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2017 Labour Overview

Latin America and the Caribbean

ILO Regional Office for Latin America and the Caribbean

2017 **Labour** Overview

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CONTENTS

FOREWORD

The *2017 Labour Overview* of Latin America and the Caribbean summarizes economic trends in the countries of the region in 2017 and analyses the impact on labour markets observed this year, as well as expected results for 2018. This year's feature article examines wage trends in the region during the period 2005-2015.

Compared with 2016, during which practically all labour indicators worsened, 2017 has been a year of mixed performance, of ups and downs, with some signs of improvement and others of deterioration in regional and sub-regional averages, as well as significant variations in national and sub-regional contexts.

The mixed results occurred because the region returned to the path of growth in 2017, to a rate of 1.2%, which is not high enough to reverse the negative trends in all labour market indicators, but only in some of them. Additionally, there was the usual lag between the reactivation of the economy and the upturn in labour markets.

The main novelty of the *2017 Labour Overview* is that the end of the widespread deterioration of labour markets in recent years is in sight, as is the beginning of a new phase of improvement — if the expected acceleration of growth materialises in 2018 (1.9% according to the IMF and 2.2% according to ECLAC).

This new regional labour trend is a welcome one, but we should remember that the overall context is still characterised by a clear deterioration resulting from a combination of the 2011-2015 economic deceleration and the 2016 contraction.

On the negative side, despite the economic reactivation of 1.2% in 2017, the regional average unemployment rate rose for the third consecutive year, from 7.9% in 2016 to 8.4% at the end of 2017. In absolute terms, this rate means that some 26.4 million people are unemployed in the region, two million more than in 2016.

The situation in Brazil carries considerable weight in regional averages since it is the region's largest economy and home to nearly 40% of the labour force. For this reason, this *Labour Overview* provides data on some key indicators excluding Brazil.

When Brazil is excluded, the average unemployment rate for the remainder of the countries of the region was positive, declining from 6.1% to 5.8%, according to year-over-year information available as at the end of the third quarter.

Similarly, the regional youth unemployment rate rose in 2017, but fell when Brazil was excluded. The regional rate increased from 18.9% in 2016 to 19.5% in 2017. In other words, for the first time in a decade, almost one of every five youth looking for a job did not find one. Without Brazil, however, the youth unemployment rate decreased by one percentage point, from 13.7% in 2016 to 12.7% in 2017, a positive development. Jamaica and Brazil have the highest youth unemployment rates in the region at nearly 30%.

As usual, unemployment varied by region. The Southern Cone had the highest rate in both 2016 and 2017, rising from 10.7% to 11.9% at the end of the third quarter of the respective years. In the Andean countries, the rate fell slightly, to 6.8%. In Central America and Mexico, the rate declined from 4.5% to 4.0%. In the Caribbean, the rate decreased from 7.8% to 7.4%.

IIn 2017, the unemployment rate for women rose to 10.4%, up from 9.9% the previous year. This increase is slightly larger than that for men, which rose from 7.2% to 7.6%. A positive development is that the labour force participation rate for women surpassed the 50 per cent mark for the first time in 2017. Nevertheless, gender gaps of more than 20 percentage points remain for both the labour force participation rate and the employment-to-population ratio.

The quality of employment also experienced mixed results. In 2017, for countries with available information, wage employment increased by 0.3% in an apparent reversal of recent trends. Own-account employment rose by 0.7%, however, indicating that the trend toward the deterioration of the quality of employment, as measured by this indicator, continued in 2017. Other indicators of quality of employment, such as registered employment, performed poorly in several South American countries, whereas in many Central American countries and in Mexico, the positive trend observed in recent years continued.

The manufacturing industry experienced a growth in employment of 1.9% from January to September 2017, which contrasts with the strong contraction that occurred in 2016. This reversal is a positive indicator since this sector concentrates nearly 13% of total employment and generally has more formal labour relations.

Real wages in the formal sector in seven of the nine countries analysed increased in 2017 and declined in just two. Falling inflation rates significantly influenced this result. Minimum wages rose in 14 of 16 countries.

In summary, it was a mixed panorama, with signs of recovery in some indicators and countries, and of further deterioration in others. However, as mentioned, the main novelty is that the widespread deterioration we reported in previous years appears to be ending.

If the accelerated economic growth expected in the region in 2018 materialises, the labour market situation will also significantly improve. We estimate that the regional average unemployment rate will decline from 8.4% in 2017 to 8.1% in 2018.

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

The good news is that growth is no longer declining and is increasing to 1.2% in 2017 and to approximately 2.0% in 2018. This positive development hides the bad news, however, because this "new normal" is not the level of growth economies and societies of the region need. Growth rates of 1.2% and 2.0% are insufficient for removing poor populations from poverty at an adequate pace. They also fall short for satisfying and financing the demands and expectations of the middle classes in terms of quality services and quality jobs. And they are insufficient for making a notable difference in informality and the quality of employment.

Additionally, it should not be forgotten that this upswing in growth is attributed largely to a more favourable external context rather than to efforts to start the new engines of sustained, inclusive and sustainable growth.

The 1.2% of economic growth in 2017 is a third of global economic growth for that year (3.6%) and less than a fifth of the growth recorded for Asia (6.5%). Although these growth rates are much better than those recorded during the recent cycle of deceleration/contraction, they mean that the region lags behind in comparison with the dynamism of the global economy and some regions.

Therefore, it should be stressed that to advance rapidly toward a better employment future, and to have transformative impact on social and labour market indicators, countries must grow by 5% or 6% annually. This means addressing structural gaps of low productivity and the lack of productive development and diversification. Education and vocational training and business development also require attention. Only then will they manage to progress toward more sustained, inclusive and sustainable development with more and better jobs and to escape from the middle-income trap.

This demands different ways of doing things, starting with agreed responses and broad shared visions, and taking social dialogue very seriously as a method to promote the great transformations needed.

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Executive Summary /

2017 **Labour**
Overview

EXECUTIVE SUMMARY

Mixed Performance in 2017 Points to End of Sustained Deterioration in Labour Markets

The labour situation in Latin America and the Caribbean showed mixed performance in 2017, with some signs of improvement in a context still characterized by market deterioration resulting from the combination of the 2011- 2015 economic slowdown and the 2016 contraction (-0.9 per cent). In 2017, the region returned to the path of growth, although this is moderate (1.2 per cent). Labour market recovery usually lags behind the recovery of economic growth, especially when the growth rate is low. Thus, despite the economic recovery, the regional unemployment rate rose for the third consecutive year, from 7.9 per cent in 2016 to 8.4 per cent at the end of 2017. In absolute terms, this rate means that some 26.4 million are unemployed in the region, two million more than in 2016.

Although the increase in the regional unemployment rate is a negative development, two considerations should be kept in mind when assessing the labour situation: first, this information is an average and this average was strongly influenced by Brazil, an economy that accounts for nearly 40 per cent of the regional labour force. Brazil experienced severe economic contraction in 2015 (-3.8 per cent) and 2016 (-3.6 per cent), which was reflected in unemployment rates of 8.5 per cent in 2015, 11.5 per cent in 2016 and 13.1 per cent in 2017 (average of three quarters). When the regional average is calculated excluding Brazil, the average unemployment rate to the third quarter of 2017 is estimated at 5.8 per cent, below the 6.1 per cent recorded in 2016. In other words, excluding Brazil, the average unemployment rate for the remainder of the countries in the region declined, although only slightly.

The second consideration is that in 2017, positive changes were observed in some indicators of the quality of employment: real wages of the formal sector are recovering, as are real minimum wages, and employment in manufacturing experienced a significant recovery. Nevertheless, the recent trends of rising own-account employment and the decrease in the percentage of employees as a share of the total employed population continue, indicating a deterioration in the quality of employment.

Clearly, labour market performance in 2017 can be characterized as mixed, with signs of deterioration in some indicators and improvements in others, depending on the level of data disaggregation.

With respect to the continuing trend towards deterioration in nearly all indicators reported in recent editions of the *Labour Overview,* which led to the classification of the 2016 labour situation as a "slow-motion crisis," for the first time in three years, it is possible to glimpse what appears to be the end of that process of continuous deterioration of regional labour markets and the beginning of a new phase of improvement.

This improvement is slight and fragile, however, and will endure only if the economic recovery observed in 2017 and expected in 2018 continues.

The Global and Regional Economic Context Improved in 2017

In 2016, world economic growth recorded the lowest rate since the international financial crisis (3.2 per cent). According to the IMF, GDP growth will increase to 3.6 per cent in 2017 and 3.7 per cent in 2018. This higher growth has led to a rise in global demand, with a positive impact on commodity demand and prices, as well as on global trade and regional exports. This vigorous performance reversed the regional economic contraction of 2016. While regional economic growth fell -0.9 per cent that year, the IMF has estimated that growth will reach 1.2 per cent in 2017.

Economic performance varied by sub-region and country. The moderate regional growth is largely associated with an incipient increase in Brazil's GDP (0.7 per cent) in 2017, which reverses two consecutive years of strong economic contraction. By contrast, Venezuela, another country of weight in the Latin American average in recent years, continued its significant negative growth trend. While most South American countries had positive economic performance in 2017, in the aggregate, they will grow just 0.6 per cent. The Caribbean, Central America and Mexico will continue to record positive economic growth, although at more moderate rates than in 2016.

Within the improved overall economic performance of Latin America and the Caribbean in 2017, the positive influence of rising commodity prices and the growth of regional exports was observed, together with a moderate recovery in consumption. Although this performance reverses the trend observed in recent years, which was characterized by the deterioration in the terms of trade and the contraction of demand associated with lower private consumption and public spending, it also underscores the significant dependence of the regional economy and labour market on exogenous factors such as external demand. In this regard, future short- and medium-term performance of the regional economy will depend on the extent to which the more stable international context observed in 2017 continues over the next few years, as well as on the countries' efforts to reduce dependence on a few export commodities through policies to promote productive development and diversification and supply chains of more added value and technological content.

Average Regional Unemployment Continued to Rise in 2017, Together with Signs of Improvement

The regional unemployment rate is expected to increase for the third consecutive year, from 7.9 per cent in 2016 to 8.4 per cent at the end of 2017. Nevertheless, if Brazil is excluded from the regional average, the unemployment rate for the remainder of the region declines slightly, from 6.1 per cent in 2016 to 5.8 per cent to the third quarter of 2017.

To the extent that the expected economic growth of Brazil is reflected in the labour market, it is likely that Brazilian and regional unemployment rates will improve, especially in 2018.

The regional employment-to-population ratio fell -0.2 percentage points, largely due to the contraction of the employment-to-population ratio in Brazil (-0.8 percentage points to the third quarter).

The regional labour force participation rate rose 0.1 percentage points, to 61.8 per cent to the third quarter of 2017.

Less regional labour demand coupled with an increased labour supply explain the 0.5 percentage-point increase in the unemployment rate, which is estimated at 8.4 per cent at the end of 2017.

Another sign of improvement is that fewer countries experienced rising unemployment rates in 2017 compared with 2016. Whereas in 2016, unemployment rose in 13 of the 19 countries, in 2017, unemployment increased in just nine of the 19 countries. The highest increases in 2017 were recorded in Brazil (1.8 percentage points) and Belize (1.0 percentage point). The most significant decreases were observed in the Bahamas (-2.8 percentage points), the Dominican Republic (-1.7 percentage points), Jamaica (-1.2 percentage points) and Ecuador (-1.1 percentage points).

Unemployment Rates Vary by Sub-regions

The unemployment rate varied in terms of level and performance across the different sub-regions.

With respect to levels, the highest rates in both 2016 and 2017 are observed in the Southern Cone, where the rate increased from 10.7 per cent in 2016 (third quarter) to 11.9 per cent in 2017 in the same period. This trend once again reflects the rise in unemployment in Brazil. Eliminating the effect of Brazil, the unemployment rate for the Southern Cone fell slightly, from 8.5 per cent to 8.2 per cent.

In the Andean countries, the unemployment rate declined slightly, by -0.1 percentage points. Central America and Mexico recorded a decrease in the unemployment rate, from 4.5 per cent in 2016 (third quarter) to 4.0 per cent in 2017 (third quarter). In the Caribbean, the unemployment rate fell from 7.8 per cent to 7.4 per cent, although it remains relatively high.

Unemployment Rose among Men and Women and Gaps Persist

Between 2016 and 2017, the women's unemployment rate rose from 9.9 per cent to 10.4 per cent, which was slightly higher than the increase among men, which rose from 7.2 per cent to 7.6 per cent. For the first time in over a decade, the unemployment rate among women reached double digits. As in previous years, the unemployment rate among women is 1.4 times that among men.

The increase in the labour force participation rate among women has been constant in the region in recent years. In 2017, it surpassed 50 per cent (50.2 per cent) for the first time. Nevertheless, the labour force participation rate and the employment-to-population ratio for women reveal gaps of more than 20 percentage points as compared with those of men.

Youth Unemployment Continues to Rise

The regional average youth unemployment rate rose from 18.9 per cent in 2016 to 19.5 per cent in 2017. In other words, for the first time in a decade, one in five youth looking for a job did not find it. This means that the number of unemployed youth increased by some 9.8 to 10.2 million between 2016 and 2017. Nevertheless, without Brazil, the regional average youth unemployment rate fell by one percentage point, from 13.7 per cent in 2016 to 12.7 per cent in 2017. Table 3 of the Statistical Annex lists the change in youth unemployment rates by country.

Mixed Results Are Observed in the Quality of the Jobs Created

Until 2016, there were two clear trends pointing to a deterioration in the quality of employment: the reduction in job creation in the formal wage sector, which declined from 65.3 per cent in 2013 to 64.1 per cent in 2015, and to 63.4 per cent in 2016. Secondly, the increase in the creation of own-account jobs, which rose from 21.6 per cent to 22.8 per cent and to 23.6 per cent in the same years.

In 2017, for nine countries with available information, wage employment increased by 0.3 per cent in an apparent reversal of the trend of previous years, but own-account employment grew more rapidly, by 0.7 per cent, which indicates that the decreasing trend in the quality of employment continued in 2017.

Finally, although employment has recovered somewhat in a context of moderate GDP growth, most of these new jobs are of poor quality.

Mixed performance was also observed for other indicators of employment quality. In South America, registered employment is still weak; by contrast, in Central America and Mexico, registered employment in 2017 continued the positive trend recorded in recent years. Time-related underemployment rates also varied across countries.

Employment in Manufacturing Recovered

A distinctive aspect of 2017 was the employment growth in manufacturing. The manufacturing sector experienced a growth in employment of 1.9 per cent from January to September of 2017, contrasting with the strong contraction in employment that this economic sector recorded in the same period of 2016 (-4.3 per cent). This reversal is a positive sign that the economic recovery is beginning to be reflected in the labour market. This is good news for a sector that concentrates nearly 13 per cent of total employment and that is generally characterized as having more formal labour relations. Additionally, there is a positive trend in regional employment in the services sector, particularly trade and other services, which concentrate more than half of regional urban employment and which employ a large share of women.

Change in Real Wages in a Context of Lower Inflation

Information on wages of the registered or formal sector between the third quarters of 2016 and 2017 demonstrates that in seven of the nine countries with available information, real wages increased, and declined in just two (Peru and Mexico). This improvement is heavily influenced by the lower inflation rates in most of the countries.

This trend is also observed in the change in minimum wages. Nominal adjustments above the inflation rate led to the growth of real minimum wages in 14 of 16 countries. This produced an increase in real minimum wages from 4.3 per cent to the third quarter of 2017, nearly double that observed in the same period of 2016 (2.3 per cent).

Information on real average wages aggregated at the national level (formal and informal sectors) for 21 countries had the following results: real average wages increased by 2.4 per cent in 2013,

declined by -0.3 per cent in 2014, rose by 0.7 per cent in 2015 and remained constant in 2016 (0.05 per cent). No aggregate information for the national level is yet available for 2017.

Outlook

The regional average unemployment rate will be an estimated 8.1 per cent in 2018, below the 8.4 per cent recorded in 2017. This will mark the first decline in the unemployment rate in three years.

Feature Article: Real Wage Trends, 2005-2015

The feature article the L*abour* O*verview* this year examines wage trends in Latin America for the period 2005-2015.[1] Overall, the change in wages is influenced by economic growth, job creation, inflation and institutional factors, such as systems for wage negotiation and establishment of minimum wages.

The period 2005-2015 was characterized by the economic growth resulting from the boom in prices of the commodities the region exports, by the 2008 international financial crisis and by the economic deceleration that began in 2012.

In that period, the simple average of real monthly wages in Latin America grew to 19.8 per cent, equivalent to a real increase of 1.8 per cent annually. In other words, on average, regional real wages rose consistently throughout the period, although with important differences across sub-regions and sectors.

Positive Change but with Differences among Sub-regions and the Private, Public and Domestic Work Sectors

Despite the regional trend of wage growth, variations were observed across sub-regions.

The largest increases in real wages were observed in the Southern Cone, followed by the Andean countries, which recorded an increase approaching the regional average. By contrast, in Central America and Mexico, increases were far below the average, with modest growth throughout the period analyzed. Just three of the 15 countries studied experienced reductions in real average wages during the period: Mexico, El Salvador and Honduras.

The superior performance of the Southern Cone countries is associated with the positive effect of the commodities super cycle, which especially benefitted South American countries.

Overall, the adjustments to regional real wages were associated with productivity. Nevertheless, in Central American countries and Mexico, wage adjustments fell short of the productivity increases recorded. Thus, factors other than economic performance affected the lower growth of real wages in that sub-region.

The different performance of wages in the public, private and domestic work sectors was also analyzed. In Latin America, public employees accounted for 18 per cent of all employees in 2015; domestic workers represented 8 per cent; and, private-sector employees, 74 per cent. Each of these groups has a different wage-setting method.

While in Southern Cone and Andean countries, real wages of the private sector paralleled those of the public sector, in Central America and Mexico, real wages of the public sector increased by 15 per cent, while those of the private sector remained constant in real terms.

Wages of domestic workers grew at higher rates than those of other sectors in the three sub-regions. This trend led to a relative reduction in the wage gap between domestic workers and other workers. Wages of domestic workers continue to be among the lowest on the wage scale, however. Public-sector wages are approximately 50 per cent higher than the average wage, followed by those of the private sector, which are close to the average, while wages of domestic workers are in most cases less than 50 per cent of the average wage.

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1   The Caribbean was not included in this analysis due to the lack of sufficient, comparable data.

Significant, Widespread Improvements in Real Minimum Wages

The feature article also reviews minimum wage policies. The goal of the minimum wage is to protect workers against the payment of unduly low wages. Its effective application helps low-earning workers to equally participate in the fruits of progress. As such, the minimum wage policy is a key component of efforts to promote inclusive growth and reduce poverty and inequalities.

During the period 2005-2015, there were significant, widespread improvements in real minimum wages, which rose an average of 42 per cent during the period, the equivalent of 3.6 per cent annually. The Andean countries experienced the highest increases (4.0 per cent), followed by those of the Southern Cone (3.8 per cent), and Central America and Mexico (3.0 per cent), to a lesser extent. Honduras, Uruguay and Bolivia had the highest accumulated increase in minimum wages while Paraguay, Mexico, the Dominican Republic and Colombia had the lowest.

