cuba.

a/ Bolivia (2000 and 2005), Brazil and Ecuador (2001 and 2006) and Guatemala (2000 and 2004).

b/ Data for 2001 exclude rural areas of Rondonia, Acre, Amazonas, Roraima, Para and Amapa.

c/ National urban coverage.

n.a. = Not available.

rate gap by ethnicity, on average. The unemployment rate among indigenous women in Bolivia, Guatemala and Peru was lower than that of non-indigenous men; the opposite occurred in Brazil, Chile, Ecuador and Uruguay for indigenous women and/or women of African descent with respect to men that were neither indigenous nor of African descent. This indicates that indigenous women and women of African descent face greater obstacles for obtaining employment in the second group of countries.

The Quality of Employment of Indigenous Workers and Workers of African Descent

To enrich the analysis on the employment situation, complementary indicators were studied to shed light on some aspects of the quality of employment of indigenous workers and workers of African descent in the region. These indicators included employment in agriculture, the situation in employment (that is, share of wage and salaried employment, independent

employment and other types), health and/or pension coverage and the occupational group.

A key difference between the indigenous population and population of African descent, on the one hand, and the population that is neither indigenous nor of African descent, on the other, is in their employment by industry. In countries with available information on employment in the agricultural sector, 34% of the employed indigenous population and population of African descent works in this sector, on average, whereas less than 20% of employed persons who are not indigenous or of African descent work in the agricultural sector. Bolivia (59.6%), Guatemala (52.3%) and Peru (60.3%) recorded the highest percentages of indigenous workers in the agricultural sector. The higher concentration of indigenous workers in this sector partly explains the differences in earnings as these occupations generally have lower levels of productivity than those of other sectors.

Important disadvantages in the situation in employment are observed among indigenous workers and those of African descent. In six of the eight countries analyzed, the proportion of wage and salaried workers who were indigenous and/or of African descent was lower than that for workers who were neither indigenous nor of African descent. The most marked differences were in Bolivia, Peru and Guatemala, in that order. Only in Cuba and in Uruguay did indigenous and/or African-origin workers have shares of wage and salary employment that were higher than those for populations that were neither indigenous nor of African descent; these shares were generally higher than those of the other countries analyzed (Table A3).

Independent workers—including domestic service and contributing family workers, two forms of what is often considered precarious employment—accounted for a higher share of employment among indigenous and African-origin workers than among workers of other ethnic groups. This type of employment among indigenous groups was most prevalent in Bolivia (46.3%), Guatemala (39.8%) and Peru (45.2%). In Cuba, independent employment was higher among whites (13.5% in 2000 and 11.1% in 2006) than among those of African descent, mixed race or mulattos (nearly 7% in 2000 and 9% in 2006). No substantial differences were observed in the percentages of workers of agricultural co-operatives by ethnic group in that country.

In most of the countries studied, indigenous and African-origin workers have lower health and/or pension coverage rates as compared with workers who are neither indigenous nor of African descent,

although rates vary among countries and are closely related to the country's social protection policies. If these policies provide coverage for nearly all the population, differences by ethnic group are small; however, if coverage is low, the gap widens, with less protection of the indigenous population and population of African descent. Bolivia, Ecuador, Guatemala and Peru generally have low levels of health and/or pension coverage for all workers, a situation that is accentuated among indigenous workers.

In Brazil and Chile, despite social protection rates of approximately 49% and 65% of the total employed population, respectively, the gaps for the ethnic groups studied are 15.7 percentage points in Brazil (negatively affecting the population of African descent) and 10.0 percentage points in Chile (negatively affecting the indigenous population). In Uruguay, where over 94% of employed persons have social protection coverage, differences by ethnic group are slight. In Cuba, health and/or pension coverage is universal.

As Table A3 shows, in most of the countries, the main differences in health and/or pension coverage are by ethnic group or race rather than by sex. Nevertheless, in Peru, a large gap exists in social protection between indigenous male and female workers, with male workers of this group having an advantage of 7.5 percentage points over indigenous women. This difference increases to 22.3 percentage points if coverage of employed indigenous women is compared with that of employed non-indigenous men.

With respect to employment in executive, professional, mid-level technical and administrative positions, marked differences are noted in most of the countries, favouring workers who are neither indigenous nor of African descent. Cuba has a high percentage of employed persons of African descent (blacks, 38.0%; mixed-race and mulattos, 37.9%) in this occupational group, which is only slightly below that of the group that is not of African origin (41.6%). If this country is excluded, the countries analyzed have a gap in the share of executive and professional workers by ethnicity of approximately 16 percentage points, being largest in Bolivia and Brazil.

The occupations with the highest concentrations of indigenous and African-origin workers are unskilled occupations. In Chile, unskilled occupations accounted for 28.3% of employed indigenous workers; in Ecuador, 36.9%; in Guatemala, 42.9%; in Peru, 45.8%; and in Uruguay, 33.6%. In Bolivia, 58.5% of the indigenous workers are concentrated in the occupational group of agricultural, livestock and fishing; in Guatemala, this percentage is 21.9%,

TABLE A3

**LATIN AMERICA (EIGHT COUNTRIES): QUALITY OF EMPLOYMENT OF EMPLOYED INDIGENOUS PERSONS,
PERSONS OF AFRICAN DESCENT AND PERSONS OF OTHER ETHNIC GROUPS, 2006 ^{a/}**
(*in percent of employed persons*)

Country, year and ethnic group	Wage and non-wage workers				Health and/or pension coverage		Aggregate occupational group							
	Wage and salaried workers	Non-wage workers			Men	Women	Total	Executives, professionals, and technicians office workers ^{e/}	Trade and service workers ^{f/}	Workers in agriculture, livestock and fishing ^{g/}	Operators and artisans, mechanics and operators of installations and machinery and assembly workers ^{h/}	Unskilled workers ^{i/}	Armed Forces and unclassified workers ^{j/}	
		Independent workers	Others ^{d/}	Total										
Bolivia ^{b/}	2005	Indigenous	19.0	46.3	34.8	81.0	n.a.	n.a.	4.2	11.7	58.5	18.5	7.0	0.1
		Non-indigenous	50.8	30.3	18.9	49.2	n.a.	n.a.	25.9	19.1	14.3	28.1	12.4	0.1
Brazil	2006	Indigenous	66.5	27.3	6.1	33.5	44.9	39.5	22.8	37.4	16.5	23.4	n.a.	0.8
		African descent	64.0	27.8	8.2	36.0	43.0	39.8	18.9	32.8	23.2	24.2	n.a.	
Chile	2006	Neither indigenous nor of African descent	64.8	24.1	11.1	35.2	58.4	56.0	36.6	27.1	14.1	21.5	n.a.	0.7
		Indigenous	69.1	26.9	4.0	30.9	55.5	56.0	16.1	15.6	13.7	25.9	28.3	0.5
Cuba	2006	Non-indigenous	76.1	19.9	4.0	23.9	68.2	61.9	30.4	15.4	4.8	25.6	22.8	0.9
		Black	89.9	6.1	4.0	10.1	100.0	100.0	38.0	25.8	-	36.2	n.a.	n.a.
Ecuador ^{c/}	2006	Mixed-race or mulatto	86.0	8.3	5.7	14.0	100.0	100.0	37.9	23.3	-	38.8	n.a.	n.a.
		Not of African descent	83.5	11.1	5.4	16.5	100.0	100.0	41.6	21.5	-	36.9	n.a.	n.a.
Guatemala	2004	Indigenous or of African descent	58.5	29.2	12.3	41.5	21.3	21.9	10.3	23.6	5.9	22.3	36.9	0.9
		Neither indigenous nor of African descent	60.4	27.0	12.6	39.6	32.5	36.8	26.5	24.9	3.1	22.2	22.9	0.4
Peru	2006	Indigenous	38.1	39.8	22.1	61.9	10.5	7.9	4.6	9.3	21.9	21.3	42.9	0.0
		Non-indigenous	53.7	31.9	14.3	46.3	32.0	33.5	19.0	14.7	12.4	22.7	31.2	0.0
Uruguay	2006	Indigenous	23.8	45.2	31.0	76.2	21.0	13.5	4.3	9.2	30.1	10.3	45.8	0.3
		Non-indigenous	47.4	32.7	19.9	52.6	35.8	31.5	17.9	13.8	12.4	16.4	37.3	2.2
Uruguay	2006	People with indigenous or African ancestry	71.6	24.6	3.8	28.4	92.5	94.8	19.2	15.8	5.3	24.6	33.6	1.5
		People with neither indigenous nor African ancestry	69.7	22.8	7.5	30.3	94.2	95.8	34.6	15.0	6.0	21.8	21.8	0.8

Source: ILO, based on household surveys of the countries. Data for Cuba provided by the National Statistics Office of Cuba.

a/ Percentages of health and/or pension coverage are with respect to the employed population of the respective group (employed indigenous male, employed non-indigenous female, employed non-indigenous male, employed non-indigenous female, etc.). The percentages of wage and salaried workers and occupational groups refer to the total employed population of the respective ethnic group (indigenous, non-indigenous, or African descent, not of African descent, etc.).

b/ In 2000, social protection worker coverage rates for indigenous people were: 13.1% for men; 12.0% for women and 12.6% for the total; whereas for non-indigenous workers they were: 28.4% for men; 31.6% for women and 29.7% for the total.

c/ Urban national coverage.

d/ Employers plus contributing family workers. In Cuba, this refers to workers in agricultural co-operatives.

e/ Includes public and private executives and mid-level professionals. In Brazil, this refers to executives in general, professionals in the sciences and the arts, mid-level technicians and administrative service workers; in Peru, it refers to members of the executive branch, professionals, scientists and scholars, mid-level technical and related workers, office managers and office workers.

f/ In Brazil, this refers to service workers, sales people and trade service workers; in Peru, to skilled personal service and protection workers.

g/ In Bolivia, this refers to agricultural workers; in Peru, to farmers and skilled agricultural and livestock workers.

h/ In Bolivia, this refers to workers in extractive industries and manufacturing, construction and operators of installations and machinery and assembly workers; in Brazil, to production workers of goods and services, as well as to those who perform repair and maintenance services; in Peru, to labourers, operators in mines and quarries and construction workers and product manufacturing. In Cuba, it includes agricultural workers.

i/ In Peru, this refers to unskilled service workers and farm labourers.

j/ In Brazil, this refers to members of the Armed Forces and occupations that are poorly defined or undeclared; in Peru, to members of the Armed Forces and unspecified occupations.

n.a. = Not available

and in Peru, 30.1%. In Ecuador, the percentage is relatively low since rural areas, where agricultural occupations are concentrated, are not included in the analysis. Unlike the other countries, in Brazil and Cuba, the population of African descent does not have a marked concentration in a particular occupational group although this ethnic group is somewhat more prevalent in service and trade occupations in Brazil and in executive, professional and technical occupations in Cuba.

In summary, the analysis of information on quality of employment generally indicates that indigenous and African-origin workers in most of the countries studied have a more precarious employment situation than workers who are neither indigenous nor of African descent. To complement this analysis, the following section provides information on wage inequality by ethnic group.

Wage Inequality of Indigenous and African-origin Workers

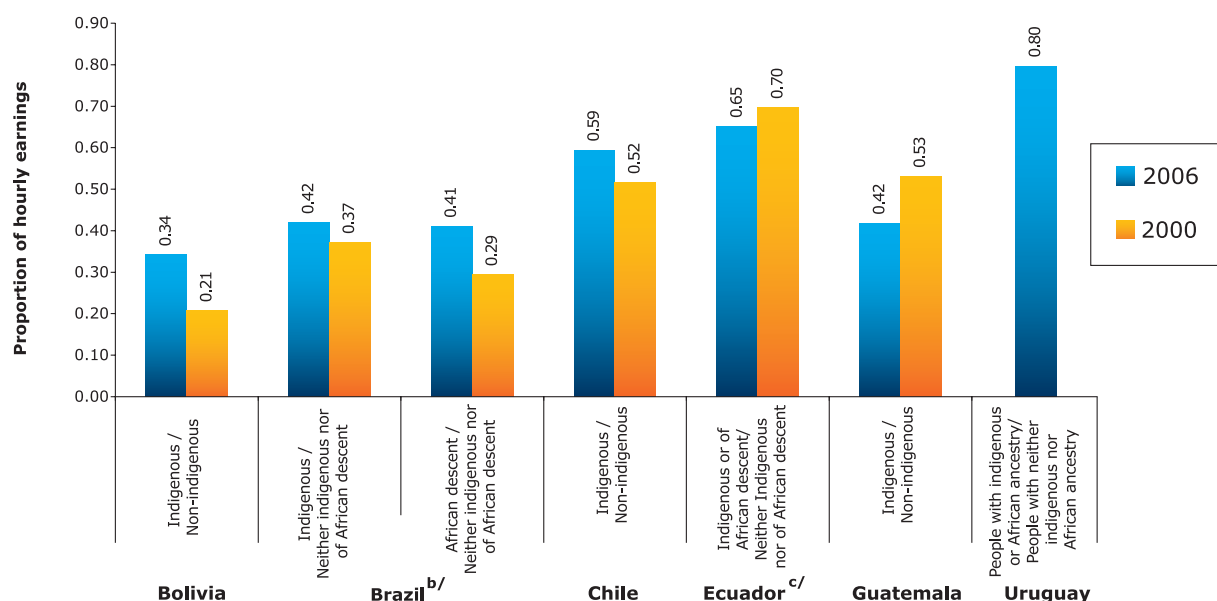
In six countries of Latin America with available information on wage inequality by ethnic group (data were not available for Cuba or Peru), hourly earnings

of indigenous and African-origin workers were, on average, less than those of other ethnic groups (Figure A1). The largest gap is observed in Bolivia, where indigenous worker earnings represented just 34% of the earnings of non-indigenous workers in 2005; in Uruguay in 2006, hourly earnings of workers of indigenous and African decent represented 80% of that of other ethnic groups. The gap in hourly earnings by ethnic group has narrowed since 2000 in Bolivia, Brazil and Chile whereas it has grown in Ecuador and Guatemala.

The earnings gap is even more pronounced in the case of indigenous women and women of African descent. Figure A2 demonstrates that in all countries with existing information, with the exception of Uruguay, the earnings of indigenous women are below those of indigenous men (the proportion was 0.80 in 2006, on average, excluding Uruguay), with Guatemalan women having the lowest proportion of hourly earnings (0.68). Proportions are even lower when hourly earnings of indigenous and/or African-origin female workers are compared with those of male workers who are neither indigenous nor of African descent, 0.47 in 2006, on average. If Uruguay is excluded, where indigenous and/or African-origin

FIGURE A1

LATIN AMERICA (SIX COUNTRIES): AVERAGE HOURLY EARNINGS OF INDIGENOUS WORKERS AND WORKERS OF AFRICAN DESCENT AS A PROPORTION OF THOSE OF WORKERS WHO ARE NEITHER INDIGENOUS NOR OF AFRICAN DESCENT, TOTAL NATIONAL, 2000 AND 2006



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

a/ The proportion refers to real earnings per hour in the main occupation and excludes workers without reported income. Data for Bolivia (2000 and 2005), Brazil (2001 and 2006), Chile (2000 and 2006), Ecuador (2001 and 2006), Guatemala (2000 and 2004) and Uruguay (2006).

b/ Data for 2001 exclude rural areas of Rondonia, Acre, Amazonas, Roraima, Pará and Amapa.

c/ Urban national coverage.

female workers earn 88% of the hourly earnings of men not belonging to these groups, the average proportion declines to 0.39.

However, the proportions demonstrate a smaller earnings gap in 2006 as compared with 2000 between the indigenous and/or African-origin population by gender; only Brazil and Chile, in the case of the indigenous population, experienced a growing gap. Likewise, except for Brazil and Guatemala, where the proportion of hourly earnings for indigenous women with respect to that for non-indigenous men fell slightly, all other countries demonstrated less wage inequality between indigenous women and women of African descent on the one hand, and men that do not belong to these ethnic groups on the other.

Educational level is a key component for understanding labour market performance of ethnic groups. In all the countries analyzed, indigenous and African-origin workers with 13 or more years of schooling (in other words, those with technical and university training) account for only a small percentage of their labour force. Several countries have high concentrations of indigenous labour force participants with a maximum of six years of schooling.

In the last year with available information, 74.0% of indigenous workers in Bolivia had a maximum of six years of schooling, while in Guatemala this figure was 86.3%, and Peru, 63.8%. In Brazil, indigenous workers with up to six years of schooling accounted for 44.6% of the indigenous labour force, whereas this educational segment among workers of African descent represented 47.9% of the African-origin labour force. Chile and Uruguay recorded smaller educational attainment gaps by ethnicity, especially regarding the proportion of the labour force that had between seven and 12 years of schooling.

While the labour force of indigenous and African descent has fewer years of schooling than other ethnic groups, on average – one sign of social exclusion – statistics show that wage inequality exists even when educational levels are similar. In 2000 and 2006, indigenous and African-origin wage and salaried workers in four educational attainment categories, ranging from those with no schooling to those with 13 or more years of education, earn less per hour than their counterparts who are neither indigenous nor of African descent (Figure A3). It is noteworthy that in most countries of the region, the earnings gap by ethnicity among wage and salaried workers without schooling is smaller than that for wage and salaried

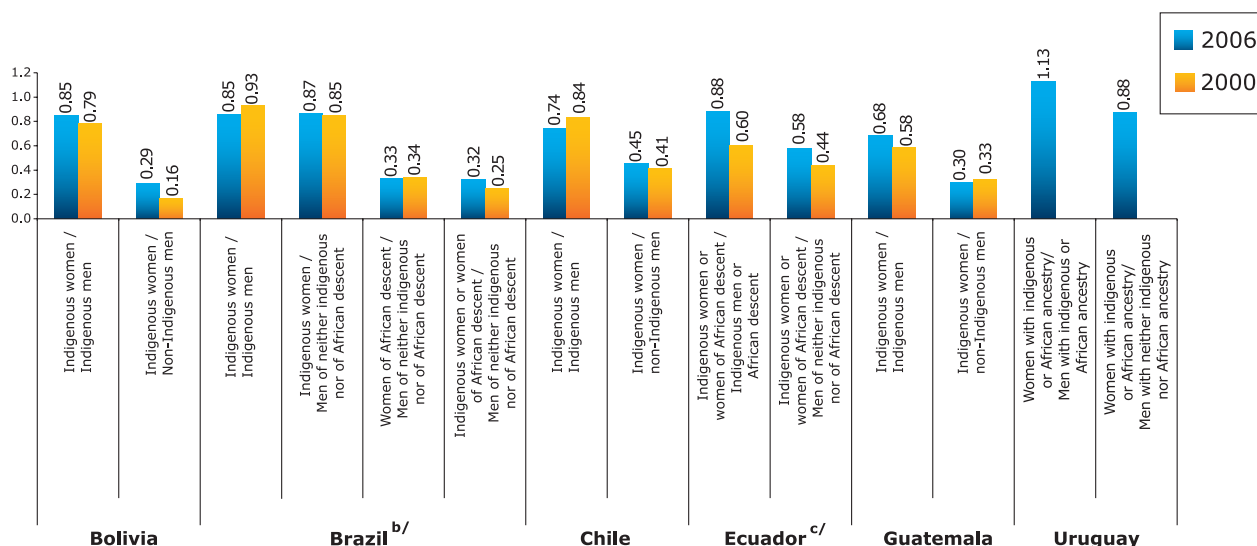
FIGURE A2

LATIN AMERICA (SIX COUNTRIES): AVERAGE HOURLY EARNINGS OF INDIGENOUS FEMALE WORKERS AND FEMALE WORKERS OF AFRICAN DESCENT AS A PROPORTION OF THOSE OF MEN, BY ETHNIC GROUP, TOTAL NATIONAL, 2000 AND 2006^{a/}



44

Proportion of hourly earnings



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

a/ The proportion refers to real earnings per hour in the main occupation and excludes workers without reported income. Data for Bolivia (2000 and 2005), Brazil (2001 and 2006), Chile (2000 and 2006), Ecuador (2001 and 2006), Guatemala (2000 and 2004) and Uruguay (2006).

b/ Data for 2001 exclude rural areas of Rondonia, Acre, Amazonas, Roraima, Para and Amapa.

c/ Urban national coverage.

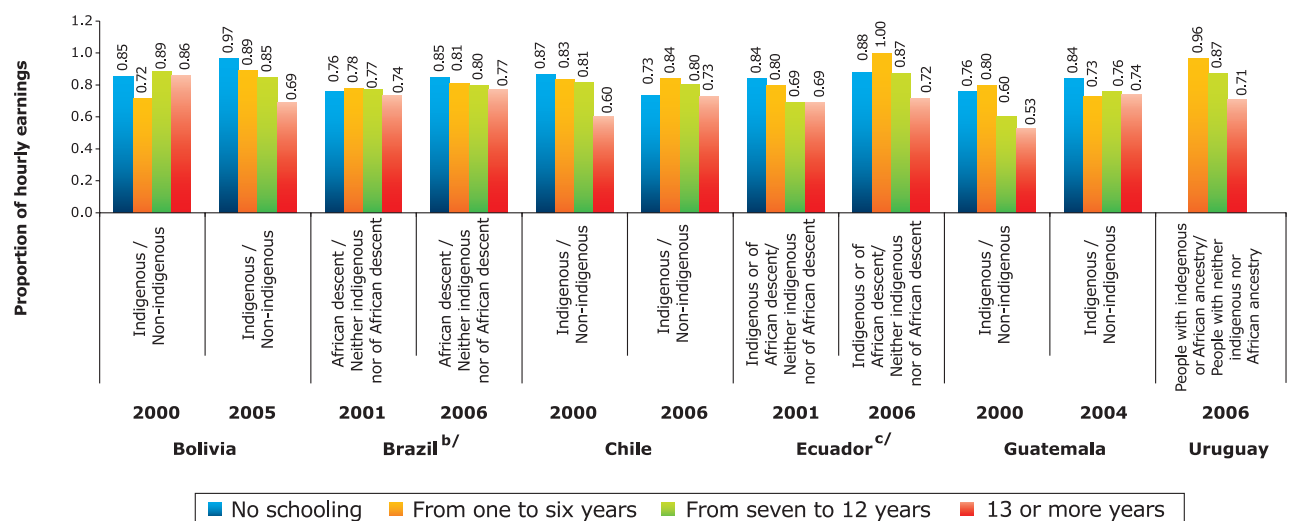
workers with more years of schooling, and that the earnings gap by ethnic group (always unfavourable to indigenous and African-descent workers) tends to increase as educational attainment levels increase. This trend was documented previously in the *2003 Labour Overview* in the case of African descendents in Brazil.

Likewise, gender gaps are more marked between indigenous or African-origin female wage and salaried workers compared with male workers who are neither indigenous nor of African descent. In 2006, in Brazil, hourly earnings of wage and salaried women workers

of African descent with 13 or more years of schooling represented just 51% of the hourly earnings of male wage and salaried workers who are neither indigenous nor of African descent. Comparing hourly earnings of indigenous female wage and salaried workers with 13 or more years of schooling and non-indigenous male wage and salaried workers of the same educational attainment group, in Bolivia, women received just 55% of men's earnings; in Chile, women received 62%; and Guatemala, 72%. In Uruguay, the figure was 57% and in Ecuador, 64%, comparing the hourly earnings of indigenous or African-origin female wage and salaried workers with those of male wage

FIGURE A3

LATIN AMERICA (SIX COUNTRIES): AVERAGE HOURLY EARNINGS OF INDIGENOUS AND AFRICAN-DESCENT WAGE AND SALARIED WORKERS AS A PROPORTION OF THOSE OF WAGE AND SALARIED WORKERS WHO ARE NEITHER INDIGENOUS NOR OF AFRICAN DESCENT, BY YEARS OF SCHOOLING, TOTAL NATIONAL, 2000 AND 2006 ^{a/}



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

a/ The proportion refers to real earnings per hour in the main occupation and excludes workers without reported income.

b/ Data for 2001 exclude rural areas of Rondonia, Acre, Amazonas, Roraima, Para and Amapa

c/ Urban national coverage.

and salaried workers that were neither indigenous nor of African descent.

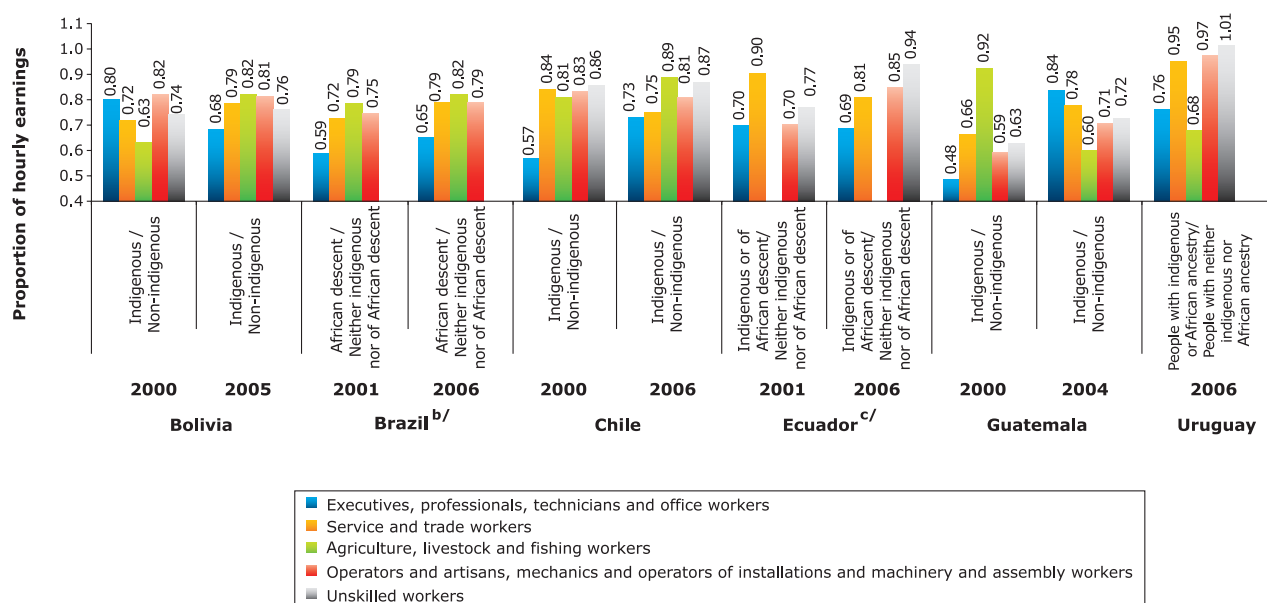
In terms of wage inequality by ethnicity and occupational group, gaps are observed that are also unfavourable to indigenous and African-origin wage and salaried workers. In the countries analyzed, in 2000 and 2006, wage and salaried workers of these two ethnic groups had lower hourly earnings than their counterparts who are neither indigenous nor of African descent, in the five occupational groups studied, ranging from skilled to unskilled workers (Figure A4). The only exception was the case of unskilled wage and salaried workers in Uruguay in 2006, where indigenous and African-origin wage and

salaried workers enjoyed a slight advantage over their non-indigenous, non-African-descent counterparts.

The most pronounced inequalities are generally found in the occupational group of executives, professionals, technicians and office workers, where hourly earnings gaps between indigenous and African-origin wage and salaried workers on the one hand, and non-indigenous and non-African-descent wage and salaried workers on the other, fluctuated between 20% and 52% in 2000, and 16% and 35% in 2006. The other occupational groups presented earnings inequalities ranging from 8% to 41% in 2000 and from 3% to 40% in 2006.

FIGURE A4

LATIN AMERICA (SIX COUNTRIES): AVERAGE HOURLY EARNINGS OF INDIGENOUS AND AFRICAN-DESCENT WAGE AND SALARIED WORKERS AS A PROPORTION OF THOSE OF WAGE AND SALARIED WORKERS WHO ARE NEITHER INDIGENOUS NOR OF AFRICAN DESCENT, BY OCCUPATIONAL GROUP, TOTAL NATIONAL, 2000 AND 2006



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

a/ The proportion refers to real earnings per hour in the main occupation and excludes workers without reported income.

b/ Data for 2001 exclude rural areas of Rondonia, Acre, Amazonas, Roraima, Para and Amapa

c/ Urban national coverage.



One limitation of this type of comparison is that it does not permit the observation of several factors that help explain the differences observed, without these being considered discriminatory practices. Such factors include, for example, the quality of education that the different ethnic groups receive, their different job experiences and specializations, as well as other unobservable factors that can generate differences in the skills acquired by workers and eventually influence job performance and earnings. In addition, wages (as well as prices of goods and services) may vary according to the geographic area (rural or urban) and to the labour productivity of the workplace. Nevertheless, Ecuador, the only country where wage differences by ethnic group could be observed in the urban sector, demonstrated significant gaps, even after controlling for geographic region.

Several studies in the region (for example, those mentioned in the recent IDB article *Outsiders?*) also note that ethnic and/or racial discrimination is a factor which influences wage gaps. The results of the present report point to persistent discrimination against indigenous people and people of African descent in the labour market in the countries of the region, along with other unobservable factors (which in some cases

could also be attributed to discrimination) that influence wage disparity as well as differences in the quality of employment observed between indigenous and African descent workers on the one hand, and workers who are neither indigenous nor of African descent, on the other.

Toward Non-Discrimination and Equality in the Workplace

The fact that indigenous and African-origin workers are at a disadvantage in the labour market, especially with respect to wages, has contributed to the highly unequal income distribution in the region. This assessment raises the question of how to advance toward non-discrimination and equality in the workplace to contribute to social justice and equality.

The ILO's Regional Agenda for Decent Work in the Americas, adopted in May 2006 by workers' organizations, employers' organizations and governments of the countries of the Americas and based on the report of the ILO Director-General, *Decent work in the Americas: An agenda for the Hemisphere, 2006-15*, highlights the lack of respect for the fundamental labour rights and lists three policy

objectives for eliminating discrimination in the labour market. These are: first, obtain a deeper understanding of the scale and nature of discrimination in the labour market; second, make progress on the effective application of ILO Conventions No. 100 concerning Equal Remuneration for Men and Women Workers for Work of Equal Value (1951) and Convention No. 111 concerning Discrimination with Respect to Employment and Occupation (1958); and finally, reduce existing obstacles that would allow the inclusion of women, indigenous people and people of African descent and other groups which are targets of discrimination in the labour market under conditions of equality. The Regional Agenda for Decent Work proposes several

policy intervention areas to achieve these three objectives (Table A4).

Indigenous people and people of African descent (in this case, the target of discrimination) should participate on a permanent basis in all processes involving entities that have authority to discuss and define public policies for the progressive elimination of mechanisms of discrimination existing in the labour market. Ensuring the active participation of affected parties requires granting facilities to women of these ethnic groups, who face greater disadvantages. Interventions should be developed through concerted policies at different levels as they involve a variety of public and private institutions as well as inter-

TABLE A4

**THE DECENT WORK AGENDA FOR THE HEMISPHERE: POLICY MEASURES
TO PROMOTE THE PROGRESSIVE ELIMINATION OF DISCRIMINATION AT WORK**

Objetives	Policies
Obtain a deeper understanding of the scale and nature of ethnic and racial discrimination in the labour market.	<ul style="list-style-type: none"> • Produce statistics and surveys to visualize and monitor developments with regard to the various forms of discrimination at work and provide tools to help groups suffering discrimination. • Develop measurement tools for use in national censuses and household and establishment surveys, with a view to obtaining reliable information on the size of the indigenous and African-origin populations in the Americas and on the socio-economic and labour conditions in which they live. • Develop indicators of ethnic or racial and gender equality at work that will make it possible to measure the positive or negative trends in this area.
Advance the effective application of ILO Conventions Nos. 100 and 111.	<ul style="list-style-type: none"> • Review the labour culture to identify and correct any discriminatory practices. • Undertake awareness-raising campaigns aimed at key actors to promote ethnic or racial and gender equality. • Create and/or strengthen institutions that exist to combat discrimination, including labour inspection services. • Establish a regional observatory to monitor positive or negative developments in the fight against ethnic or racial and gender discrimination and debate public policy in this area.
Reduce the obstacles that exist to the inclusion of indigenous people and people of African descent in the labour market under conditions of equality.	<ul style="list-style-type: none"> • Mainstream the issues of ethnic or racial and gender equality in labour market institutions and policies. • Promote employment programmes focused in areas with a high concentration of indigenous or African-origin populations. • Draw up and promote active employment policies that take into account the socio-economic and cultural situation of the groups in question, and ensure that such policies give these groups access to the labour market on equal terms. • Promote anti-discrimination and affirmative action policies in the field of labour and in respect of access to productive resources. • Promote the inclusion of anti-discrimination and equal opportunity clauses in collective bargaining agreements.

sectoral statistical, legal, economic and social entities. In addition, interventions should be defined for the short, medium and long term.

To implement the first objective, international recommendations on the identification of ethnic groups should be taken into account (especially those mentioned in this report with respect to indigenous people and people of African descent). In addition, the recommendations of the International Conferences of Labour Statisticians (ICLS) and the UN Statistics Division on the Fundamental Principles of Official Statistics and the collective rights of indigenous people and people of African descent for the collection of statistical information, should be applied. Specifically, it is important to apply scientific principles and professional ethics during all stages of the statistical process to ensure due public confidence in official statistics. In addition, indigenous people and people of African descent should be encouraged to actively participate in this process, adopting measures to facilitate their participation, if possible. Argentina and Paraguay are noteworthy in their experience with the implementation of an indigenous census, providing an opportunity for discussion and lessons learned, particularly with respect to raising awareness of agents directly involved in the entire process.

Employment policies involving the regulation of labour relations that can modify working conditions (including different regulations for contracts, benefits and obligations of workers and employers) are key legal means to combat discrimination at work, but they should be accompanied by actions to monitor enforcement to ensure real protection of workers. These types of policies can be used as tools to discriminate in favour of indigenous and African-origin workers (affirmative action policies) in aspects such as regulation of social security, occupational safety and health, payment of minimum wages, child labour standards and others.

Labour market policies – active and passive – are measures, programmes and projects carried out by the State to stem unemployment as well as to improve the entry of job seekers in the labour market. In the region, active policies targeting indigenous populations, such as direct job creation, vocational training and financing for microenterprises, among others, have been more prevalent than passive policies, which refer mainly to benefits granted to the unemployed population (unemployment benefits, for example). In general, Latin American policies and programmes to promote equal employment opportunities to these ethnic groups are limited and weak, for which reason stronger leadership and coordination are needed.

The policies applied should differentiate between the target populations. In addition, they should reflect the need to improve the employability of workers of the indigenous population and the population of African descent through the acquisition of specific skills for occupations and jobs in demand in the labour market, including executive positions. It is also indispensable to complement these actions with policies for employers in order to gradually modify patterns of discrimination for ethnic or other reasons. These measures require the State to have the capacity to promote these processes and allocate public resources to medium- and long-term programmes.

Inter-sectoral coordination with public policy institutions with respect to issues involving the indigenous population and the population of African descent will facilitate coherence with national policy objectives and will strengthen employment-centred interventions. In this regard, national agreements and specific targets regarding the employment of indigenous people and people of African descent should be developed.

In the last decade, the demands of organizations of indigenous people and people of African descent in the countries of the region aimed at achieving the effective exercise of their rights and the right to participate more actively in public life have led to the development of public initiatives to benefit these populations. These include the creation of the Special Presidential Secretariat for Policies to Promote Racial Equality in Brazil (2003); The National Debate Regarding Indigenous People in Chile (2006), whose conclusions will be considered to guide public policy for indigenous people to 2010; and the inclusion of objectives relating to indigenous people in the 2007-2012 National Development Plan in Mexico.

Below are some examples of recent initiatives and interventions on employment in four countries of Latin America (Table A5). These recognize the importance of involving different public spheres and agencies, as well as society as a whole. Labour market programmes targeting these populations are especially noteworthy in Argentina, Chile and Mexico, where resources are used to develop economic activities traditionally associated with the indigenous population, such as crafts making and eco-tourism, in interventions that frequently include women of these ethnic groups. The evaluation of some of these programmes and projects targeting indigenous populations constitutes a good practice that has allowed adjustments to interventions and the generation of knowledge that will enrich new initiatives.

Governments and representatives of organizations of indigenous people and people of African descent face the challenge of supporting viable project proposals that involve alternative economic activities,

with greater returns for these populations. Supporting productive activities with low profitability will do little to improve the economic and social disadvantages which characterize these populations.

TABLE A5

LATIN AMERICA (FOUR SELECTED COUNTRIES): EXAMPLES OF INITIATIVES AND INTERVENTIONS TO BENEFIT INDIGENOUS PEOPLE AND PEOPLE OF AFRICAN DESCENT

Country	Initiative / Intervention	Target Population	Comments
Argentina	<ul style="list-style-type: none"> Productive projects. Housing and environmental improvement. See: http://www.desarrollosocial.gov.ar/INAI/site/default.asp	Indigenous population	Implemented by the National Institute of Indigenous Affairs. These focus on production for own-consumption and/or marketing, as well as small-scale construction and housing improvement projects, construction of community centres and others.
Brazil	Special Presidential Secretariat for Policies to Promote Racial Equality (created in 2003)	Ethnic and racial groups affected by discrimination	This is the national office responsible for coordinating government affairs related to the promotion of equality, protection of the rights of people of racial and ethnic groups affected by discrimination and other forms of intolerance, with an emphasis on the black population.
	National Policy for the Promotion of Racial Equality See: http://www.planalto.gov.br/seppir/	Black population	The main objective is to reduce racial inequality in the country, with an emphasis on the black population. This policy has permitted the definition of short-, medium- and long-term actions, recognizing the most urgent demands and priority areas of action. Success will depend on coordinated action and the commitment of different sectors of government and society.
Chile	Multiphase Programme for the Integrated Development of Indigenous Communities, or the Origins Programme (PO) See: http://www.conadi.cl/	Indigenous population	This programme was implemented in five regions in an initial pilot phase, in 645 communities and later in 700 communities. The objectives of the programme are to improve living conditions and promote development marked by their own identity of the Aymara, Atacaman and Mapuche peoples in rural areas, particularly in terms of economic, social, cultural and environmental development; and to address cultural diversity in public policies of Chile. The evaluation of the first phase of the Origins Programme identified five critical areas that need improvement.
Mexico	<ul style="list-style-type: none"> Indigenous regional funds Programme to Coordinate Support for Indigenous Production Programme for Alternative Tourism in Indigenous Areas Programme for the Productive Organization of Indigenous Women See: http://www.cdi.gob.mx/index.php?id_seccion=89	Indigenous peoples	<ul style="list-style-type: none"> Finances productive activities. Since 1990, it has established 250 regional funds, of which 241 are in operation today. Supports productive projects implemented and operated by the indigenous population (organization, training, etc.). Supports alternative tourism, eco-tourism and rural tourism, promoting the participation of women. It has national coverage: 871 indigenous municipalities have been prioritized. Provides support to the acquisition of tools, machinery and working capital for productive and own-consumption activities.

Source: ILO, based on information on initiatives benefiting indigenous people and/or people of African descent in Argentina, Brazil, Chile and Mexico.

Conclusions

Despite the incalculable wealth of human capital that indigenous populations and populations of African descent represent for the countries of the region, at the turn of the twenty-first century, these groups have continuing high levels of poverty associated with low earnings, perpetuating conditions of inequality and social exclusion. Complex historical and social processes, including a long-standing lack of opportunities and discriminatory practices in different contexts, have contributed to the persistence of this situation.

Although the lack of access to education constitutes a key obstacle to improving the well-being of these groups, the results of this study found that the earnings gaps of indigenous and African-origin workers compared with workers who are neither indigenous nor of African descent exist for each of the educational categories analyzed, and that gaps widen as levels of education increase. This indicates that education is not the only factor contributing to income inequality. Undoubtedly, countries of Latin America and the Caribbean are lacking productive, fairly paid employment exercised in conditions of liberty, equality, security and human dignity. In other words, there is a *decent work deficit* that especially affects indigenous people and people of African descent, particularly women of these groups.

A key objective of the ILO's Regional Agenda for Decent Work in the Americas, adopted by ILO's tripartite constituency in May 2006, is to contribute

to eliminating ethnic and racial discrimination in employment, ensuring equal opportunities. Improving the quality and quantity of statistical information, as well as indicators for ethnic-racial and gender equality, will help to better identify gaps in the future and to apply the necessary policy measures. Advancing in the effective compliance of ILO Conventions 100, 111 and 169 through public awareness campaigns and institutional capacity-building will ensure that indigenous and African-origin workers have the legislative and regulatory support they need to achieve equal opportunity. Moreover, reducing obstacles to labour market access of these groups will contribute to creating new employment opportunities and increased income for traditionally excluded groups.

The elimination of employment discrimination is essential for achieving more efficient, equitable growth in Latin America and the Caribbean. It is an indispensable requirement for strengthening democracy. Despite strong economic growth and the improvement of some labour indicators in recent years, as well as the technological advances and globalization process underway, the benefits of these changes have not sufficiently reached indigenous people and people of African descent in the region. Strong leadership and the commitment of governments, organizations of employers and workers and other members of civil society are needed, through a mechanism of social dialogue that involves indigenous people and people of African descent, to eliminate discrimination and thereby ensure equal opportunities and decent work for all.

ANNEX I

**LATIN AMERICA (EIGHT SELECTED COUNTRIES):
DEVELOPMENT OF VARIABLES RELATED TO ETHNIC GROUP**

Country	Survey	Year	Variable	Questions used ^{a/}	Categories used for each variable
Bolivia ^{b/}	Encuesta de Hogares. Mejoramiento de las Condiciones de Vida (MECOVI). Instituto Nacional de Estadística (INE).	2 0 0 0	Indigenous	What language did you learn to speak as a child?	Quechua, Aymará, Guaraní, other indigenous
			Non-indigenous	What language did you learn to speak as a child?	Spanish, foreign
	Encuesta de Hogares. Mejoramiento de las Condiciones de Vida (MECOVI). Instituto Nacional de Estadística.	2 0 0 5	Indigenous	What language did you learn to speak as a child?	Quechua, Aymará, Guaraní, other indigenous
			Non-indigenous	What language did you learn to speak as a child?	Spanish, foreign
Brazil ^{c/}	Pesquisa Nacional por Amostra de Domicílios (PNAD). Instituto Brasileiro de Geografia e Estatística (IBGE).	2 0 0 1	Indigenous	The colour or race of ____ is:	Indigenous
			African descent	The colour or race of ____ is:	Black (<i>preto</i>) or mixed-race black (<i>pardo</i>)
			Neither indigenous nor of African descent	The colour or race of ____ is:	White or yellow
	Pesquisa Nacional por Amostra de Domicílios (PNAD). Instituto Brasileiro de Geografia e Estatística (IBGE).	2 0 0 6	Indigenous	The colour or race of ____ is:	Indigenous
			African descent	The colour or race of ____ is:	Black (<i>preto</i>) or mixed-race black (<i>pardo</i>)
			Neither indigenous nor of African descent	The colour or race of ____ is:	White or yellow
Chile	Encuesta de Caracterización Socioeconómica Nacional (CASEN). Ministerio de Planificación y Cooperación (MIDEPLAN).	2 0 0 0	Indigenous	In Chile, the law recognizes eight indigenous peoples. Do you belong to or are you a descendant of any of these peoples?	Aymará, Rapa-Nui, Quechua, Mapuche, Atacaman, Coya, Kawaskar, Yanán
			Non-indigenous	In Chile, the law recognizes eight indigenous peoples. Do you belong to or are you a descendant of any of these peoples?	Does not belong to any of them
	Encuesta de Caracterización Socioeconómica Nacional (CASEN). Ministerio de Planificación y Cooperación (MIDEPLAN).	2 0 0 6	Indigenous	In Chile, the law recognizes nine indigenous peoples. Do you belong to or are you a descendant of any of these peoples?	Aymará, Rapa-Nui, Quechua, Mapuche, Atacaman, Coya, Kawaskar, Yanán, Diaguita
			Non-indigenous	In Chile, the law recognizes nine indigenous peoples. Do you belong to or are you a descendant of any of these peoples?	Does not belong to any of them
Cuba ^{d/}	Encuesta Nacional de Ocupación. Oficina Nacional de Estadísticas (ONE).	2 0 0 0	Black	What is the skin colour?	Black
			Mixed race (or mulatto)	What is the skin colour?	Mixed race or mulatto
			Not of African descent	What is the skin colour?	White
	Encuesta Nacional de Ocupación. Oficina Nacional de Estadísticas (ONE).	2 0 0 6	Black	What is the skin colour?	Black
			Mixed race (or mulatto)	What is the skin colour?	Mixed race or mulatto
Ecuador	Sistema Integrado de Encuestas de Hogares. Instituto Nacional de Estadísticas y Censos (INEC).	2 0 0 1	Indigenous or of African descent	What do you consider yourself?	Indigenous?, Black?, Mulatto?
			Neither indigenous nor of African descent	What do you consider yourself?	White? Mixed race? Other?
	Sistema Integrado de Encuestas de Hogares. Instituto Nacional de Estadísticas y Censos (INEC).	2 0 0 6	Indigenous or of African descent	What do you consider yourself?	Indigenous?, Black?, Mulatto?
			Neither indigenous nor of African descent	What do you consider yourself?	White? Mixed race? Other?
Guatemala ^{e/}	Encuesta Nacional de Empleo e Ingresos. Instituto Nacional de Estadística (INE).	2 0 0 0	Indigenous	Variable: ethnic group (VDPO7)	Indigenous
			Non-indigenous	Variable: ethnic group (VDPO7)	Non-indigenous
	Encuesta Nacional de Empleo e Ingresos. Instituto Nacional de Estadística (INE).	2 0 0 4	Indigenous	Do you belong to one of the following indigenous peoples of the country?:	K'iché? Kaqchikel?, Mam?, Q'eqchi?, other indigenous peoples? (which?) Ixil, Pogomchi, Qanjobal, Sakapulteco, Itzaj, Jacalteco, Achi, Awakateco, Ch'orti, Cluj, Xinca, other
			Non-indigenous	If you are not one of the above, are you?:	Garifuna?, Ladino?, Foreigner?
Peru ^{f/}	Encuesta de Hogares. Condiciones de Vida y Pobreza. Instituto Nacional de Estadística e Informática (INEI).	2 0 0 6	Indigenous	What is the language or mother tongue that you learned as a child?:	Quechua, Aymará, other native language
			Non-indigenous	What is the language or mother tongue that you learned as a child?:	Spanish, English, Portuguese, other foreign language
Uruguay	Encuesta Continua de Hogares. Instituto Nacional de Estadística (INE).	2 0 0 6	Indigenous or African ancestry	For those over six years: Do you believe you are of.... ancestry?	African-descent or black, indigenous
			Neither indigenous nor African ancestry	For those over six years: Do you believe you are of.... ancestry?	Yellow, white, other

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

a/ The inclusion of these questions may serve a purpose other than determining the ethnic groups of the population.

b/ Bolivia excludes mute individuals.

c/ A similar question is included on the Monthly Employment Survey (Pesquisa Mensal de Emprego, PME).

d/ In Cuba, data were processed by the National Statistics Office.

e/ In Guatemala for 2000, there was no access to the questionnaire. The following information from the database was used: variable: Ethnic group: VDPO7; description: classification of the ethnic group of household members: category, specification: 1 indigenous, 2 non-indigenous.

f/ In Peru, individuals who are deaf and mute or who do not declare a language are excluded.

EXPLANATORY NOTE

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

I. Concepts and Definitions

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

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

Employment in the informal sector is defined according to the Fifteenth ICLS. It refers to employment created in a group of production units which, according to the United Nations System of National Accounts (Revision 4), form part of the household sector as household enterprises or, equivalently, unincorporated enterprises owned by households; such enterprises are units engaged in the production of goods or services which are not constituted as separate legal entities independently of the households or household members that own them, and for which no complete sets of accounts are available.

Within the household sector, the informal sector comprises informal own-account enterprises (which may employ contributing family workers and

employees on an occasional basis, but do not employ employees on a continuous basis) and enterprises of informal employers which employ one or more employees on a continuous basis and may also have contributing family workers.

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

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

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

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

The **economically active population** or the **labour force** includes all individuals who, being of at least a specified minimum age, fulfil 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.

Inactive individuals are people of working age that do not belong to the labour force.

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

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

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

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

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

Labour Overview defines **real manufacturing wages** as the average nominal wages paid to workers in the manufacturing sector, deflated using the national level Consumer Price Index (CPI) of each country, with some exceptions, such as Peru and Venezuela where the CPI of metropolitan Lima and the CPI for metropolitan Caracas are used, respectively. Some series refer to all wage and salaried workers in manufacturing, others strictly to non-supervisory workers, as indicated in the notes of the corresponding table. The series of average manufacturing wages was obtained from establishment surveys of manufacturing industries in the countries, except in Central America, where the information was obtained from household surveys. The real manufacturing wage index was constructed using 1990 as the base year (1990 = 100).

Real minimum wages are defined in *Labour Overview* as the value of the average nominal minimum wage deflated using the Consumer Price Index (CPI) of each country. The majority of the countries have a single minimum wage. Nonetheless, in some countries the minimum wage is differentiated according to industry and/or occupation. The real minimum wage index was constructed using 1990 as the base year (1990=100).

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

II. International Comparability

Progress toward harmonizing concepts and methodologies of statistical data that permit international

comparisons is directly related to the particular situation of the statistical system in each country of the region, in terms of their institutional capacity, information needs, infrastructure and level of development of the data collection system (based primarily on labour force sample surveys), as well as available human and financial resources. The comparability of labour market statistics in Latin America and the Caribbean is mainly hampered by the lack of conceptual and methodological standardization of key labour market variables. This is also true of other variables associated with the world of work, since countries may have different concepts for geographic coverage and minimum working age thresholds, and may use different versions of international classification manuals.

III. Information Sources

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

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

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

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

Brasil: Instituto Brasileiro de Geografia y Estadísticas (IBGE) (www.ibge.gov.br).

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

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

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

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

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

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

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

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

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

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

Panamá: 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).

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

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

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

The information on employment, earnings and productivity indicators of the countries not previously mentioned, as well as data on the employment structure indicators for Latin American countries presented in *Labour Overview*, were obtained from household surveys processed by the ILO project, Labour Information and Analysis System (SIAL), and from

administrative records of that entity. All indicators on employment, income, productivity and employment structure of the Caribbean countries presented in *Labour Overview* were obtained from official data from household surveys of those countries.

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

Moreover, the open urban unemployment rate and labour force participation rate of Colombia (1990-2005), Ecuador (1990-2005) and Panama (1990-2002) were calculated by excluding hidden unemployment in order to use these adjusted rates in the calculation of the respective regional series, since official national information of these countries includes hidden unemployment in the labour force estimates.

IV. Reliability of Estimates

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

Non-sampling errors can also affect estimates derived from household or establishment surveys. These may occur for a variety of reasons, including the lack of a sample of a population segment; the inability to obtain

information for all people in the sample; the lack of cooperation on the part of some respondents to provide accurate, timely information; errors in the responses of survey respondents; and errors introduced during data collection and processing.

V. Changes in the Statistics Presented

In this edition of *Labour Overview*, some changes were made as indicated below.

The Structure of Urban Employment (Table 6-A): Up until the *2006 Labour Overview*, the structure of urban employment was published using the concept of employment in the informal sector defined by the Regional Employment Programme for Latin America and the Caribbean (PREALC using the Spanish

acronym); beginning with this edition, this table provides information on the distribution of the urban employed by situation in employment.

Urban Employed Population with Health and/or Pension Coverage (Table 8-A): Up until the *2006 Labour Overview*, the urban employed population with health and/or pension coverage was published according to the structure of employment in the informal sector as defined by PREALC. Given that as of the current edition it is not yet possible to apply the new definitions of employment in the informal sector and informal employment according to the recommendations of the Fifteenth and Seventeenth ICLS in the majority of household surveys of countries of the region, this table refers to the urban employed with health and/or pension coverage by situation in employment.