The minimum wage is analyzed in relation to the poverty line in 14 countries. In 2005, eight countries had a minimum wage that was below two urban poverty lines; by 2014, just five countries were in that situation, which indicates an improvement in the purchasing power of minimum wages. However, since poverty lines are expressed for individuals, it is necessary to consider household size. The minimum wage is insufficient to free an average household – composed of 4.3 people for the poorest 50 percent of households – from poverty.

The rate of non-compliance with the minimum wage in the private sector was also estimated and analyzed. Although seven of the 14 countries studied demonstrated an improvement, the data indicate that it is a serious problem since half of the countries have rates exceeding 20 per cent. A low level of non-compliance is not always a positive indicator. If a country establishes an extremely low minimum wage, to the point that many workers receive higher wages, non-compliance rates may be low, but the minimum wage will be useless as an instrument for protection in this case.

Gender Wage Gaps Narrow

In Latin America, the monthly gender wage gap decreased from approximately 20 per cent to 15 per cent between 2005 and 2015, a trend identified in the three sub-regions analyzed. This occurred mainly because women's wages grew at a higher rate than those of men (25 per cent and 18 per cent, respectively). Women continue to earn lower wages than men, however.

A breakdown of this relative improvement demonstrated that three-fourths is due to wage increases among women and one-fourth to changes in the composition of women's employment, particularly their increased employment in the private sector and reduced participation in domestic work.

In the public sector, during the period 2005-2015, the wage gap narrowed significantly in all sub-regions. In the private sector, there were relatively minor reductions in the gap in the Southern Cone and in Central America and Mexico, and a slight increase in the gap in the Andean countries.

Increase in the Wage Bill and Improvement of Distributive Indicators

Finally, the feature article states that wage and employment improvements during the period analyzed led to an estimated increase of 4.4 percentage points in the wage bill in relation to regional GDP. The highest increase was recorded in the Southern Cone (9.8 percentage points) and the Andean sub-region (4.2 percentage points), while the wage bill remained constant in Central America and Mexico.

Additionally, the distributive indicators analyzed indicate that wage inequality declined in Latin America and in all the sub-regions, particularly among the deciles at opposite ends of the spectrum (D9/D1). This was a clear trend only until 2013 given that reductions in wage inequality slowed during the period of economic deceleration.
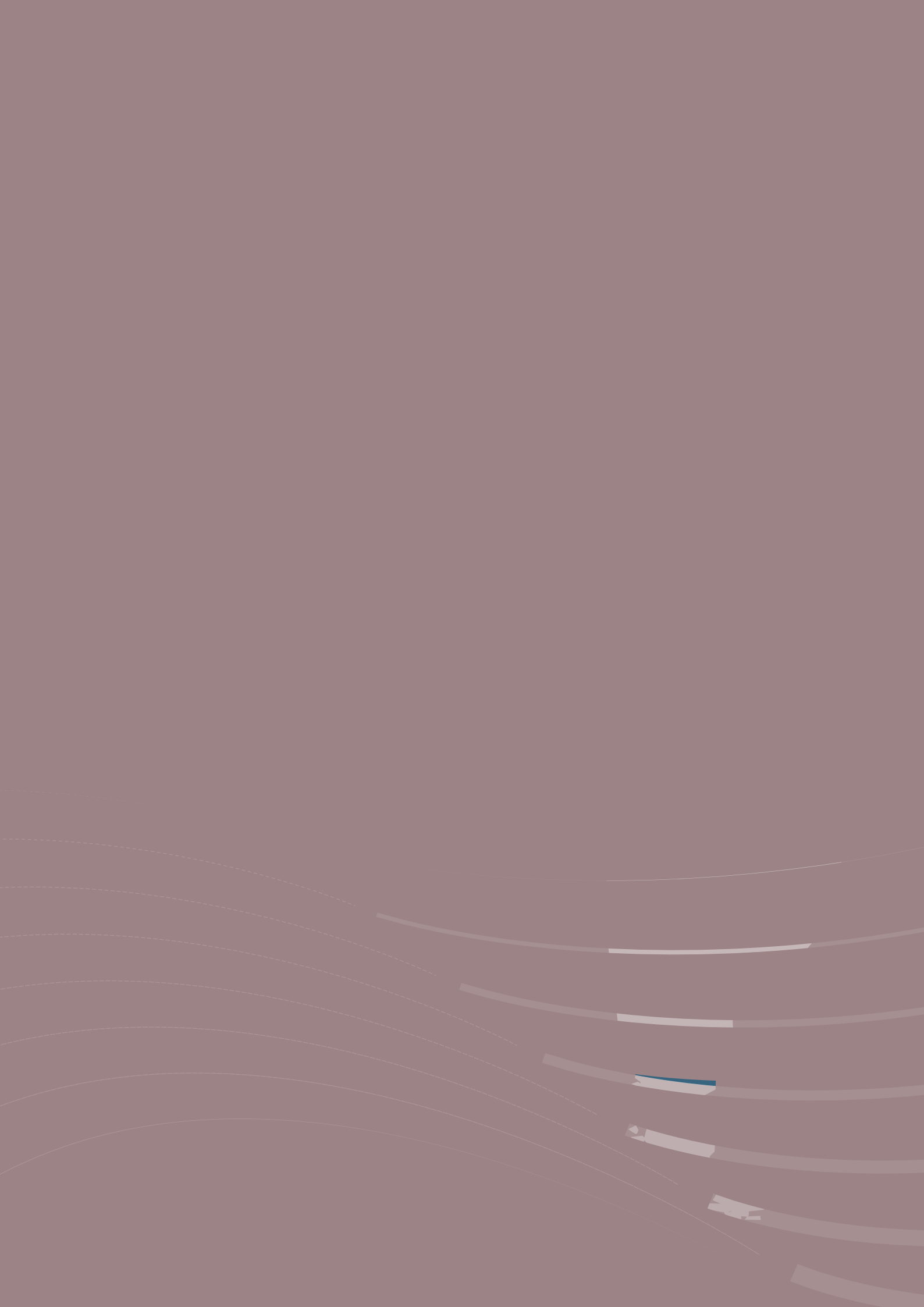
Labour Report /

2017 **Labour** Overview

LABOUR REPORT

The global economic context

Economic and Labour Situation in the World's Leading Economies

According to the most recent forecasts of the International Monetary Fund (IMF), the growth of the world Gross Domestic Product (GDP) in 2017 (3.6%) will be slightly higher than in 2016 (3.2%), reversing the downward trend for the first time in a decade (Table 1). The advanced economies recorded a slight recovery, which is strongest in Canada (a gain of 1.5 percentage points in 2017) and the United States (0.7 percentage points). The Euro Zone will also grow at a higher rate than in 2016. Only Spain will maintain a growth rate similar to that recorded in 2016, while Germany, Italy and France will grow 2.1%, 1.5% and 1.6%, respectively, slightly more than the 1.9%, 0.9% and 1.2% of 2016. In the United Kingdom, growth will decline from 1.8% in 2016 to 1.7% in 2017.

In emerging and developing economies, the growth rate will rise slightly over that of 2016 (from 4.3% to 4.6%). This is mainly because Russia, which experienced a contraction in 2016 (-0.2%), will grow this year (1.8%). China will grow 6.8%, slightly above the 6.7% reported in 2016, confirming that the country is transitioning to a "new normal" of lower growth rates than those observed during the past decade. For its part, India will record growth, but less so than in 2016 (from 7.1% to 6.7%).

Latin America and the Caribbean, which contracted in 2016 (-0.9%), will recover growth in 2017 (1.2%). Brazil and Argentina, which experienced negative growth rates of -3.6% and -2.2% last year, will expand by 0.7% and 2.5% in 2017, respectively. Growth in Mexico will decrease from 2.3% in 2016 to 2.1% in 2017.

Economic growth in Sub-Saharan Africa increased by 1.2 percentage points, from 1.4% in 2016 to 2.6% in 2017. By contrast, growth will slow in the Middle East, North Africa, Afghanistan and Pakistan, from 5.0% in 2016 to 2.6% in 2017.

The acceleration of growth in the advanced economies is also reflected in the significant upswing in the volume of global trade, which rose from 2.4% in 2016 to 4.2% in 2017.

TABLE 1. World: Annual GDP Change by Region and World Trade Data by Year and Region. 2010-2020 (Annual percentage change)

Region	Years								
	2010	2011	2012	2013	2014	2015	2016	2017*	2018*
World GDP	**5.4**	**4.3**	**3.5**	**3.5**	**3.6**	**3.4**	**3.2**	**3.6**	**3.7**
Advanced economies	**3.1**	**1.7**	**1.2**	**1.3**	**2.1**	**2.2**	**1.7**	**2.2**	**2.0**
United States	2.5	1.6	2.2	1.7	2.6	2.9	1.5	2.2	2.3
Euro Zone	2.1	1.6	-0.9	-0.2	1.3	2.0	1.8	2.1	1.9
Germany	3.9	3.7	0.7	0.6	1.9	1.5	1.9	2.1	1.8
Italy	1.7	0.6	-2.8	-1.7	0.1	0.8	0.9	1.5	1.1
Spain	0.0	-1.0	-2.9	-1.7	1.4	3.2	3.2	3.1	2.5
France	2.0	2.1	0.2	0.6	0.9	1.1	1.2	1.6	1.8
Japan	4.2	-0.1	1.5	2.0	0.3	1.1	1.0	1.5	0.7
United Kingdom	1.9	1.5	1.3	1.9	3.1	2.2	1.8	1.7	1.5
Canada	3.1	3.1	1.7	2.5	2.6	0.9	1.5	3.0	2.1
Emerging and developing countries	**7.4**	**6.4**	**5.4**	**5.1**	**4.7**	**4.3**	**4.3**	**4.6**	**4.9**
Commonwealth of Independent States	4.7	5.3	3.6	2.5	1.1	-2.2	0.4	2.1	2.1
Russia	4.5	5.1	3.7	1.8	0.7	-2.8	-0.2	1.8	1.6
Developing countries of Asia	9.6	7.9	7.0	6.9	6.8	6.8	6.4	6.5	6.5

(continues...)

Region	Years								
	2010	**2011**	**2012**	**2013**	**2014**	**2015**	**2016**	**2017***	**2018***
China	10.6	9.5	7.9	7.8	7.3	6.9	6.7	6.8	6.5
India	10.3	6.6	5.5	6.4	7.5	8.0	7.1	6.7	7.4
Latin America and the Caribbean	6.1	4.7	3.0	2.9	1.2	0.1	-0.9	1.2	1.9
Brazil	7.5	4.0	1.9	3.0	0.5	-3.8	-3.6	0.7	1.5
Mexico	5.1	4.0	4.0	1.4	2.3	2.7	2.3	2.1	1.9
Sub-Saharan Africa	7.0	5.1	4.4	5.3	5.1	3.4	1.4	2.6	3.4
Middle East, Northern Africa, Afghanistan and Pakistan	4.7	4.5	5.2	2.7	2.8	2.7	5.0	2.6	3.5
Volume of global trade	**12.5**	**7.1**	**2.7**	**3.6**	**3.8**	**2.8**	**2.4**	**4.2**	**4.0**
Commodity price index (2005=100)	**152.1**	**192.1**	**185.7**	**182.8**	**171.5**	**111.1**	**100.0**	**112.3**	**112.2**

Source: IMF (2017a).
Note: (*) Estimated data for 2017, 2018, 2019 and 2020.

Unemployment rates also varied significantly across regions and countries. In the United States, the downward trend continued, reaching 4.3% in the third quarter of 2017. This figure is similar to the rate recorded before the crisis (2008-2009). The European Union reached its highest unemployment rate in 2013; since then, the rate has gradually declined. In the third quarter of 2017, the Euro Zone recorded an unemployment rate of 9.1%, the lowest since the second quarter of 2009. In China, the unemployment rate has remained at approximately 4% for more than a decade (Figure 1).

| FIGURE 1. **Quarterly Unemployment Rate in Selected Countries. 2003 I - 2017 III (Percentages)**
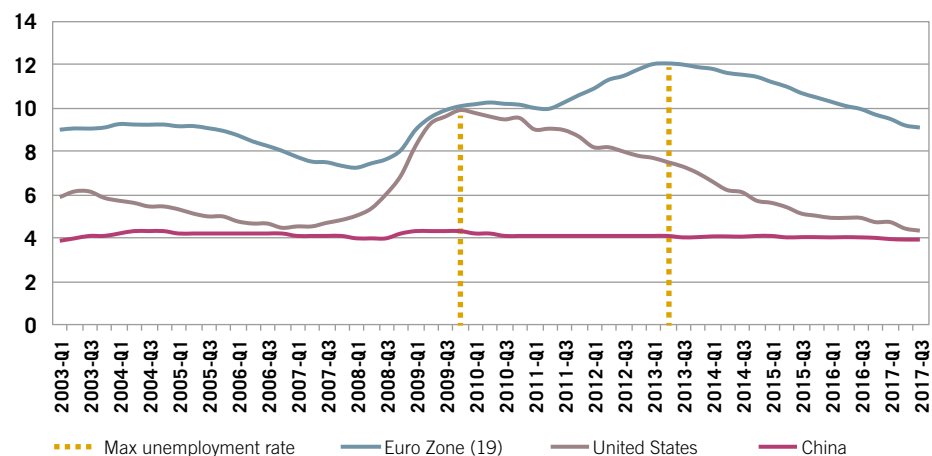
Source: Bureau of Labor Statistics (United States), Eurostat and the National Statistics Office of China.

The Cboe Volatility Index (VIX) is a key measure of market expectations of 30-day volatility conveyed by S&P 500 stock index option prices. Figure 2 demonstrates how this index reached its apex between November and December of 2008, at the height of the global crisis. It also shows how it began a downward trend in July 2016, and has remained at very low levels, at an average of 12.2. This illustrates the optimism of international investors regarding short-term market performance.

FIGURE 2. **Chicago Options Market Volatility Index (VIX S&P 500)**
January 2004 - November 2017
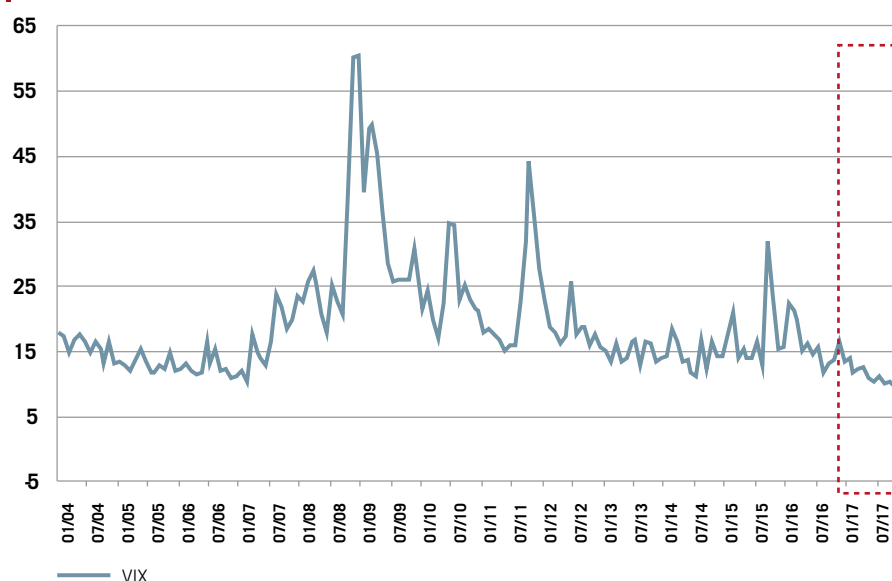
Source: Investing.com.

Economic Situation of Latin America and the Caribbean in 2017: From Contraction to Recovery

In Latin America and the Caribbean, 2017 shows clear signs of recovery, albeit of modest growth. The regional economy is expected to grow 1.2% in 2017, according to the IMF and the Economic Commission for Latin America and the Caribbean (ECLAC). These figures approach the 1.5% growth forecast in October 2016 and represent a reversal of the sharp decline observed in 2016.[1] Until 2011, the regional economy grew more than the world average; since 2012, it has grown less than that average. While the gap widened after 2012, in 2017 it appears to be narrowing (Figure 3). According to these projections, the gap could reduce even further in 2018.

FIGURE 3. **World and Latin America and the Caribbean: GDP Growth. 2010-2018**
(Annual percentage change)
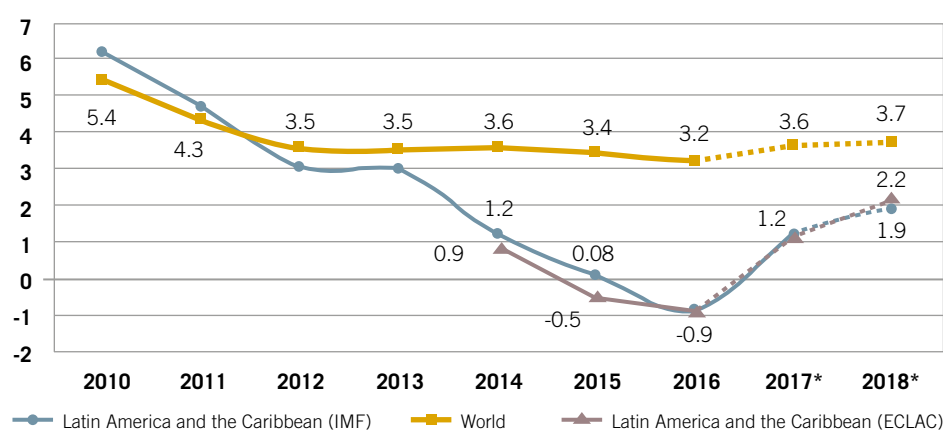
Source: IMF (2017a) and ECLAC (2017a).
Note: (*) Estimated data for 2017 and 2018.

The situation varies, however (Table 2). In Central America, growth will reach approximately 3.4%, and in Mexico, nearly 2.1%, both rates slightly below those observed in 2016. In South America, GDP growth will range from 0.6% (IMF) to 0.7% (ECLAC). This sub-region is heavily influenced by GDP growth in Brazil (approximately 0.7%) and Argentina (2.5%). The growth performance of those

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1   IMF (2017a).

two countries influenced the Southern Cone sub-regional average and the regional average for the third consecutive year. In 2017, Ecuador joined these countries given the fragile recovery of its GDP. The Bolivarian Republic of Venezuela will continue to contract sharply, but less so than in 2016.

The Caribbean sub-region is expected to grow at a rate of 0.3% in 2017, according to ECLAC, or of 2.8%, according to the IMF, depending on the group of countries considered (See Note C of Table 2). These differences are heavily influenced by Surinam, a country where growth is expected to contract between -1.2% (IMF) and -0.2% (ECLAC), and by the Dominican Republic, where growth will be approximately 4.8%. Both the IMF and ECLAC estimated that GDP will decrease this year in Trinidad and Tobago.