STATISTICAL ANNEX

TABLE 1-A

**LATIN AMERICA AND THE CARIBBEAN: OPEN URBAN UNEMPLOYMENT,
1990, 1995 - 2007**
(Average annual rates)

Country	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2006 Through the third quarter	2007
Latin America															
Argentina ^{a/}	7.5	17.5	17.2	14.9	12.9	14.3	15.1	17.4	19.7	17.3	13.6	11.6	10.2	10.7	8.8 ^{p/}
Bolivia ^{b/}	7.3	3.6	3.8	3.7	4.1	7.2	7.5	8.5	8.7	...	6.2	8.2	8.0	...	...
Brazil ^{c/}	4.3	4.6	5.4	5.7	7.6	7.8	7.1	6.2	11.7	12.3	11.5	9.8	10.0	10.2	9.7
Chile ^{d/}	7.8	7.3	6.3	6.1	6.4	10.1	9.7	9.9	9.8	9.5	10.0	9.2	7.8	8.4	7.1
Colombia ^{e/}	10.5	8.8	11.2	12.4	15.2	19.4	17.3	18.2	17.6	16.7	15.4	13.9	13.0	13.2	12.0
Costa Rica ^{f/}	5.3	5.6	6.4	5.8	5.3	6.1	5.2	5.8	6.8	6.7	6.7	6.9	6.0	6.0 ^{q/}	4.8 ^{q/}
Cuba ^{d/}	5.4	8.1	7.6	7.1	6.2	6.2	5.4	4.1	3.3	2.3	1.9	1.9	1.9	...	...
Dominican Republic ^{g/}	...	15.8	16.7	16.0	14.4	13.8	13.9	15.6	16.1	16.7	18.4	17.9	16.2	...	...
Ecuador ^{h/}	6.1	6.9	10.4	9.2	11.5	15.1	14.1	10.4	8.6	9.8	11.0	10.7	10.1	10.3 ^{r/}	9.8 ^{r/}
El Salvador ^{f/}	7.5	7.0	7.7	7.5	7.6	6.9	6.7	7.0	6.2	6.2	6.5	7.3	5.7	...	...
Guatemala ^{i/}	6.3	3.9	5.2	5.1	3.8	...	2.9	...	5.1	5.2	4.4	...	...	...	...
Honduras ^{f/}	6.9	6.6	6.6	5.2	4.6	5.2	...	5.5	5.9	7.4	8.0 ^{s/}	6.1	4.6	5.2 ^{s/}	4.1 ^{s/}
Mexico ^{j/}	2.8	6.2	5.5	5.4	4.7	3.7	3.4	3.6	3.9	4.6	5.3	4.7	4.6	4.6	4.9
Nicaragua ^{k/}	7.6	16.9	16.0	14.3	13.2	10.7	7.8	11.3	12.2	10.2	8.6	7.0	7.0	...	...
Panama ^{l/}	20.0	16.4	16.9	15.4	15.6	13.6	15.3	17.0	16.5	15.9	14.1	12.1	10.4	10.4 ^{t/}	7.7 ^{t/}
Paraguay ^{m/}	6.6	5.3	8.2	7.1	6.6	9.4	10.0	10.8	14.7	11.2	10.0	7.6	8.9	...	...
Peru ^{n/}	8.3	7.1	7.2	8.6	6.9	9.4	7.8	9.2	9.4	9.4	9.4	9.6	8.5	8.8	8.7
Uruguay ^{f/}	8.5	10.3	11.9	11.4	10.1	11.3	13.6	15.3	17.0	16.9	13.1	12.2	11.4	11.9	10.0
Venezuela ^{g/}	10.4	10.3	11.8	11.4	11.3	15.0	13.9	13.3	15.9	18.0	15.3	12.3	10.0	10.5	9.0
The Caribbean															
Bahamas ^{g/}	...	11.1	11.5	9.8	7.8	7.8	...	6.9	9.1	10.8	10.2	10.2	7.6 ^{s/}	...	...
Barbados ^{g/}	15.0	19.7	15.5	14.4	12.3	10.4	9.3	9.9	10.3	11.0	9.8	9.1	8.7	8.7 ^{u/}	7.9 ^{u/}
Belize ^{g/}	14.7	12.5	13.8	12.7	14.3	12.8	11.1	9.1	10.0	12.9	11.6	11.0	9.4	...	...
Jamaica ^{g/}	15.3	16.2	16.0	16.5	15.5	15.7	15.5	15.0	14.2	11.4	11.7	11.2	10.3	11.4 ^{u/}	10.2 ^{u/}
Trinidad and Tobago ^{g/}	20.0	17.2	16.3	15.0	14.2	13.1	12.1	10.9	10.4	10.5	8.3	8.0	6.2	7.0 ^{u/}	6.3 ^{u/}
Latin America and the Caribbean ^{o/}															
	7.2	9.1	9.7	9.3	10.4	11.4	10.5	10.4	11.4	11.3	10.5	9.2	8.8	9.1	8.5

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

a/ Progressive incorporation, reaching 28 urban areas beginning in 2002. New measurement beginning in 2003; data are not comparable with previous years.

b/ Departmental capitals and the city of El Alto. Beginning in 1999, urban area coverage. Information for 2004 based on a survey conducted between November 2003 and October 2004. Preliminary figures beginning in 2005.

c/ Six metropolitan areas. New measurement beginning in 2002; data are not comparable with previous years.

d/ National coverage.

e/ Seven metropolitan areas until 1999. Beginning in 2000, 13 metropolitan areas. Includes hidden unemployment.

f/ Urban national coverage.

g/ National coverage. Includes hidden unemployment.

h/ Urban national coverage until 1998. Beginning in 1999, includes only Quito, Guayaquil and Cuenca. Includes hidden unemployment.

i/ Metropolitan area until 1998. National urban coverage beginning in 2000.

j/ Progressive incorporation, reaching 32 urban areas beginning in 2003. New measurement beginning in 2005. Official country estimates based on the new methodology, 1997-2004.

k/ Urban national coverage. New measurement beginning in 2003; data are not comparable with previous years.

l/ Urban national coverage. Includes hidden unemployment.

m/ Metropolitan area of Asunción in 1990. Beginning in 1995, urban national coverage.

n/ Metropolitan Lima. New measurement beginning in 2002; data are not comparable with previous years.

o/ Weighted average. Calculated based on the new series of Argentina, Brazil, Chile and Mexico. Hidden unemployment in Colombia, the Dominican Republic, Ecuador and Panama is excluded.

p/ Preliminary data.

q/ Data from July.

r/ Average, January-August.

s/ Data from May.

t/ Data from August. Preliminary data for 2007.

u/ First semester.



TABLE 2-A

LATIN AMERICA AND THE CARIBBEAN:
URBAN UNEMPLOYMENT RATES BY SEX, 1990, 1995 - 2007
(Average annual rates)

Country	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2006 Through the third quarter	2007
Latin America															
Argentina ^{a/}	7.5	17.5	17.2	14.9	12.9	14.3	15.1	17.4	19.7	17.3	13.6	11.6	10.2	10.9 ^{o/}	9.2 ^{o/}
Men	7.2	15.6	15.8	13.0	11.8	13.3	14.1	17.5	20.2	15.5	11.9	10.0	8.4	9.1 ^{o/}	7.4 ^{o/}
Women	7.6	20.3	19.4	17.9	14.6	15.6	16.4	17.2	18.9	19.5	15.8	13.6	12.5	13.3 ^{o/}	11.6 ^{o/}
Bolivia ^{b/}	7.3	3.6	3.8	3.7	4.1	7.2	7.5	8.5	8.7	...	6.2	8.2	8.0	...	...
Men	6.8	3.3	...	3.7	...	6.2	6.2	7.5	7.3	...	5.0	6.8	7.1	...	...
Women	7.8	4.0	...	3.6	...	8.5	9.0	9.7	10.3	...	7.5	9.9	9.1	...	...
Brazil ^{c/}	4.3	4.6	5.4	5.7	7.6	7.7	7.1	6.2	11.7	12.3	11.5	9.8	10.0	10.2	9.7
Men	...	4.5	5.0	5.3	7.1	7.1	6.5	5.9	9.9	10.1	9.1	7.8	8.1	8.3	7.7
Women	...	4.8	6.1	6.3	8.3	8.3	8.0	6.7	13.9	15.2	14.4	12.4	12.2	12.5	12.0
Chile ^{d/}	7.8	7.3	6.3	6.1	6.4	10.1	9.7	9.9	9.8	9.5	10.0	9.2	7.8	8.4	7.1
Men	7.0	6.3	5.6	5.4	5.8	9.8	9.3	9.7	9.6	9.1	9.4	8.5	6.9	7.3	6.3
Women	9.7	9.5	7.9	7.7	7.6	10.9	10.3	10.1	10.2	10.3	11.2	10.6	9.5	10.3	8.5
Colombia ^{e/}	11.0	8.7	12.0	12.1	15.0	20.1	17.3	18.2	17.6	16.7	15.4	13.9	13.0	13.2	12.0
Men	8.3	6.8	9.6	9.8	12.6	17.1	15.0	16.0	15.3	14.0	13.0	12.2	10.7	10.7	10.2
Women	14.7	11.3	15.1	15.1	18.8	23.3	19.9	20.7	20.1	19.6	18.1	17.1	15.4	15.9	13.9
Costa Rica ^{f/}	5.3	5.6	6.4	5.8	5.3	6.1	5.2	5.8	6.8	6.7	6.7	6.9	6.0	6.0 ^{p/}	4.8 ^{p/}
Men	4.9	5.2	5.8	5.3	4.4	5.3	4.6	5.2	6.2	6.1	5.8	5.6	4.5	4.5 ^{p/}	3.4 ^{p/}
Women	6.2	6.3	7.6	6.7	6.7	7.4	6.3	6.7	7.7	7.6	8.2	8.8	8.2	8.2 ^{p/}	6.8 ^{p/}
Dominican Republic ^{g/}	...	15.8	16.7	16.0	14.4	13.8	13.9	15.6	16.1	16.7	18.4	17.9	16.2	...	...
Men	...	10.2	10.9	9.5	9.3	7.8	7.9	9.4	9.5	10.6	10.5	11.0	9.2	...	...
Women	...	26.2	28.1	28.9	23.8	24.9	23.9	26.0	26.6	26.6	30.7	28.8	28.8	...	...
Ecuador ^{h/}	6.1	6.9	10.4	9.2	11.5	14.4	9.0	10.9	9.2	11.5	8.6	8.5	8.1	...	...
Men	4.3	5.5	...	7.4	8.4	10.8	6.2	7.1	6.0	9.1	6.6	6.7	6.2	...	...
Women	9.1	8.8	...	12.1	16.0	19.6	13.1	16.2	14.0	15.0	11.4	10.9	10.6	...	...
El Salvador ^{f/}	7.5	7.0	7.7	7.5	7.6	6.9	6.7	7.0	6.2	6.2	6.5	7.3	5.7	...	...
Men	8.3	8.7	8.4	9.0	9.6	9.9	9.9	8.7	7.4	8.6	8.8	9.4	7.6	...	...
Women	6.6	5.9	6.5	5.5	6.1	5.8	3.7	4.9	3.4	3.1	3.7	4.8	3.6	...	...
Guatemala ^{i/}	6.3	3.9	5.2	5.1	3.8	...	2.9	...	5.1	5.2	4.4	...	...	...	...
Men	...	...	...	...	...	...	3.6	...	4.3	4.0	4.3	...	...	...	...
Women	...	...	...	...	...	...	1.9	...	6.2	6.8	4.5	...	...	...	...
Honduras ^{f/}	6.9	6.6	6.6	5.2	4.6	5.2	...	5.5	5.9	7.4	8.0 ^{q/}	6.1	4.6	...	...
Men	9.6	10.7	11.8	5.9	...	...	...	5.9	6.2	7.1	7.4 ^{q/}	5.4	4.3	...	...
Women	5.2	4.1	4.4	4.3	...	...	...	5.0	5.5	7.7	8.8 ^{q/}	7.1	5.0	...	...
Mexico ^{j/}	2.7	6.3	5.5	3.7	3.3	2.5	2.2	2.4	2.7	3.3	3.8	4.7	4.6	4.6	4.9
Men	2.6	6.1	5.3	3.5	3.0	2.4	2.1	2.4	2.6	3.2	3.5	4.5	4.5	4.5	4.5
Women	3.0	6.5	5.9	4.2	3.7	2.6	2.4	2.5	2.8	3.5	4.2	5.0	4.9	4.8	5.4
Nicaragua ^{k/}	7.6	16.9	16.0	14.3	13.2	10.7	7.8	11.3	12.2	10.2	8.6	7.0	7.0	...	...
Men	...	...	...	...	...	...	8.0	12.8	13.4	11.7	8.6	7.8	8.1	...	...
Women	...	...	...	...	...	...	7.4	9.4	10.5	8.4	8.5	6.1	5.7	...	...
Panama ^{l/}	...	16.4	16.9	15.4	15.6	13.6	15.3	17.0	16.1	15.9	14.1	12.1	10.4	10.4 ^{r/}	7.7 ^{r/}
Men	...	10.8	11.0	13.3	12.4	8.8	12.0	15.1	13.9	13.2	11.5	10.0	8.6	8.6 ^{r/}	6.4 ^{r/}
Women	...	20.1	20.0	18.2	19.7	16.7	18.1	19.8	19.3	19.6	17.6	15.0	13.0	13.0 ^{r/}	9.6 ^{r/}

(continued...)

TABLE 2-A (continued)

LATIN AMERICA AND THE CARIBBEAN:
URBAN UNEMPLOYMENT RATES BY SEX, 1990, 1995 - 2007
(Average annual rates)

Country	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2006 Through the third quarter	2007
Paraguay ^{m/}	6.6	5.3	8.2	6.9	6.9	9.4	10.0	10.8	14.7	11.2	10.0	7.6	8.9	...	...
Men	6.6	5.1	7.8	6.2	6.2	9.6	9.9	10.5	14.0	10.5	8.7	7.1	7.7	...	...
Women	6.5	5.5	8.6	7.8	7.8	9.3	10.2	11.2	15.7	12.2	11.6	8.3	10.4	...	...
Peru ^{n/}	8.3	7.1	7.2	8.6	6.9	9.4	7.8	9.2	9.4	9.4	9.4	9.6	8.5	8.8	8.7
Men	6.5	6.0	6.2	7.0	5.0	8.7	8.2	8.2	8.3	8.5	8.1	8.3	7.2	7.6	7.5
Women	11.4	8.7	8.5	10.6	9.2	10.2	7.4	10.6	10.8	10.7	11.1	11.2	10.1	10.3	10.3
Uruguay ^{f/}	8.5	10.3	11.9	11.4	10.1	11.3	13.6	15.3	17.0	16.9	13.1	12.2	11.4	11.9	10.0
Men	6.9	8.0	9.8	9.0	7.8	8.7	10.9	11.5	13.5	13.5	10.3	9.6	8.8	9.2	7.4
Women	10.9	13.3	14.6	14.7	13.0	14.6	17.0	19.7	21.2	20.8	16.6	15.3	14.4	14.9	12.9
Venezuela ^{g/}	10.4	10.3	11.8	11.4	11.3	15.0	13.9	13.3	15.9	18.0	15.1	12.3	10.0	10.5	9.0
Men	10.4	8.9	10.3	10.3	9.9	13.6	13.2	13.6	14.4	16.3	13.1	11.3	9.2	9.7	8.4
Women	10.3	12.9	14.5	14.2	13.6	17.1	14.8	17.4	18.2	21.1	17.9	13.8	11.3	11.7	10.0
The Caribbean															
Bahamas ^{g/}	...	11.1	11.5	9.8	7.8	7.8	...	6.9	9.1	10.8	10.2	10.2	7.6 ^{q/}	...	...
Men	...	10.3	8.6	8.3	5.7	6.0	...	6.8	8.8	10.0	9.4	9.2	8.4	...	...
Women	...	12.0	14.7	11.3	9.8	9.7	...	7.1	9.4	11.7	11.0	11.2	6.9	...	...
Barbados ^{g/}	15.0	19.7	15.5	14.4	12.3	10.4	9.3	9.9	10.3	11.0	9.8	9.1	8.7	8.7 ^{o/}	7.9 ^{o/}
Men	10.1	16.5	12.4	11.3	8.4	7.7	7.5	8.0	8.6	9.6	9.0	7.4	7.7	7.6 ^{o/}	6.9 ^{o/}
Women	20.5	22.9	18.9	17.7	16.4	13.3	11.5	11.9	12.1	12.6	10.6	10.8	9.8	9.9 ^{o/}	9.0 ^{o/}
Belize ^{g/}	14.7	12.5	13.8	12.7	14.3	12.8	11.1	9.1	10.0	12.9	11.6	11.0	9.4	...	...
Men	...	9.9	11.7	8.9	10.6	9.0	...	5.8	7.5	8.6	8.3	7.4	...	...	...
Women	...	17.9	18.6	20.3	21.3	20.3	...	15.4	15.3	20.7	17.4	17.2	...	...	...
Jamaica ^{g/}	15.3	16.2	16.0	16.5	15.5	15.7	15.5	15.0	14.2	11.4	11.7	11.2	10.3	11.4 ^{o/}	10.2 ^{o/}
Men	...	10.8	10.0	10.6	10.0	10.0	10.2	10.2	9.9	7.8	7.9	7.6	7.0	7.8 ^{o/}	6.7 ^{o/}
Women	...	22.5	23.0	23.5	22.1	22.4	22.3	21.0	19.6	16.0	16.4	15.8	14.5	15.8 ^{o/}	14.6 ^{o/}
Trinidad and Tobago ^{g/}	20.0	17.2	16.3	15.0	14.2	13.1	12.1	10.9	10.4	10.5	8.3 ^{q/}	8.0	6.2	7.0 ^{o/}	6.3 ^{o/}
Men	17.8	15.2	13.3	12.3	11.3	10.9	10.2	8.7	7.8	8.0	6.4 ^{q/}	5.8	4.5	5.1 ^{o/}	4.4 ^{o/}
Women	24.2	20.5	21.0	19.4	18.8	16.8	15.1	14.5	14.5	13.8	11.2 ^{q/}	11.0	8.7	9.6 ^{o/}	9.0 ^{o/}

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

a/ Progressive incorporation, reaching 28 urban areas beginning in 2002. New measurement beginning in 2003; data are not comparable with previous years.

b/ Departmental capitals and the city of El Alto. Beginning in 1999, urban area coverage. Information for 2004 based on a survey conducted between November 2003 and October 2004. Preliminary figures beginning in 2005.

c/ Six metropolitan areas. New measurement beginning in 2002; data are not comparable with previous years.

d/ National coverage.

e/ Seven metropolitan areas until 1999, September of each year. Beginning in 2000, 13 metropolitan areas, annual average. Includes hidden unemployment.

f/ Urban national coverage.

g/ National coverage. Includes hidden unemployment.

h/ Urban national coverage. Until 2004, September of each year. Beginning in 2005, four-quarter average. Includes hidden employment.

i/ Metropolitan area until 1998. Urban national coverage beginning in 2000.

j/ Progressive incorporation, reaching 32 urban areas beginning in 2003. New measurement beginning in 2005. Official country estimates based on the new methodology, 1997-2004.

k/ Urban national coverage. New measurement beginning in 2003; data are not comparable with previous years.

l/ Urban national coverage. Includes hidden unemployment.

m/ Metropolitan area of Asunción in 1990. Beginning in 1995, urban national coverage.

n/ Metropolitan Lima. New measurement beginning in 2002; data are not comparable with previous years.

o/ First semester.

p/ Data from July.

q/ Data from May.

r/ Data from August.

TABLE 3-A

LATIN AMERICA AND THE CARIBBEAN: URBAN YOUTH UNEMPLOYMENT RATES
1990, 1995 - 2007
(Average annual rates)

Country	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2006 Through the third quarter	2007
Latin America															
Argentina ^{a/}															
15-24	16.2	32.0	31.0	27.1	24.3	26.2	28.4	31.0	35.5	35.3	29.3	25.8	23.6	25.0 ^{m/}	23.9 ^{m/}
Bolivia ^{b/}															
10-19	13.3	5.0	7.0	...	...	16.1	14.7	14.2	20.0	...	12.8	18.1	14.4	...	...
20-29	9.5	5.4	...	...	...	9.9	10.8	10.9	10.7	...	8.7	9.6	...	...	...
Brazil ^{c/}															
15-17	...	11.0	13.0	14.3	18.8	17.8	17.8	29.8	33.9	38.2	35.4	33.3	32.6	33.1	32.7
18-24	...	9.3	10.5	11.4	14.0	14.5	14.0	12.5	21.3	23.4	22.5	20.6	21.0	21.5	20.6
15-24	...	...	...	...	...	...	...	...	...	25.3	24.2	22.1	22.4	22.9	22.0
Chile ^{d/}															
15-19	15.9	15.8	19.4	19.5	19.3	27.8	26.1	29.0	28.4	28.9	26.6	25.4	24.9	26.4	24.1
20-24	12.0	10.1	14.0	13.4	14.0	20.1	20.1	18.9	20.0	19.3	19.5	18.3	16.5	17.4	15.7
Colombia ^{e/}															
12-17	...	21.0	31.8	29.1	33.3	42.2	33.3	35.6	32.7	29.6	29.3	26.4	24.8	24.0	24.4
18-24	...	16.6	22.0	23.7	29.2	36.3	32.4	33.1	32.0	32.0	29.3	27.7	25.3	25.6	23.3
Costa Rica ^{f/}															
12 - 24	10.4	13.5	13.9	13.1	12.8	14.9	10.9	14.0	16.3	14.5	15.1	15.9	15.3	...	...
Dominican Republic ^{g/}															
10-24	...	...	...	...	...	...	...	27.0	29.3	31.8	33.0	...	36.0	...	...
Ecuador ^{g/}															
15-24	13.5	15.3	20.0	19.4	23.5	25.9	17.4	20.1	17.4	22.1	20.5 ^{n/}	...	...	...	...
El Salvador ^{f/}															
15-24	18.6	13.3	13.1	14.6	15.0	13.9	14.3	13.2	11.4	11.9	12.6	15.0	12.6	...	...
Honduras ^{f/}															
10 - 24	10.7	10.2	9.7	8.7	10.0	10.0	...	...	8.8	12.0	13.9 ^{o/}	10.9	7.3	...	...
Mexico ^{h/}															
12-19	7.0	13.1	11.4	8.4	6.9	5.8	5.3	5.6	6.6	8.5	9.5	...	...	...	...
20-24	...	9.9	8.8	6.5	5.7	4.4	4.1	4.6	5.2	6.6	7.4	...	...	...	...
Nicaragua ^{f/}															
10-24	...	...	...	...	...	...	...	19.3	18.6	16.4	15.7	11.9	12.1	...	...
Panama ^{g/}															
15-24	...	31.9	34.8	31.5	31.7	29.5	32.6	35.4	34.1	33.7	30.0	26.3	23.4	...	...
Paraguay ^{i/}															
15-19	18.4	10.8	29.1	13.7	...	21.2	...	22.3	29.9	25.3	21.6	18.4	...	...	...
20-24	14.1	7.8	12.6	12.7	...	13.4	...	15.4	21.3	19.0	16.2	14.5	...	...	...
Peru ^{j/}															
14-24	15.5	11.3	13.8	14.2	12.7	12.8	15.4	14.2	15.1	14.8	15.8	16.1	14.9	15.1	14.8
Uruguay ^{k/}															
14-24	26.6	25.5	28.0	26.8	25.5	28.0	31.7	36.2	40.0	39.1	33.0	29.5	29.3	30.3	26.3
Venezuela ^{l/}															
15-24	18.0	19.9	25.4	23.1	21.9	26.6	25.3	23.2	27.3	30.3	25.1	20.8	18.0	18.7	16.6

(continued...)

TABLE 3-A (continued)

LATIN AMERICA AND THE CARIBBEAN: URBAN YOUTH UNEMPLOYMENT RATES
1990, 1995 - 2007
(Average annual rates)

Country	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2006 Through the third quarter	2007
The Caribbean															
Bahamas ^{l/}															
15 - 24	...	21.0	23.8	22.2	15.7	15.8	...	15.1	19.9	26.8	24.9	20.2	...	...	...
Barbados ^{l/}															
15-24	...	37.8	28.6	29.5	24.6	21.8	19.4	23.1	23.2	26.1	22.8	...	...	...	...
Belize ^{l/}															
15-24	...	23.4	25.6	23.7	25.1	22.5	...	15.5	19.2	22.3	18.9	...	...	...	...
Jamaica ^{l/}															
15-24	30.7	34.1	34.4	33.5	33.4	34.0	32.1	33.0	31.1	25.7	26.3	25.5	23.6	25.1 ^{p/}	23.6 ^{p/}
Trinidad and Tobago ^{l/}															
15-24	36.4	31.0	28.5	27.3	27.0	25.4	23.2	22.6	21.1	20.6	18.3	16.5	13.0	14.1 ^{p/}	12.3 ^{p/}

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

- a/ Progressive incorporation, reaching 28 urban areas beginning in 2002. New measurement beginning in 2003; data are not comparable with previous years.
- b/ Departmental capitals and the city of El Alto. Beginning in 1999, urban area coverage. Information for 2004 based on a survey conducted between November 2003 and October 2004. Preliminary figures beginning in 2005. Data from 2006 correspond to 15 to 24 year-old population.
- c/ Six metropolitan areas. New measurement beginning in 2002; data are not comparable with previous years.
- d/ National coverage. New measurement beginning in 1996; data are not comparable with previous years.
- e/ Seven metropolitan areas until 1999, September of each year. Beginning in 2000, 13 metropolitan areas, annual average. Includes hidden unemployment.

- f/ Urban national coverage.
- g/ Urban national coverage. Includes hidden employment.
- h/ Progressive incorporation, reaching 32 urban areas beginning in 2003.
- i/ Metropolitan area of Asunción in 1990. Beginning in 1995, urban national coverage.
- j/ Metropolitan Lima. New measurement beginning in 2002; data are not comparable with previous years.
- k/ Montevideo. Beginning in 2004, urban national coverage.
- l/ National coverage. Includes hidden unemployment.
- m/ First quarter.
- n/ Data from September.
- o/ Data from May.
- p/ First semester.