TABLE 2. **Latin America and the Caribbean: GDP Growth Projections, by Country and Sub-region. 2015-2018 (Annual percentage change)**

	IMF				ECLAC			
	2015	**2016**	**2017***	**2018***	**2015**	**2016**	**2017***	**2018***
Latin America and the Caribbean a/	**0.1**	**-0.9**	**1.2**	**1.9**	**-0.5**	**-0.9**	**1.2**	**2.2**
Latin America b/	**...**	**...**	**...**	**...**	**-0.5**	**-0.9**	**1.2**	**2.2**
Argentina	2.6	-2.2	2.5	2.5	2.4	-1.8	2.4	2.7
Bolivia (Pluri. State of)	4.9	4.3	4.2	4.0	4.8	4.5	4.0	4.0
Brazil	-3.8	-3.6	0.7	1.5	-3.9	-3.4	0.7	2.0
Chile	2.3	1.6	1.4	2.5	2.1	1.6	1.5	2.8
Colombia	3.1	2.0	1.7	2.8	3.1	2.3	1.8	2.6
Costa Rica	4.7	4.3	3.8	3.8	3.7	4.2	3.9	4.0
Cuba	...	...	...	...	4.3	0.8	0.5	0.5
Dominican Republic	7.0	6.6	4.8	5.8	7.0	6.5	4.9	5.1
El Salvador	2.3	2.4	2.3	2.1	2.5	2.2	2.4	2.4
Guatemala	4.1	3.1	3.2	3.4	4.1	3.3	3.4	3.5
Haiti	1.2	1.4	1.0	3.0	1.2	1.5	1.0	2.0
Honduras	3.6	3.6	4.0	3.6	3.6	3.5	3.7	3.7
Mexico	2.7	2.3	2.1	1.9	2.5	2.1	2.2	2.4
Nicaragua	4.9	4.7	4.5	4.3	4.9	4.5	4.5	4.5
Panama	5.8	4.9	5.3	5.6	5.8	5.4	5.5	5.4
Paraguay	3.0	4.1	3.9	4.0	3.0	4.0	4.0	4.0
Peru	3.3	4.0	2.7	3.8	3.3	3.9	2.5	3.5
Uruguay	0.4	1.5	3.5	3.1	1.0	0.6	3.0	3.2
Venezuela (Boliv. Rep. of)	-6.2	-16.5	-12.0	-6.0	-5.7	-8.0	-8.0	-4.0
Caribbean c/	**3.9**	**3.4**	**2.8**	**4.4**	**-0.5**	**-0.3**	**0.3**	**1.9**
The Bahamas	-1.7	-0.3	1.8	2.5	-1.7	0.5	1.4	2.2
Barbados	0.9	1.6	0.9	0.5	0.9	1.6	1.5	1.8
Belize	2.9	-0.8	2.5	2.3	1.2	0.8	3.2	2.3
Dominica	-2.5	2.6	3.9	2.8	-1.8	4.2	-3.0	2.0
Granada	6.4	3.7	2.5	2.3	5.1	1.9	4.2	3.1
Guyana	3.1	3.3	3.5	3.6	3.00	4.4	2.9	3.6
Jamaica	0.9	1.3	1.7	2.3	0.8	1.2	1.6	2.4
Saint Kitts and Nevis	4.9	3.1	2.7	3.5	3.8	4.7	1.9	3.8
Saint Lucia	2.0	1.0	1.6	2.8	2.4	1.2	1.5	3.4
Saint Vincent and the Grenadines	0.9	0.8	2.2	2.8	1.6	2.3	3.0	1.6
Surinam	-2.7	-10.5	-1.2	1.2	-2.0	-4.0	-0.2	0.8
Trinidad and Tobago	-0.6	-5.4	-3.2	1.9	-2.1	-2.5	-2.3	1.0
Central America d/	**4.2**	**3.7**	**3.8**	**3.9**	**4.7**	**3.7**	**3.4**	**3.5**
South America e/	**-1.3**	**-2.6**	**0.6**	**1.6**	**-1.7**	**-2.2**	**0.7**	**2.0**

Source: IMF (2017a) and ECLAC (2017a).

Notes:

a/ The ECLAC estimate includes 33 countries, while that of the IMF includes 32 countries.

b/ The ECLAC estimate considers the 20 countries mentioned in the table.

c/ The ECLAC estimate considers the 13 countries mentioned in the table. The IMF estimate excludes Belize, Guyana and Surinam and includes the Dominican Republic and Haiti (12 countries).

d/ The ECLAC estimate includes Costa Rica, Cuba, the Dominican Republic, El Salvador, Guatemala, Haiti, Honduras, Nicaragua and Panama (9 countries). The IMF includes Belize, Costa Rica, El Salvador, Guatemala, Honduras, Nicaragua and Panama (7 countries).

e/ The ECLAC estimate includes 10 countries: Argentina, Bolivia (Plurinational State of), Brazil, Chile, Colombia, Ecuador, Paraguay, Peru, Uruguay and Venezuela (Bolivarian Republic of). The IMF estimate also includes Guyana and Surinam (12 countries).

(*) Estimated data for 2017 and 2018.

The differing growth rates of Central and South America in 2017 is particularly noteworthy: the first group of countries has an average growth rate of 3.8% while that of the second is 0.6% (IMF). In the Caribbean, except for Surinam, Dominica and Trinidad and Tobago, the countries have positive economic performance.

Another way to view the growth situation is that of the 32 countries in the region, 21 adjusted their growth forecasts downward throughout 2017 with respect to projected rates in 2016, while 11 made upward adjustments.[2] This scenario is mixed in the sense that most of the countries made downward adjustments. However, in 2016, just nine countries revised their growth forecasts whereas 11 did so in 2017 and two of them (Argentina and Brazil) carry significant weight in the regional average. Economic growth has a positive but delayed impact on the labour market and the well-being of individuals. The ILO estimates that for every tenth of a percentage point that the regional growth rate increases, 100,000 jobs are created.[3] Given that the IMF and ECLAC agree that in 2017, Latin America and the Caribbean will grow by 1.2%, some 1,200,000 jobs are likely to be created (Figure 4).

FIGURE 4. Latin America and the Caribbean: GDP Growth Forecasts for October 2011 and October 2017. 2010-2020 (Annual percentage change)
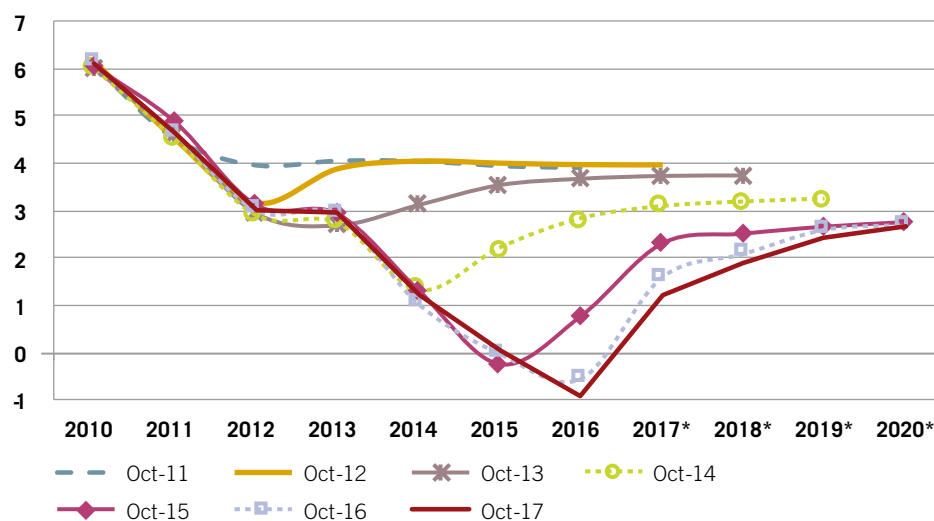
Source: Database of the World Economic Outlook (IMF).
Notes: (*) Estimated data.

Several factors explain the shift from contraction to recovery beginning in 2016.

Until mid-2016, the contraction was mainly associated with the decline in commodity prices and non-tradable sectors associated with external dynamics, such as construction, especially in South America, as well as with political situations that affected the investment climate in specific countries. In 2017, the upswing in commodity prices intensified, and although they declined slightly early in the second quarter of the year, the net result was positive (Figure 5). The IMF Primary Commodity Price Index rose more than 12% in 2017 (Table 1). In the Caribbean, the positive performance of most of the countries was associated with increased tourist flows while the negative growth rates of some commodity-exporting countries, such as Trinidad and Tobago and Surinam, were caused by

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2   IMF (2016a, 2017a) and the database of the Global Economic Outlook.
3   ILO (2014a).

the insufficient recovery of oil prices following the decrease recorded in 2016.[4] This upward trend in commodity prices, coupled with improved international financial conditions, provides a favourable external environment, which is driving the recovery of Latin America and the Caribbean.

FIGURE 5. Latin America and the Caribbean: International Indices of Commodity Prices. January 2003 - June 2017 (2005=100)
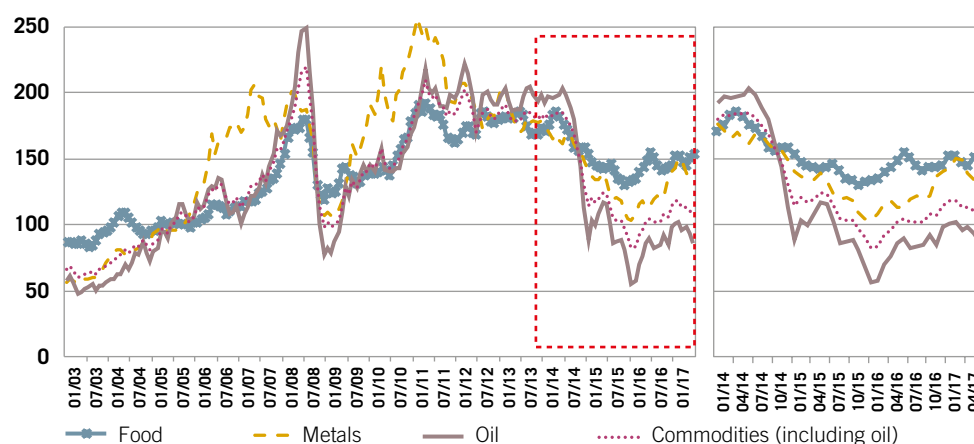
Source: IMF Database (IMF Primary Commodity Prices).

As a result, as Figure 6 demonstrates, the value of the region's exports, particularly primary commodities – which rose sharply in 2010 and 2011, and then fell during 2014-2016 due mainly to declining prices– is expected to grow significantly in 2017, to approximately 10%.[5]

FIGURE 6. Latin America and the Caribbean: Growth in Value of Exports of Goods and Services. 2007-2017 (Annual percentage change)
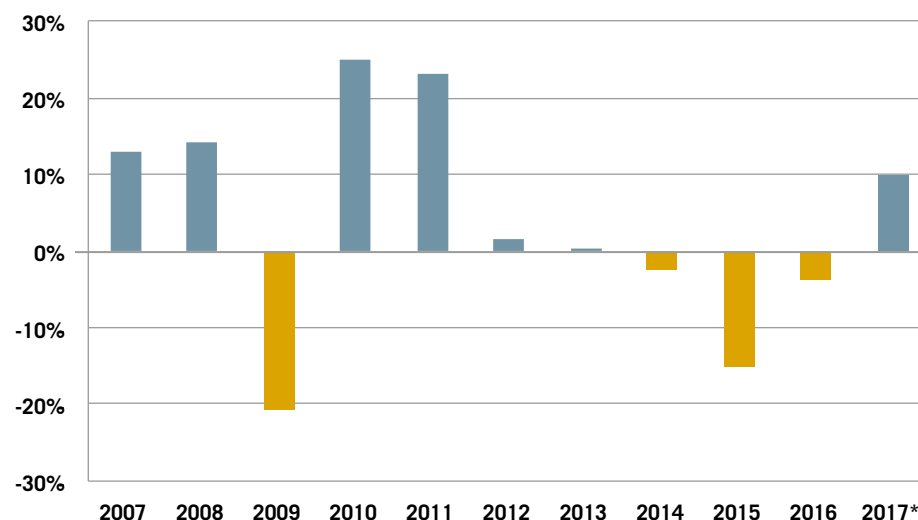
Source: ECLAC Databas (CEPALSTAT).
Note: (*) Estimated data for 2017.

In commodity-exporting countries, which include most of the countries in the region, export prices play a decisive role in economic trends. Figure 7 illustrates the close correlation between the growth rate of export prices (mainly exogenous to the region) and the growth rate of regional GDP. The correlation coefficient, of 0.83 for 2000-2017, clearly demonstrates the close association between these two variables. This association also points to the need for the region to introduce changes in its productive structure, toward increased diversification and more knowledge-intensive, value-added sectors to reduce its vulnerability to price cycles of primary commodity exports.

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4   IMF (2017b).
5   According to ECLAC, the export volumes of goods and services will grow 3.5% in 2017 (ECLAC 2017b). Nevertheless, the IDB's *2017 Trade and Integration Monitor* reported that exports of Latin America and the Caribbean demonstrated a sharp year-over-year increase of 13.2% in the first semester of 2017.

FIGURE 7. Latin America and the Caribbean: Growth of GDP and Export Price Index. 2000-2017 (Annual percentage change)

Gross Domestic Product (left)   Export Price Index (right)
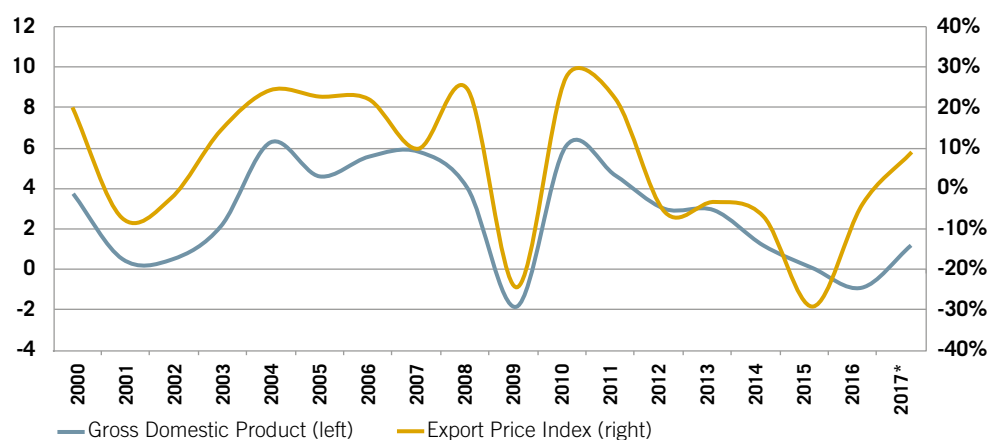
Source: IMF (2017a).
Note: (*) Estimated data for 2017.

The other, more idiosyncratic factors explaining the region's recovery are associated with the performance of the economies of Brazil and Argentina, which represent just over 50% of regional GDP. Since 2016, the two countries have undertaken a series of reforms, such as unifying the exchange rate, normalizing relations with creditors and realigning public service prices closer to marginal costs, among others. This transition in Argentina, which is costly in the short term and explains part of the GDP decline in 2016, has provided a dose of optimism that is reflected in the recovery of investment and GDP this year. The economic situation in Brazil worsened in 2016 due to the political crisis that paralyzed economic policy development and seriously affected confidence levels. However, the crisis had a lesser impact on the Brazilian economy in 2017. The GDP reductions in Brazil and Argentina in 2016 dragged down the regional average for that year. At the same time, the growth rates of 0.7% and 2.5% of those two countries largely explain the recovery of the region this year.

Given the important participation of Mexico in GDP of Latin America and the Caribbean, its economic deceleration threatens the future performance of the region. The pace of GDP growth in that country declined from 2.6% in 2015 to 2.2 % in 2017 and the IMF expects a growth rate of 1.9% in 2018. The deceleration is mainly due to the uncertainty surrounding the renegotiation of the North American Free Trade Agreement (NAFTA), and to a lesser extent, to the U.S. migration situation of that country.

According to IMF and ECLAC studies, and as Figure 8 shows, from 2010 to 2014, GDP growth was sustained by domestic demand, particularly government consumption and increased spending, with a negative contribution of net exports.

FIGURE 8. Latin America and the Caribbean: Contribution of Aggregate Demand Components to GDP Growth. 2000-2016 (Percentages)
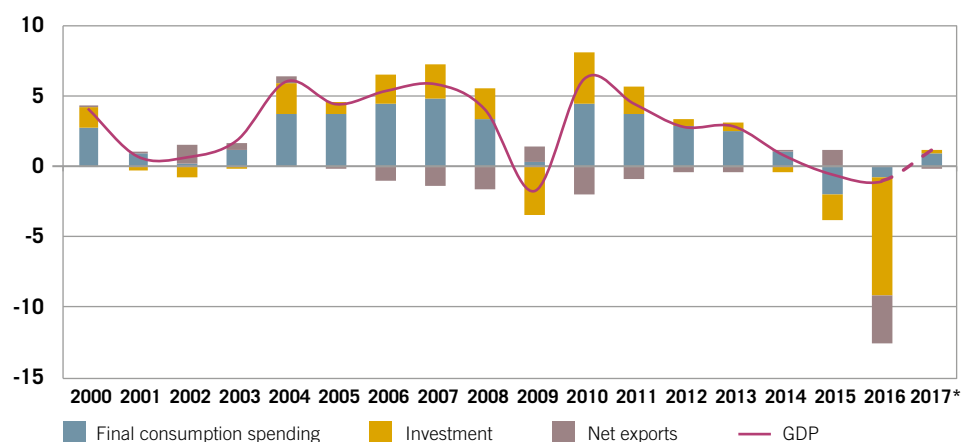
Source: ECLAC Database (CEPALSTAT) and IMF (2017a).
(*) Estimated data for 2017.

This boost in demand disappeared in 2015-2016, however. According to ECLAC, the decline in private consumption in 2015 and 2016 was -1.9% and -0.8%, respectively. According to the IMF, the estimated 2017 GDP growth of 1.2% is sustained by domestic demand, particularly private consumption (0.94%), increased investment (0.23%) and increased net exports (0.02%).[6] Public investment will lead the recovery in Latin America and the Caribbean until 2019. Additionally, Peru, Mexico and the Caribbean countries will begin reconstruction efforts following the Coastal Niño weather phenomenon and the hurricanes affecting these areas, respectively. Rising commodity prices are also contributing to the recovery of fiscal income, which enables increased public investment in a context of slow recovery of private investment.

Finally, another, less important factor is the moderation of inflation that gave a group of Latin American countries space to develop a monetary policy to gradually reactivate domestic demand, unlike last year. Brazil, Chile, Colombia and Peru are the four countries that reduced their interes rate in 2017. Additionally, given that the inflation rate remains above the target, countries such as Argentina, Uruguay and Mexico have gained little space for applying expansive policies.

The IMF estimates that the 2017 fiscal deficit will reach 6.1% of GDP, less than the 6.4% of 2016. Despite the falling deficit, public debt will increase from 58.1% to 59.8% of GDP, its highest level since 2004 (Figure 9). High fiscal deficit and public debt levels in the region point to limited space to develop expansive fiscal policies, except in countries such as Chile and Peru, which have low fiscal deficit and public debt levels in terms of percentages of GDP.

FIGURE 9. Latin America and the Caribbean: Gross Government Debt as a Percentage of GDP. 2000-2017 (Percentages)
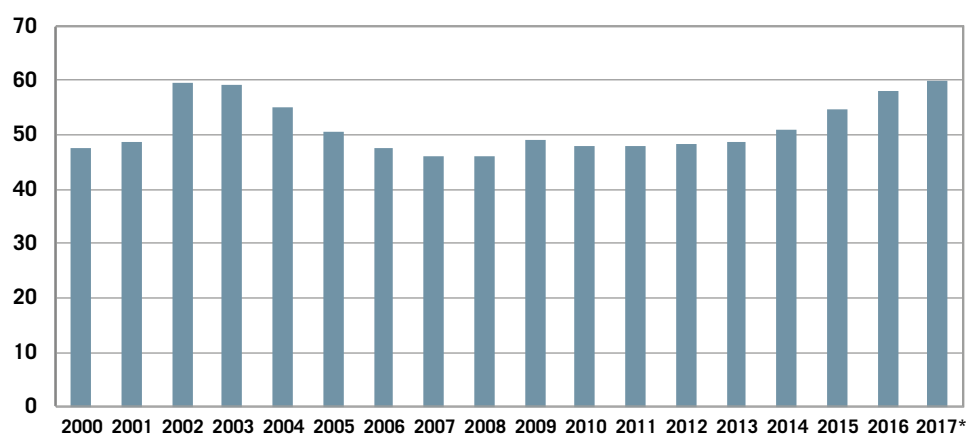
Source: IMF (2017a).
Note: (*) Estimated data for 2017.

6   IMF (2017b).

Finally, although global financial markets are exercising caution and are closely following events such as the monetary policy of the US Federal Reserve System, some capital movements have been observed in the region that suggest improved financial conditions worldwide.[7]

In summary, in terms of both export prices and capital inflows, the region is facing a favourable international context for the first time in many years. Like in previous periods, capital flow to Latin America and the Caribbean is mainly associated with the solid recovery of international commodity prices. Historically, price increases precede capital inflow to the region. That inflow is occurring despite the gradual rise in US interest rates.

Over the next few years, economic policy changes in countries such as the United States and China will clearly affect trade, fiscal and monetary processes, as will political events in the region. From November 2017 to December 2018, an "electoral super cycle" will occur, during which eight presidential elections will be held (Chile, Honduras, Costa Rica, Paraguay, Colombia, Mexico, Brazil and, eventually, the Bolivarian Republic of Venezuela). These electoral processes are characterised by a high level of uncertainty, multiple independent candidates and highly fragmented political parties (Zovatto 2017).

The region will record a growth rate of 1.2% in 2017 (IMF and ECLAC), following a contraction of -0.9% in 2016. As countries with significant GDP increases this year, Uruguay, Argentina, Brazil, Bolivia, Panama and the Dominican Republic led this regional recovery. The following factors explain GDP performance: 1) the recovery of commodity prices beginning in mid-2016 and which continued in 2017; 2) more favourable world financial conditions, which imply the return of financial capital to the region; 3) the moderation of political developments and the corresponding uncertainty that had affected growth in countries with a heavy influence on regional averages, such as Brazil and Argentina; 4) the moderation of inflation that generated space to apply expansive monetary policies in some of the most influential countries in the region (Brazil, Chile, Colombia and Peru); and 5) a subdued expansion of investment components and domestic consumption in aggregate demand. The growth of GDP in 2017 had a direct, positive influence on labour markets, although with delays, as the section on labour market performance in this report explains.

In this scenario, the most visible threat for the region is that the favourable external conditions, which explain much of the region's economic recovery in 2017, will not continue over time. In the real sector of the economy, all eyes are on China. According to the IMF, GDP growth in that country this year will be slightly higher than last year but will gradually decline in subsequent years. In the financial sphere, the withdrawal of the monetary stimulus that has already started in the United States and that could begin in the Euro Zone may interrupt financial capital flows to the region.

Implications

The enormous influence of global conditions on the economic performance of the region is widely documented. During good times (2003-2007), the region advances; during bad times, 2008-2009 and 2011-2016, the region loses ground. The best-managed countries advance more quickly than the others during good times and lose less ground during the bad.

Following this assumption, the current situation will gradually become encouraging for Latin America and the Caribbean. The region has experienced two adverse shocks: the first, that of 2008 and 2009, which were virulent but more transitory; and the second, that of 2011-2016, which was less intense but longer-lasting, a "slow motion crisis." By contrast, in 2017, export prices have appreciably recovered, and the terms of trade have suffered much less than during 2011-2016 (Table 3). However, this scenario of incipient recovery of growth is related to a factor exogenous to the region.

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7   In this regard, the ECLAC states that debt issues of the countries of the region demonstrate a slight decrease in the accumulated amount from January to May 2017 compared with 2016. Despite the debt issue in Brazil, it grew 70%, due especially to the issue of the Brazilian government's oil company, PETROBRAS and to BNDES. The sharp decline of debt issues in Argentina (25%) and Mexico (45%) affected the regional result (reduction of 2%). This reduction in debt issues indicates that in a context of global recovery, and in response to the reduced fiscal space, some governments have opted to moderate their debt levels, despite more favourable global financial conditions (ECLAC 2017c).

TABLE 3. Latin America and the Caribbean: Comparison of Effects of 2008-2009 International Crisis, 2011-2016 Deceleration/Contraction and 2017 Recovery Process (Percentage change during the period specified)

	International Crisis	Deceleration	Recovery
	(2008-2009)	(2011-2016)	2017
Export price index	-24.4%	-47.3%	8%
Terms of trade	-4.8%	-15.9%	-0.19%
Total commodities prices			
Commodity price, without oil	-34.2%	-41.1%	5.0%
Oil	-68.4%	-74.3%	9.0%
Metals	-47.5%	-59.5%	18.0%

Source: IMF (2016), IMF (2017a) and ECLAC (2017c).

These trends confirm that the region has not managed to escape the cycle of high-volatility growth associated with global economic cycles, which has characterised it for decades, with negative and positive impacts on the labour market and social indicators.

Additionally, the fiscal resources used in the region during both the 2008-2009 international crisis and the period 2011-2016, have left much of the region with a reduced fiscal margin to implement policies to stimulate economic activity. However, rapidly declining inflation rates in some countries of the region have enabled them to expand space for monetary policy that can boost private consumption and investment.

Finally, what occurs in labour markets is necessarily a delayed reflection of what occurs in markets of goods and services. Consequently, the acceleration of GDP growth in 2017 will have a positive, although delayed impact. This effect has different levels of intensity associated with the diverse productive structures of the countries, employment growth and reduction of unemployment. These trends are explored in detail in the following section of this report.

The countries of the region should address the developments discussed in this report to continue down the path of sustained growth necessary to resolve the region's major problems of employment and unemployment, as well as to achieve the other Sustainable Development Goals of the 2030 Agenda.

The labour market in Latin America and the Caribbean in 2017[8]

This section analyses the impact of the 2016 economic contraction and the subsequent minor recovery in 2017 on the main labour market indicators of the region. Through the third quarter of 2017, the regional labour market continued to deteriorate, a trend observed despite the small increase in economic growth described in the previous section. The unemployment rate rose for the third consecutive year due to ongoing weak demand for labour.

The analysis of labour force participation rates, employment-to-population ratios and unemployment rates disaggregated by sub-region, gender and age reveals that some groups continued to be more affected than others. Women still have lower labour force participation rates and employment-to-population ratios than men, while one of every five youth in the labour market is unemployed.

This section also includes indicators on the composition and quality of employment and wages. These indicators demonstrate the sustained growth of own-account employment, indicative of a deterioration in working conditions. Wage increases were recorded in a context of lower inflation. It is hoped that the economic upswing will be reflected in the labour market by early 2018.

Key regional indicators with national data

The Unemployment Rate Rose for the Third Consecutive Year

In a context of modest economic growth, the average unemployment rate for the region rose for the third consecutive year, from 8.2% to 8.7% between 2016 and 2017 (data through the third quarter).[9] This increase of 0.5 percentage points was less than the 1.3 percentage points recorded between 2015 and 2016 (Table 4).

CUADRO 4. **América Latina y el Caribe (24 países): principales indicadores laborales a nivel nacional 2007-2017 (porcentajes)**

Years	Labour force participation rate	Employment-to-population ratio	Unemployment rate
Annual data [a]			
2007	61.6	57.6	6.7
2008	61.6	57.8	6.3
2009	62.0	57.6	7.3
2010	61.8	57.5	6.9
2011	61.6	57.7	6.4
2012	62.3	58.3	6.5
2013	62.0	58.2	6.3
2014	61.9	58.1	6.1
2015	62.0	57.9	6.6
2016	62.0	57.2	7.9
2017 [b]	62.1	56.9	8.4
Average to 3rd quarter [c]			
2016 III	61.7	56.7	8.2
2017 III	61.8	56.5	8.7

Source: ILO, based on official information of household surveys of the countries.
Notes:
a/ Data from 24 countries were used to calculate the annual data. See details in the Statistical Annex.
b/ Preliminary estimates.
c/ Data from 19 countries were used to calculate to the 3rd quarter (January to September).

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8   The indicators for the unemployment rate, labour force participation rate and employment-to-population ratio by country, as well as the calculation of these indicators, can be consulted in the National and Urban Statistical Annexes, as well as in the Explanatory Note of the Labour Overview. To the extent possible, information is analysed at the national level through the third quarter of 2017 (average of the first three quarters of the year), except where otherwise indicated.

9   The unemployment rate measures the percentage of unemployed individuals in the labour force (persons actively seeking employment and who are available to work). The labour force participation rate measures the percentage of people in the working-age population who are employed or who are seeking work (ages 15 and over) whereas the employment-to-population ratio measures the percentage of employed persons in the working-age population.

Brazil has a decisive influence on the increased regional average unemployment rate given that it accounts for nearly 40% of the regional labour force, changing the trend in this indicator in 2017. For that reason, it is important to calculate the change in the unemployment rate with and without Brazil, as shown in Table 5. Without Brazil, the regional average unemployment rate fell from 6.1% to 5.8%.

The rise in regional unemployment contributed to limited job creation (labour demand). The regional employment-to-population ratio fell from 56.7% to 56.5%. This decrease in the employment-to-population ratio combined with the slight increase in the labour force participation rate (labour supply), from 61.7% to 61.8%. An increase in the labour force participation rate implies that more people are entering the labour market, which will not necessarily manage to absorb them all, thereby exerting upward pressure on the unemployment rate. Changes in the labour force participation rate can be attributed to two opposing long-term trends: the first is the lower youth labour force participation rate, which could reflect youths' permanence in school and/or discouragement in searching for employment. The second is the continuation of trends toward a higher female labour force participation rate (see the analysis on groups of the employed population in this report).[10] By contrast, the continual decline in the employment-to-population ratio since 2013 generates upward pressure on the unemployment rate, since it implies that labour demand has fallen and that companies are offering fewer jobs.[11]

Despite the relative stability of the labour force participation rate and the potential recovery of the employment-to-population ratio in late 2017 –which is not yet reflected in the recovery of growth in 2017–, it is estimated that the annual unemployment rate will increase from 7.9% to 8.4% between 2016 and 2017.

The Recovery of Growth Has Yet to Affect the Labour Market but Signs of Recovery Exist

Analysing the performance of key indicators of the labour market from quarter to quarter, the variation in the regional unemployment rate is shaped like an inverted U, with growing variations since 2015, which stabilized in 2016 (Figure 10). This has increased for 10 consecutive quarters; however, these increments have become increasingly smaller throughout 2017 (from 0.9% to 0.1%).

Year-over-year variations in the employment-to-population ratio were negative during 13 consecutive quarters (second quarters of 2014 to 2017). The largest contraction occurred in the last quarter of 2016 and, from then on, the variations remained negative but less intense until the third quarter of 2017, when the ratio no longer decreased. This performance is associated with the economic deceleration observed in the region. The labour force participation rate has remained relatively stable during this period, with slight increases between the second quarters of 2015 and 2016. This expansion of the labour supply is most likely because more people who do not participate in the labour market are seeking additional income. Nevertheless, in the first three quarters of 2017, the rate has remained practically unchanged.

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10   In the short term, it is difficult to predict how this variable will change given that households apply diverse strategies in response to expectations and impact of economic cycles.
11   Nevertheless, households facing the need to earn labour income in a context of limited creation of wage employment have largely turned to own-account employment.

FIGURE 10. Latin America and the Caribbean (12 countries): Year-over-year Change of GDP, Employment-to-population Ratio, Unemployment Rate and Labour Force Participation Rate. Quarters 2013 I to 2017 III (Year-over-year percentage point change)
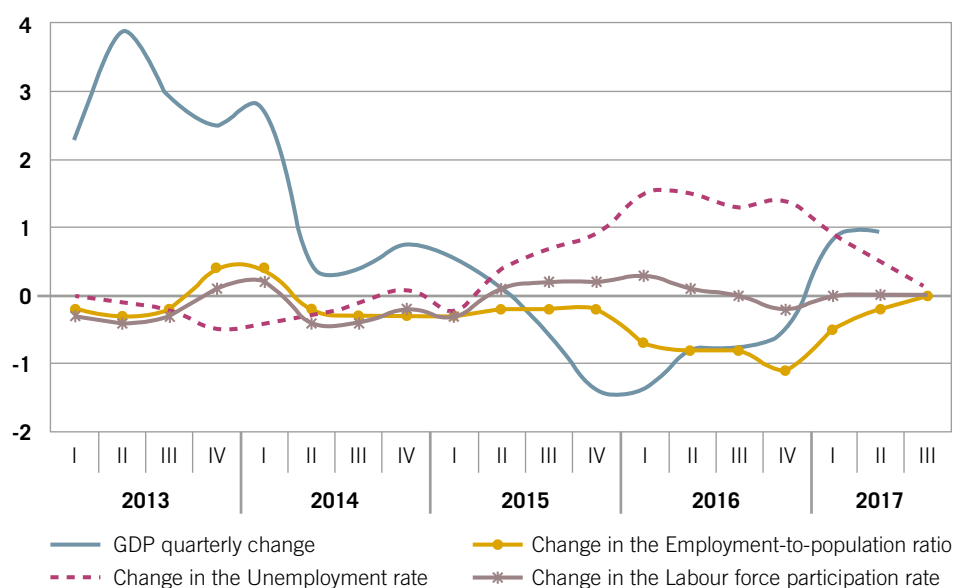
Source: ILO, based on official information of the household surveys of the countries and the ECLAC database (CEPALSTAT).
Note: Preliminary data for 2016 and 2017. Includes Argentina, Brazil, Chile, Colombia, Costa Rica, the Dominican Republic (since 2015), Ecuador, Jamaica, Mexico, Peru, Uruguay and Venezuela (Boliv. Rep. of).

Labour market indicators have a delayed reaction to the changes in economic activity. For example, the lower levels of GDP growth during 2013 (third quarter) and 2013 (fourth quarter) were not reflected in the employment-to-population ratio– which even grew at the highest rate in the period in 2013 (fourth quarter) – or in the unemployment rate –which declined by -0.5 percentage points in 2013 (fourth quarter). Likewise, GDP contraction began to slow in 2016 (first quarter), the unemployment rate continued to climb, and the employment-to-population ratio continued to deteriorate. This delay has several causes, including the fact that labour market agents –such as enterprises– delay in adjusting their expectations, in perceiving whether the recovery is transitory or permanent and in identifying which sectors leading the economic recovery are not job-intensive, among others. Most likely, the effect of positive GDP growth rates in 2017 will be apparent in the labour market only in the last quarter of the year or in early 2018.

Through the third quarter of 2017, the employment-to-population ratio and the unemployment rate have again demonstrated the seasonal behaviour typical of previous years (Figure 11), when economic growth was still positive. The employment-to-population ratio (Panel a) grew quarterly between 2013 and 2015, with important upswings between the third and fourth quarters. By contrast, this did not occur in 2016, a year in which the employment-to-population ratio remained practically stable throughout the year. In 2017, the progressive increase in the employment-to-population ratio of previous years was again apparent. In terms of the unemployment rate (Panel b), during years of economic growth (2013 and 2014), decreases occurred in all quarters of the year, whereas in 2015 and 2016, the unemployment rate rose in the third quarter. The trajectory of 2017 is similar to that of 2013 and 2014.

FIGURE 11. Latin America and the Caribbean (12 countries): Quarterly Change in the Unemployment Rate and Employment-to-Population Ratio. 2012 I - 2017 III (Percentages)

PANEL A: Employment-to-population ratio

PANEL B: Unemployment rate
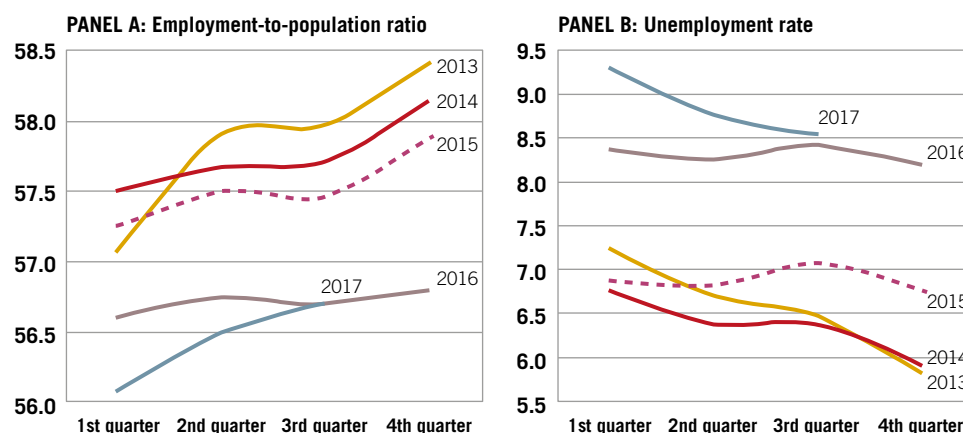
Source: ILO, based on official information of household surveys of the countries.
Note: Preliminary data for 2016 and 2017. Includes Argentina, Brazil, Chile, Colombia, Costa Rica, Ecuador, Jamaica, Mexico, Peru, Dominican Republic (since 2015), Uruguay and Venezuela (Boliv. Rep. of).

Analysis by sub-regions and countries

The Caribbean, Central America and Mexico Recorded the Largest Reductions in the Unemployment Rate

Table 5 demonstrates the diverse performance of labour market indicators among the sub-regions of South America, Central America and Mexico and the Caribbean. Marked differences exist even within these sub-regions. Each sub-region had its own dynamics, heavily influenced by the larger countries in them. These variations reflect sub-regional differences in terms of economic growth.