TABLE 4-A

LATIN AMERICA AND THE CARIBBEAN: URBAN LABOUR FORCE PARTICIPATION RATES, 1990, 1995 –2007 (Average annual rates)

Country	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2006 Through the third quarter	2007
Latin America															
Argentina ^{a/}	53.6	55.2	55.0	55.8	56.1	56.7	56.4	56.1	55.6	60.3	60.2	59.9	60.3	60.3 ^{o/}	59.7 ^{o/}
Bolivia ^{b/}	51.2	55.0	56.5	52.5	...	55.9	56.1	60.6	58.0	...	58.6	55.7	58.7	...	...
Brazil ^{c/}	61.5	59.3	59.6	58.5	58.2	57.1	58.0	56.4	56.7	57.1	57.2	56.6	56.9	56.7	56.8
Chile ^{d/}	52.7	54.8	54.2	54.2	54.5	54.8	54.4	53.9	53.7	54.4	55.0	55.6	54.8	54.8	54.7
Colombia ^{e/}	58.4	59.9	59.7	59.9	62.2	63.1	63.5	64.2	64.2	64.5	62.9	62.7	61.2	61.7	60.9
Costa Rica ^{f/}	53.2	54.5	52.3	54.0	56.1	56.4	54.8	56.8	56.4	56.8	56.3	58.2	58.2	58.2 ^{p/}	58.5 ^{p/}
Cuba ^{d/}	...	...	...	...	...	70.2	69.9	70.7	70.9	70.9	71.0	72.1	72.1	...	...
Dominican Republic ^{g/}	...	51.9	52.6	54.1	52.6	53.5	55.2	54.3	55.1	54.3	56.3	55.9	56.0	...	...
Ecuador ^{h/}	52.3	55.7	55.8	56.6	55.8	56.3	56.8	55.6	54.1	53.8	55.8	56.1	56.8	56.4 ^{q/}	56.3 ^{q/}
El Salvador ^{f/}	55.0	54.1	52.9	53.0	55.7	54.0	54.5	54.8	53.1	55.4	53.9	54.3	53.9	...	...
Guatemala ^{f/}	...	...	...	...	...	...	58.2	...	61.7	61.6	58.4	...	...	...	...
Honduras ^{f/}	50.1	51.5	54.7	55.6	54.8	57.0	...	53.4	52.4	53.5	52.7 ^{r/}	50.3	52.1	52.1 ^{r/}	51.0 ^{r/}
Mexico ^{i/}	51.8	55.0	55.4	58.9	59.1	58.3	58.7	58.1	57.8	58.3	58.9	59.5	60.7	60.6	60.6
Nicaragua ^{j/}	...	48.7	46.9	52.2	48.8	...	52.6	49.8	49.4	53.0	52.6	53.7	52.8	...	...
Panama ^{k/}	56.7	63.1	61.7	63.1	63.9	61.2	60.9	61.4	63.4	63.5	64.2	63.7	62.8	62.8 ^{s/}	62.5 ^{s/}
Paraguay ^{l/}	60.9	70.5	66.0	63.7	60.6	58.5	60.6	60.6	60.5	59.2	62.4	60.4	57.9	...	...
Peru ^{m/}	59.6	62.4	59.7	64.5	64.6	65.7	63.4	67.1	68.5	67.4	68.0	67.1	67.5	66.7	69.2
Uruguay ^{f/}	57.0	59.0	58.2	57.6	60.4	59.3	59.6	60.6	59.1	58.1	58.5	58.5	60.9	60.7	62.7
Venezuela ^{g/}	59.4	61.6	62.2	63.8	65.1	66.3	64.6	66.5	68.7	69.1	68.5	66.2	65.5	65.4	64.8
The Caribbean															
Bahamas ^{g/}	...	73.9	73.7	74.9	77.3	76.8	...	76.2	76.4	76.5	75.7	...	...	...	...
Barbados ^{g/}	67.3	68.2	67.4	67.5	67.7	67.7	69.3	69.5	68.5	69.2	69.5	69.6	67.9	67.7 ^{o/}	68.2 ^{o/}
Belize ^{g/}	...	56.7	56.2	59.0	58.7	59.3	...	...	59.4	63.4	65.0	...	...	...	...
Jamaica ^{g/}	66.9	69.0	67.7	66.6	65.6	64.3	63.2	62.9	65.7	64.4	64.5	63.2	64.7	65.0 ^{o/}	64.5 ^{o/}
Trinidad and Tobago ^{g/}	55.9	60.3	60.5	60.3	61.1	60.8	61.2	60.7	60.9	61.6	63.0	63.7	63.9	64.0 ^{o/}	62.9 ^{o/}
Latin America and the Caribbean ^{n/}															
	57.7	58.0	58.0	58.2	58.4	58.1	58.3	57.9	58.7	59.0	59.1	58.7	58.9	59.1	59.1

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

- a/ Progressive incorporation, reaching 28 urban areas beginning in 2002. New measurement beginning in 2003; data are not comparable with previous years.
- b/ Departmental capitals and the city of El Alto. Beginning in 1999, urban area coverage. Information for 2004 based on a survey conducted between November 2003 and October 2004. Preliminary figures beginning in 2005.
- c/ Six metropolitan areas. New measurement beginning in 2002; data are not comparable with previous years.
- d/ National coverage.
- e/ Seven metropolitan areas until 1999. Beginning in 2000, 13 metropolitan areas. Includes hidden unemployment.
- f/ Urban national coverage.
- g/ National coverage. Includes hidden unemployment.
- h/ Urban national coverage until 1998. Beginning in 1999, includes only Quito, Guayaquil and Cuenca. Includes hidden unemployment.
- i/ Progressive incorporation, reaching 32 urban areas beginning in 2003. New measurement beginning in 2005. Official estimates with new measurement, 1997-2004.

- j/ Urban national coverage. New measurement beginning in 2003; data are not comparable with previous years.
- k/ Urban national coverage. Includes hidden unemployment.
- l/ Metropolitan area of Asunción in 1990. Beginning in 1995, urban national coverage.
- m/ Metropolitan Lima. New measurement beginning in 2002; data are not comparable with previous years.
- n/ Weighted average. Calculated based on the new series of Argentina, Brazil, Chile and Mexico. Hidden unemployment in Colombia, the Dominican Republic, Ecuador and Panama is excluded.
- o/ First semester.
- p/ Data from July.
- q/ Average, January-August.
- r/ Data from May.
- s/ Data from August.

TABLE 5-A

**LATIN AMERICA AND THE CARIBBEAN: URBAN EMPLOYMENT-TO-POPULATION
RATIO, 1990, 1995 - 2007**
(Average annual rates)

Country	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2006 Through the third quarter	2007
Latin America															
Argentina ^{a/}	50.3	46.1	45.5	47.5	48.9	48.6	47.9	45.6	44.6	49.9	52.1	53.0	54.1	53.8 ^{o/}	54.3 ^{o/}
Bolivia ^{b/}	47.5	53.0	54.2	50.2	...	51.9	51.9	55.4	53.0	...	55.0	51.2	54.0	...	...
Brazil ^{c/}	61.1	56.6	56.4	55.2	53.8	52.8	53.9	53.0	48.9	50.1	50.6	51.0	51.2	51.0	51.3
Chile ^{d/}	48.6	50.8	50.8	50.9	51.0	49.2	49.1	48.6	48.4	49.3	49.5	50.4	50.5	50.2	50.8
Colombia ^{e/}	52.3	54.6	53.0	52.5	52.7	50.9	52.6	52.5	52.9	53.7	53.2	54.0	53.2	53.5	53.6
Costa Rica ^{f/}	50.3	51.4	48.9	50.8	53.1	52.8	51.9	53.5	52.6	53.0	52.5	54.2	54.7	54.7 ^{p/}	55.7 ^{p/}
Cuba ^{d/}	...	...	...	...	...	...	...	67.8	68.6	69.2	69.7	70.7	70.7	...	...
Dominican Republic ^{g/}	...	43.7	44.4	45.4	45.4	46.1	47.5	45.8	46.2	45.2	46.0	45.9	46.9	...	...
Ecuador ^{h/}	49.1	51.4	50.0	51.3	50.1	47.8	48.8	49.8	49.4	48.6	49.7	50.1	51.0	50.6 ^{q/}	50.8 ^{q/}
El Salvador ^{f/}	49.5	50.3	49.8	49.0	51.5	50.3	48.9	51.0	49.8	52.0	50.4	50.3	50.8	...	...
Guatemala ^{f/}	...	...	...	...	...	...	56.6	...	58.5	58.4	55.8	...	...	...	...
Honduras ^{f/}	46.7	48.1	51.1	52.7	52.2	54.1	...	50.5	49.3	49.5	48.5 ^{r/}	47.2	49.7	49.4 ^{r/}	49.0 ^{r/}
Mexico ^{i/}	50.3	51.6	52.4	55.7	56.3	56.1	56.8	56.0	55.5	55.6	55.8	56.7	57.8	57.8	57.6
Nicaragua ^{j/}	...	40.5	39.4	44.7	42.4	...	...	44.9	43.3	47.6	48.0	49.9	49.1	...	...
Panama ^{k/}	45.4	52.8	51.3	53.4	53.9	52.9	51.6	51.2	53.2	53.4	55.1	56.0	56.3	56.3 ^{s/}	57.7 ^{s/}
Paraguay ^{l/}	56.9	66.8	60.6	59.2	56.6	52.3	52.2	50.8	48.4	52.5	56.1	55.8	52.7	...	...
Peru ^{m/}	54.7	57.5	55.6	58.0	60.0	61.6	59.7	60.9	62.0	61.2	61.6	60.7	61.8	60.8	63.1
Uruguay ^{f/}	52.1	53.0	51.3	51.1	54.3	52.6	51.6	51.4	49.1	48.3	50.9	51.4	53.9	53.5	56.5
Venezuela ^{g/}	52.8	55.3	54.8	56.5	57.8	56.4	55.6	57.1	57.9	56.7	58.0	58.0	58.9	58.6	59.0
The Caribbean															
Bahamas ^{g/}	...	65.8	65.2	67.6	71.3	70.8	...	70.9	70.5	69.7	68.0	...	...	...	...
Barbados ^{g/}	54.7	54.7	56.9	57.7	59.4	60.7	62.9	62.7	61.4	61.6	62.7	63.2	61.9	61.8 ^{o/}	62.8 ^{o/}
Belize ^{g/}	...	49.6	48.5	51.5	50.3	51.7	...	...	53.4	55.2	57.5	...	...	...	...
Jamaica ^{g/}	50.2	57.8	56.9	55.6	55.4	54.4	53.8	53.5	56.4	57.1	57.0	57.0	58.0	57.5 ^{o/}	58.0 ^{o/}
Trinidad and Tobago ^{g/}	47.1	49.9	50.7	51.3	52.5	52.8	53.8	54.1	54.6	55.2	57.8	58.6	59.9	59.5 ^{o/}	58.9 ^{o/}
Latin America and the Caribbean ^{n/}															
	54.2	52.8	52.5	52.7	52.0	51.6	51.8	51.9	51.7	52.3	52.1	53.2	53.7	53.7	54.1

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

- a/ Progressive incorporation, reaching 28 urban areas beginning in 2002. New measurement beginning in 2003; data are not comparable with previous years.
- b/ Departmental capitals and the city of El Alto. Beginning in 1999, urban area coverage. Information for 2004 based on a survey conducted between November 2003 and October 2004. Preliminary figures beginning in 2005.
- c/ Six metropolitan areas. New measurement beginning in 2002; data are not comparable with previous years.
- d/ National coverage.
- e/ Seven metropolitan areas until 1999. Beginning in 2000, 13 metropolitan areas. Includes hidden unemployment.
- f/ Urban national coverage.
- g/ National coverage. Includes hidden unemployment.
- h/ Urban national coverage until 1998. Beginning in 1999, includes only Quito, Guayaquil and Cuenca. Includes hidden unemployment.
- i/ Progressive incorporation, reaching 32 urban areas beginning in 2003. New measurement beginning in 2005. Official estimates with new measurement, 1997-2004.

- j/ Urban national coverage. New measurement beginning in 2003; data are not comparable with previous years.
- k/ Urban national coverage. Includes hidden unemployment.
- l/ Metropolitan area of Asunción in 1990. Beginning in 1995, urban national coverage.
- m/ Metropolitan Lima. New measurement beginning in 2002; data are not comparable with previous years.
- n/ Weighted average. Calculated based on the new series of Argentina, Brazil, Chile, and Mexico. Hidden unemployment in Colombia, the Dominican Republic, Ecuador and Panama is excluded.
- o/ First semester.
- p/ Data from July.
- q/ Average, January-August.
- r/ Data from May.
- s/ Data from August.

TABLE 6-A

**LATIN AMERICA: EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT,
1990, 1995, 2000, 2005 AND 2006**
(Percentages)

Country, year and sex	Situation in employment										
	Wage and salaried workers				Nonwage workers				Domestic service	Contributing 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					
Latin America											
1995 Total	59.4	13.8	13.4	32.2	27.8	3.2	1.4	23.2	8.0	4.4	0.3
Men	64.9	11.4	16.6	36.9	30.6	4.3	1.8	24.5	0.8	3.3	0.3
Women	51.1	17.6	8.6	24.9	23.5	1.7	0.6	21.1	19.2	6.0	0.2
2000 Total	60.9	12.8	13.6	34.4	27.5	3.3	1.3	22.8	8.0	3.4	0.3
Men	65.5	10.3	16.4	38.8	31.0	4.3	1.8	25.0	0.8	2.4	0.4
Women	54.1	16.6	9.5	28.0	22.3	2.0	0.7	19.5	18.6	4.8	0.2
2005 Total	61.4	12.5	13.2	35.6	27.6	3.4	1.4	22.8	7.8	3.0	0.3
Men	66.2	9.9	16.0	40.3	30.7	4.3	1.8	24.6	0.7	2.0	0.3
Women	54.8	16.1	9.5	29.3	23.3	2.2	0.8	20.4	17.4	4.3	0.2
2006 Total	62.2	12.6	13.0	36.5	27.1	3.5	1.4	22.1	7.7	2.8	0.2
Men	66.9	10.2	15.7	41.0	30.2	4.5	1.9	23.8	0.7	1.9	0.3
Women	55.9	15.9	9.5	30.5	22.9	2.3	0.8	19.8	17.0	4.0	0.2
Argentina^{a/}											
1996 Total	58.0	8.0	15.3	34.7	27.1	3.3	1.2	22.7	5.5	1.6	7.8
Men	60.6	8.4	17.2	35.0	29.8	4.2	1.6	24.0	0.3	1.0	8.3
Women	53.7	7.4	12.1	34.2	22.8	1.8	0.5	20.5	14.1	2.7	6.8
2000 Total	62.1	16.0	15.7	30.5	26.5	3.4	1.2	21.9	5.7	1.2	4.5
Men	64.4	12.5	17.7	34.1	29.8	4.1	1.6	24.0	0.1	0.8	4.9
Women	58.7	21.1	12.6	25.0	21.6	2.2	0.6	18.8	13.9	1.8	3.9
2005 Total	62.8	16.8	14.6	31.4	24.2	2.8	1.3	20.2	7.2	1.2	4.6
Men	65.6	12.8	17.7	35.0	28.0	3.5	1.8	22.8	0.4	0.7	5.4
Women	59.1	22.2	10.4	26.4	19.0	1.8	0.6	16.6	16.4	1.9	3.6
2006 Total	63.6	16.2	14.6	32.8	23.0	2.9	1.1	19.0	7.7	1.1	4.5
Men	66.8	12.3	16.9	37.6	26.6	3.7	1.5	21.4	0.2	0.7	5.6
Women	59.3	21.6	11.4	26.3	18.2	1.9	0.6	15.7	17.9	1.6	3.0
Bolivia^{b/ c/}											
1990 Total	46.3	17.5	11.8	17.0	38.3	2.1	1.4	34.7	6.9	4.9	3.7
Men	57.6	19.2	15.3	23.0	33.6	2.9	2.1	28.7	0.7	3.6	4.5
Women	30.1	15.1	6.7	8.3	44.9	1.0	0.5	43.4	15.9	6.7	2.5
1995 Total	45.0	12.9	11.7	20.4	37.4	5.8	1.6	30.1	5.4	10.4	1.7
Men	56.6	13.6	15.8	27.2	33.4	8.3	2.3	22.8	0.6	6.8	2.5
Women	29.9	11.9	6.6	11.5	42.6	2.5	0.6	39.5	11.6	15.1	0.7
2000 Total	44.5	10.7	10.8	23.0	43.5	1.7	1.3	40.5	4.2	7.8	0.0
Men	54.9	11.2	15.3	28.4	39.8	2.2	1.9	35.7	0.2	5.1	0.0
Women	31.4	10.0	5.2	16.1	48.1	1.1	0.5	46.6	9.4	11.1	0.0
2005 Total	47.6	9.8	12.4	25.4	40.1	4.5	1.9	33.7	3.8	8.5	0.0
Men	58.4	9.0	16.4	33.0	35.6	5.8	2.4	27.4	0.1	5.8	0.0
Women	33.7	10.9	7.3	15.5	45.8	2.7	1.1	42.0	8.5	12.0	0.0
Brazil^{d/}											
1990 Total	66.0	5.3	11.0	49.7	25.1	3.2	1.9	19.9	6.5	2.4	0.0
Men	70.9	4.2	12.9	53.8	26.8	4.3	2.6	20.0	0.4	1.9	0.0
Women	58.2	7.2	7.9	43.1	22.2	1.6	0.8	19.7	16.4	3.2	0.0
1995 Total	58.6	13.7	13.4	31.5	28.3	3.2	1.4	23.8	8.6	4.4	0.1
Men	64.4	11.1	16.7	36.6	31.2	4.2	1.8	25.2	0.8	3.5	0.1
Women	50.0	17.6	8.5	24.0	23.9	1.7	0.7	21.5	20.2	5.8	0.1
2001 Total	59.8	12.7	13.6	33.5	27.8	3.3	1.4	23.1	8.8	3.5	0.2
Men	64.7	9.9	16.6	38.2	31.7	4.1	1.8	25.8	0.8	2.5	0.3
Women	52.8	16.5	9.4	26.8	22.2	2.0	0.8	19.4	20.0	4.8	0.1
2005 Total	61.1	12.4	13.1	35.6	27.5	3.3	1.4	22.8	8.5	2.9	0.0
Men	66.3	9.6	16.0	40.7	30.9	4.1	1.8	25.0	0.8	2.1	0.0
Women	54.3	16.1	9.4	28.9	22.9	2.2	0.9	19.8	18.7	4.1	0.0
2006 Total	61.9	12.5	12.9	36.5	27.0	3.4	1.5	22.0	8.4	2.7	0.0
Men	66.8	9.9	15.7	41.2	30.4	4.3	2.0	24.1	0.8	2.0	0.0
Women	55.5	15.9	9.3	30.3	22.6	2.3	0.9	19.4	18.3	3.7	0.0

(continued...)

TABLE 6-A (continued)

**LATIN AMERICA: EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT,
1990, 1995, 2000, 2005 AND 2006**
(Percentages)

Country, year and sex	Situation in employment										
	Wage and salaried workers				Nonwage workers				Domestic service	Contributing family workers	Otros
	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				
Chile^{e/}											
1990 Total	67.9	1.1	10.2	56.6	24.1	0.8	1.7	21.6	6.7	1.2	0.1
Men	72.8	1.6	10.6	60.6	26.5	0.9	2.1	23.4	0.2	0.5	0.1
Women	59.2	0.2	9.5	49.5	19.8	0.5	0.9	18.4	18.5	2.4	0.0
1996 Total	70.4	10.9	10.2	46.4	22.7	2.0	1.8	18.8	6.1	0.9	0.0
Men	74.8	9.5	10.8	50.9	24.6	2.3	2.1	20.1	0.2	0.4	0.0
Women	62.6	13.3	9.3	38.5	19.4	1.5	1.3	16.5	16.3	1.7	0.0
2000 Total	69.4	12.9	8.3	44.0	23.0	2.4	2.0	18.5	6.4	1.2	0.0
Men	73.9	11.6	8.4	48.8	25.3	2.9	2.6	19.6	0.1	0.6	0.0
Women	62.3	14.9	8.1	36.2	19.3	1.6	1.0	16.7	16.2	2.2	0.0
2003 Total	69.1	11.5	7.9	44.6	23.1	2.4	1.6	18.9	6.5	1.2	0.0
Men	73.9	9.9	8.2	49.7	25.3	2.7	2.0	20.4	0.2	0.6	0.0
Women	61.7	14.2	7.3	36.8	19.7	1.9	1.0	16.7	16.3	2.3	0.0
2006 Total	70.7	10.5	7.2	45.8	22.7	1.7	1.3	19.5	5.8	0.8	0.0
Men	75.8	9.2	7.3	50.6	23.6	2.0	1.6	19.9	0.1	0.5	0.0
Women	63.0	12.5	7.1	38.7	21.3	1.4	0.8	19.0	14.3	1.4	0.0
Colombia^{f/}											
2000 Total	54.2	7.0	13.6	33.5	39.0	4.6	1.3	33.1	5.2	1.6	0.0
Men	56.2	6.1	15.8	34.3	42.5	6.0	1.7	34.8	0.5	0.8	0.0
Women	51.6	8.2	10.9	32.5	34.6	2.8	0.8	31.0	11.2	2.6	0.0
2005 Total	48.8	7.5	11.9	29.4	42.7	4.5	1.1	37.1	5.0	3.4	0.0
Men	51.3	6.8	13.7	30.8	46.6	5.8	1.5	39.2	0.3	1.8	0.0
Women	45.7	8.3	9.7	27.7	37.8	2.9	0.5	34.4	11.1	5.4	0.0
2006 Total	49.4	6.5	12.4	30.5	42.1	4.5	1.1	36.4	5.2	3.3	0.0
Men	51.6	5.6	13.8	32.2	46.2	6.0	1.5	38.7	0.5	1.8	0.0
Women	46.7	7.5	10.7	28.4	37.0	2.7	0.8	33.6	11.2	5.1	0.0
Costa Rica											
1990 Total	70.4	25.0	10.5	34.8	22.9	4.4	1.1	17.4	4.4	2.2	0.1
Men	71.9	23.0	11.1	37.8	26.6	5.7	1.6	19.3	0.2	1.2	0.1
Women	67.6	28.7	9.5	29.4	16.2	1.9	0.4	13.9	12.0	4.1	0.1
1995 Total	70.9	20.6	12.4	37.8	23.6	4.8	1.9	17.0	3.5	1.8	0.2
Men	72.7	18.4	13.6	40.6	25.9	6.0	2.4	17.6	0.3	0.9	0.2
Women	67.6	24.6	10.2	32.7	19.4	2.6	0.9	15.9	9.4	3.3	0.4
2000 Total	70.1	18.7	13.0	38.4	24.3	4.1	1.6	18.7	4.5	1.0	0.1
Men	71.5	15.7	13.5	42.3	27.6	5.1	2.0	20.4	0.3	0.5	0.1
Women	67.8	23.6	12.3	31.9	18.9	2.3	0.9	15.7	11.4	1.8	0.1
2005 Total	68.6	17.2	13.0	38.5	25.2	5.9	1.4	17.9	4.9	1.2	0.0
Men	72.0	13.8	13.9	44.3	26.8	7.3	1.9	17.6	0.4	0.7	0.0
Women	63.3	22.4	11.4	29.5	22.7	3.7	0.6	18.4	12.0	2.0	0.0
2006 Total	67.6	17.2	11.6	38.8	25.7	6.2	1.3	18.2	5.0	1.6	0.0
Men	70.2	13.9	12.4	43.9	28.2	7.5	1.9	18.7	0.5	1.1	0.0
Women	63.7	22.2	10.4	31.1	22.0	4.2	0.3	17.5	11.7	2.5	0.0
Dominican Republic^{b/}											
2000 Total	59.8	13.2	8.4	38.1	34.4	2.0	1.2	31.2	4.1	1.7	0.0
Men	58.2	11.4	8.5	38.3	40.0	2.2	1.7	36.1	0.5	1.3	0.0
Women	62.4	16.3	8.3	37.9	25.3	1.6	0.4	23.3	9.9	2.3	0.0
2005 Total	56.5	12.9	7.6	36.0	36.6	4.1	1.3	31.2	5.2	1.8	0.0
Men	54.2	10.8	7.3	36.0	43.2	4.9	1.7	36.6	1.0	1.6	0.0
Women	60.2	16.4	8.0	35.9	25.6	2.8	0.5	22.3	12.2	2.0	0.0
2006 Total	54.7	13.4	7.6	33.7	38.3	3.3	1.2	33.7	4.8	2.3	0.0
Men	52.0	11.0	7.4	33.6	45.7	3.8	1.6	40.4	0.7	1.7	0.0
Women	59.0	17.3	7.9	33.9	26.1	2.7	0.5	22.9	11.5	3.4	0.0

(continued...)