As mentioned earlier, Brazil had a decisive influence on the increase in the regional average unemployment rate, which this year reversed its previous trend (Table 5). Without considering Brazil, the remainder of the region reduced its unemployment rate from 6.1% to 5.8%, increased its employment-to-population ratio from 58.1% to 58.3% and reduced its labour force participation rate from 61.9% to 61.8%. The unemployment rate in Brazil rose from 11.3% to 13.1% through the third quarter of 2017. The decline in the employment-to-population ratio and the increase in the labour force participation rate resulting from the severe economic contraction of 2015 and 2016 explains that increase, which in turn had an impact on the regional average in 2017.

As in 2016, the Southern Cone has the highest unemployment rates in 2017, where the average rate rose from 10.7% in the 2016 to 11.9% in 2017 (third quarters). Thus, not only does this sub-region have the highest unemployment rate; it also experienced another sharp increase in 2017. Like in the regional average, the effect of Brazil dominated. Without considering that country, the unemployment rate in the Southern Cone fell slightly, from 8.5% to 8.2%, despite the reduction in the employment-to-population ratio (from 54.3% to 54.2%).

TABLE 5. Latin America and the Caribbean (19 countries): Key Indicators of the Labour Market, National Level by Sub-region. January to September, 2016 and 2017 (Percentages)

Sub-region	Labour force participation rate		Employment-to-population ratio		Unemployment rate	
	2016 III	2017 III	2016 III	2017 III	2016 III	2017 III
Latin America and the Caribbean	**61,7**	**61,8**	**56,7**	**56,5**	**8,2**	**8,7**
Latin America and the Caribbean without Brazil	**61,9**	**61,8**	**58,1**	**58,3**	**6,1**	**5,8**
South America	**62,4**	**62,6**	**56,5**	**56,1**	**9,7**	**10,6**
Andean countries a/	67,2	67,4	62,7	62,9	6,9	6,8
Southern Cone b/	60,9	61,0	54,4	53,8	10,7	11,9
Southern Cone without Brazil	59,3	59,0	54,3	54,2	8,5	8,2
Brazil	61,4	61,7	54,4	53,6	11,3	13,1
Central America and Mexico	**59,9**	**59,8**	**57,2**	**57,4**	**4,5**	**4,0**
Mexico	59,7	59,3	57,3	57,3	4,0	3,5
Central America without Mexico c/	60,6	61,0	57,1	57,8	5,9	5,3
Caribbean countries d/	**62,8**	**63,3**	**57,8**	**58,6**	**7,8**	**7,4**

Source: ILO, based on official information of household surveys of the countries.
Notes:
a/ Colombia, Ecuador and Peru.
b/ Argentina, Brazil, Chile, Paraguay and Uruguay.
c/ Costa Rica, the Dominican Republic, Guatemala, Mexico and Panama.
d/ Bahamas, Barbados, Belize and Jamaica.

The unemployment rate decreased in the other sub-regions. The Andean countries recorded a moderate reduction, from 6.9% to 6.8%, due to an increase of 0.2 percentage points in the employment-to-population ratio, which compensated for a similar increase in the labour force participation rate (Table 5).

Central America and Mexico experienced a decline in the unemployment rate, from 4.5% to 4.0%, which resulted from the combination of an increase in the employment-to-population ratio and a reduction in the labour force participation rate.

Finally, the Caribbean recorded a decrease of 0.4 percentage points in the unemployment rate. In this sub-region, the increase in the employment-to-population ratio compensated for the rise in the labour force participation rate.

Compared with 2016, Fewer Countries Experienced Rising Unemployment Rates

Nationwide, labour market trends varied from 2016 to 2017. Unemployment rates deteriorated in nine of 19 countries (Figure 12), fewer than between 2015 and 2016, when unemployment rates rose in 13 of 19 countries.[12] Brazil recorded the largest increase (1.8 percentage points), followed by Belize, Barbados, Trinidad and Tobago, Paraguay, Chile, Guatemala, Uruguay and Colombia. Unemployment rates declined in 10 of 19 countries in 2017 compared with 2016: Argentina, Bahamas, Costa Rica, Ecuador, Honduras, Mexico, Panama, Peru, the Dominican Republic and Jamaica.

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12   Through the third quarter of 2016, the labour force participation rate increased in 11 of 19 countries and the employment-to-population ratio declined in 10 of 19, ILO (2016a).

FIGURE 12. Latin America and the Caribbean (19 countries): National Unemployment Rate. January to September, 2016 and 2017 (Percentages)

Country	Value
Brazil	1.8
Belize	1.0
Barbados	0.7
Trinidad and Tobago	0.7
Latin America and the Caribbean	0.5
Paraguay	0.4
Chile	0.2
Guatemala	0.1
Uruguay	0.1
Colombia	0.1
Peru	0.0
Panama	0.0
Mexico	-0.5
Costa Rica	-0.5
Argentina	-0.6
Honduras	-0.7
Ecuador	-1.1
Jamaica	-1.2
Dominican Republic	-1.7
Bahamas	-2.8

■ 2016 III ■ 2017 III
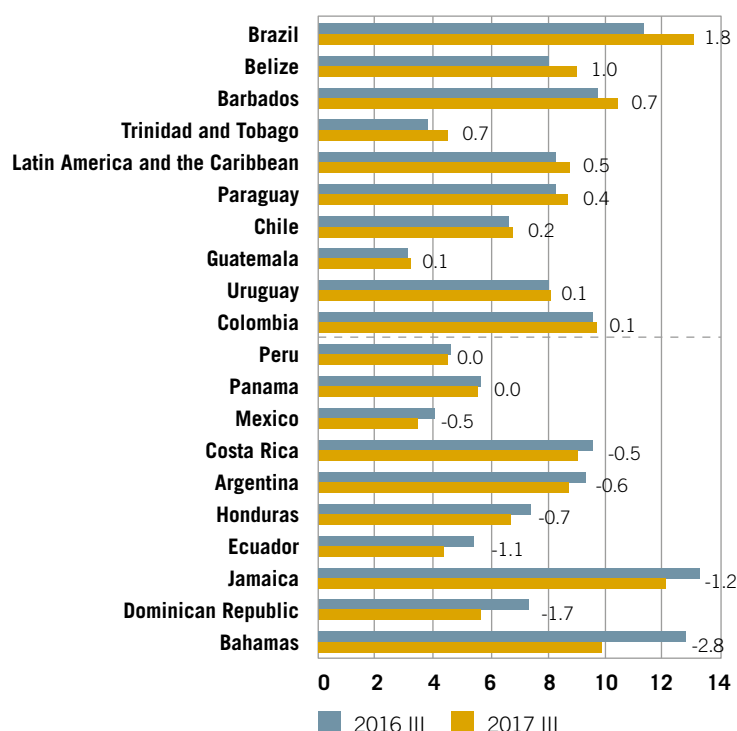
Source: ILO, based on official information of household surveys of the countries.
Note: Variations in the unemployment rate in Panama and Peru were less than 1 percentage point, for which reason they are not apparent in one-decimal data.

As mentioned, the change in the unemployment rate depends on the impact of employment-to-population ratios and labour force participation rates, which are opposite. In this period, employment-to-population ratios varied more than did labour force participation rates, which have remained relatively stable (Table 6).

TABLE 6. Latin America and the Caribbean (19 countries): Key Indicators of the Labour Market, National Level. January to September, 2016 and 2017 (Percentages)

Country	Labour force participation rate		Employment-to-population ratio		Unemployment rate	
	2016 III	2017III	2016 III	2017III	2016 III	2017III
Latin America						
Argentina	57,8	57,4	52,4	52,4	9,3	8,7
Brazil	61,4	61,7	54,4	53,6	11,3	13,1
Chile	59,4	59,6	55,5	55,5	6,6	6,8
Colombia	64,2	64,2	58,0	58,0	9,6	9,7
Costa Rica	57,8	59,4	52,3	54,1	9,5	9,0
Ecuador	68,5	68,8	64,8	65,9	5,4	4,3
Guatemala	61,5	61,0	59,6	59,0	3,1	3,2
Honduras	57,5	59,0	53,2	55,1	7,4	6,7
Mexico	59,7	59,3	57,3	57,3	4,0	3,5
Panama	64,7	64,7	61,1	61,1	5,6	5,6
Paraguay	66,4	66,2	60,9	60,5	8,3	8,7
Peru	72,3	72,5	69,0	69,3	4,5	4,5
Dominican Republic	62,3	62,2	57,7	58,7	7,3	5,6
Uruguay	63,4	62,9	58,4	57,8	8,0	8,1
The Caribbean						
Bahamas	76,9	80,0	67,1	72,1	12,7	9,9
Barbados	66,6	65,4	60,1	58,6	9,7	10,4
Belize	63,7	64,3	58,7	58,5	8,0	9,0
Jamaica	64,8	65,3	56,2	57,4	13,3	12,1
Trinidad and Tobago	60,1	59,8	57,9	57,1	3,8	4,5
Latin America and the Caribbean	**61,7**	**61,8**	**56,7**	**56,5**	**8,2**	**8,7**

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

In the nine countries where the unemployment rate rose, this increase was the result of both factors (Figure 13):

▸ The reduction in the employment-to-population ratio and the increase in the labour force participation rate together exerted upward pressure on the unemployment rate (Belize and Brazil).

▸ The reduction in the employment-to-population ratio was not compensated by the decline in the labour force participation rate (Barbados, Guatemala, Paraguay, Trinidad and Tobago and Uruguay).

▸ In some cases, only one effect was observed. In Chile and Colombia, only the increase in the labour force participation rate exerted pressure since the employment-to-population ratio remained constant. In the regional average, the labour force participation rate did not change but the employment-to-population ratio decreased.

In those countries where the unemployment rate declined, the following situations were observed:

▸ The reduction in the labour force participation rate and the increase in the employment-to-population ratio together exerted downward pressure on the unemployment rate in the Dominican Republic.

▸ The increase in the employment-to-population ratio compensated for the increase in the labour force participation rate in the Bahamas, Costa Rica, Ecuador, Honduras, Jamaica and Peru.

▸ Unlike those countries, the reduction in the unemployment rate in Argentina, Mexico and Panama did not result from increased job creation, but from the decline in the labour force participation rate.

FIGURE 13. Latin America and the Caribbean (19 countries): Labour Force Participation Rate and Employment-to-Population Ratio at the National Level. January to September, 2016 and 2017 (Year-over-year percentage point change)
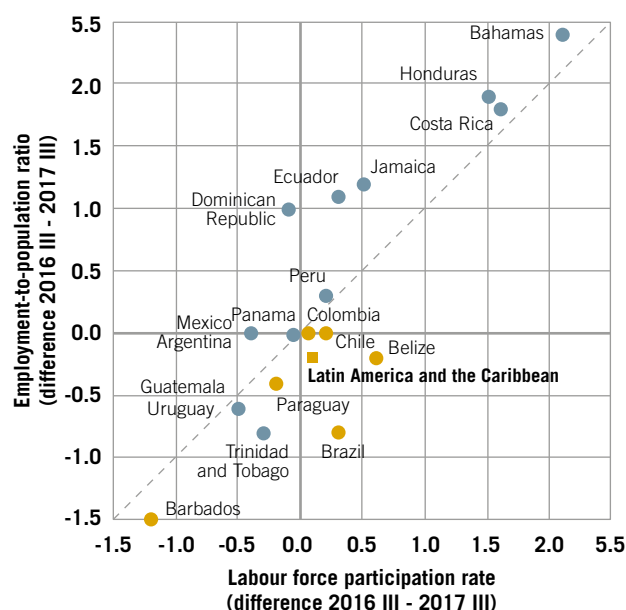
Source: ILO, based on official information of household surveys of the countries.
Note: countries with the same values: Guatemala and Uruguay, and Argentina and Mexico.

Analysis disaggregated by groups of workers: gender, age and geographic area[13]

Unemployment rates for both women and men increased, the former because the labour force participation rate rose and the latter because the employment-to-population ratio declined.

Table 7 shows the differences in labour indicators between men and women over the past 10 years. Women continue to have higher unemployment rates than men, with a gap of more than two percentage points. Women also have lower labour force participation rates than men, with a gap that remains over 25 percentage points. However, it is noteworthy that in 2017, women's labour participation surpassed the 50% mark for the first time. Additionally, the employment-to-population ratio also rose for women between 2007 and 2016, but with a gap of nearly 25 percentage points compared with that for men.

TABLE 7. Latin America and the Caribbean (24 countries): Key Indicators of the Labour Market at the National Level for Annual and Quarterly Periods, by Sex. 2007 and 2012-2017 (Percentages)

	2007	2012	2013	2014	2015	2016	2016	2017
							Average to 3rd quarter	
Unemployment rate	**6.7**	**6.5**	**6.3**	**6.1**	**6.6**	**7.9**	**8.2**	**8.7**
Men	5.4	5.4	5.4	5.3	5.7	6.9	7.2	7.6
Women	8.7	7.9	7.6	7.3	7.9	9.2	9.9	10.4
Labour force participation rate	**61.6**	**62.3**	**62.0**	**61.9**	**62.0**	**62.0**	**61.7**	**61.8**
Men	75.8	75.8	75.5	75.3	75.2	75.0	74.5	74.4
Women	48.7	49.7	49.6	49.4	49.6	49.9	49.8	50.2
Employment-to-population ratio	**57.6**	**58.3**	**58.2**	**58.1**	**57.9**	**57.2**	**56.7**	**56.5**
Men	71.5	71.7	71.4	71.3	70.9	69.9	69.2	68.9
Women	44.6	45.8	45.8	45.8	45.8	45.4	44.9	45.0

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

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13   The series on the unemployment rate, labour force participation rate and employment-to-population ratio by sex at the national level appears in Tables 1N-7N of the Statistical Annex.

In the short term, between 2016 and 2017, the unemployment rate for women rose by 0.5%, slightly more than the increase of 0.4 percentage points for men (Figure 14). The regional labour force participation rate in 2017 remained stable mainly because the increased entry of women into the labour market (0.4 percentage points) was offset by the reduction in the rate of men's entry (-0.1 percentage points). Thus, during the period analysed, trends in labour force participation rates continued, particularly the rising rate for women. With respect to the employment-to-population ratio, the ratio for women rose (0.1 percentage points) whereas that for men declined (-0.3 percentage points). The employment-to-population ratio for men is much higher than that for women (68.9% and 45.0%, respectively).

FIGURE 14. **Latin America and the Caribbean (18 countries): Year-over-Year Change in Key Indicators of the Labour Market, by Sex. January to September, 2016 and 2017 (Percentage points)**
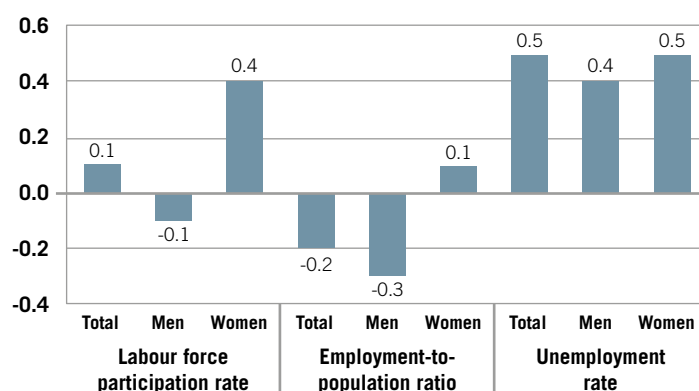
Source: ILO, based on official information of household surveys of the countries.

In the countries where the unemployment rate rose, the increase was more accentuated for women than for men (see Table 2N of the Statistical Annex). This situation was observed in Belize, Brazil, Colombia, Guatemala and Paraguay. Exceptions were Barbados and Uruguay, where the unemployment rate rose more for men than for women (Barbados) or at an equal rate (Uruguay). Among the countries where the unemployment rate fell, in general, the rate declined more for women (Argentina, Bahamas, the Dominican Republic, Ecuador, Jamaica and Panama) although the opposite occurred in two countries (Costa Rica and Mexico).

The unemployment rate for women remained 1.4 times that for men, a trend observed since 2012. Figure 15 illustrates the gender gaps in unemployment rates (Panel a) and labour force participation rates (Panel b). The vertical axes are the unemployment and labour force participation rates for women, respectively, whereas the horizontal axes represent the unemployment and labour force participation rates for men, respectively. In Panel (a), the points above the 45°line demonstrate that the unemployment rate for women is higher than that for men in all countries. The largest gaps are in the countries farthest from the 45° reference line (Belize, Jamaica and Honduras) and the smallest are in those closest to the line (Barbados, Chile and Mexico). In Panel (b), the points below the 45°line indicate that the labour force participation rate for women is lower than that for men in all the countries. The countries with the largest gender gaps in terms of the labour force participation rate are Honduras, Mexico and Guatemala, the last of which has rates for men that can double those for women.

FIGURE 15. Latin America and the Caribbean (17 countries): Unemployment Rates and Labour Force Participation Rates, by Country and Sex. January to September, 2017 (Percentages)

Panel A: Unemployment Rate

Panel B: Labour Force Participation Rate
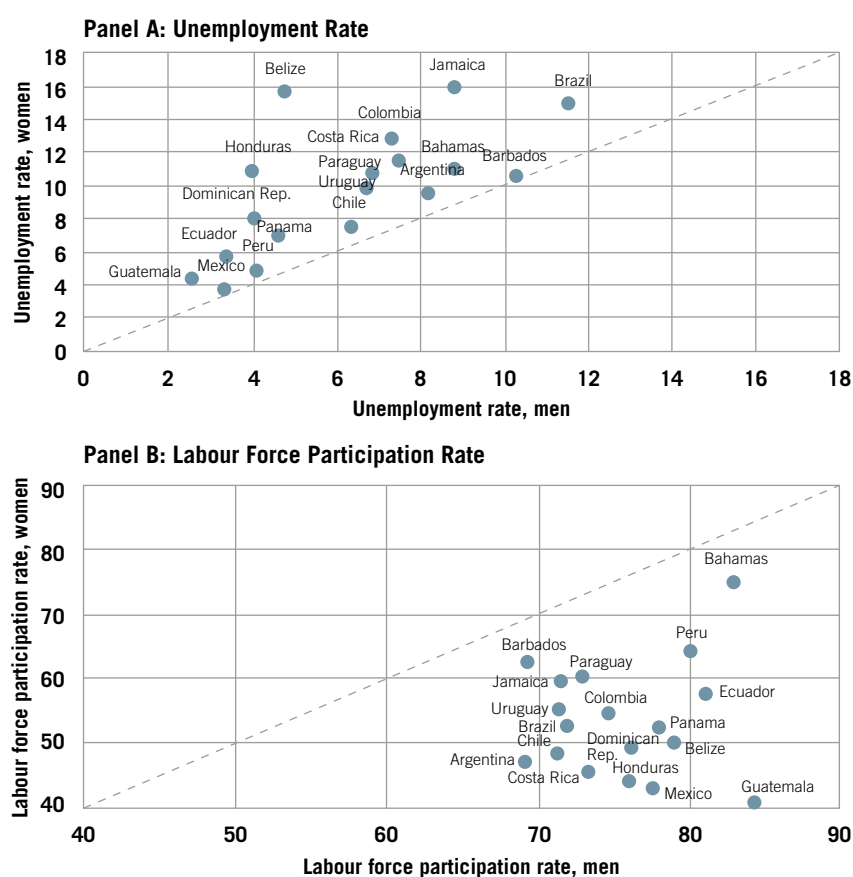
Source: ILO, based on official information of household surveys of the countries.

One of Every Five Youth Who Look for Work Do Not Find It

The economic crisis has affected youth more than adults. For the first time in more than a decade, the youth unemployment rate reached nearly 20% in the region (Table 8). This means that between 2016 and 2017, the number of unemployed youth rose from approximately 9.8 million to 10.2 million. Nevertheless, like the total unemployment rate, without Brazil, in the remainder of the region, the youth unemployment fell from 13.7% to 12.7%.

The recent increase in the regional youth unemployment rate (0.6 percentage points) owed partly to a reduction in labour demand (-0.2 percentage points) and a slight increase in the youth labour force participation rate of 0.1 percentage points (Figure 16). However, there is a long-term downward trend in the youth labour force participation rate, either because youth tend to stay in school longer or because they are discouraged from seeking employment.

TABLE 8. Latin America (16 countries): Key Indicators of the Labour Market by Age Group. January to September, 2016 and 2017 (Percentage points)

Region	Labour force participation rate		Employment-to-population ratio		Unemployment rate	
	2016 III	2017 III	2016 III	2017 III	2016 III	2017 III
Latin America and the Caribbean	**61.7**	**61.8**	**56.7**	**56.5**	**8.2**	**8.7**
15 to 24	47.7	47.8	38.9	38.7	18.9	19.5
25 and over	66.9	67.0	63.0	62.7	6.0	6.5
Latin America and the Caribbean without Brazil	**61.9**	**61.8**	**58.1**	**58.3**	**6.1**	**5.8**
15 to 24	46.5	46.2	40.2	40.3	13.7	12.7
25 and over	68.5	68.5	65.3	65.4	4.6	4.4

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

Figure 16 shows the range of the youth unemployment rate across countries, which varies from 6.6% to 29.8%, and its change from 2016 to 2017. Through the third quarter of 2017 in six countries of the region, this rate exceeded 20% (Argentina, Brazil, Costa Rica, Jamaica, Paraguay and Uruguay). While the youth unemployment rate rose in just six of 16 countries (Belize, Brazil, Chile, Guatemala, Peru and Uruguay), Brazil carried considerable weight in the regional average. The regional unemployment rate without Brazil declines from 13.7% to 12.7%, the opposite of the increase from 18.9% to 19.5% observed when Brazil is included in this average.

FIGURE 16. Latin America and the Caribbean (16 countries): Youth Unemployment Rate. January to September, 2017 (Percentages)
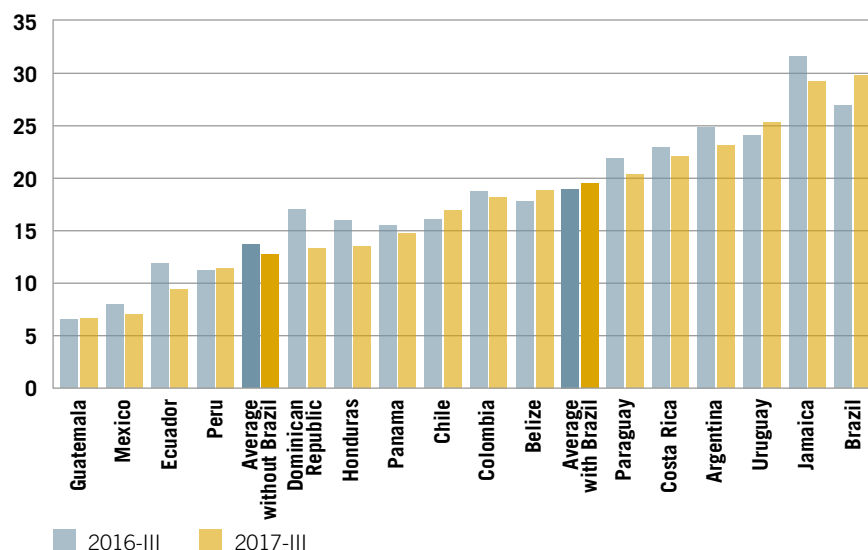
Source: ILO, based on official information of household surveys of the countries.

The youth unemployment rate remained approximately triple that for adults and even higher in most of the countries (Figure 17). The number of unemployed youth as a percentage of the total unemployed population also reveals the magnitude of the problem facing youth who are looking for work. Figure 17 also demonstrates the percentage of unemployed youth with respect to the total unemployed population by country. The countries with the highest percentages of unemployed youth as a share of the total unemployed population are Guatemala (55%), Honduras (53%), Belize (50%) and Paraguay (49%). The average is approximately 40%.

FIGURE 17. Latin America and the Caribbean. Youth Unemployment Rate in Relation to the Adult Unemployment Rate and Unemployed Youth with Respect to Total Unemployed Population. January to September de 2017 (Percentages)
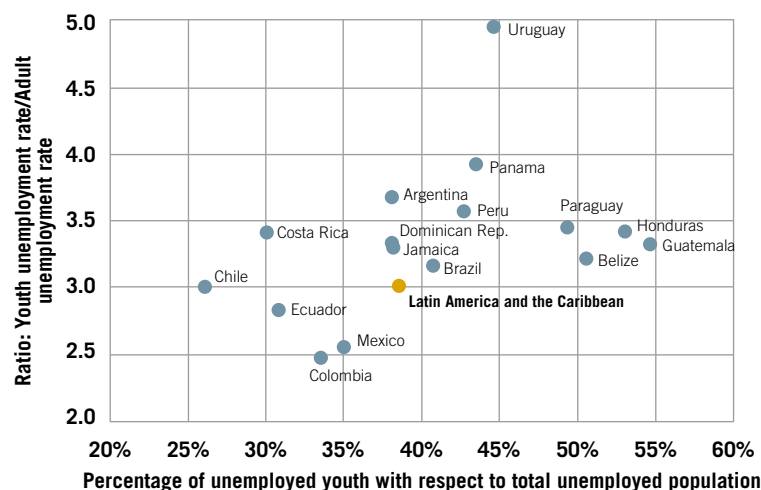
Source: ILO, based on official information of household surveys of the countries.

The fact that one of every five youth looking for work does not find it is worrying because it threatens the current and future expectations of some 10 million youth who are not going to see employment, education or social mobility opportunities materialise. Young women are even more at risk because their employment-to-population ratios are lower, their unemployment rates are higher, and they are disproportionately affected by the prevalence of precarious jobs. It is crucial to improve the infrastructure of opportunities for youth through appropriate social and employment policies to guarantee inclusive, sustainable societies and to achieve the Sustainable Development Goals.

Labour Indicators in Rural Areas Mirror National Trends

Rural unemployment rose at a slower pace than national unemployment between the third quarter of 2016 and the same period of 2017: from 5.7% to 6.1% (Table 9). The slight increase in the labour force participation rate was strengthened by the decline in the employment-to-population ratio. The rural unemployment rate for women is 1.6 times higher than that of men, above the estimate for the national level (1.4 times). This ratio remained constant during the period.

TABLE 9. **Latin America and the Caribbean (Selected Countries): Key Indicators of the Rural Labour Market, by Sex. January to September, 2016 and 2017 (Percentages)**

Sub-region	Labour force participation rate		Employment-to-population ratio		Unemployment rate	
	2016 III	2017 III	2016 III	2017 III	2016 III	2017 III
Total	**60.7**	**60.8**	**57.4**	**57.3**	**5.7**	**6.1**
Men	78.0	78.2	74.5	74.6	4.6	5.0
Women	43.3	43.3	40.1	39.9	7.5	8.2

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

The increase in the unemployment rate was due to the slightly different dynamics of the rate for men and women. The employment-to-population ratio for rural men grew marginally, from 74.5% to 74.6%, combined with a higher increase in the labour participation rate, from 78.0% to 78.2%. The employment-to-population ratio for rural women decreased from 40.1% to 39.9% but their labour force participation rate remained constant.

Quality and composition of employment[14]

Own-account Employment Grew

The effects of a less robust regional economic context were reflected in both the quantity and quality of the jobs created in Latin America and the Caribbean. Employment quality is associated with indicators such as the percentage of formal wage employment, which is generally of higher quality than informal employment, and the percentages of own-account employment, which is generally associated with lower quality.

Table 10 shows the change in the structure of urban employment since 2010 by wage employment and non-wage employment. The first group covers public- and private-sector employment while the second includes employers, own-account workers, domestic workers and contributing family workers.

Job creation in the formal, wage sector declined from 65.3% in 2013 to 64.1% in 2015, and to 63.4% in 2016 and increased in the sector of own-account employment, from 21.6% to 23.6% in the same years.

The increase in urban wage employment as a share of total urban employment occurred in a context of growth of total urban employment driven by the expansive phase of the economic cycle. Since then, as the regional economy entered a more contractive phase, the decline in the share of wage employment, particularly in the private sector, became apparent. This trend continued in 2015 and 2016 in private-sector wage employment, which fell from 51.3% to 50.8% of total urban employment, whereas public-sector wage employment declined from 12.8% to 12.6%.

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14   This section uses urban data in the tables and figures cited, unlike in the previous sections of the report.

TABLE 10. Latin America and the Caribbean (18 countries): Composition of Urban Employment, by Year and Status in Employment. 2011-2016 (Percentages)

	2011	2012	2013	2014	2015	2016
Total Employed	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
Employees	64.6	65.1	65.3	64.7	64.1	63.4
Public	13.0	13.0	12.9	12.6	12.8	12.6
Private	51.6	52.1	52.3	52.1	51.3	50.8
Maximum of 5 workers	13.2	12.6	12.9	12.6	12.6	12.5
6 or more workers	38.4	39.5	39.4	39.6	38.7	38.3
Non-employees	25.8	25.7	25.8	26.2	27.0	27.7
Employers	4.0	4.3	4.3	4.2	4.1	4.1
Maximum of 5 workers	2.9	3.1	3.0	3.0	3.0	2.9
6 or more workers	1.1	1.2	1.2	1.2	1.2	1.1
Own-account workers	21.8	21.4	21.6	22.0	22.8	23.6
Professional, technical or administrative	2.0	2.1	2.1	3.3	3.4	3.6
Non-professional, technical or administrative	19.8	19.3	19.5	18.7	19.4	20.1
Domestic workers	6.9	6.6	6.5	6.4	6.4	6.5
Contributing family workers	2.1	2.1	1.8	2.0	1.7	1.6
Others	0.5	0.6	0.6	0.6	0.8	0.8

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

Regional own-account employment continued to rise, from 21.6% in 2013 to 22.8% in 2015 and to 23.6% in 2016. Especially between 2015 and 2016, the proportion of non-professional own-account employment continued to rise (0.8 percentage points). This decade has also experienced a downward trend in the share of domestic workers and contributing family workers. This is good news in that it reduces the proportion of occupations characterised by lower quality working conditions.

Figure 18 demonstrates that in eight countries with available information, wage employment rose 0.3%, on average, below the growth of own-account employment (0.7%). Growth rate trends of wage employment were below those of own-account employment between 2016 and 2017. Wage employment increased in five countries; in four of these, own-account employment grew at a faster pace. In Brazil and Uruguay, wage employment declined by about -1.0%. Only in Mexico did the increase in wage employment surpass that of own-account employment. Overall, significant increases in own-account employment occurred in the region, particularly in countries where the share of formal-sector employment is among the highest in the region, such as Costa Rica, Panama and Chile. The continuation of the more rapid growth of own-account employment, together with a moderate increase in wage employment, confirms that the contractive phase of the economic cycle in the region has led to a lower quality of employment.

FIGURE 18. Latin America (8 countries): Year-over-year Change in Wage and Own-Account Employment at the National Level. January to September 2016-2017 (Percentages)
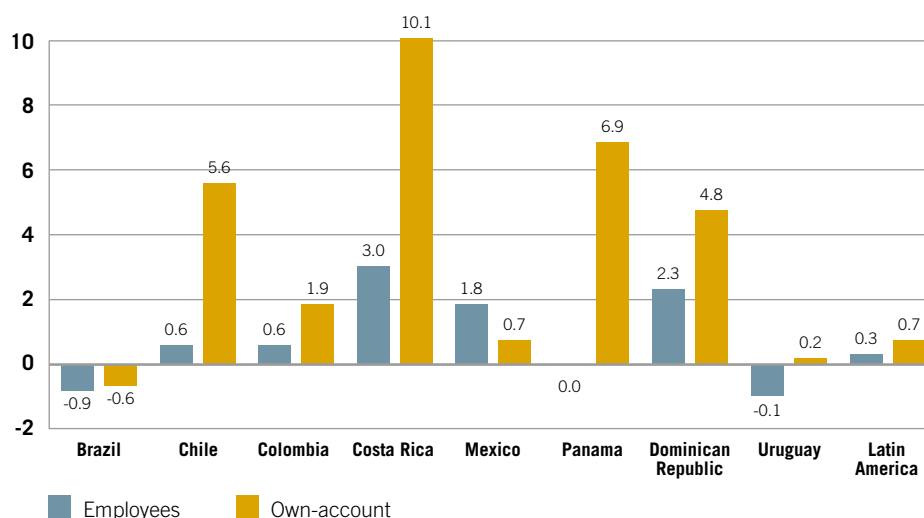
Source: ILO, based on official information of household surveys of the countries.

Mixed Performance for Registered Employment and Time-related Unemployment

Registered employment is another indicator of the quality of employment in the region. Taking as the comparison period the year 2013, this indicator continued to deteriorate in Brazil, and to stagnate or grow slowly in several South American countries, including Argentina, Chile, Peru and Uruguay (Table 11). Nicaragua experienced the highest increase in registered employment in recent years and in 2017, followed by Mexico, while Costa Rica recorded moderate growth.

TABLE 11. Latin America (11 countries): Index of Registered Employment, 2008-2017 (Index 2010=100)

Countries/ Years	2008	2009	2010	2011	2012	2013	2014	2015	2016	Primer semestre*	
										2016	2017
Argentina	97	97	100	105	107	110	111	114	114	115	115
Brazil	90	93	100	107	111	115	117	115	110	111	108
Chile	93	94	100	106	112	116	118	120	122	123	124
Costa Rica	98	97	100	103	107	109	111	113	116	116	119
El Salvador	101	99	100	103	106	111	114	115	117	…	…
Guatemala	97	98	100	104	107	110	112	114	117	…	…
Mexico	99	96	100	104	109	113	117	122	127	126	131
Nicaragua	92	94	100	108	117	126	133	145	160	157	169
Panama	97	99	100	110	118	123	126	127	125	…	…
Peru	95	96	100	105	110	113	115	116	116	113	110
Uruguay	92	94	100	105	109	111	112	110	109	110	111

Source: ECLAC (2017c).
Note: (*) Information to the 2nd quarter of the year.

The indicator on time-related underemployment in Latin America and the Caribbean (Table 12), in other words, the percentage of employed persons who work fewer than 35 hours per week but who want to work more, also had mixed performance. This indicator varied across countries. Except for in Colombia and Paraguay, in South America, time-related underemployment rose between 2015 and 2016, particularly in Ecuador and Argentina. By contrast, in Central America and Mexico, this indicator remained unchanged or experienced a slight decrease.

TABLE 12. Latin America (13 countries): Indicators of Time-related Underemployment. 2009-2016 (Percentage of employed)

Countries/Years	2009	2010	2011	2012	2013	2014	2015	2016
Argentina	11	10	9	9	9	10	9	12
Chile	11	12	12	12	12	11	10	11
Colombia	10	10	12	11	12	12	11	11
Costa Rica	14	11	13	11	13	13	12	9
Ecuador	13	12	10	8	9	9	11	15
El Salvador	8	7	3	6	6	7	7	…
Honduras	4	7	11	10	12	10	13	11
Mexico	9	9	9	9	8	8	8	8
Panama	2	2	1	2	2	2	2	2
Paraguay	8	7	6	5	5	5	5	4
Peru	15	15	12	12	12	11	10	11
Uruguay	9	9	8	7	7	7	7	8

Source: ECLAC (2017c).
Note: The indicator refers to employed persons who work less than 35 hours weekly and would like to work more. The hour limits and measurement methodologies are not comparable across countries.

Other Indicators of Working Conditions by Geographic Area

With respect to the quality of employment, health coverage continues to rise despite the deterioration of labour market conditions in both urban and rural areas, although to a lesser extent in 2016 than in 2015 (Table 13). Urban coverage increased from 62.7% in 2014 to 63.3% in 2015 and to 63.5% in 2016. The increase in rural areas was 38.4% in 2014 to 38.9% in 2015 and to 39.1% in 2016. These improvements may in part reflect the expansion of coverage of non-contributory programmes, as well as contributory programmes directly related to labour entry.

Among employees, employment quality declined as measured by the percentage of workers with a written employment contract, especially between 2015 and 2016. Among urban employees, the percentage fell from 51.1% in 2014 to 50.8% in 2015 and to 48.2% in 2016. Among rural employees, the rate declined from 27.0% in 2014 to 26.4% in 2015 and to 24.4% in 2016. Finally, the average unionization rate for the five countries with available information rose between 2014 and 2015 but decreased slightly between 2015 and 2016. No major changes were observed in the urban-rural gap in quality of employment for any of these indicators.

TABLE 13. Latin America (Selected Countries): Percentage of Employed Population by Geographic Region for Several Indicators of Working Conditions. 2014-2016 (Percentages)

INDICATORS	2014			2015			2016		
	Nat.	Urb.	Rural	Nat.	Urb.	Rural	Nat.	Urb.	Rural
Workers covered by health insurance [a]	57.8	62.7	38.4	58.3	63.3	38.9	58.5	63.5	39.1
Employees with written contract [b]	48.0	51.1	27.0	47.6	50.8	26.4	45.0	48.2	24.4
Unionized employees [c]	15.7	16.4	10.5	17.2	18.1	11.0	17.0	18.0	10.6

Source: ILO, based on official information of household surveys of the countries.
Note: (a) 12 countries (b) 10 countries (c) 5 countries.

| BOX 1. Latin America and the Caribbean: Growth, Productive Change and Formalization between 2005 and 2015

The favourable economic growth cycle that the region has experienced since the middle of the last decade until the beginning of this decade had a positive impact on job creation, the increase in real wages, and, as discussed in the FORLAC Programme report (ILO 2014b), on the decline in informal employment. Nevertheless, the commodities boom did not lead to a more diversified, integrated regional productive structure (ECLAC 2017c). To the contrary, it exacerbated the structural dependence of the region's economies on price cycles of commodities whose production is concentrated in more modern productive clusters serving the external market, which are relatively less labour-intensive than sectors focusing on domestic markets. The increase in informal employment indicators observed recently (ILO, 2016a) raises the question of how much the increase in the formalization of employment has been associated with economic growth, with the development of policies to promote the formalization of employment or with a combination of those factors, as well as whether recent progress will continue in a context of lower economic growth.