TABLE 6-A (continued)

**LATIN AMERICA: EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT,
1990, 1995, 2000, 2005 AND 2006**
(Percentages)

Country, year and sex	Situation in employment											
	Wage and salaried workers				Nonwage workers				Domestic service	Contributing 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						
Ecuador ^{g/}												
	1990 Total	52.9	17.5	11.9	23.6	34.5	3.6	1.3	29.5	4.5	6.5	1.6
	Men	58.0	17.4	14.2	26.4	35.7	4.3	1.8	29.6	0.6	3.8	1.8
Women	43.7	17.6	7.7	18.4	32.2	2.3	0.4	29.4	11.6	11.3	1.2	
1995	Total	53.4	13.4	12.7	27.3	34.9	6.2	1.6	27.1	4.8	7.0	0.0
	Men	59.5	12.9	15.4	31.3	36.4	7.7	2.3	26.3	0.6	3.5	0.0
	Women	43.6	14.1	8.6	20.9	32.6	3.7	0.5	28.3	11.4	12.5	0.0
2000	Total	54.3	11.0	15.0	28.3	34.5	3.0	1.5	29.9	4.7	6.0	0.5
	Men	59.3	9.8	18.0	31.4	36.1	3.8	2.0	30.2	0.7	3.3	0.6
	Women	46.3	12.8	10.1	23.4	32.0	1.7	0.8	29.5	11.1	10.3	0.3
2005	Total	55.0	10.0	16.4	28.6	34.3	4.8	1.5	27.9	5.2	5.6	0.0
	Men	61.4	9.4	19.7	32.4	34.7	5.7	1.9	27.0	0.9	3.0	0.0
	Women	45.3	10.9	11.5	22.9	33.7	3.4	1.0	29.3	11.6	9.4	0.0
2006	Total	55.5	9.7	16.7	29.1	33.3	4.9	1.6	26.8	4.2	7.1	0.0
	Men	62.7	8.9	20.8	33.0	32.5	5.6	2.1	24.7	0.4	4.4	0.1
	Women	44.7	10.9	10.5	23.2	34.4	3.7	0.8	29.9	9.8	11.1	0.0
El Salvador												
	1990 Total	56.8	13.8	13.6	29.4	30.6	2.7	0.7	27.2	5.8	6.5	0.2
	Men	71.0	15.5	18.6	36.9	24.0	3.8	1.0	19.2	0.0	4.6	0.3
Women	39.4	11.7	7.5	20.2	38.7	1.4	0.2	37.1	13.0	8.8	0.1	
1995	Total	57.5	12.5	10.7	34.4	32.6	4.9	1.3	26.5	4.4	5.4	0.1
	Men	68.4	13.0	14.5	40.9	27.5	6.7	1.9	18.9	0.5	3.5	0.1
	Women	44.3	11.8	6.1	26.4	38.8	2.8	0.5	35.6	9.1	7.7	0.0
2000	Total	58.4	12.5	13.9	32.0	32.4	4.9	0.9	26.6	4.1	4.6	0.6
	Men	69.1	12.9	18.9	37.4	26.8	6.5	1.5	18.8	0.4	3.1	0.6
	Women	46.4	12.0	8.3	26.0	38.6	3.1	0.3	35.3	8.2	6.2	0.6
2005	Total	55.7	10.8	13.5	31.4	33.0	4.7	0.6	27.8	3.8	7.3	0.3
	Men	65.3	10.5	18.3	36.5	27.7	5.9	0.8	21.0	0.7	5.9	0.4
	Women	44.9	11.1	8.1	25.8	38.8	3.2	0.3	35.3	7.2	9.0	0.1
2006	Total	55.5	10.4	14.7	30.4	30.0	4.6	0.6	24.8	4.5	6.4	3.7
	Men	65.2	10.5	19.6	35.0	24.9	5.8	1.1	18.0	0.7	4.5	4.7
	Women	45.0	10.2	9.4	25.4	35.4	3.2	0.1	32.2	8.5	8.5	2.5
Honduras												
	1990 Total	59.2	14.4	14.0	30.7	29.1	1.0	0.5	27.6	6.7	5.0	0.0
	Men	69.9	13.6	18.4	37.9	25.6	1.2	0.7	23.7	0.4	4.0	0.0
Women	43.2	15.5	7.6	20.1	34.3	0.8	0.1	33.4	16.0	6.5	0.0	
1995	Total	57.9	12.3	12.6	33.0	31.0	4.9	1.3	24.8	5.4	5.8	0.0
	Men	65.4	10.8	17.2	37.5	29.2	6.2	2.0	21.0	0.7	4.8	0.0
	Women	46.9	14.5	5.9	26.5	33.6	2.9	0.4	30.3	12.2	7.3	0.0
2001	Total	57.6	10.9	12.1	34.7	31.8	3.8	1.2	26.8	4.3	6.0	0.3
	Men	62.8	8.9	15.6	38.2	32.0	4.9	1.7	25.5	0.3	4.6	0.3
	Women	50.8	13.4	7.4	30.0	31.6	2.5	0.6	28.5	9.5	7.8	0.3
2005	Total	59.7	10.8	10.2	38.7	31.9	2.2	1.2	28.4	4.0	4.4	0.0
	Men	63.2	8.5	13.0	41.7	32.5	2.8	1.4	28.3	0.5	3.7	0.0
	Women	54.8	14.1	6.3	34.4	30.9	1.4	0.8	28.7	9.0	5.3	0.0
2006	Total	55.4	10.6	11.1	33.7	34.9	3.3	0.7	31.0	3.7	6.0	0.0
	Men	60.1	8.2	14.6	37.3	35.0	4.0	1.0	30.1	0.6	4.3	0.0
	Women	49.2	13.5	6.5	29.2	34.8	2.4	0.4	32.1	7.7	8.2	0.0
Mexico ^{h/}												
	1990 Total	69.5	19.1	11.4	39.0	20.6	3.4	1.0	16.2	4.4	4.6	0.8
	Men	71.1	17.2	13.1	40.8	24.3	4.6	1.4	18.3	0.6	3.1	1.0
Women	66.4	22.8	7.9	35.6	13.6	1.2	0.3	12.1	11.9	7.7	0.5	
1995	Total	66.6	16.1	13.4	37.1	22.1	3.6	1.2	17.2	5.2	5.8	0.4
	Men	69.5	13.8	16.2	39.5	25.5	4.9	1.7	18.8	1.0	3.6	0.4
	Women	61.5	20.0	8.5	33.0	16.0	1.4	0.3	14.3	12.5	9.7	0.3

(continued...)

TABLE 6-A (continued)

**LATIN AMERICA: EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT,
1990, 1995, 2000, 2005 AND 2006**
(Percentages)

Country, year and sex		Situation in employment										
		Wage and salaried workers				Nonwage workers				Domestic service	Contributing 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							
2000	Total	70.5	14.5	13.0	43.0	21.2	3.6	1.2	16.4	4.4	3.8	0.1
	Men	72.6	12.5	15.3	44.8	24.1	4.7	1.6	17.8	1.0	2.1	0.1
	Women	66.8	17.9	9.1	39.8	16.1	1.7	0.5	14.0	10.2	6.7	0.1
2005	Total	67.2	14.4	13.8	39.0	23.0	4.0	1.0	18.0	4.5	3.8	1.4
	Men	70.4	12.5	16.2	41.7	25.1	5.5	1.4	18.2	0.7	2.2	1.7
	Women	62.4	17.4	10.0	35.0	19.9	1.8	0.4	17.8	10.3	6.3	1.1
2006	Total	67.9	13.9	14.2	39.8	22.8	4.3	1.0	17.5	4.3	3.8	1.3
	Men	71.0	12.0	16.2	42.8	24.9	5.7	1.4	17.8	0.6	1.9	1.5
	Women	63.2	16.7	11.1	35.3	19.7	2.1	0.4	17.2	9.8	6.5	0.9
Nicaragua ^{i/}												
1993	Total	60.3	24.5	20.4	15.4	34.9	1.0	0.9	33.0	0.0	2.9	1.9
	Men	62.9	23.6	21.2	18.0	32.8	1.1	0.9	30.7	0.0	2.3	2.1
	Women	56.8	25.8	19.3	11.7	37.8	0.7	0.9	36.2	0.0	3.6	1.7
1995	Total	59.5	16.4	21.9	21.2	36.2	0.6	0.5	35.1	0.0	3.2	1.1
	Men	62.1	15.6	20.2	26.4	34.1	0.7	0.7	32.7	0.0	2.5	1.3
	Women	56.2	17.5	24.0	14.7	38.9	0.5	0.2	38.2	0.0	4.2	0.8
2000	Total	58.3	11.3	19.3	27.7	34.8	1.3	0.8	32.8	0.0	6.9	0.0
	Men	60.5	9.4	19.0	32.1	33.8	1.6	1.1	31.1	0.0	5.7	0.0
	Women	55.5	13.9	19.8	21.8	36.1	1.0	0.3	34.9	0.0	8.4	0.0
2005	Total	57.2	11.7	19.2	26.4	35.9	3.9	1.0	31.0	0.0	6.9	0.0
	Men	59.7	10.3	18.3	31.1	34.5	5.0	1.5	28.1	0.0	5.7	0.0
	Women	54.2	13.4	20.2	20.5	37.5	2.5	0.4	34.5	0.0	8.3	0.0
2006	Total	51.6	11.9	12.5	27.3	36.7	3.4	1.0	32.2	6.0	5.5	0.2
	Men	58.2	9.8	16.8	31.6	35.9	4.3	1.5	30.0	1.7	3.9	0.3
	Women	43.7	14.6	7.1	22.0	37.6	2.4	0.5	34.8	11.2	7.4	0.1
Panama ^{b/}												
1991	Total	71.2	30.1	5.9	35.2	20.1	1.8	1.1	17.1	7.4	1.3	0.0
	Men	71.6	26.8	6.6	38.2	26.3	2.4	1.6	22.3	0.8	1.2	0.0
	Women	70.7	34.6	5.0	31.2	11.6	1.0	0.5	10.0	16.4	1.3	0.0
1995	Total	71.8	26.6	6.4	38.8	20.3	1.9	1.1	17.3	7.1	0.9	0.0
	Men	72.6	23.7	6.9	42.0	25.9	2.6	1.5	21.7	0.9	0.6	0.0
	Women	70.5	30.9	5.6	34.0	11.6	0.8	0.4	10.4	16.7	1.2	0.0
2000	Total	70.0	22.2	6.8	41.0	23.2	2.2	0.8	20.2	6.2	0.6	0.0
	Men	69.9	19.4	7.2	43.3	28.4	2.7	1.1	24.5	1.4	0.4	0.0
	Women	70.1	26.3	6.2	37.6	15.4	1.3	0.2	13.8	13.5	1.0	0.0
2005	Total	66.6	18.4	7.4	40.8	25.1	2.4	1.2	21.5	6.8	1.6	0.0
	Men	68.3	15.2	8.5	44.6	29.8	3.1	1.8	24.9	1.2	0.7	0.0
	Women	64.1	23.0	5.7	35.3	18.3	1.4	0.3	16.5	14.9	2.8	0.0
2006	Total	66.9	17.9	7.2	41.8	24.9	2.5	1.2	21.2	6.9	1.3	0.0
	Men	69.7	14.9	8.3	46.5	28.7	3.1	1.8	23.8	0.8	0.8	0.0
	Women	62.8	22.3	5.7	34.8	19.1	1.5	0.4	17.3	15.9	2.1	0.0
Paraguay ^{j/}												
2000-2001	Total	49.0	11.1	14.7	23.2	35.0	6.4	1.2	27.4	10.4	5.1	0.5
	Men	58.6	9.9	19.3	29.4	35.2	8.6	1.7	24.9	1.6	4.1	0.5
	Women	36.9	12.6	9.0	15.3	34.8	3.7	0.5	30.6	21.5	6.2	0.5
2005	Total	50.2	12.7	16.1	21.5	33.9	4.6	1.4	27.8	11.1	4.2	0.6
	Men	60.3	11.6	22.7	26.1	34.6	6.4	1.8	26.3	1.5	2.9	0.6
	Women	37.7	14.1	7.9	15.8	33.0	2.4	0.9	29.7	23.0	5.7	0.6
2006	Total	51.9	12.1	18.0	21.8	33.3	5.0	0.9	27.5	9.1	4.9	0.8
	Men	60.5	10.9	23.1	26.5	34.1	6.5	1.3	26.3	1.1	3.2	1.1
	Women	40.0	13.9	10.9	15.2	32.3	2.9	0.3	29.1	20.1	7.1	0.4
Peru ^{k/}												
1990	Total	51.4	14.9	15.2	21.3	35.6	4.5	0.3	30.9	5.1	5.0	2.9
	Men	58.4	15.2	17.8	25.4	34.1	6.4	0.5	27.3	1.0	2.8	3.6
	Women	40.6	14.5	11.2	15.0	38.0	1.5	0.1	36.3	11.3	8.3	1.8

(continued...)

TABLE 6-A (continued)

LATIN AMERICA: EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT, 1990, 1995, 2000, 2005 AND 2006 (Percentages)

Country, year and sex		Situation in employment										
		Wage and salaried workers				Nonwage workers				Domestic service	Contributing 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				
1995	Total	52.6	10.0	19.6	23.0	36.3	5.5	0.3	30.6	4.7	4.8	1.6
	Men	60.2	10.0	22.5	27.7	35.1	7.4	0.4	27.3	0.5	2.7	1.5
	Women	41.5	10.1	15.2	16.2	38.2	2.6	0.1	35.4	10.9	7.8	1.6
2000	Total	49.9	7.8	13.2	28.9	39.1	4.1	0.6	34.4	5.3	5.6	0.0
	Men	57.3	7.7	15.7	33.9	38.8	5.2	1.0	32.5	0.4	3.5	0.0
	Women	40.1	7.9	10.0	22.2	39.6	2.7	0.1	36.8	11.8	8.4	0.1
2005	Total	54.4	7.6	13.4	33.5	37.1	4.4	0.9	31.8	4.6	3.9	0.0
	Men	59.0	6.9	15.0	37.1	39.0	5.8	1.3	31.9	0.3	1.6	0.0
	Women	48.1	8.5	11.1	28.5	34.5	2.4	0.5	31.6	10.4	7.0	0.0
2006	Total	55.2	9.0	12.9	33.3	35.7	3.9	0.4	31.4	4.9	4.1	0.0
	Men	60.2	8.7	14.2	37.3	36.8	5.0	0.7	31.1	0.5	2.5	0.0
	Women	48.5	9.5	11.1	27.8	34.3	2.3	0.1	31.8	11.1	6.2	0.0
Uruguay ^{l/} 1997	Total	65.4	17.6	11.3	36.5	25.5	2.8	1.6	21.1	6.9	1.8	0.5
	Men	69.3	17.1	12.1	40.0	29.2	3.6	2.2	23.3	0.2	0.9	0.5
	Women	60.0	18.1	10.1	31.7	20.2	1.6	0.7	17.9	16.3	3.0	0.5
2000	Total	64.1	17.4	10.3	36.4	25.4	2.2	1.8	21.4	8.9	1.5	0.0
	Men	68.0	16.7	10.6	40.6	29.6	2.8	2.4	24.3	1.6	0.9	0.0
	Women	58.8	18.2	10.0	30.7	19.8	1.3	1.0	17.5	18.9	2.5	0.0
2005	Total	62.6	17.0	10.6	35.0	27.9	2.7	1.6	23.5	8.2	1.3	0.0
	Men	65.8	15.5	12.9	37.5	32.4	3.5	2.3	26.6	1.1	0.7	0.0
	Women	58.6	18.9	7.9	31.8	22.2	1.7	0.8	19.7	17.1	2.1	0.0
2006	Total	63.1	16.4	13.3	33.4	27.1	2.9	1.4	22.8	8.1	1.5	0.2
	Men	67.7	15.6	14.2	37.9	30.4	3.8	1.8	24.8	0.9	0.8	0.3
	Women	57.4	17.5	12.2	27.7	23.0	1.9	0.8	20.3	17.1	2.3	0.1
Venezuela ^{m/} 1995	Total	59.5	17.6	11.5	30.4	36.7	4.0	1.7	31.0	2.1	1.2	0.5
	Men	58.5	12.1	13.5	32.9	39.5	5.1	2.3	32.2	0.1	1.1	0.7
	Women	61.5	29.0	7.2	25.3	30.7	1.7	0.4	28.5	6.2	1.4	0.3
2000	Total	55.9	14.8	11.6	29.6	40.3	3.8	1.3	35.2	2.1	1.7	0.0
	Men	57.9	10.5	13.9	33.5	40.6	5.1	1.8	33.7	0.1	1.4	0.0
	Women	52.4	22.3	7.4	22.7	39.7	1.5	0.4	37.7	5.6	2.3	0.0
2005	Total	62.0	16.0	14.8	31.2	34.5	3.7	1.2	29.6	1.9	1.6	0.0
	Men	64.4	11.2	17.6	35.6	34.5	4.9	1.6	28.0	0.1	1.1	0.0
	Women	58.1	23.7	10.4	24.0	34.5	1.8	0.4	32.3	4.9	2.5	0.0
2006	Total	63.0	16.8	14.3	31.9	33.7	3.5	1.0	29.2	2.0	1.2	0.0
	Men	65.1	11.6	17.0	36.4	34.0	4.7	1.4	27.9	0.1	0.9	0.0
	Women	59.7	25.1	10.0	24.6	33.2	1.5	0.4	31.3	5.2	1.8	0.0

Source: ILO estimates based on household surveys of the countries. Data have urban coverage.

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

b/ Microenterprises: establishments with a maximum of four workers.

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

d/ PNAD Survey of September of each year.

e/ CASEN Survey. For 1996, microenterprises refer to establishments with a maximum of four workers. Public sector data from 1990 include only the Armed Forces and Police Forces. The data for wage and salaried workers of the private sector and employers by size of establishment for 1996, 2000, 2003 and 2006 exclude respondents where there was no response to the question on establishment size. The columns covering total wage and salaried workers and total nonwage workers do include them.

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

g/ Data from 1990, 1995 and 2000 are for November; data from 2005 and 2006 are from the fourth quarter.

h/ Data from 1990, 1995 and 2000 are for the third quarter, ENEU Survey; data from 2005 and 2006 are from the second quarter, ENOE Survey.

i/ Data from 1993 are for urban areas of eight municipalities. Data from 1995 refer to urban areas of 17 municipalities, and from 2000, to urban areas of 90 municipalities. Data from 1995: EHMEU Survey conducted by the Ministry of Labour; data from 2004 and 2005: EHMEUR Survey conducted by the National Statistics Institute.

j/ Data from 2000-2001 refer to September 2000-August 2001. Data from 2005 are for October-December while 2006 data refer to November-December. EPH Survey.

k/ Metropolitan Lima.

l/ Since 2000, microenterprises: establishments with a maximum of four workers.

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

TABLE 7-A

**LATIN AMERICA AND THE CARIBBEAN (SELECTED COUNTRIES):
URBAN EMPLOYMENT BY ECONOMIC ACTIVITY AND SEX, 1990 - 2006**
(Percentages)

Country, year and sex	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construction	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
Latin America									
1995 Total	8.6	1.0	15.4	7.1	21.7	4.9	2.3	38.8	0.3
Men	10.3	1.3	18.5	11.3	21.3	7.4	2.4	27.0	0.4
Women	5.8	0.6	10.6	0.5	22.1	1.1	2.2	57.1	0.1
2000 Total	6.7	0.9	15.3	7.2	22.3	5.3	2.1	40.0	0.3
Men	8.5	1.2	18.0	11.8	21.3	8.1	2.1	28.6	0.4
Women	4.1	0.4	11.2	0.5	23.6	1.3	2.2	56.7	0.1
2005 Total	7.0	0.5	16.0	7.4	25.9	5.7	3.5	33.6	0.3
Men	8.9	0.7	17.6	12.5	26.3	8.6	3.8	21.0	0.5
Women	4.3	0.2	13.8	0.5	25.1	1.8	3.1	50.9	0.1
2006 Total	6.6	0.5	15.9	7.4	25.6	5.7	3.6	34.3	0.3
Men	8.6	0.7	17.6	12.6	25.9	8.7	4.0	21.4	0.5
Women	3.9	0.2	13.6	0.6	25.0	1.8	3.1	51.6	0.1
Argentina ^{a/}									
1996 Total	1.0	0.9	16.4	7.6	20.3	7.8	9.2	36.3	0.5
Men	1.5	1.3	19.3	11.9	21.0	11.3	8.8	24.3	0.5
Women	0.2	0.4	11.4	0.5	19.2	1.9	9.8	56.0	0.6
2000 Total	0.8	0.6	13.9	7.7	20.9	8.1	9.6	37.9	0.5
Men	1.2	0.8	17.1	12.5	20.8	11.8	10.3	25.0	0.5
Women	0.3	0.2	9.0	0.6	21.0	2.7	8.7	57.0	0.5
2005 Total	1.4	0.5	14.1	8.5	23.5	6.7	9.4	35.5	0.3
Men	1.9	0.8	17.0	14.4	25.2	9.9	9.9	20.7	0.3
Women	0.8	0.1	10.1	0.5	21.3	2.5	8.7	55.6	0.3
2006 Total	1.2	0.4	14.0	8.8	23.9	6.4	10.0	35.0	0.2
Men	1.8	0.7	17.1	14.8	25.5	9.6	10.8	19.5	0.2
Women	0.5	0.1	9.9	0.7	21.7	2.0	8.8	56.0	0.3
Bolivia ^{b/}									
1990 Total	3.2	0.6	15.9	6.6	25.6	7.7	3.0	37.0	0.4
Men	5.1	1.0	19.6	10.9	13.8	12.4	3.5	33.4	0.4
Women	0.5	0.1	10.7	0.5	42.5	0.9	2.3	42.3	0.3
1995 Total	3.7	0.4	18.4	8.5	33.5	7.6	3.9	24.1	0.1
Men	5.4	0.5	20.9	14.7	23.3	12.6	4.5	18.0	0.1
Women	1.4	0.2	15.2	0.4	46.5	1.1	3.2	32.0	0.0
2000 Total	6.6	0.8	15.3	10.4	31.4	6.9	5.5	23.0	0.1
Men	8.7	1.2	17.5	17.9	20.4	11.2	7.2	15.8	0.1
Women	3.9	0.1	12.6	0.9	45.4	1.4	3.4	32.0	0.2
2005 Total	8.5	0.6	16.7	9.1	29.6	9.3	4.7	21.6	0.0
Men	10.8	0.8	19.6	14.9	18.9	14.7	4.9	15.4	0.0
Women	5.5	0.3	13.1	1.6	43.3	2.2	4.5	29.6	0.0
Brazil ^{c/}									
1990 Total	6.5	1.0	18.1	7.2	20.4	4.8	3.1	38.5	0.3
Men	9.2	1.3	21.3	11.3	20.3	7.2	3.2	25.7	0.5
Women	2.2	0.4	13.0	0.5	20.4	1.1	2.9	59.3	0.1
1995 Total	9.6	1.1	14.8	7.3	20.8	4.6	2.0	39.5	0.3
Men	11.6	1.4	18.1	11.9	20.8	7.0	2.1	26.7	0.5
Women	6.5	0.6	10.0	0.5	20.9	1.0	1.9	58.6	0.1
2001 Total	7.7	0.9	14.1	7.5	21.5	4.9	1.7	41.4	0.3
Men	9.8	1.3	17.0	12.5	20.9	7.7	1.6	28.7	0.5
Women	4.7	0.4	10.1	0.5	22.2	1.1	1.8	59.2	0.1
2005 Total	7.9	0.5	15.9	7.5	25.4	5.4	3.3	34.0	0.3
Men	10.0	0.7	17.5	12.7	26.7	8.2	3.6	20.1	0.4
Women	5.0	0.2	13.7	0.5	23.7	1.7	2.8	52.4	0.0
2006 Total	7.5	0.5	15.7	7.4	25.0	5.3	3.4	34.9	0.3
Men	9.7	0.7	17.4	12.7	26.2	8.1	3.9	20.8	0.4
Women	4.6	0.2	13.4	0.5	23.6	1.6	2.8	53.1	0.1
Chile ^{d/}									
1990 Total	8.1	0.0	19.7	8.3	20.0	8.3	8.7	26.4	0.6
Men	11.1	0.0	21.9	12.3	18.1	11.4	9.1	15.5	0.6
Women	2.9	0.0	15.8	0.9	23.4	2.6	7.9	46.0	0.4

(continued...)

TABLE 7-A (continued)

**LATIN AMERICA AND THE CARIBBEAN (SELECTED COUNTRIES):
URBAN EMPLOYMENT BY ECONOMIC ACTIVITY AND SEX, 1990 - 2006**
(Percentages)

Country, year and sex	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construction	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
1996 Total	8.5	0.7	16.3	9.4	20.6	7.8	7.3	28.8	0.6
Men	11.2	1.0	18.4	14.2	18.0	10.6	6.9	19.1	0.6
Women	3.6	0.2	12.6	1.1	25.3	2.7	7.9	45.8	0.7
2000 Total	8.7	0.9	14.7	8.6	20.4	8.0	8.3	30.2	0.3
Men	11.7	1.3	16.9	13.2	17.7	11.3	8.1	19.4	0.3
Women	3.9	0.2	11.0	1.0	24.8	2.8	8.6	47.4	0.3
2003 Total	7.8	0.6	14.4	9.1	21.5	8.3	7.7	30.3	0.3
Men	10.4	0.8	17.1	14.2	18.7	11.4	7.8	19.3	0.3
Women	3.8	0.3	10.2	1.1	25.8	3.6	7.5	47.5	0.2
2006 Total	8.2	0.5	14.2	9.8	21.1	8.2	8.0	28.8	1.1
Men	10.9	0.8	16.5	15.5	17.5	11.3	8.5	17.9	1.1
Women	4.2	0.2	10.8	1.3	26.6	3.6	7.2	45.0	1.2
Colombia ^{e/}									
1991 Total	4.0	0.9	20.4	5.7	26.7	6.7	5.7	29.8	0.1
Men	5.9	1.2	20.0	9.0	25.2	10.0	6.2	22.4	0.1
Women	1.1	0.5	21.1	0.7	28.9	1.7	5.0	41.0	0.2
1995 Total	1.9	0.7	21.3	7.5	26.6	6.9	7.1	28.0	0.0
Men	2.8	1.0	21.1	12.0	24.6	10.7	7.5	20.3	0.0
Women	0.6	0.3	21.5	1.0	29.4	1.7	6.4	39.0	0.1
2000 Total	3.4	0.7	17.5	5.0	27.1	6.8	6.4	32.9	0.1
Men	5.0	1.1	17.8	8.7	25.5	10.7	6.8	24.3	0.1
Women	1.3	0.2	17.2	0.4	29.2	2.0	5.9	43.7	0.1
2005 Total	7.1	0.6	16.5	5.2	28.4	8.5	7.8	25.9	0.0
Men	11.5	0.8	16.1	8.9	27.8	12.8	8.0	14.1	0.0
Women	1.5	0.4	16.9	0.4	29.2	2.9	7.7	41.0	0.0
2006 Total	6.6	0.6	16.2	5.6	28.4	9.0	7.4	26.2	0.0
Men	10.9	0.7	16.3	9.5	27.4	13.2	7.8	14.2	0.0
Women	1.4	0.4	16.0	0.7	29.6	3.9	6.9	41.1	0.0
Costa Rica									
1990 Total	3.8	1.6	21.9	6.0	21.0	5.3	5.9	33.7	0.8
Men	5.5	2.3	21.9	9.0	20.1	7.7	7.2	25.5	0.9
Women	0.6	0.4	21.8	0.6	22.7	0.9	3.4	48.7	0.8
1995 Total	4.1	1.3	18.9	5.7	23.9	6.3	7.1	31.7	1.0
Men	5.9	1.6	19.0	8.7	22.6	8.5	8.4	24.2	1.1
Women	0.8	0.8	18.6	0.3	26.3	2.3	4.8	45.2	0.9
2000 Total	4.6	0.8	16.8	6.5	24.9	7.4	7.1	31.2	0.7
Men	7.0	1.1	18.0	10.1	23.5	10.1	7.8	21.8	0.7
Women	0.5	0.4	14.8	0.6	27.2	2.8	6.0	47.0	0.7
2005 Total	4.0	1.1	15.3	6.0	23.4	7.1	10.5	28.2	4.2
Men	5.7	1.6	17.6	9.6	21.2	10.0	11.8	16.4	6.2
Women	1.3	0.4	11.8	0.5	26.8	2.6	8.5	46.8	1.2
2006 Total	3.8	1.2	14.8	6.4	27.2	7.5	10.4	28.5	0.3
Men	5.5	1.5	16.5	10.4	27.8	10.7	11.3	16.2	0.2
Women	1.3	0.8	12.2	0.4	26.3	2.7	9.0	47.0	0.4
Dominican Republic									
2000 Total	4.3	0.9	20.2	6.7	24.9	6.6	6.3	25.0	5.2
Men	6.4	1.1	20.5	10.5	23.2	9.4	5.9	15.3	7.8
Women	1.0	0.6	19.6	0.5	27.6	2.0	6.9	40.7	1.0
2004 Total	4.8	1.0	17.2	6.9	24.3	7.7	6.0	27.6	4.5
Men	7.4	1.2	19.0	10.5	22.3	10.7	5.9	16.5	6.6
Women	0.6	0.7	14.2	0.8	27.7	2.7	6.3	46.0	1.0
2006 Total	5.6	0.9	16.1	7.3	29.4	7.6	5.6	27.5	0.0
Men	8.6	1.1	17.3	11.5	29.2	10.9	5.5	15.8	0.0
Women	0.6	0.5	14.0	0.5	29.9	2.1	5.9	46.5	0.0
Ecuador ^{f/}									
1990 Total	7.5	1.0	18.0	7.2	27.1	5.7	4.6	28.9	0.0
Men	10.2	1.4	19.0	10.9	21.9	8.1	5.2	23.1	0.0
Women	2.5	0.3	16.0	0.6	36.5	1.2	3.5	39.3	0.0

(continued...)