Although informal employment has declined during the expansive economic cycle occurring in several countries, labour informality in Latin America continues to affect a vast group of diverse workers. The main characteristic of this informality is the acute deficit of decent work. A recent ILO study (Infante, 2017) updated the analysis of informal employment in the region. It found that the downward trend in informal employment began to shift in 2013, coinciding with the onset of a regional economic cycle marked by deceleration (Figure B1). Between 2005 and 2012, the share of informal employment in total urban employment clearly decreased thanks to the upswing in formal-sector employment. Nevertheless, during the economic slowdown in the region, this trend changed, particularly between 2014 and 2015. It is still too early to determine whether informality levels will stabilize around the values of recent years or if they will continue to deteriorate.

Figure B1. Latin America: Change in Non-farm Informal Employment and Employed Persons in the Informal Sector in Urban Areas 2009-2015 (Percentage of total employment)

Source: Infante (2017).

The study also highlighted the link between economic growth, productive diversity and formal employment. It found that productive segments of high, medium and low productivity performed differently depending on the phase of the economic cycle. During the expansive phase, job creation was stronger in high-productivity segments (4.1% annually), and in those of medium (2.4%) and low (1.9%) productivity, to a lesser extent. This would explain the increased job creation in the formal sector as well as the relatively higher increments in productivity in the low productivity segment. Nevertheless, this trend reversed in the phase of economic deceleration, during which all segments experienced lower levels of economic growth between 2012 and 2015.

During the economic deceleration, employment grew less in the high-productivity segment (an average of 1.0% annually) with respect to the medium (1.5%) and low (1.7%) productivity segments. Accordingly, in the contractive phase of the economic cycle, job creation slows in more formal sectors. Medium and low productivity segments absorb part of the loss of jobs in the formal sector, with the consequent increase in informal-sector employment.

As the study points out, the reversal of creation of formal employment in more informal sectors is apparent in the contractive phase of the economic cycle, posing several public policy challenges. On the one hand, the continued dependence of the regional productive structure on commodities underscores the need for policies to facilitate productive diversification. As the analysis on the importance of productive complexity indicates (Hausmann et al., 2014), increased density and diversification facilitate growth in the medium and long terms, as well as the improved distribution of the income generated. On the other hand, it also highlights the need for policies that promote equal access to the fruits of the progress achieved, particularly with respect to working conditions. In this sense, when policies focus on reducing

productivity gaps, diversifying the productive structure and increasing productivity in the aggregate, the world of work benefits in terms of equality because pay gaps decline while quality employment increases.

In this context, labour policy plays a pivotal role, considering that the labour market generates most household income, as well as the inequalities inherent in its distribution. As an ILO study on the subject points out (ILO 2014b), progress has been made in policies for labour formalization – which should be strengthened regardless of the phase of the economic cycle – designed to overcome decent work deficits in the informal economy. Four areas are important here. The first, focused on the productive context, seeks to "improve economic capacity," both of production units and workers. This is crucial for formalizing enterprises and the employment they generate. The second area is associated with "labour standards," to improve access to information associated with formalization, rights and responsibilities of employers and workers. The third addresses incentives associated with the implementation of simplified systems that facilitate the tax administration. This could facilitate the formalization of contributors (both enterprises and own-account workers) who develop their economic activities informally. Finally, a fourth area is control policies. This area focuses on actions that governments of the region have implemented to increase government capacity to enforce labour standards: facilitating access to information on labour rights and responsibilities; strengthening the institutional capacity of labour inspection and social security services; and social dialogue to reach agreements between workers and employers.

Manufacturing and Tertiary Sectors Created New Jobs in 2017, with a Net Positive Effect on Job Creation

Table 14 presents the structure of regional urban employment from 2011 to 2016, which covers the contractive phase of the economic cycle in the region. A long-term growth trend in the share of employment in service sectors was observed, particularly in community, social and personal services, which concentrate more than a third of total urban employment, and in trade. The table also shows that employment declined in manufacturing, particularly in 2015 and 2016.

TABLE 14. Latin America (18 countries): Composition of Urban Employment, by Year and Economic Activity. 2011-2016 (Percentages)

	2011	2012	2013	2014	2015	2016
Economic Activity	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture, fishing, mining	5.9	5.4	5.4	5.5	5.1	5.1
Electricity, gas and waterworks	0.4	0.4	0.4	0.5	0.5	0.4
Manufacturing	14.2	14.6	14.2	14.0	13.6	12.8
Construction	8.7	8.9	9.2	9.3	9.1	9.0
Trade	26.4	26.2	26.1	26.3	26.5	26.8
Transportation, storage and communications	6.3	6.3	6.4	6.2	6.3	6.6
Financial establishments	3.7	3.7	3.8	3.8	3.8	3.7
Community, social and personal services	34.1	34.2	34.3	34.3	34.9	35.5
Unspecified activities	0.2	0.2	0.2	0.2	0.2	0.2

Source: ILO, based on official information of household surveys of the countries.
Note: Several countries modified their classifiers of economic activity (ISIC) and occupation (ISCO).

Figure 19 presents national employment trends by type of activity from January to September 2016 and in the same period of 2017. Employment in manufacturing grew 1.9%, which contrasts with the sharp reduction in employment this sector experienced through the third quarter of 2016 (-4.3%). This reversal is a positive indicator of the economic recovery that is starting to be reflected in the labour market. It is good news given that the sector accounts for nearly 13% of total employment and is generally characterised by more formal labour relations.

A positive trend is also observed in the services sector (trade and others), which concentrates more than half of regional urban employment and which employs more women. Nevertheless, in relative terms, these sectors have more precarious working conditions, and the increase in employment in them could be associated with a deterioration in the quality of employment in the framework of

sluggish regional economic growth. Agricultural employment fell slightly in 2016 and has continued to decline in 2017. Employment in the construction sector decreased sharply, especially due to the reductions in Brazil and Colombia.

FIGURE 19. Latin America (10 countries): Year-over-year Change in National Employment by Economic Activity. January to September 2016-2017 (Percentages)
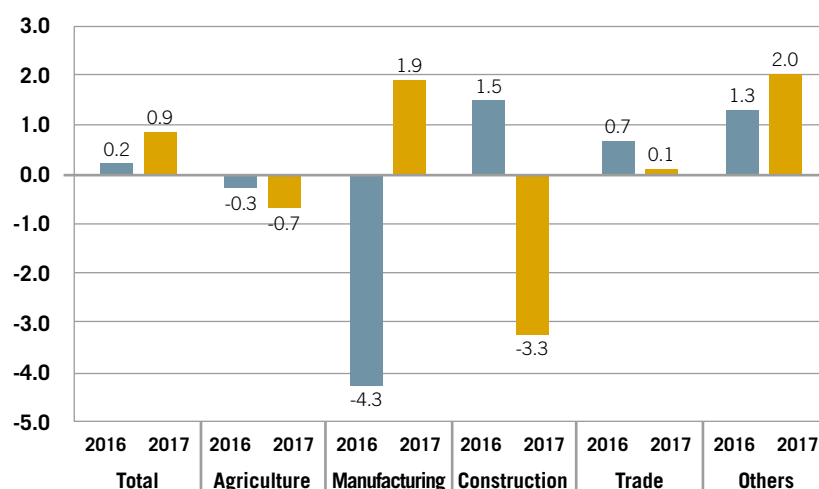
Source: ILO, based on official information of household surveys of the countries.

Wage trends of the formal sector and minimum wages

The Regional Average Wage Grew Slightly in 2015 and 2016[15]

The real average wage (of formal and informal employees) experienced fluctuations. In 2013, it increased by 2.4% (Figure 20) and then fell -0.3% in 2014, mainly because of the decline in the wage index of Mexico. In 2015, a slight recovery was observed (0.7%), followed by almost no growth in 2016 (0.05%).

FIGURE 20. Latin America: Change in Real Average Wages. 2013-2016 (Annual percentage change)
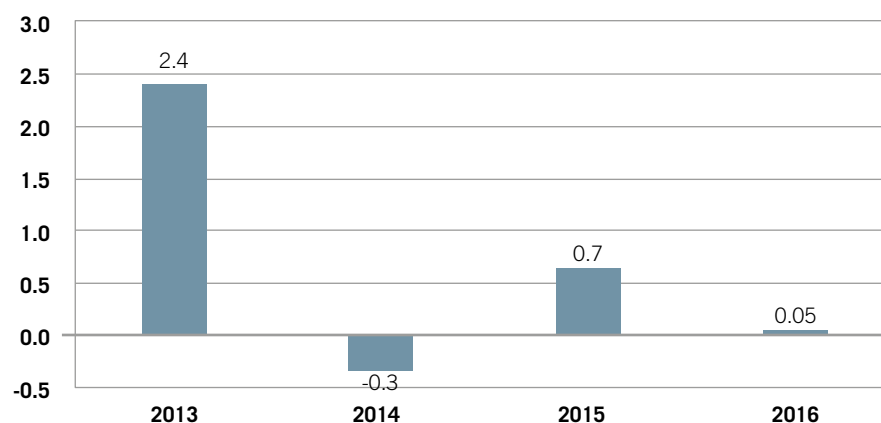
Source: ILO, based on information of the global wage database of the ILO.
Note: The increase in the regional wage is calculated as a weighted average of year-over-year growth of the monthly real average wage of formal and informal employees. The series includes 21 countries (data from PNADC of Brazil). A detailed methodological explanation and the list of countries included is found in ILO (2016b).

Real Wages in the Formal Sector Rise in a Context of Lower Inflation

No information is yet available on the regional real average wage for 2017, which includes employees of the formal and informal sectors. Nevertheless, information is available on wages of the registered or formal sector for nine countries of the region (Figure 21 and Table 9 of the National Statistical

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15   The Feature Article of this edition of the Labour Overview reviews long-term wage growth trends.

Annex). Comparing information from the third quarters of 2016 and 2017, real wages contracted only in Peru and Mexico, while real wages increased in the other seven countries.

The improvement in real wages over the past year is associated with the lower inflation rate recorded in most of the countries. Of the nine countries with available information, the inflation rate declined in seven between 2016 and 2017. In Colombia, Brazil and Uruguay, the higher real wages observed in 2017 occurred in a context of a sharp reduction in inflation. Particularly noteworthy was the decrease in the inflation rate in Brazil, from 9.3% in 2016 to 3.7% in 2017. This situation, which is related to the economic contraction, drove the 2% increase in real wages in 2017. In Mexico, by contrast, inflation rose from 2.7% in 2016 to 5.9% in 2017, which led to a decline in real wages in 2017.

FIGURE 21. **Latin America (9 countries): Year-over-year Change in the Real Average Wage in the Formal Sector. January to September, 2016 and 2017 (Annual percentage change)**

Real average wage of the formal sector 2016	Inflation 2016
Real average wage of the formal sector 2017	Inflation 2017
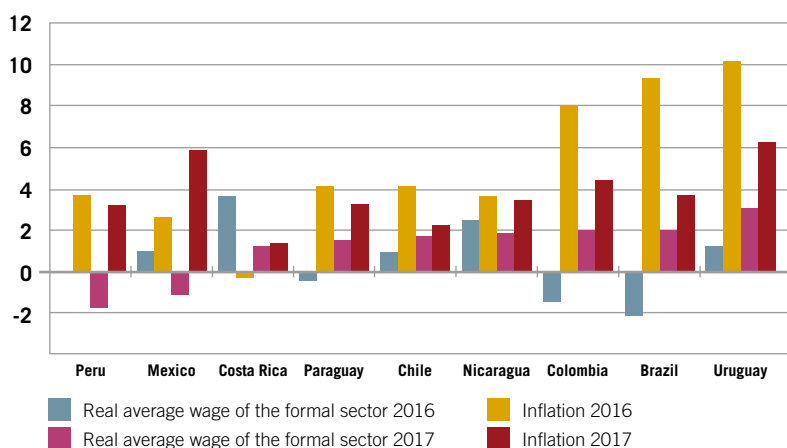
Source: ILO, based on official information of the countries.
Note: The details of the series by countries can be consulted in Table 9N of the National Annex.

Real Minimum Wages Also Increased in a Context of Lower Inflation

The regional downward trend in inflation also influenced minimum wage increases. The regional average inflation rate diminished, from a maximum of 6.0% in 2011 to less than 4.0% since 2015 (Figure 22). This downward trend in inflation continued in the recent context, when the average of the regional price index fell from 3.8% to 3.1% between 2016 and 2017 (through the third quarter). In a context of falling inflation rates, the 7.4% increase in nominal minimum wages in 2017 compared with 6.1% in 2016 produced a real minimum wage increase of 4.3% through the third quarter of 2017, nearly double that observed in the same period of 2016 (2.3%). Thus, the decrease in inflation contributed approximately 0.8 percentage points to the increase in real minimum wages of the region in 2017.

FIGURE 22. **Latin America (16 countries): Change in Inflation and Nominal and Real Minimum Wages. 2010-2017 (Annual percentage change)**

Real minimum wage	Inflation	Nominal minimum wage
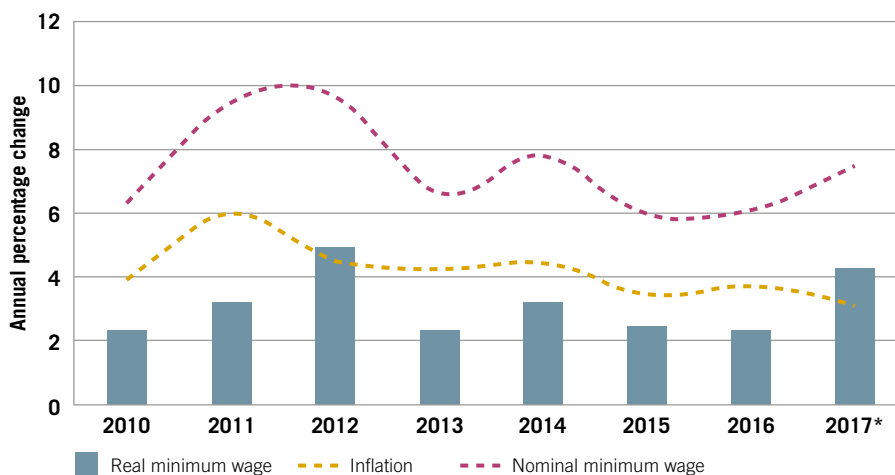
Source: ILO, based on official information of the countries.
Note: (*) Average change, January-September 2017 of the CPI with respect to the same period of 2016.

The increase in real minimum wages varied across countries: in 15 of 16 countries, nominal adjustments were made through the third quarter of 2017 and real increases occurred in 14 countries (Figure 23). The improved growth of the regional real minimum wage reflected the significant increases in El Salvador (20.7%), the Dominican Republic (9.6%), the Plurinational State of Bolivia (7.7%), Paraguay (5.7%) and Nicaragua (5.2%), while in the remainder of the countries, increases were more moderate at around 2.5%.

FIGURE 23. Latin America (16 countries): Changes in the Nominal and Real Minimum Wage. January to September, 2017 (Annual percentage change)
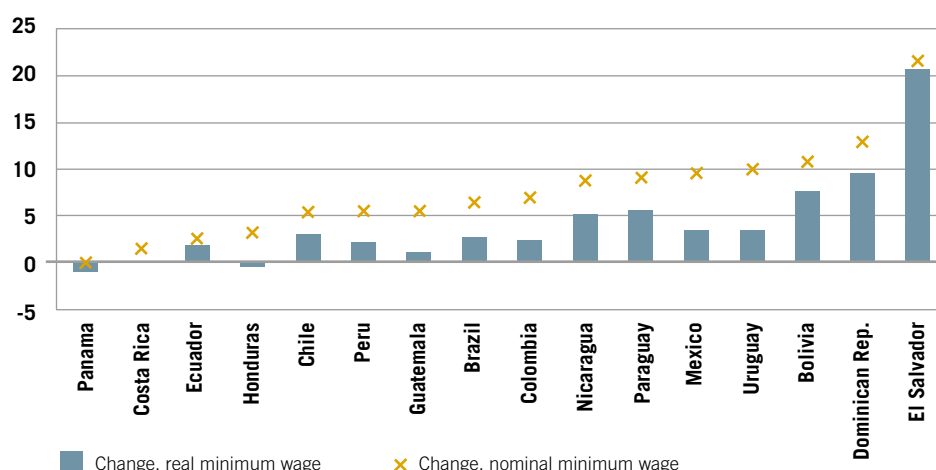
Source: ILO, based on official information of the countries.

The analysis of the change in real minimum wages should consider the different timing of minimum wage adjustments. As Table 15 shows, most of the countries (seven) adjust the nominal minimum wage annually. By contrast, five countries of the region do not regularly adjust the minimum wage, and some adjust it in periods exceeding on year, such as El Salvador, the Dominican Republic and Paraguay. In those cases, the sharp real increases observed in 2017 followed periods in which nominal minimum wages did not increase (33 months in Paraguay, 24 months in El Salvador and 19 months in the Dominican Republic). The adjustments observed were a compensation for the lack of a nominal minimum wage increase in previous years. If increments of nominal minimum wages had been distributed more proportionally in 2016 and 2017, the increases in the annual real minimum wage would have been less than half of those observed in 2017.

TABLE 15. Latin America (16 countries): Frequency of Nominal Minimum Wage Adjustments. 2015-2017

Less than once a year	Annually	More than once a year
El Salvador	Bolivia	Chile
Panama	Brazil	Costa Rica*
Paraguay	Colombia	Mexico
Peru	Ecuador	Nicaragua
Dominican Republic	Guatemala	
	Honduras	
	Uruguay	

Source: ILO, based on official information of the countries.
Note: 2017 corresponds to the period January–September. (*) In the case of Paraguay, before November 2016, wage adjustments were irregular. Beginning at that time, minimum wage adjustments became annual. In Costa Rica, beginning in 2017, adjustments were made annually unless inflation exceeded a certain level.

Finally, the increase in real minimum wages in the region tends to exceed increases in real wages in the formal sector (Figure 24). In eight of nine countries, the minimum wage grew more than the formal-sector wage between 2016 and 2017. Additionally, through the third quarter of 2017, in all the countries studied, real minimum wages rose while real wages of the formal sector increased in

only seven countries. This illustrates that the adjustment of real minimum wages was much more dynamic than that of real wages in the formal sector in the current context of more moderate regional economic growth. Nevertheless, as mentioned, minimum wage adjustments correspond to diverse implementation contexts. In Mexico and Nicaragua, adjustments are made at least annually while in Peru and Paraguay, there are no regular increases and they are implemented in periods exceeding one year.