TABLE 7-A (continued)

**LATIN AMERICA AND THE CARIBBEAN (SELECTED COUNTRIES):
URBAN EMPLOYMENT BY ECONOMIC ACTIVITY AND SEX, 1990 - 2006**
(Percentages)

Country, year and sex	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construction	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
1995 Total	6.7	0.6	14.6	6.1	31.7	5.5	4.5	30.1	0.1
Men	9.7	0.7	15.1	9.7	26.2	8.1	4.9	25.5	0.0
Women	2.1	0.5	13.7	0.5	40.6	1.3	3.9	37.4	0.1
2000 Total	9.1	0.6	15.6	7.1	30.9	6.3	5.1	25.3	0.0
Men	12.0	0.8	16.7	11.1	27.8	9.1	5.3	17.2	0.0
Women	4.5	0.3	13.8	0.6	35.9	1.7	4.7	38.3	0.0
2005 Total	8.6	0.5	13.8	6.6	33.1	7.2	6.5	23.6	0.0
Men	11.5	0.7	15.5	10.7	28.7	10.5	7.3	15.1	0.0
Women	4.3	0.2	11.2	0.6	39.7	2.3	5.2	36.4	0.0
2006 Total	8.7	0.5	13.8	7.2	34.2	7.3	6.2	22.3	0.0
Men	11.6	0.7	15.2	11.5	29.3	10.4	7.1	14.2	0.0
Women	4.4	0.2	11.6	0.7	41.4	2.5	4.8	34.4	0.0
El Salvador									
1990 Total	7.5	0.6	22.3	6.1	27.5	5.3	2.7	28.0	0.0
Men	11.4	1.1	22.6	10.8	18.2	9.0	3.1	23.8	0.0
Women	2.7	0.1	21.8	0.4	38.9	0.8	2.2	33.0	0.0
1995 Total	7.0	0.5	24.0	6.8	26.2	5.6	4.5	22.2	3.3
Men	11.4	0.7	22.1	12.0	17.9	9.4	4.9	15.8	5.8
Women	1.7	0.2	26.1	0.6	36.2	0.9	4.1	29.8	0.3
2000 Total	6.1	0.5	21.6	5.3	28.6	5.8	5.2	23.4	3.4
Men	10.7	0.9	19.6	9.7	19.6	10.0	6.6	16.9	5.9
Women	1.0	0.0	23.8	0.2	38.7	1.1	3.8	30.7	0.6
2005 Total	5.9	0.3	19.1	5.6	31.2	5.7	6.2	22.2	3.6
Men	9.7	0.5	17.8	10.4	22.2	9.6	7.5	16.1	6.2
Women	1.7	0.1	20.5	0.3	41.4	1.5	4.6	29.1	0.7
2006 Total	5.3	0.5	18.1	6.7	35.4	5.4	5.5	23.0	0.0
Men	9.2	0.8	17.9	12.3	27.5	9.5	6.2	16.6	0.0
Women	1.2	0.1	18.4	0.7	44.0	1.0	4.7	29.9	0.0
Honduras									
1990 Total	10.3	1.1	19.5	7.7	24.8	4.4	2.7	29.4	0.1
Men	15.8	1.6	19.6	12.5	19.3	6.9	2.9	21.2	0.1
Women	2.0	0.4	19.3	0.5	33.0	0.8	2.4	41.6	0.1
1995 Total	8.6	0.9	24.3	7.0	24.8	3.8	3.6	27.0	0.0
Men	13.4	1.3	23.8	11.4	19.1	5.7	4.2	21.1	0.1
Women	1.6	0.3	25.0	0.4	33.2	1.0	2.7	35.8	0.0
2001 Total	8.2	0.7	22.3	7.4	28.6	5.1	5.4	22.3	0.0
Men	13.3	1.1	20.5	12.7	24.9	7.9	5.7	13.8	0.0
Women	1.4	0.3	24.6	0.4	33.4	1.3	4.9	33.6	0.0
2005 Total	8.7	0.8	21.2	6.9	29.3	5.6	5.9	21.3	0.3
Men	13.6	1.1	19.0	11.6	26.8	8.4	6.5	12.7	0.3
Women	1.6	0.3	24.4	0.3	32.8	1.8	5.1	33.5	0.2
2006 Total	7.7	0.7	20.6	7.8	30.9	5.1	5.6	21.5	0.1
Men	12.6	0.9	19.2	13.4	26.9	7.8	6.1	13.0	0.1
Women	1.5	0.4	22.4	0.6	36.0	1.6	5.0	32.4	0.1
Mexico ^{9/}									
1990 Total	1.5	0.6	24.1	5.0	25.5	5.5	5.8	31.9	0.1
Men	2.0	0.8	26.3	7.1	23.3	7.3	5.7	27.3	0.1
Women	0.5	0.3	19.8	0.7	29.9	1.9	6.1	40.8	0.0
1995 Total	1.5	0.8	19.8	5.0	27.8	6.1	2.1	36.7	0.1
Men	2.2	1.0	21.7	7.5	25.0	8.4	2.1	31.9	0.2
Women	0.4	0.4	16.4	0.6	32.8	1.9	2.2	45.1	0.1
2000 Total	1.3	0.7	23.0	5.7	26.2	6.3	1.6	35.2	0.0
Men	1.8	0.9	24.4	8.5	22.9	8.9	1.4	31.1	0.1
Women	0.4	0.3	20.7	0.7	32.0	1.8	1.9	42.3	0.0
2005 Total	1.2	0.6	17.9	7.4	29.2	6.5	2.2	34.2	0.9
Men	1.6	0.9	19.5	11.6	25.4	9.3	2.1	28.7	1.0
Women	0.4	0.2	15.6	1.0	35.0	2.1	2.3	42.7	0.7

(continued...)

TABLE 7-A (continued)

**LATIN AMERICA AND THE CARIBBEAN (SELECTED COUNTRIES):
URBAN EMPLOYMENT BY ECONOMIC ACTIVITY AND SEX, 1990 - 2006**
(Percentages)

Country, year and sex	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construction	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
2006 Total	1.1	0.5	17.9	7.6	29.0	6.8	2.2	33.8	1.0
Men	1.5	0.7	19.4	12.1	25.0	9.7	2.2	28.1	1.1
Women	0.4	0.3	15.6	0.9	35.0	2.4	2.3	42.3	0.9
Nicaragua^{h/}									
1993 Total	2.6	1.1	17.2	5.1	27.0	5.6	2.0	39.3	0.0
Men	4.1	1.6	19.7	8.5	20.5	8.7	2.1	34.8	0.0
Women	0.7	0.5	13.8	0.4	36.1	1.3	1.9	45.4	0.0
1995 Total	3.2	1.1	18.3	4.7	27.9	4.9	1.4	38.5	0.0
Men	5.4	1.5	20.9	8.1	21.7	7.7	1.3	33.4	0.0
Women	0.5	0.5	15.0	0.5	35.8	1.2	1.5	45.0	0.0
2001 Total	5.3	1.2	18.5	6.1	29.3	6.4	4.6	28.7	0.0
Men	8.5	1.6	19.3	10.9	25.3	10.4	5.5	18.6	0.0
Women	1.4	0.7	17.5	0.3	34.0	1.6	3.5	40.9	0.0
2005 Total	6.4	0.6	19.3	5.7	30.1	5.6	5.0	27.2	0.0
Men	10.6	0.8	19.2	10.2	25.6	9.2	6.1	18.3	0.0
Women	1.3	0.3	19.6	0.3	35.6	1.1	3.6	38.2	0.0
2006 Total	6.2	0.5	18.9	5.9	30.0	6.1	5.0	27.3	0.0
Men	10.2	0.7	19.0	10.7	24.9	10.2	6.3	18.1	0.0
Women	1.5	0.2	18.9	0.1	36.1	1.1	3.5	38.6	0.0
Panama									
1991 Total	4.6	1.7	11.4	3.2	26.3	8.6	6.7	37.5	0.1
Men	7.6	2.2	13.5	5.4	28.4	12.5	6.7	23.7	0.1
Women	0.4	1.0	8.4	0.3	23.3	3.3	6.8	56.4	0.1
1995 Total	3.5	1.3	12.1	6.7	25.3	9.3	8.0	33.7	0.0
Men	5.2	1.7	14.2	10.9	25.8	13.0	7.5	21.8	0.0
Women	0.8	0.8	9.0	0.4	24.6	3.7	8.7	52.0	0.0
2000 Total	2.7	0.8	10.3	7.8	26.4	9.1	9.6	33.3	0.0
Men	4.2	1.1	12.5	12.5	26.3	12.5	8.7	22.4	0.0
Women	0.4	0.4	7.1	0.9	26.5	4.1	11.0	49.5	0.0
2005 Total	2.6	0.8	9.0	8.7	28.6	9.3	9.7	31.5	0.0
Men	4.2	1.0	10.7	14.0	27.6	13.5	9.1	19.8	0.0
Women	0.4	0.3	6.5	0.9	30.0	3.2	10.5	48.3	0.0
2006 Total	2.7	0.8	9.4	9.5	27.7	9.1	9.9	30.9	0.0
Men	4.2	1.0	11.4	15.3	26.9	12.8	9.3	19.2	0.0
Women	0.5	0.5	6.4	0.9	29.1	3.5	10.8	48.4	0.0
Paraguay^{i/}									
1995 Total	8.5	0.8	14.6	7.5	31.6	4.8	4.7	27.5	0.0
Men	7.8	1.2	18.1	13.1	27.5	7.4	5.3	19.4	0.0
Women	9.3	0.1	9.9	0.0	37.1	1.3	4.0	38.3	0.0
2000-2001 Total	4.5	0.8	14.2	5.4	34.6	5.3	5.6	29.5	0.0
Men	5.9	1.1	17.3	9.6	33.9	8.4	6.8	17.0	0.0
Women	2.9	0.4	10.4	0.2	35.5	1.3	4.1	45.2	0.0
2005 Total	5.8	1.1	12.7	7.1	31.1	5.0	6.2	31.0	0.0
Men	6.7	1.6	14.3	12.9	32.1	7.3	7.5	17.5	0.0
Women	4.7	0.4	10.7	0.0	29.9	2.0	4.6	47.6	0.0
2006 Total	4.7	1.2	12.9	8.0	31.6	5.5	5.5	30.6	0.0
Men	5.9	1.9	15.7	13.5	30.7	7.8	5.8	18.7	0.0
Women	3.1	0.2	9.1	0.4	32.9	2.3	5.0	46.9	0.1
Peru^{i/}									
1990 Total	1.6	0.7	21.3	5.0	31.3	5.8	5.0	29.4	0.0
Men	2.0	0.8	23.4	7.7	25.5	8.4	6.1	26.1	0.0
Women	1.0	0.4	18.1	0.8	40.2	1.7	3.3	34.5	0.0
1995 Total	1.4	0.2	19.9	5.2	31.8	7.5	7.7	26.3	0.0
Men	2.0	0.3	22.6	8.5	24.4	11.7	10.0	20.7	0.0
Women	0.5	0.1	15.9	0.3	42.7	1.3	4.4	34.7	0.0
2000 Total	1.0	0.5	16.2	4.3	32.5	9.8	8.5	27.2	0.0
Men	1.5	0.7	18.8	7.1	23.5	15.6	9.7	23.1	0.0
Women	0.3	0.2	12.9	0.6	44.3	2.1	6.9	32.7	0.0

(continued...)

TABLE 7-A (continued)

**LATIN AMERICA AND THE CARIBBEAN (SELECTED COUNTRIES):
URBAN EMPLOYMENT BY ECONOMIC ACTIVITY AND SEX, 1990 - 2006**
(Percentages)

Country, year and sex	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construction	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
2005 Total	1.0	0.1	18.4	5.2	31.5	9.9	7.7	26.2	0.0
Men	1.6	0.2	22.2	8.8	22.8	15.5	8.8	20.2	0.0
Women	0.2	0.0	13.2	0.3	43.4	2.3	6.2	34.4	0.0
2006 Total	1.2	0.2	16.7	5.7	33.6	9.8	8.8	23.9	0.0
Men	1.5	0.4	19.2	9.6	26.7	15.2	10.5	17.0	0.0
Women	0.8	0.0	13.3	0.4	43.1	2.4	6.5	33.4	0.0
Uruguay									
1997 Total	4.6	1.2	16.9	6.5	20.1	6.1	6.7	38.0	0.0
Men	6.6	1.6	18.6	10.8	20.0	9.0	6.5	26.8	0.0
Women	1.6	0.7	14.4	0.4	20.1	2.0	6.9	53.9	0.0
2000 Total	4.0	1.2	14.4	8.2	18.9	6.1	9.0	35.1	3.1
Men	6.1	1.5	16.4	13.9	18.4	8.9	8.7	21.2	4.8
Women	1.2	0.7	11.8	0.4	19.5	2.2	9.4	53.9	0.8
2005 Total	4.7	0.9	13.9	6.7	22.6	5.5	9.8	35.8	0.1
Men	7.2	1.1	15.7	11.8	24.3	7.9	10.7	21.3	0.1
Women	1.6	0.5	11.7	0.3	20.6	2.6	8.6	54.1	0.1
2006 Total	6.3	1.1	14.2	6.6	23.0	5.6	7.6	35.4	0.2
Men	9.5	1.4	16.2	11.6	24.0	8.0	8.0	21.0	0.2
Women	2.2	0.7	11.7	0.4	21.7	2.5	7.2	53.5	0.2
Venezuela^{k/}									
1995 Total	14.2	0.9	13.4	8.1	22.9	6.1	5.7	28.6	0.2
Men	20.0	1.1	14.0	11.4	20.6	8.2	5.1	19.4	0.1
Women	2.2	0.5	12.0	1.1	27.7	1.7	6.8	47.6	0.4
2000 Total	11.2	0.6	13.3	8.3	25.8	6.8	4.9	29.0	0.1
Men	16.5	0.9	14.4	12.4	21.4	9.7	4.8	19.8	0.1
Women	1.8	0.3	11.3	0.9	33.6	1.6	5.1	45.3	0.1
2005 Total	10.3	0.5	11.6	8.0	24.4	8.1	4.8	31.3	0.9
Men	15.3	0.7	12.7	12.4	19.7	11.6	5.1	21.5	0.9
Women	2.3	0.3	9.8	0.8	31.9	2.5	4.4	47.2	0.8
2006 Total	9.8	0.5	12.2	9.5	23.6	8.2	5.0	31.1	0.2
Men	14.6	0.6	13.6	14.6	18.7	11.9	5.2	20.6	0.2
Women	2.1	0.3	9.8	1.2	31.5	2.2	4.6	48.1	0.3

Source: ILO estimates based on household surveys of the countries. Data have urban coverage.

a/ 28 urban areas. Data from 1996 and 2000 are for October; data from 2005 and 2006 correspond to the second semester. Beginning in 2003, changes were made to the survey that may affect comparability with previous years.

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

c/ PNAD Survey of September of each year.

d/ CASEN Survey.

e/ Data for 1991, 1995 and 2000 correspond to the ENH Survey, from September. Data from 2005 and 2006 are from April-June of the ECH Survey. Data for 1991 and 1995 are for 13 metropolitan areas. Data from 2000 are for 10 cities and metropolitan areas and data from 2005 and 2006 refer to municipal capitals.

f/ Data from 1990, 1995 and 2000 are for November; data from 2005 and 2006 are from the fourth quarter.

g/ Data from 1990, 1995 and 2000 are for the third quarter, ENEU Survey; data from 2005 and 2006 are from the second quarter, ENOE Survey.

h/ Data from 1993 are for urban areas of eight municipalities. Data for 1995 are from urban areas of 17 municipalities, while data for 2001 refer to urban areas of 37 municipalities. Data from 1995 and 2001: ENMEU Survey conducted by the Ministry of Labour; data from 2004 and 2005: EHMEUR Survey conducted by the Statistics Institute.

i/ Data from 1995 refer to July-November; data from 2000-2001: September 2000-August 2001; data from 2005: October-December; data from 2006: November-December, EPH Survey.

j/ Metropolitan Lima.

k/ National coverage. Data from the second semester.

TABLE 8-A

**LATIN AMERICA (SELECTED COUNTRIES): URBAN EMPLOYED POPULATION
WITH HEALTH AND/OR PENSION COVERAGE, 1995-2006**
(Percentages)

Country, year, sex			TOTAL	Wage and salaried workers			Nonwage workers			Domestic service	
				TOTAL	Public	Private		Total	Employers		Independent workers and contributing family workers
						Establishments with a maximum of five workers	Establishments with six or more workers				
Latin America											
1995 Health and/or pension	Total	55.0	71.6	88.6	32.9	81.4	18.7	13.2	24.5	27.3	
	Men	55.7	68.2	86.6	29.3	80.5	19.4	14.5	25.0	39.6	
	Women	53.7	78.1	90.5	43.1	83.3	17.4	10.4	23.6	26.6	
2000 Health and/or pension	Total	54.6	71.3	90.4	33.0	79.9	16.5	11.6	21.9	30.9	
	Men	54.3	67.9	88.8	28.5	79.2	16.5	12.5	21.4	40.7	
	Women	55.1	77.1	91.8	43.8	81.2	16.4	9.9	22.4	30.6	
2005 Health and/or pension	Total	59.4	73.9	91.4	39.9	81.1	21.0	12.5	30.2	34.3	
	Men	58.9	70.8	90.7	35.1	80.5	20.3	13.5	28.3	40.6	
	Women	60.2	78.9	92.1	50.4	82.2	22.1	10.6	33.2	34.5	
2006 Health and/or pension	Total	60.8	74.8	92.3	41.0	82.0	21.9	13.1	31.5	35.4	
	Men	60.4	71.8	91.5	36.4	81.2	21.4	14.2	29.8	43.1	
	Women	61.4	79.6	93.0	50.5	83.3	22.8	11.1	34.2	35.7	
Argentina ^{a/}											
2005 Health	Total	62.7	71.7	81.3	45.0	79.0	27.3	12.5	44.0	30.7	
	Men	61.2	68.5	87.1	38.3	77.1	24.7	13.8	37.8	27.5	
	Women	64.8	76.5	76.8	60.5	82.5	32.1	9.9	54.8	30.8	
Pension	Total	42.6	63.2	77.3	27.2	72.5	...	...	...	6.5
	Men	43.5	61.8	84.5	24.2	72.5	...	...	...	13.0
	Women	41.4	65.4	71.6	34.1	72.5	...	...	...	6.3
Health and/or pension	Total	63.6	72.9	82.2	46.0	80.4	27.3	12.5	44.0	31.7	
	Men	62.3	70.1	88.1	39.5	79.0	24.7	13.8	37.8	27.8	
	Women	65.4	77.1	77.5	61.3	83.1	32.1	9.9	54.8	31.8	
2006 Health	Total	66.2	75.3	88.2	47.3	81.4	29.0	13.2	47.1	35.8	
	Men	64.9	72.2	90.5	42.2	79.7	26.5	14.3	41.1	35.6	
	Women	67.9	80.1	86.4	57.7	84.6	33.9	11.1	57.7	35.8	
Pension	Total	45.4	66.2	83.8	28.3	74.2	...	...	...	10.6
	Men	46.4	64.5	87.8	26.3	74.0	...	...	...	11.2
	Women	44.1	68.7	80.7	32.3	74.7	...	...	...	10.6
Health and/or pension	Total	67.1	76.5	88.9	48.8	82.7	29.0	13.2	47.1	37.5	
	Men	66.0	73.7	91.6	43.8	81.2	26.5	14.3	41.1	36.6	
	Women	68.7	80.9	86.8	58.7	85.7	33.9	11.1	57.7	37.5	
Brazil ^{b/}											
1995 Health	Total	53.1	72.6	85.9	34.4	83.1	15.4	11.8	19.0	21.0	
	Men	55.6	69.0	82.3	30.7	82.5	18.0	13.9	22.5	38.2	
	Women	49.3	79.4	89.2	45.2	84.3	10.8	7.6	13.6	20.0	
Pension	Total	57.3	73.7	85.9	37.1	84.0	20.7	12.3	29.2	26.6	
	Men	59.3	70.2	82.0	33.2	83.5	22.7	14.6	31.5	47.1	
	Women	54.3	80.5	89.6	48.4	85.0	17.4	7.9	25.6	25.4	
Health and/or pension	Total	57.6	74.0	86.5	37.4	84.2	21.1	12.5	29.8	26.8	
	Men	59.7	70.5	82.9	33.5	83.7	23.1	14.8	32.1	47.1	
	Women	54.7	80.7	89.9	49.0	85.3	17.7	8.0	26.2	25.6	
2001 Health	Total	53.4	72.8	88.1	36.4	81.8	13.2	10.7	15.9	29.2	
	Men	54.0	69.2	85.0	31.5	81.5	14.7	11.9	17.9	44.6	
	Women	52.4	79.0	90.7	48.6	82.5	10.6	8.4	12.6	28.3	
Pension	Total	57.9	74.0	88.4	39.0	82.9	19.1	11.5	27.1	35.4	
	Men	57.8	70.3	85.1	33.6	82.5	19.6	12.7	27.4	51.9	
	Women	57.9	80.4	91.2	52.3	83.7	18.1	8.9	26.5	34.5	
Health and/or pension	Total	58.3	74.2	88.6	39.2	83.0	19.6	11.7	27.8	35.6	
	Men	58.3	70.5	85.5	33.9	82.6	20.1	13.0	28.1	51.9	
	Women	58.2	80.6	91.2	52.5	83.9	18.6	9.1	27.2	34.7	

(continued...)

TABLE 8-A (continued)

**LATIN AMERICA (SELECTED COUNTRIES): URBAN EMPLOYED POPULATION
WITH HEALTH AND/OR PENSION COVERAGE, 1995-2006**
(Percentages)

Country, year, sex			TOTAL	Wage and salaried workers				Nonwage workers			Domestic service	
				TOTAL	Public	Private		Total	Employers	Independent workers and contributing family workers		
						Establishments with a maximum of five workers	Establishments with six or more workers					
2005	Health	Total	55.3	74.9	89.3	39.2	83.1	13.1	10.9	15.5	29.8	
		Men	56.3	71.7	86.2	34.6	82.8	14.7	12.1	17.6	40.8	
		Women	54.0	80.1	91.8	49.5	83.5	10.6	8.8	12.4	29.2	
	Pensiones	Total	59.9	76.1	89.5	41.9	84.0	19.3	11.7	27.6	36.4	
		Men	59.9	72.7	86.2	36.7	83.7	19.6	12.9	27.3	47.3	
		Women	59.8	81.6	92.1	53.7	84.7	18.9	9.4	27.9	35.8	
	Salud y/o pensiones	Total	60.4	76.4	89.8	42.3	84.2	19.9	11.9	28.4	36.7	
		Men	60.4	73.0	86.7	37.0	83.8	20.2	13.2	28.2	47.4	
		Women	60.3	81.8	92.3	54.3	84.9	19.4	9.6	28.7	36.1	
	2006	Health	Total	56.2	75.1	89.5	39.5	82.7	13.9	12.0	15.9	30.5
			Men	57.5	72.4	86.9	35.5	83.0	15.5	13.4	17.9	42.2
			Women	54.6	79.3	91.5	48.3	82.3	11.3	9.5	13.0	29.8
		Pensiones	Total	60.9	76.3	89.6	42.5	83.7	20.3	12.7	28.6	37.1
			Men	61.3	73.4	86.9	37.7	83.8	20.9	14.3	28.7	50.3
			Women	60.3	80.8	91.9	53.1	83.5	19.3	10.0	28.4	36.4
Salud y/o pensiones		Total	61.3	76.6	89.9	42.7	83.9	20.9	13.1	29.3	37.3	
		Men	61.8	73.7	87.3	37.9	84.0	21.5	14.7	29.5	50.4	
		Women	60.7	81.1	92.1	53.3	83.9	19.9	10.3	29.2	36.6	
Chile ^{c/}												
1996		Salud y/o pensiones	Total	92.4	92.7	98.8	90.7	97.3	80.4	81.8	80.1	91.9
			Men	91.7	91.6	98.6	89.7	97.2	78.4	80.4	78.0	81.4
			Women	93.7	94.9	99.1	92.7	97.8	84.5	85.4	84.3	92.2
2000		Health	Total	88.5	87.7	97.0	85.4	94.0	75.1	80.8	73.8	90.6
			Men	86.6	86.3	96.9	82.4	93.5	70.7	80.5	68.0	89.8
	Women		91.7	90.1	97.2	90.3	95.1	83.5	81.8	83.7	90.7	
	Pensiones	Total	66.7	77.5	92.0	57.6	84.7	27.9	55.9	21.6	48.4	
		Men	68.6	77.0	91.8	55.6	85.1	30.5	57.7	22.9	81.5	
		Women	63.8	78.6	92.3	60.9	83.8	22.9	49.6	19.3	47.9	
	Salud y/o pensiones	Total	89.7	88.8	97.7	86.9	95.4	75.9	81.5	74.6	91.2	
		Men	88.0	87.7	97.5	84.4	95.0	71.7	81.2	69.0	89.8	
		Women	92.5	91.0	98.0	91.1	96.0	83.9	82.3	84.1	91.2	
2003	Health	Total	91.6	88.5	97.7	86.9	96.5	81.2	82.3	81.0	93.7	
		Men	90.2	87.3	97.9	85.6	96.3	77.1	80.0	76.4	93.8	
		Women	93.9	90.7	97.5	89.3	97.0	88.9	88.2	89.0	93.6	
	Pensiones	Total	67.6	76.3	91.2	53.9	85.2	31.2	60.2	25.3	50.3	
		Men	69.8	75.9	92.7	51.2	86.1	33.7	62.0	27.2	75.3	
		Women	64.1	77.1	89.5	58.6	83.4	26.6	55.8	21.9	49.8	
	Salud y/o pensiones	Total	93.1	89.5	98.5	88.4	97.5	83.1	85.4	82.7	95.2	
		Men	91.8	88.2	98.4	87.0	97.3	79.5	83.7	78.6	95.2	
		Women	95.2	91.7	98.6	90.9	98.0	89.7	89.7	89.7	95.2	
2006	Health	Total	91.6	85.0	96.2	90.0	94.9	83.7	82.3	83.9	93.5	
		Men	90.0	82.9	96.3	87.8	94.2	79.8	80.6	79.6	84.4	
		Women	94.0	88.8	96.0	93.3	96.2	89.9	86.4	90.3	93.7	
	Pensiones	Total	66.5	74.4	90.5	56.4	85.1	25.6	50.7	21.7	42.6	
		Men	69.4	73.6	90.9	56.3	85.7	28.5	53.7	23.9	64.6	
		Women	62.2	75.9	90.1	56.5	83.9	20.9	43.7	18.3	42.3	
	Salud y/o pensiones	Total	93.9	87.1	98.5	92.1	97.2	85.3	84.7	85.3	95.0	
		Men	92.6	85.2	98.4	90.3	96.7	81.8	83.2	81.5	88.4	
		Women	95.7	90.6	98.6	94.8	98.1	90.8	88.3	91.0	95.1	

(continued...)

TABLE 8-A (continued)

LATIN AMERICA (SELECTED COUNTRIES): URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 1995-2006
(Percentages)

Country, year, sex			TOTAL	Wage and salaried workers			Nonwage workers			Domestic service	
				TOTAL	Public	Private		Total	Employers		Independent workers and contributing family workers
						Establishments with a maximum of five workers	Establishments with six or more workers				
Colombia ^{d/}											
2000 Health	Total	47.4	69.4	94.7	31.5	79.5	11.1	7.4	15.3	31.2	
	Men	47.0	65.8	95.8	28.8	77.5	12.6	8.7	17.4	38.1	
	Women	47.9	74.2	93.7	36.5	82.0	8.9	5.5	12.5	30.8	
Pension	Total	34.3	54.7	85.2	17.4	63.4	5.3	4.3	6.5	14.6	
	Men	33.3	50.6	84.6	15.1	60.9	6.1	5.0	7.3	18.5	
	Women	35.6	60.2	85.7	21.5	66.7	4.3	3.2	5.4	14.4	
Health and/or pension	Total	47.8	69.7	95.0	32.0	79.8	11.4	7.5	15.8	31.6	
	Men	47.4	66.2	96.0	29.2	77.9	12.9	8.8	17.8	38.1	
	Women	48.2	74.5	94.0	37.0	82.2	9.2	5.5	13.0	31.2	
2005 Health	Total	79.7	86.9	99.8	68.7	90.9	40.4	10.8	71.5	72.3	
	Men	77.4	84.5	99.7	64.9	89.8	38.7	12.9	67.9	67.1	
	Women	82.6	90.3	100.0	75.8	92.6	42.8	7.6	76.3	72.5	
Pension	Total	33.4	59.2	97.7	13.3	68.0	4.6	2.4	6.9	13.4	
	Men	32.5	54.9	96.6	10.9	65.2	4.9	2.9	7.2	20.5	
	Women	34.5	65.4	98.9	17.7	72.0	4.1	1.5	6.6	13.1	
Health and/or pension	Total	79.8	87.0	99.8	68.9	91.1	40.4	10.8	71.6	72.4	
	Men	77.5	84.6	99.7	65.1	89.9	38.8	12.9	68.1	67.1	
	Women	82.7	90.5	100.0	75.8	92.7	42.9	7.6	76.4	72.6	
2006 Health	Total	82.3	88.7	99.8	73.7	92.5	42.3	11.3	75.2	72.7	
	Men	80.4	86.7	99.8	70.4	91.3	40.8	13.3	72.2	67.9	
	Women	84.5	91.6	99.8	79.0	94.2	44.4	8.2	79.1	72.9	
Pension	Total	33.4	59.1	94.8	15.1	69.5	4.3	2.6	6.2	12.3	
	Men	33.0	55.9	94.5	13.3	67.5	4.7	3.0	6.6	21.2	
	Women	33.9	63.6	95.1	18.0	72.4	3.9	1.9	5.8	11.8	
Health and/or pension	Total	82.4	88.9	99.8	73.8	92.7	42.4	11.3	75.4	72.7	
	Men	80.6	86.8	99.9	70.5	91.5	40.9	13.3	72.5	67.9	
	Women	84.6	91.8	99.8	79.1	94.4	44.5	8.2	79.1	73.0	
Costa Rica ^{e/}											
1995 Health and/or pension	Total	84.1	91.0	99.7	70.5	92.9	41.0	21.5	65.4	64.0	
	Men	81.9	88.5	99.7	65.5	91.2	39.1	25.0	58.8	63.4	
	Women	87.9	95.6	99.6	82.5	96.8	44.8	13.2	76.7	64.0	
2000 Health and/or pension	Total	81.0	87.2	98.5	65.4	89.0	37.8	16.6	64.2	71.9	
	Men	77.6	84.3	98.1	57.8	87.7	35.2	18.0	57.6	64.8	
	Women	86.7	92.2	98.9	79.4	92.1	43.8	12.9	77.3	72.3	
2005 Health and/or pension	Total	79.5	86.0	99.5	57.9	89.4	38.9	20.4	63.3	64.7	
	Men	75.9	82.1	99.3	48.9	87.2	36.5	23.9	54.8	62.9	
	Women	85.2	93.0	99.7	75.3	94.8	42.9	13.7	75.3	64.8	
2006 Health and/or pension	Total	79.6	87.5	99.6	59.8	90.4	37.5	20.3	59.7	67.3	
	Men	76.6	84.6	99.3	51.3	89.4	35.1	22.9	52.5	59.9	
	Women	84.2	92.3	99.8	75.1	92.6	41.5	15.4	70.4	67.8	
Ecuador ^{f/}											
1995 Health and/or pension	Total	34.9	53.0	89.1	14.9	53.1	7.8	5.4	10.2	25.0	
	Men	35.0	48.8	89.9	11.7	50.1	8.5	6.8	10.5	50.8	
	Women	34.7	62.1	87.9	23.9	60.4	6.8	2.9	9.9	22.8	
2000 Health and/or pension	Total	28.5	42.5	80.1	12.8	43.7	6.1	3.0	9.2	16.9	
	Men	27.4	37.8	80.6	10.6	40.0	6.5	3.4	9.8	29.8	
	Women	30.2	52.2	79.6	18.9	51.6	5.6	2.3	8.3	15.5	
2005 Health and/or pension	Total	31.7	47.6	93.6	15.5	49.9	7.1	4.7	9.5	14.5	
	Men	31.6	43.0	94.8	12.5	46.5	7.7	5.6	10.2	18.4	
	Women	31.9	56.8	92.2	23.2	57.0	6.3	3.4	8.8	14.0	

(continued...)

TABLE 8-A (continued)

LATIN AMERICA (SELECTED COUNTRIES): URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 1995-2006
(Percentages)

Country, year, sex			TOTAL	Wage and salaried workers				Nonwage workers			Domestic service
				TOTAL	Public	Private		Total	Employers	Independent workers and contributing family workers	
						Establishments with a maximum of five workers	Establishments with six or more workers				
2006 Health and/or pension	Total	32.3	47.0	93.9	12.5	51.0	7.8	5.0	10.5	24.0	
	Men	30.7	41.5	94.6	10.0	47.0	7.4	6.3	8.7	21.4	
	Women	34.6	58.3	93.1	19.8	59.4	8.2	3.2	12.3	24.2	
El Salvador ^{a/}											
1995 Health and/or pension	Total	34.7	58.4	77.5	8.2	67.0	1.7	2.2	1.3	1.3	
	Men	38.2	53.5	81.0	5.5	61.7	3.1	4.0	2.0	4.3	
	Women	30.5	67.4	72.8	15.9	76.8	0.7	0.6	0.8	1.1	
2000 Health	Total	44.1	63.9	91.9	15.8	73.9	10.3	5.8	14.9	7.6	
	Men	44.5	57.3	90.5	12.5	68.6	9.8	9.3	10.4	11.8	
	Women	43.8	74.8	93.6	24.3	82.4	10.6	3.1	17.6	7.3	
Health and/or pension	Total	45.5	66.0	94.5	17.2	76.1	10.4	5.9	15.2	7.6	
	Men	45.8	59.1	93.0	13.2	70.5	10.0	9.5	10.7	11.8	
	Women	45.2	77.6	96.3	27.5	85.0	10.7	3.1	17.9	7.3	
2005 Health	Total	41.9	58.9	94.2	15.6	65.4	8.9	4.4	13.1	9.9	
	Men	41.5	51.2	92.7	10.7	59.6	8.5	6.4	10.7	38.3	
	Women	42.4	71.4	95.8	28.1	74.5	9.2	2.9	14.7	6.9	
Health and/or pension	Total	42.9	60.4	95.7	16.7	67.0	9.1	4.5	13.3	9.9	
	Men	42.8	52.9	94.1	11.9	61.6	8.7	6.6	10.9	38.3	
	Women	43.0	72.6	97.4	28.8	75.6	9.3	2.9	15.0	6.9	
2006 Health	Total	43.5	62.2	93.3	14.5	74.8	9.9	5.9	13.8	9.8	
	Men	43.1	54.4	92.7	8.0	68.9	9.7	9.5	9.8	24.8	
	Women	43.9	74.5	93.9	29.1	83.6	10.1	3.1	16.1	8.5	
Health and/or pension	Total	44.6	64.0	94.9	15.4	77.0	10.2	6.1	14.1	9.8	
	Men	44.3	55.9	94.1	8.8	70.9	10.1	10.1	10.1	24.8	
	Women	45.0	76.6	95.7	30.4	86.1	10.3	3.2	16.5	8.5	
Mexico ^{b/}											
1995 Health	Total	45.1	66.0	87.5	15.8	74.8	0.3	0.5	0.1	15.9	
	Men	44.1	62.6	87.0	13.0	74.3	0.4	0.7	0.1	23.2	
	Women	46.8	72.9	88.2	25.1	76.0	0.1	0.0	0.1	14.8	
Pension	Total	35.5	53.1	76.9	7.7	59.1	0.2	0.3	0.0	1.2	
	Men	34.7	49.6	75.5	6.0	58.4	0.2	0.4	0.0	7.2	
	Women	37.0	60.0	78.6	13.2	60.8	0.1	0.0	0.1	0.3	
Health and/or pension	Total	45.6	66.9	90.4	15.9	75.1	0.3	0.6	0.1	15.9	
	Men	44.5	63.2	89.4	13.1	74.5	0.4	0.7	0.1	23.2	
	Women	47.7	74.3	91.7	25.3	76.4	0.1	0.1	0.1	14.8	
2000 Health	Total	48.9	68.3	85.5	14.4	78.9	0.3	0.5	0.1	12.3	
	Men	48.0	65.6	84.9	11.8	78.6	0.4	0.6	0.1	17.5	
	Women	50.4	73.5	86.1	22.2	79.4	0.2	0.2	0.2	11.4	
Pension	Total	44.9	63.4	81.3	11.1	73.2	0.2	0.3	0.1	2.1	
	Men	44.2	60.5	79.8	8.9	72.8	0.2	0.4	0.1	8.5	
	Women	46.1	68.7	83.1	17.6	73.9	0.1	0.1	0.1	1.0	
Health and/or pension	Total	49.7	69.5	90.9	14.5	79.0	0.3	0.5	0.1	12.3	
	Men	48.9	66.8	91.1	11.8	78.8	0.4	0.6	0.1	17.5	
	Women	51.3	74.8	90.8	22.3	79.6	0.2	0.2	0.2	11.4	
2005 Health	Total	47.8	68.3	93.7	17.8	76.8	1.4	1.5	1.3	7.8	
	Men	48.2	65.7	93.9	15.0	77.0	1.6	1.9	1.3	18.6	
	Women	47.4	72.9	93.4	24.7	76.5	1.1	0.8	1.2	6.6	
Pension	Total	42.4	61.2	84.2	13.8	69.4	1.0	0.2	1.7	1.9	
	Men	42.7	58.5	83.5	11.2	69.4	1.3	0.3	2.6	13.8	
	Women	41.9	65.9	84.9	20.4	69.4	0.4	0.0	0.7	0.7	

(continued...)

TABLE 8-A (continued)

LATIN AMERICA (SELECTED COUNTRIES): URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 1995-2006
(Percentages)

Country, year, sex			TOTAL	Wage and salaried workers				Nonwage workers			Domestic service
				TOTAL	Public	Private		Total	Employers	Independent workers and contributing family workers	
						Establishments with a maximum of five workers	Establishments with six or more workers				
2006	Health and/or pension	Total	49.1	69.4	94.4	18.8	78.1	2.4	1.8	3.0	8.0
		Men	49.6	66.8	94.6	16.0	78.2	3.0	2.2	3.9	20.5
		Women	48.3	74.0	94.1	25.6	78.0	1.4	0.8	1.9	6.7
	Health	Total	47.5	67.6	93.0	16.8	76.8	1.2	1.3	1.1	6.2
		Men	47.7	64.7	93.4	14.0	75.8	1.5	1.7	1.3	14.7
		Women	47.2	72.5	92.6	23.1	78.5	0.8	0.6	0.9	5.5
	Pension	Total	43.0	61.6	84.3	13.6	70.8	1.0	0.3	1.7	1.2
		Men	43.3	58.9	83.2	10.8	70.3	1.4	0.4	2.6	7.1
		Women	42.6	66.3	85.5	19.5	71.9	0.4	0.1	0.6	0.7
	Health and/or pension	Total	48.7	68.7	93.8	18.0	78.0	2.2	1.6	2.8	6.6
		Men	49.2	65.9	94.2	15.1	77.2	2.9	2.1	3.8	17.1
		Women	48.0	73.5	93.5	24.1	79.5	1.1	0.6	1.6	5.6
Panama ^{i/}											
2005	Health and/or pension	Total	63.9	81.8	98.7	33.3	83.0	14.7	6.3	23.9	34.9
		Men	60.4	77.9	98.6	25.7	80.8	12.0	6.8	18.2	48.6
		Women	69.0	87.9	98.7	50.0	87.0	20.5	5.3	35.0	33.4
2006	Health and/or pension	Total									
		Men	64.4	82.7	98.1	38.3	83.8	14.3	6.3	23.2	32.5
		Women	61.6	79.0	97.3	33.4	81.3	11.5	6.8	17.0	44.2
			68.5	88.7	99.0	48.9	88.6	20.1	5.2	34.8	31.6
Paraguay ^{j/}											
1995	Health	Total	23.8	42.9	74.4	9.7	45.7	6.5	5.4	7.8	7.9
		Men	25.6	39.1	74.6	9.5	42.5	6.5	6.3	6.7	5.0
		Women	21.4	51.7	74.2	10.4	54.6	6.5	4.2	9.1	9.8
	Pension	Total	21.5	44.6	90.1	8.0	42.7	2.3	1.9	2.7	2.9
		Men	23.9	41.1	91.3	8.5	40.6	2.2	2.3	2.1	1.7
		Women	18.2	52.9	88.6	6.3	48.3	2.3	1.4	3.4	3.6
	Health and/or pension	Total	25.9	47.3	90.6	9.7	46.9	6.9	5.7	8.3	8.3
		Men	27.8	43.0	91.7	9.5	43.6	6.8	6.6	7.1	5.0
		Women	23.4	57.3	89.3	10.4	55.8	7.0	4.5	9.7	10.4
2000-01	Health	Total	29.9	44.6	75.6	15.1	48.6	10.6	7.3	14.1	6.3
		Men	28.6	38.1	75.1	10.0	44.0	9.0	8.1	10.0	14.6
		Women	31.5	57.7	76.0	29.0	59.5	12.3	6.2	18.1	5.5
	Pension	Total	19.2	38.2	79.7	6.2	38.7	0.4	0.7	0.0	0.5
		Men	19.9	33.0	78.8	5.6	35.6	0.5	0.9	0.0	3.8
		Women	18.2	48.5	80.6	7.7	46.0	0.2	0.5	0.0	0.2
	Health and/or pension	Total	31.6	48.0	86.5	15.3	50.3	10.6	7.3	14.1	6.3
		Men	30.1	40.4	86.6	10.2	44.8	9.0	8.2	10.0	14.6
		Women	33.5	62.9	86.5	29.0	63.4	12.4	6.3	18.1	5.5
2005	Health	Total	32.1	45.9	82.3	14.4	48.0	11.9	6.3	17.8	8.1
		Men	29.4	38.7	81.3	11.6	43.2	8.5	7.1	10.1	18.2
		Women	35.5	60.3	83.3	24.3	57.7	15.8	5.2	25.7	7.3
	Pension	Total	19.6	37.4	82.9	5.8	34.1	0.6	0.6	0.6	2.0
		Men	19.7	31.3	82.5	4.7	31.6	0.6	0.7	0.5	10.9
		Women	19.4	49.5	83.4	9.4	39.3	0.5	0.3	0.6	1.3
	Health and/or pension	Total	33.3	48.2	89.0	14.7	49.1	11.9	6.4	17.8	8.1
		Men	30.6	40.6	87.8	11.9	44.5	8.5	7.2	10.1	18.2
		Women	36.6	63.3	90.3	24.6	58.5	15.9	5.3	25.7	7.3
2006	Health	Total	26.9	40.2	73.8	15.6	41.8	7.9	4.3	11.6	5.2
		Men	25.0	34.1	73.0	10.8	38.4	6.1	4.0	8.5	0.0
		Women	29.5	53.1	74.7	29.7	50.1	10.2	4.6	15.1	5.6

(continued...)

TABLE 8-A (continued)

LATIN AMERICA (SELECTED COUNTRIES): URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 1995-2006
(Percentages)

Country, year, sex			TOTAL	Wage and salaried workers				Nonwage workers			Domestic service
				TOTAL	Public	Private		Total	Employers	Independent workers and contributing family workers	
						Establishments with a maximum of five workers	Establishments with six or more workers				
Peru ^{k/}	Pension	Total	17.2	32.1	78.0	6.9	27.4	0.6	0.9	0.2	0.0
		Men	17.1	27.3	75.4	5.6	26.6	0.4	0.7	0.2	0.0
		Women	17.4	42.1	80.8	10.6	29.3	0.8	1.3	0.3	0.0
	Health and/or pension	Total	28.6	43.4	84.4	16.1	43.3	7.9	4.3	11.6	5.2
		Men	26.2	36.1	82.1	11.0	39.2	6.2	4.1	8.5	0.0
		Women	31.8	58.8	86.8	31.0	53.1	10.2	4.6	15.1	5.6
	1995 Health	Total	44.5	59.1	91.0	14.5	83.2	15.3	6.4	24.5	19.9
		Men	46.6	58.4	92.2	13.7	82.5	15.3	8.7	23.0	9.7
		Women	41.3	60.7	89.2	16.2	84.8	15.3	3.3	26.0	20.5
	Pension	Total	34.8	53.6	87.0	10.9	75.3	6.8	4.2	9.5	8.6
		Men	40.3	54.0	88.9	10.4	76.8	10.0	6.2	14.4	4.9
		Women	26.6	52.8	84.2	12.0	71.7	3.0	1.4	4.4	8.8
	Health and/or pension	Total	45.0	59.8	91.2	15.2	84.0	15.6	6.5	24.9	20.4
		Men	47.3	59.1	92.6	14.7	83.2	15.7	8.8	23.6	9.7
		Women	41.8	61.3	89.2	16.2	86.2	15.5	3.3	26.3	21.2
	2000 Health	Total	35.7	52.4	90.0	13.7	60.1	10.9	3.6	18.0	16.8
		Men	36.4	50.0	87.2	9.0	60.6	10.2	4.9	16.0	14.6
		Women	34.8	57.0	93.6	23.6	59.0	11.6	2.0	20.1	16.9
Pension	Total	27.0	47.2	82.4	8.2	55.5	4.0	2.0	6.0	5.0	
	Men	31.1	47.2	81.7	5.7	58.6	5.4	2.9	8.1	0.0	
	Women	21.7	47.1	83.4	13.5	49.3	2.4	0.9	3.8	5.3	
Health and/or pension	Total	36.6	53.8	90.9	14.7	61.7	11.2	3.8	18.5	16.8	
	Men	37.6	51.5	88.9	10.4	62.1	10.7	5.0	16.9	14.6	
	Women	35.3	58.0	93.6	23.6	60.7	11.8	2.2	20.1	16.9	
2005 Health	Total	32.5	47.7	85.4	9.8	54.3	8.4	4.1	12.9	10.6	
	Men	32.8	47.2	84.2	8.1	56.1	6.8	5.2	8.7	3.7	
	Women	32.2	48.5	86.6	12.8	51.0	10.6	2.5	17.8	10.9	
Pension	Total	27.0	45.1	84.0	6.5	51.7	3.2	2.3	4.1	2.8	
	Men	29.5	45.2	84.1	6.3	53.8	3.9	3.1	4.9	0.0	
	Women	23.5	45.0	83.9	6.9	48.1	2.1	1.0	3.0	3.0	
Health and/or pension	Total	33.0	48.3	86.1	10.5	54.9	8.6	4.1	13.2	10.6	
	Men	33.1	47.6	85.7	8.6	56.3	7.0	5.2	9.0	3.7	
	Women	32.9	49.7	86.6	14.2	52.4	10.8	2.5	18.2	10.9	
2006 Health	Total	39.3	57.1	90.7	15.3	64.2	9.7	3.9	15.7	16.7	
	Men	38.5	55.2	91.1	9.4	64.2	7.3	4.5	10.5	32.2	
	Women	40.4	60.5	90.2	25.7	64.3	12.9	2.9	22.0	15.7	
Pension	Total	33.4	53.9	87.6	8.7	62.3	4.3	2.4	6.3	10.0	
	Men	36.1	54.0	88.5	6.1	64.1	5.0	2.8	7.4	32.2	
	Women	29.6	53.9	86.4	13.2	59.1	3.4	1.8	4.9	8.6	
Health and/or pension	Total	40.7	58.5	91.6	16.2	65.9	10.6	4.0	17.2	17.3	
	Men	40.3	56.7	91.9	10.7	66.0	8.5	4.7	12.7	32.2	
	Women	41.3	61.5	91.2	25.7	65.7	13.4	2.9	22.8	16.4	
Uruguay ^{e/}											
1997 Health and/or pension	Total	94.3	96.4	97.9	92.2	97.0	89.5	96.4	88.1	94.2	
	Men	93.4	95.7	98.0	90.2	96.4	88.0	96.2	86.1	85.0	
	Women	95.7	97.5	97.7	95.5	98.0	92.1	97.0	91.5	94.3	
2001 Health	Total	96.2	97.9	98.5	95.5	98.2	94.0	95.6	93.7	91.0	
	Men	95.6	97.7	99.0	94.9	98.0	91.4	95.3	90.5	89.9	
	Women	96.9	98.1	97.8	96.7	98.6	98.9	96.7	99.2	91.1	

(continued...)

TABLE 8-A (continued)

LATIN AMERICA (SELECTED COUNTRIES): URBAN EMPLOYED POPULATION WITH HEALTH AND/OR PENSION COVERAGE, 1995-2006
(Percentages)

Country, year, sex		TOTAL	Wage and salaried workers				Nonwage workers			Domestic service	
			TOTAL	Public	Private		Total	Employers	Independent workers and contributing family workers		
					Establishments with a maximum of five workers	Establishments with six or more workers					
2005	Pension	Total	65.0	83.3	98.5	48.3	86.0	34.8	85.6	25.7	33.0
		Men	65.6	80.5	99.1	43.0	84.4	35.0	84.6	24.2	64.1
		Women	64.3	87.6	97.7	59.8	88.4	34.4	89.0	28.3	30.7
	Health and/or pension	Total	96.9	98.5	100.0	95.9	98.5	95.2	98.0	94.7	91.2
		Men	96.3	98.2	100.0	95.2	98.3	92.8	97.9	91.7	89.9
		Women	97.7	99.0	99.9	97.4	98.9	99.8	98.4	99.9	91.3
	Health	Total	96.1	97.7	98.5	94.7	98.2	92.2	92.9	92.0	96.4
		Men	95.2	97.0	98.1	94.0	97.6	91.0	92.5	90.7	93.7
		Women	97.2	98.6	99.0	96.2	99.0	94.1	94.2	94.0	96.6
	Pension	Total	61.9	80.3	98.6	41.5	83.1	31.6	82.1	22.8	28.8
		Men	62.2	76.9	98.4	36.9	81.7	32.9	81.3	22.5	56.7
		Women	61.6	85.0	98.9	51.2	85.2	29.5	84.5	23.3	26.5
2006	Health and/or pension	Total	96.6	98.2	99.9	94.9	98.3	92.9	95.2	92.5	96.5
		Men	95.8	97.6	99.9	94.2	97.8	91.9	95.0	91.3	93.7
		Women	97.6	99.0	100.0	96.3	99.1	94.6	95.7	94.5	96.8
	Health	Total	95.9	97.6	98.9	94.5	98.2	91.8	95.6	91.2	96.8
		Men	95.1	97.3	98.9	93.7	98.0	90.3	94.9	89.3	93.7
		Women	96.9	98.1	99.0	95.7	98.5	94.2	97.6	93.8	97.0
	Pension	Total	64.7	80.6	98.5	42.9	86.9	32.6	84.4	23.4	52.9
		Men	65.2	79.5	98.6	43.1	85.4	33.8	84.5	22.6	69.2
		Women	64.0	82.3	98.4	42.5	89.6	30.8	84.2	24.5	51.8
	Health and/or pension	Total	96.5	98.1	99.9	94.9	98.5	92.9	98.2	91.9	97.2
		Men	95.9	97.8	99.9	94.1	98.4	91.6	98.0	90.2	95.2
		Women	97.4	98.5	99.9	96.0	98.7	94.9	98.6	94.5	97.3

Source: ILO estimates based on household surveys of the countries. Urban coverage.

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

b/ PNAD Survey of September of each year. Includes public and private coverage.

c/ CASEN Survey. For 1996, microenterprises refer to establishments with a maximum of four workers. Public sector data from 1990 include only the Armed Forces and Police Forces. The data for wage and salaried workers of the private sector by size of establishment for 1996, 2000, 2003 and 2006 exclude respondents where there was no response to the question on establishment size. The column covering total wage and salaried workers does include them. Includes public and private coverage.

d/ Data for 2000 correspond to 10 cities and metropolitan areas and data are from June of the ENH Survey, Stage 1; data from 2005 are from April-June of the ECH Survey. Includes public and private coverage.

e/ Since 2000, microenterprises refers to establishments with a maximum of four workers. Includes public and private coverage.

f/ Data from 1990, 1995 and 2000 are for November; data from 2005 and 2006 are from the fourth quarter. Beginning in 2005, this survey includes information on private coverage; previously it referred only to public coverage.

g/ Beginning in 2000 it includes public and private insurance, previously it referred only to public coverage.

h/ Data from 1990, 1995 and 2000 are for the third quarter, ENEU Survey; data from 2005 and 2006 are from the second quarter, ENOE Survey. Includes public and private coverage.

i/ Microenterprises refer to establishments with a maximum of four workers. Only public coverage is included.

j/ Data from 1995 are for July-November; 2000-2001: September 2000-August 2001; 2005: October-December; 2006: November-December. EPH Survey. Includes public and private coverage.

k/ Metropolitan Lima. Includes public and private coverage.

TABLE 9-A

**LATIN AMERICA: REAL MANUFACTURING WAGES,
1990, 1995 - 2007**
(1990 = 100)

Country	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2006	2007
														Through the third quarter f/	
Argentina ^{a/}	100.0	97.7	98.2	94.5	93.9	94.4	95.8	94.3	76.3	82.2	99.8	109.9	124.3	14.8	11.2
Bolivia ^{b/}	100.0	108.8	109.1	117.7	120.5	127.7	130.3	132.5	139.3	...	...	...	...	...	...
Brazil ^{c/}	100.0	128.4	132.8	137.4	140.3	135.3	133.2	135.1	132.6	127.8	137.6	140.8	142.7	1.2	3.2
Chile ^{c/}	100.0	128.5	132.9	138.8	142.0	143.7	144.2	144.8	146.6	148.1	150.0	153.0	155.9	1.4	3.0
Colombia ^{d/}	100.0	113.3	115.9	120.7	120.9	126.2	131.0	130.7	135.0	134.5	136.3	138.0	142.6	3.2 ^{g/}	-0.5 ^{g/}
Costa Rica ^{c/}	100.0	112.0	110.2	115.0	119.1	124.3	137.0	137.2	146.7	145.1	131.4	138.1	133.8	...	...
Ecuador ^{c/}	100.0	152.9	161.2	157.5	151.2	138.7	132.1	134.7	161.0	151.7	160.8	151.4	172.1	18.8 ^{h/}	3.5 ^{h/}
Honduras ^{c/}	100.0	100.7	93.9	96.5	99.7	119.5	...	...	...	...	...	...	...	...	...
Mexico ^{c/}	100.0	113.4	102.1	101.5	104.4	106.0	112.3	119.9	122.1	123.8	124.1	123.8	124.2	1.0 ^{h/}	1.2 ^{h/}
Panama ^{c/}	...	101.9	112.8	109.6	116.5	121.5	138.3	139.5	137.3	134.9	147.5	141.5	150.3	...	...
Paraguay ^{a/}	100.0	98.5	99.1	99.0	99.2	95.3	98.8	103.1	98.4	95.9	93.0	...	...	...	...
Peru ^{e/}	...	100.0	97.0	96.3	92.4	91.6	93.8	91.9	86.9	94.0	92.0	90.3	91.4	...	...
Uruguay ^{c/}	100.0	104.2	103.0	102.6	103.6	103.5	102.2	100.4	89.0	78.8	78.3	81.7	86.1	5.6	5.4
Venezuela ^{c/}	100.0	80.7	68.1	85.5	90.1	81.5	83.2	84.6	77.9	64.5	61.0	59.7	62.2	4.4	-0.4

Source: ILO, based on official country information.

a/ Nonsupervisory worker manufacturing wage.

b/ Nonsupervisory worker manufacturing wage, La Paz.

c/ Manufacturing industry earnings.

d/ Manufacturing industry earnings including coffee threshing.

e/ Nonsupervisory worker manufacturing wage, Metropolitan Lima. Average of June and December of each year.

f/ Annualized growth rate for the first three quarters.

f/ January-July.

g/ January-August.

TABLE 10-A

**LATIN AMERICA: REAL URBAN MINIMUM WAGES,
1990, 1995 - 2007**
(1990 = 100)

Country	1990	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2006	2007
														Through the third quarter g/	
Argentina ^{a/}	100.0	195.5	195.2	194.2	192.4	194.7	196.6	198.7	160.0	165.1	255.1	336.3	379.8	12.4	14.2
Bolivia ^{a/}	100.0	193.2	185.8	191.0	222.6	232.4	246.5	273.4	291.2	288.3	276.1	262.5	274.5	3.2	0.9
Brazil ^{a/}	100.0	121.1	120.5	124.3	128.5	129.7	133.1	146.0	152.2	156.3	161.6	171.0	193.3	13.0	7.3
Chile ^{a/}	100.0	129.3	134.6	139.4	147.7	160.9	172.5	179.1	184.3	186.5	191.7	195.4	196.4	2.3	2.6
Colombia ^{a/}	100.0	96.9	95.1	97.1	97.0	101.4	102.1	104.0	105.7	106.0	107.9	109.5	112.2	2.6	0.7
Costa Rica ^{b/}	100.0	95.9	95.9	99.7	102.9	105.6	104.9	105.6	105.9	106.4	104.5	104.8	106.6	1.3	7.0
Dominican Republic ^{b/}	100.0	119.2	120.4	118.4	127.3	127.2	125.5	133.2	131.8	119.8	100.4	120.8	112.3	-7.9	4.2
Ecuador ^{a/}	100.0	137.5	150.8	145.6	134.9	120.5	116.2	129.5	131.1	138.9	142.1	146.5	151.3	3.2	4.1
El Salvador ^{b/}	100.0	90.3	86.1	82.5	85.2	87.2	85.2	81.9	80.5	82.2	81.1	77.5	77.0	-3.0	4.4
Guatemala ^{b/c/}	...	103.7	102.7	93.9	98.7	102.4	107.1	115.5	115.8	125.2	124.1	124.8	128.9	2.8	-0.9
Haiti ^{a/}	100.0	81.2	67.3	57.9	51.4	47.3	41.7	43.0	...	...	...	...	...	...	...
Honduras ^{b/}	100.0	88.6	92.5	90.6	91.9	89.2	91.9	94.2	96.5	104.8	105.6	111.8	117.4	4.8	4.5
Jamaica	100.0	88.8	85.7	83.0	82.1	81.8	77.3	75.9	75.6	...	...	...	...	...	...
Mexico ^{a/}	100.0	79.3	72.2	71.4	71.8	69.4	69.8	70.1	70.6	70.6	70.3	70.6	71.0	0.7	-0.3
Nicaragua ^{d/}	...	89.9	80.6	85.5	130.6	126.8	126.2	128.9	133.6	137.7	143.2	148.9	160.3	7.3	13.9
Panama ^{b/}	100.0	107.1	112.4	111.0	114.2	118.1	122.6	130.9	129.6	129.7	131.6	127.4	131.6	2.4	-1.0
Paraguay ^{a/}	100.0	85.4	87.2	91.9	90.7	86.5	90.3	93.5	93.1	95.7	92.5	94.3	96.4	2.4	-4.0
Peru ^{a/}	100.0	68.7	71.0	127.6	145.5	140.7	156.2	158.4	158.1	160.0	167.2	164.5	175.3	6.4	-1.2
Trinidad and Tobago ^{c/}	...	74.1	71.6	69.1	122.2	118.1	114.0	108.1	103.8	...	...	...	...	...	...
Uruguay ^{a/}	100.0	62.4	60.3	59.0	61.4	61.7	60.6	59.8	53.7	47.1	47.0	80.0	92.9	17.2	5.8
Venezuela ^{a/}	100.0	97.3	83.5	73.9	76.1	76.3	78.6	77.8	75.6	67.0	76.3	85.6	95.3	12.2	3.6
Average ^{e/}	100.0	109.0	108.2	110.9	117.8	118.4	121.4	126.7	126.1	127.1	132.1	140.7	148.5	4.6	3.7
^{f/}	100.0	114.1	112.1	116.0	119.6	120.4	122.8	128.6	128.1	130.0	140.8	153.6	168.1	7.9	4.7

Source: ILO, based on official country information.

a/ National minimum wage.

b/ Lowest minimum manufacturing wage.

c/ 1991 Index = 100.

d/ 1994 Index = 100.

e/ Simple average. Does not include Haiti, Jamaica and Trinidad and Tobago.

f/ Weighted average. Does not include Haiti, Jamaica and Trinidad and Tobago.

g/ Estimated, based on the annualized growth rate of the first three quarters.

TABLE 11-A

LATIN AMERICA AND THE CARIBBEAN
CHANGES IN THE CONSUMER PRICE INDEX, 1995 - 2007
(Annual percentage change)

Country	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2006	2007
													Through the third quarter c/	
Argentina	3.4	0.2	0.5	0.9	-1.2	-0.9	-1.1	25.9	13.4	4.4	9.6	10.9	7.1	5.8
Bahamas	2.1	1.4	0.5	1.3	1.3	1.6	2.0	2.2	3.0	0.9	2.2	1.8	0.8 ^{d/}	2.4 ^{d/}
Barbados	1.9	2.4	7.7	-1.2	1.5	2.4	2.6	-1.2	1.6	1.4	6.0	7.3	3.8 ^{e/}	5.5 ^{e/}
Bolivia	10.2	12.4	4.7	7.7	2.2	4.6	1.6	0.9	3.3	4.4	5.4	4.3	2.9	8.3
Brazil	66	16	6.9	3.2	4.9	7.1	6.8	8.4	14.8	6.6	6.9	4.2	2.0	3.0
Chile	8.2	7.4	6.1	5.1	3.3	3.8	3.6	2.5	2.8	1.1	3.1	3.4	2.9	6.2
Colombia	20.9	20.8	18.5	18.7	10.9	9.2	8	6.3	7.1	5.9	5.0	4.3	4.2	4.7
Costa Rica	23.2	17.5	13.2	11.7	10	11	11.3	9.2	9.4	12.3	13.8	11.5	7.0	7.1
Dominican Republic	12.5	5.4	8.3	4.8	6.5	7.7	8.9	5.2	27.4	51.5	4.2	7.6	3.5	5.2
Ecuador	22.9	24.4	30.6	36.1	52.2	96.1	37.7	12.6	7.9	2.7	2.1	3.3	2.4	2.1
El Salvador	10.1	9.8	4.5	2.5	0.5	2.3	3.7	1.9	2.1	4.5	3.7	4.6	3.7	3.2
Guatemala	8.4	11.1	9.2	6.6	5.2	6.0	7.3	8.1	5.6	7.6	9.1	6.6	4.2	5.4
Haiti	25.5	19.7	27.8	10.6	8.7	13.7	14.2	9.9	39.3	21.2	15.8	14.2	...	...
Honduras	29.5	23.8	20.2	13.7	11.6	11	9.7	7.7	7.7	8.1	8.8	5.6	3.7	5.5
Jamaica	19.9	26.4	9.7	8.6	6.0	8.1	7.0	7.1	10.5	13.5	15.3	8.6	13.2 ^{e/}	6.4 ^{e/}
Mexico	35	34.4	20.6	15.9	16.6	9.5	6.4	5	4.5	4.7	4.0	3.6	2.5	2.2
Nicaragua	11.1	12.1	7.3	18.5	7.2	9.9	4.7	4	6.5	8.5	9.6	9.1	7.5	8.2
Panama	0.9	1.3	1.3	0.6	1.3	1.4	0.3	1	0.6	0.5	2.9	2.5	1.5	4.3
Paraguay	13.4	9.8	7	11.6	6.8	9	7.3	10.5	14.2	4.3	6.8	9.6	5.4	3.2
Peru	11.1	11.6	8.5	7.3	3.5	3.8	2.0	0.2	2.3	3.7	1.6	2.0	1.4	3.0
Trinidad and Tobago	5.3	3.3	3.9	5.3	3.4	3.6	5.5	4.2	3.8	3.7	6.9	8.3	7.2	5.4
Uruguay	42.2	28.3	19.8	10.8	5.7	4.8	4.4	14	19.4	9.2	4.7	6.4	6.2	8.7
Venezuela	59.9	99.9	50	35.8	23.6	16.2	12.5	22.4	31.1	21.7	16.0	13.7	12.5	10.9
Average a/	38.4	23.8	13.5	10.0	9.1	7.7	6.0	9.7	10.8	6.8	6.5	5.6	3.7	4.0
Average b/	38.1	23.6	13.4	10.0	9.0	7.7	6.0	9.6	10.8	6.8	6.5	5.6	3.7	3.9

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

a/ Weighted average. Does not include Caribbean countries.

b/ Weighted average. Includes Caribbean countries.

c/ Change from December to September.

d/ 12-month change through September.

e/ 12-month change through June.

TABLE 12-A

LATIN AMERICA AND THE CARIBBEAN
GROSS DOMESTIC PRODUCT, 1996 - 2006 ^{a/}
(Average annual rates)

Country	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006 ^{a/}
Latin America	3.8	5.5	2.5	0.2	3.9	0.3	-0.5	2.1	6.2	4.6	5.6
Argentina	5.5	8.1	3.9	-3.4	-0.8	-4.4	-10.9	8.8	9.0	9.2	8.5
Bolivia	4.4	5.0	5.0	0.4	2.5	1.7	2.5	2.7	4.2	4.0	4.6
Brazil	2.2	3.4	0.0	0.3	4.3	1.3	2.7	1.1	5.7	2.9	3.7
Chile	7.4	6.6	3.2	-0.8	4.5	3.4	2.2	3.9	6.0	5.7	4.0
Colombia	2.1	3.4	0.6	-4.2	2.9	1.5	1.9	3.9	4.9	4.7	6.8
Costa Rica	0.9	5.6	8.4	8.2	1.8	1.1	2.9	6.4	4.3	5.9	8.2
Cuba	7.8	2.7	0.2	6.3	6.1	3.0	1.8	3.8	5.4	11.8	12.5
Dominican Republic	7.2	8.1	8.3	6.1	7.9	2.3	5.0	-0.4	2.7	9.2	10.7
Ecuador	2.4	4.1	2.1	-6.3	2.8	5.3	4.2	3.6	7.9	4.7	4.1
El Salvador	1.7	4.2	3.7	3.4	2.2	1.7	2.3	2.3	1.8	2.8	4.2
Guatemala	3.0	4.4	5.0	3.8	3.6	2.3	3.9	2.5	3.2	3.5	4.9
Haiti	4.1	2.7	2.2	2.7	0.9	-1.0	-0.3	0.4	-3.5	1.8	2.3
Honduras	3.6	5.0	2.9	-1.9	5.7	2.6	2.7	3.5	5.0	4.1	6.0
Mexico	5.2	6.8	5.0	3.8	6.6	0.0	0.8	1.4	4.2	2.8	4.8
Nicaragua	6.3	4.0	3.7	7.0	4.1	3.0	0.8	2.5	5.3	4.3	3.7
Panama	7.4	6.4	7.4	4.0	2.7	0.6	2.2	4.2	7.5	6.9	8.1
Paraguay	1.3	3.0	0.6	-1.5	-3.3	2.1	0.0	3.8	4.1	2.9	4.3
Peru	2.5	6.9	-0.7	0.9	3.0	0.2	5.0	4.0	5.1	6.7	7.6
Uruguay	5.6	5.0	4.5	-2.8	-1.4	-3.4	-11.0	2.2	11.8	6.6	7.0
Venezuela	-0.2	6.4	0.3	-6.0	3.7	3.4	-8.9	-7.8	18.3	10.3	10.3
The Caribbean											
Anguilla	3.5	9.2	5.2	8.7	-0.3	3.3	-3.1	3.3	16.3	11.7	10.4
Antigua and Barbuda	6.1	5.6	4.9	4.9	3.3	1.5	2.0	4.3	5.2	5.5	12.2
Aruba ^{b/}	1.3	7.8	6.7	1.1	3.7	-0.7	-2.6	1.4	3.6	...	...
Bahamas ^{c/}	4.2	4.9	6.8	4.0	1.9	0.8	1.4	1.9	2.8	3.5	4.0
Barbados	4.0	4.7	3.6	0.4	2.3	-2.6	0.6	2.0	4.8	4.1	3.9
Belize	1.4	3.6	3.7	8.7	13.0	5.0	5.1	9.3	4.6	3.5	5.6
Bermuda	...	...	...	...	3.4	...	...	4.7	1.3	...	...
Dominica	3.1	2.0	2.8	1.6	1.3	-4.2	-5.1	0.1	3.0	3.3	4.0
Grenada	2.9	4.4	7.9	7.3	7.0	-4.2	1.2	6.4	-6.5	12.8	0.7
Guyana ^{d/}	8.0	6.2	-1.7	3.0	-1.3	2.3	1.1	-0.7	1.6	-1.9	4.7
Jamaica	-1.1	-1.0	-1.2	1.0	0.7	1.5	1.1	2.3	1.0	1.4	2.5
Saint Kitts and Nevis	5.9	7.3	1.0	3.9	6.5	1.7	-0.3	-1.2	7.3	4.4	4.6
San Vicente and the Granadines	1.6	3.1	5.7	3.6	2.0	-0.1	3.2	2.8	6.8	2.2	6.9
Santa Lucia	1.3	1.0	3.3	3.9	0.1	-3.7	0.8	3.1	4.5	3.8	5.0
Suriname	1.3	5.7	1.6	-0.9	-0.1	6.8	2.6	6.0	8.1	5.5	4.9
Trinidad and Tobago	7.0	7.7	8.1	8.0	6.9	4.2	7.9	14.4	8.8	8.0	12.0
Latin America and the Caribbean	3.8	5.5	2.5	0.2	3.9	0.3	-0.5	2.1	6.2	4.6	5.6

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

a/ Preliminary data.

b/ Central Bureau of Statistics, Aruba.

c/ Bahamas Central Statistical Office.

d/ Guyana Bureau of Statistics.

TABLE 13-A

LATIN AMERICA AND THE CARIBBEAN: PROJECTED URBAN UNEMPLOYMENT RATE BY SEMESTER, 2002 - 2008 (*)
(Percentages)

Country	2002			2003			2004			2005			2006			2007			2008*
	I	II	Annual	I	II	Annual	I	II	Annual	I	II	Annual	I	II	Annual	I	II*	Annual*	Annual
Latin America and the Caribbean ^{a/}	11.8	11.0	11.4	11.5	11.2	11.3	11.1	9.9	10.5	9.7	8.7	9.2	9.0	8.6	8.8	8.6	7.7	8.2	7.9
Selected countries ^{b/}	12.0	11.1	11.6	11.7	11.4	11.5	11.4	10.1	10.7	9.9	8.8	9.4	9.2	8.7	8.9	8.7	7.8	8.3	8.0
Argentina	21.5	17.8	19.7	15.6	15.4	17.3	14.6	12.7	13.6	12.6	10.6	11.8	10.9	9.5	10.3	9.2	7.9	8.5	8.4
Brazil	7.3	7.1	7.1	12.2	12.5	12.3	12.3	10.7	11.5	10.3	9.3	9.8	10.1	9.8	10.0	9.9	8.8	9.3	8.8
Chile	10.0	9.7	9.8	9.6	9.4	9.5	10.0	10.0	10.0	9.6	8.9	9.2	8.6	7.0	7.8	6.8	6.6	6.7	6.6
Colombia	18.5	16.9	17.6	17.5	15.9	16.7	16.5	14.4	15.4	15.0	12.9	14.1	13.4	12.5	13.0	12.4	11.0	11.7	11.5
Ecuador	8.8	8.5	8.6	10.1	9.6	9.8	11.3	10.7	11.0	11.1	10.3	10.8	10.4	9.9	10.1	9.9	9.3	9.6	9.3
Mexico	3.9	3.9	3.9	4.1	5.1	4.6	5.3	5.3	5.3	4.9	4.6	4.8	4.4	4.9	4.7	4.8	4.8	4.8	4.8
Peru ^{c/}	10.3	8.6	9.4	9.7	9.2	9.4	10.1	8.8	9.4	10.5	8.7	9.8	9.0	8.1	8.5	9.0	7.8	8.4	8.4
Uruguay	15.2	18.8	17.0	18.1	15.7	16.9	13.5	12.7	13.1	12.2	12.2	12.2	12.2	10.6	11.6	10.3	8.9	9.6	9.4
Venezuela	15.5	16.2	15.9	19.3	16.8	18.0	16.7	13.9	15.6	13.2	11.3	12.4	10.6	9.4	10.1	9.3	8.3	8.8	8.9
Other countries ^{d/}	10.1	9.9	9.9	9.9	9.5	9.6	10.4	9.1	8.5	9.0	7.9	7.6	8.2	7.8	7.3	7.8	6.9	7.7	7.1

Source: ILO, based on estimates of the countries and the IMF.

a/ Weighted averages.

b/ Selected countries represent nearly 89% of the urban labour force.

c/ Corresponds to Metropolitan Lima.

d/ Includes Bolivia, the Dominican Republic, Paraguay, Central American and Caribbean countries. These countries represent approximately 11% of the regional urban labour force.

*Figures correspond to forecasts for a 'moderate' GDP growth scenario.

TABLE 14-A

LATIN AMERICA AND THE CARIBBEAN: PROJECTED ANNUAL GDP GROWTH RATE BY SEMESTER, 2002 - 2008 (*) *(Annual percentage change)*

Country	2002			2003			2004			2005			2006			2007			2008*	
	I	II	Annual	I	II	Annual	I	II	Annual	I	II	Annual	I	II	Annual	I	II*	Annual*	Annual	
Latina America and the Caribbean ^{a/}	-1.9	0.9	-0.5	1.6	2.8	2.1	6.1	6.3	6.2	4.7	4.6	4.6	5.3	5.9	5.6	5.2	5.8	5.5	4.7	
	-1.8	0.7	-0.5	1.5	2.9	2.2	6.5	6.2	6.4	4.7	4.6	4.7	5.2	5.8	5.5	5.2	5.7	5.5	4.7	
Selected countries ^{b/}	-14.9	-6.6	-10.9	6.6	10.9	8.8	9.2	9.0	9.0	9.2	9.2	9.2	8.3	8.7	8.5	8.3	8.7	8.5	6.4	
	1.0	3.7	2.7	1.7	0.6	1.1	6.4	5.0	5.7	2.8	3.1	2.9	2.8	4.6	3.7	4.9	5.7	5.3	5.0	
	1.5	2.8	2.2	4.2	3.6	3.9	4.6	7.5	6.0	6.8	4.7	5.7	4.5	3.5	4.0	6.0	4.7	5.3	4.8	
	1.4	2.4	1.9	2.6	5.0	3.9	5.2	4.5	4.9	5.9	3.7	4.7	5.8	7.7	6.8	7.7	5.9	6.8	5.3	
	4.9	3.6	4.2	1.3	5.8	3.6	9.7	6.5	7.9	5.8	6.2	4.7	5.0	2.9	4.1	1.3	3.9	2.6	2.9	
	-0.2	1.9	0.8	1.1	1.6	1.4	3.7	4.7	4.2	2.8	2.8	2.8	5.2	4.4	4.8	2.7	3.3	3.0	3.0	
	5.0	5.0	5.0	5.2	2.9	4.0	3.8	6.5	5.1	6.2	7.2	6.7	6.9	8.4	7.6	7.8	8.2	8.0	6.3	
	-8.3	-13.7	-11.0	-6.3	10.9	2.2	13.0	10.9	11.8	6.9	6.3	6.6	7.3	6.7	7.0	5.8	9.0	7.4	6.4	
	-6.6	-10.9	-8.9	-15.0	-0.3	-7.8	23.2	14.2	18.3	10.3	10.2	10.3	9.8	10.8	10.3	8.2	8.4	8.3	5.8	
	Other countries ^{c/}	4.2	2.0	3.1	4.4	2.4	3.4	3.7	6.8	5.3	6.0	4.4	5.2	7.1	6.5	6.8	5.0	6.6	5.8	4.6

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

a/ Weighted averages.

b/ GDP of the group of selected countries represents nearly 92% of the regional GDP.

c/ Includes Bolivia, the Dominican Republic, Paraguay, Central American and Caribbean countries. These countries represent approximately 8% of the regional GDP.

*Figures correspond to forecasts for a 'moderate' GDP growth scenario.

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