FIGURE 24. **Latin America (9 countries): Changes in the Real Average Wage in the Formal Sector and the Real Minimum Wage. January-September 2016-2017 (Annual percentage change)**
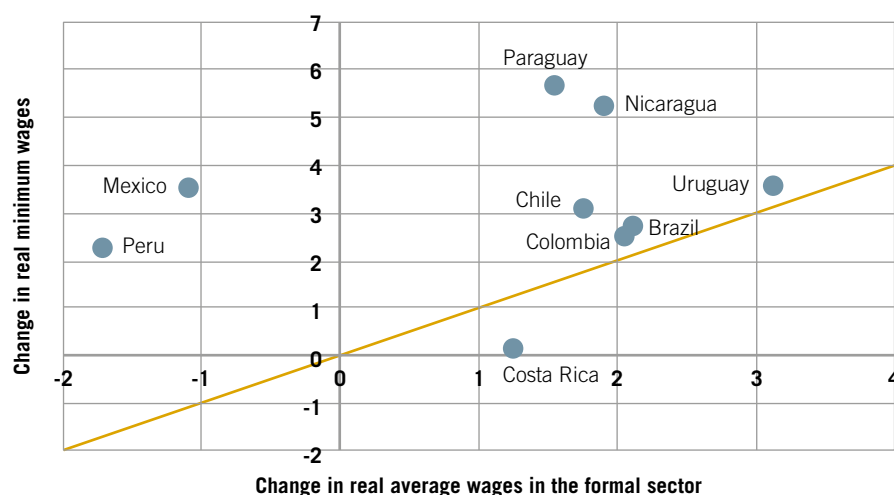
Source: ILO, based on official information of the countries.

Labour market outlook

The economic deceleration the region experienced and that became an economic contraction in 2016 had a strong impact on the labour market in the last quarters of 2016 and the beginning of 2017. As a result, the unemployment rate is expected to rise to 8.4% at the end of 2017 (Figure 25). With this increase, the number of unemployed persons in the region will rise from 24.3 million to 26.4 million between 2016 and 2017.

Nevertheless, there are signs of a recovery in economic growth rates. Higher rates of growth will lead to improvements in the labour market, for which reason it is estimated that the unemployment rate will decline to 8.1% in 2018. Although this rate is still higher compared with those recorded during the decade, it will mean that 500,000 fewer people will be unemployed for the first time in three years.

FIGURE 25. **Latin America and the Caribbean: GDP Growth and the Unemployment Rate. 2010-2018 (Percentages)**
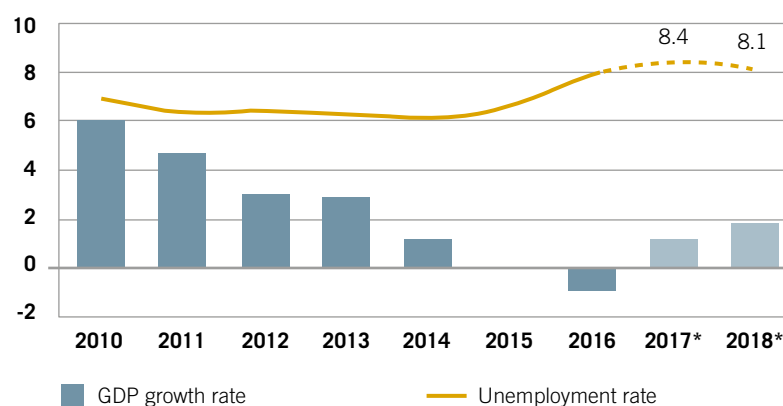
Source: ILO, based on official information of household surveys of the countries, IMF (2017), ILOSTAT and official quarterly information of selected countries.

| **BOX 2.** **Economic Cycles and Employment in Latin America and the Caribbean**

Much of the discussion on job creation, elimination and quality in Latin America and the Caribbean has focused on the impact that economic cycles have on labour markets. The region's economic cycles of the past four decades have had different causes, lengths and transfer mechanisms (ECLAC 2017c). The different external debt patterns of the 1980s, the financial opening of the 1990s and the productive structures and consumption of commodities in the 2000s, such as in the case of oil, generate diverse impact on sub-regions and countries during each economic cycle. Taken together, however, economic cycles have had similar effects on the labour market in terms of prices of commodities exported by the countries of the region, impacting job creation.

This was the case of the recent economic cycle in the region. The growth of regional GDP observed between 2003 and 2012 was strongly correlated with the stimulus created by increasing prices of the leading commodities, to the point that the effects of the financial crisis at the end of the past decade dissipated rapidly given that export commodity prices experienced a strong recovery in 2010 (Figure B2). At the same time, the exhaustion of the cycle of high prices beginning in 2012 was reflected in the economic deceleration recorded during 2013-2016. Economic performance had a clear impact on the growth of the employment-to-population ratio, which also correlated with regional GDP and, consequently, with commodity prices. Thus, in the expansive phase of the economic cycle, regional employment-to-population ratios grew at similar rates, demonstrating the positive effect of the expansive cycle on job creation. The opposite occurred during the hiatus that was the 2008-2009 crisis, as well as during the economic deceleration that began in 2012: the regional employment-to-population ratio tended to contract.

Figure B2. Latin America: Change in GDP, Commodity Prices and Employment-to-Population Ratio 2003-2016 (Percentages)

GDP Change (left)   Change in employment-to-population ratio (left)
Change in commodity prices (right)

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

Medium-term trends with respect to the relationship between economic growth and the regional labour market were also apparent in the short term. An analysis of the recent year-over-year variations in employment-to-population ratios and unemployment rates reveals a similar pattern with respect to the medium-term cycle, especially in terms of the high correlation between the performance of labour market indicators, economic growth and the change in regional commodity prices. In this sense, the economic contraction that worsened from 2014 to mid-2016 and the relative recovery of growth in recent quarters are closely related to changes in the aggregate index of commodity prices (Figure B3).

Variations in commodity prices are also highly correlated with changes in the regional unemployment rate, which has an inverted U shape: the unemployment rate rose until 2015, stabilized in 2016 and began to decline in 2017. This coincided with a relatively stable labour force participation rate but a U-shaped employment-to-population ratio during the same period (sharp declines initially, stable levels in 2016 and declining levels in 2017). Thus, if commodity prices maintain their recovery during the remainder of 2017 and throughout 2018, recent trends of lower unemployment and the growth of employment will continue.

Figure B3. Latin America (12 countries): Change in GDP, Commodity Prices and Key Indicators of the Labour Market. 2014 I - 2017 II (Percentage points)
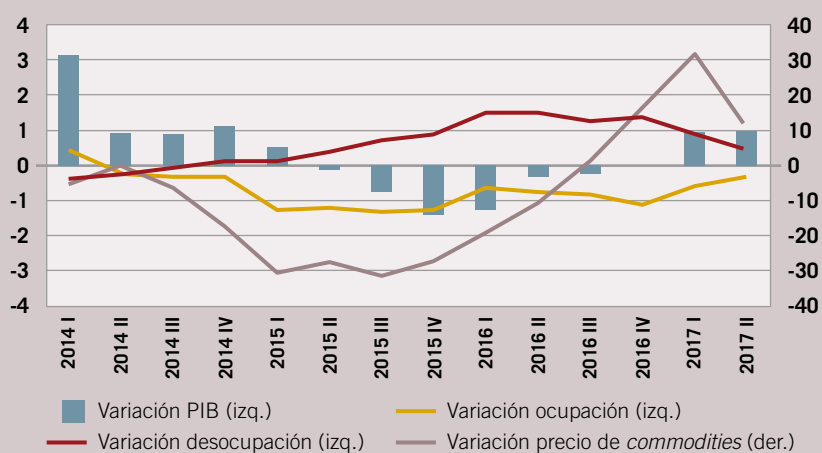
Variación PIB (izq.)   Variación ocupación (izq.)
Variación desocupación (izq.)   Variación precio de *commodities* (der.)

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

Short- and medium-term trends reveal the heavy dependence of economic performance and labour markets on commodity prices, a factor that is exogenous to regional economic and policy. Regional economic growth and employment trends in the short and medium terms will continue to be dependent on export commodity prices and, ultimately, on the change in global demand for those goods. The existence of external dependence in the coming years poses several challenges for economic and labour policy.

On the one hand, uncertainty with respect to the course and fluctuations of international commodity prices calls for the implementation of macroeconomic and fiscal policies that reduce to the extent possible the level of exposure to negative shocks in the terms of trade, such as those experienced in recent years. On the other hand, the impact of commodity price volatility also points to the need to continue to build institutional capacity to enable the adaptation and improvement of labour policy responses during periods of lower economic growth. It is necessary to expand and better link active labour policies, especially those that promote the protection of employment and decent wages. Finally, the high dependence on commodity price fluctuations represents a key challenge for the countries of the region: to diversify productive structures to lessen this dependence in the medium and long terms.

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IMF - IMF Primary Commodity Prices. Database of commodity prices
http://www.imf.org/external/np/res/commod/index.aspx

ILOSTAT - ILO database
ilo.org/ilostat.org

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

Feature Article /

Wage Trends in Latin America, 2005-2015

2017 Labour Overview

FEATURE ARTICLE ›
Wage Trends in Latin America, 2005-2015[1]

1. Introduction

Important changes occurred in the Americas during 2005-2015. In terms of economic growth, that period began with the stimulus of what is known as the commodity super cycle, which especially benefited South American countries, while in Central America, growth was slower, but originated from more diversified sources. The international financial crisis of 2008-2009 put an end to that trend, although for a relatively short period. The subsequent recovery did not last, however. It was followed by a process of economic deceleration that produced what the *2016 Labour Overview* termed a "slow-motion crisis" in the labour market (Figure 1).[2] That trend was especially apparent in South America, while Central American countries and Mexico enjoyed some impetus thanks to their greater productive diversification and the economic recovery of the United States.

For its part, the labour market recorded an upswing in employment during most of the period, which not only reduced the unemployment rate from 7.8% in 2005 to 6.1% in 2014, but also created wage employment and contributed to reducing informality in the region. Toward the end of the period, that positive labour market trend reversed, which was reflected in a deterioration of several regional labour market indicators: a rise in the unemployment rate (from 6.1% in 2014 to 6.6 % in 2015), a lag in the creation of formal wage employment and an increase in own-account employment.

The pace of economic growth and the dynamics of job creation are key elements for wage trends. To the extent that economies grow at high rates and create jobs that sustainably reduce the unemployment rate, a more pronounced improvement in wages is to be expected. By contrast, in contexts of less vigorous growth, lower wage increases would be expected. This simplification of the relationships between these variables becomes more diffuse when two other factors are considered.

The first is associated with inflation. In the case of wages, enterprises determine their nominal variations through bargaining processes, based on past information and estimates of what will occur in the future. Nevertheless, periods of rising inflation, such as those occurring throughout the region in 2007-2008, driven by the increase in food prices, or periods of falling inflation resulting from the recessive cycle that followed, are difficult to predict and introduce significant delays in wage adjustments (Figure 1).

FIGURE 1. Latin America (15 countries): Change in GDP and Inflation. 2005-2015 (in real growth rates and annual average inflation)
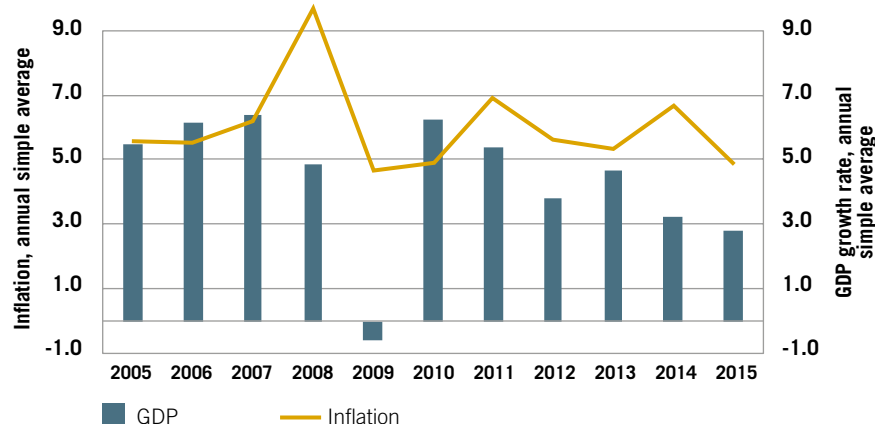
Source: ILO, based on official information of household surveys of the countries.[3]
Note: Simple regional averages were used.

The second factor has to do with how wages are measured using the universe of workers employed as "wage earners" in each period. Thus, the same group of workers in their jobs are not being compared; rather, the wages of those who were wage earners at a specific time are being compared with those in that situation during the subsequent period. This comparison is necessarily affected by changes occurring in the composition of wage employment (employed persons and hours worked).

Institutional factors also influence wage trends. All countries of the region have a system for setting minimum wages. During the period analyzed, many of these countries applied an active minimum wage policy. Effective implementation of this policy should result in higher wages. Additionally, in some countries, collective bargaining strengthened, and there were improvements in the application of instruments to enforce compliance with labour standards.

This report analyzes wage trends during a relatively lengthy period to identify the stylized facts characterizing it. The data used were obtained through special processing of household surveys of 15 countries, which are grouped into three sub-regions: Southern Cone (Argentina, Brazil, Chile, Paraguay and Uruguay), Andean countries (the Plurinational State of Bolivia, Colombia, Ecuador and Peru) and Central America and Mexico (Costa Rica, the Dominican Republic, El Salvador, Honduras, Mexico and Panama).[4] The report focuses on urban wage earners ages 15 and over. They include formal and informal wage earners, as well as public- and private-sector wage earners. Private-sector wage earners include those of private firms as well as domestic workers.[5]

As such, the indicators obtained here differ from the wage indices that result from surveys of enterprises or administrative registries such as that of social security, which refer to a more restricted universe of formal wage earners, in some cases of the private sector only, and, in the case of surveys of enterprises, which exclude smaller enterprises and domestic workers.

In Latin America, on average, wage earners accounted for 63% of the total employed population in 2005 and 65% in 2015. Analyzing this subject by sub-regions, the Southern Cone and Central America recorded rates above the average while the Andean countries were well below it, at 54% and 55% in 2005 and 2015, respectively (Figure 2).

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3   To elaborate this Feature Article, data from the National Institute of Statistics and Census of Argentina (INDEC) were used until 2006, data from BEIN were used until July 2012 and the Consumer Price Index (CPI) elaborated by the General Direction of Statistics and Census of the City of Buenos Aires was used since August 2012.
4   The Caribbean was not included in the analysis due to the lack of sufficient, comparable data for the period 2005-2015.
5   In this feature article, simple averages of the different labour market indicators are used because of the relative weight of Brazil in the Southern Cone and Mexico when Central America is added.

FIGURE 2. Latin America: Wage Employment as a Share of Total Employment, by Sub-region. 2005-2015 (Percentages)
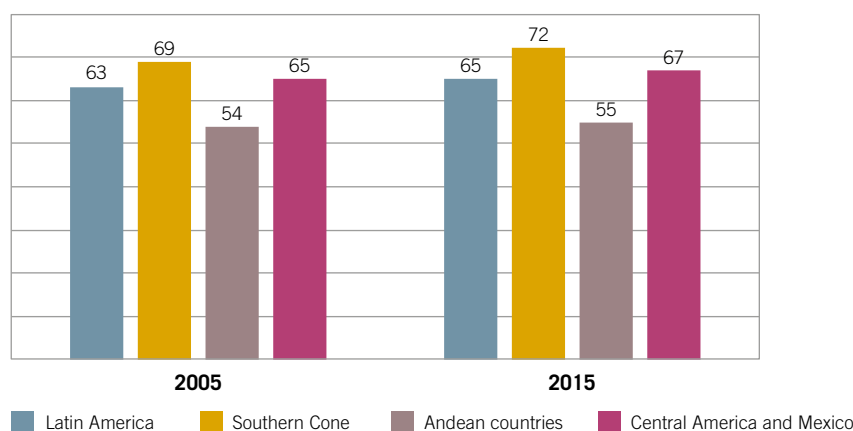
Source: ILO, based on official information of household surveys of the countries.
Note: Simple regional averages were used.

2. Key Wage Trends, 2005-2015

2.1. Growth of real wages and the economic cycle

During 2005-2015, the simple average of real monthly wages in Latin America grew by 19.8% (Figure 3), which is the equivalent of a real increase of 1.8% annually. The weighted average rose two percentage points during the period (21.8 %). Therefore, for the period as a whole, the difference between these two indicators is insignificant.

As stated in the introduction, while this period was one of economic growth in the region, it also covered the 2008 financial crisis that caused an economic contraction in 2009, as well as an economic slowdown in recent years. Thus, beyond examining the accumulated change during the decade, it is interesting to analyze the pre- and post-crisis impact on wages.

Figure 3 demonstrates that the financial crisis and the resulting economic contraction of 2009 did not have an impact on real monthly wages in the region. Both the weighted series and the simple average show that even in 2009, wages improved in real terms, which could be interpreted as a downward wage rigidity. However, the changes in nominal wages and inflation require careful observation to understand what occurred.

FIGURE 3. Latin America: Change in Real Monthly Wage Index. 2005–2015 (2005=100)
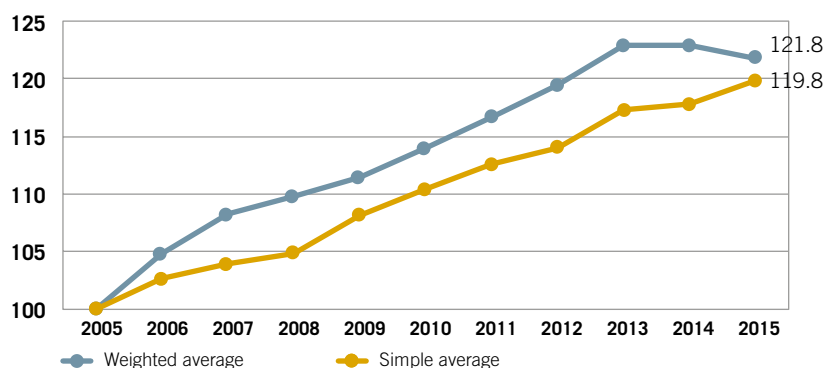
Source: ILO, based on official information of household surveys of the countries.

Employers set nominal wages for a specific period based on past inflation. The real result of each wage increment will be determined after an adjustment during the period when the new wage is in effect, when the change in the consumer price index becomes known. In 2008, monthly nominal wages in the region grew an average of 10.8%, while the rate was 8.3% in 2009. Thus, the 2009 minor nominal increase indicated a downward wage adjustment. However, this adjustment never materialized because inflation fell to lower levels in a context of economic contraction (Figure 1).

Accordingly, in 2009, the economies of eight of the 15 countries studied showed a real improvement in wage indicators mainly resulting from the overall decline in inflation.

During the cycle of economic deceleration occurring in the last years of the period analyzed, the average weighted wage series indicated a stagnation in 2014 and a real decrease in 2015. This was partly due to Brazil, where the real average wage contracted 1.5% in 2015, the year in which the country's GDP contracted 3.8%.[6] Given that Brazil accounts for nearly 45% of the region's total wage employment, its impact on the weighted average is decisive in this trend. With respect to the simple average, growth was moderate, in line with the economic deceleration process. During 2005-2013, the real simple average rose 2.0% annually while it increased 1.0% annually between 2014 and 2015.

2.2. Sub-regional differences in real wage trends

Figure 4 illustrates the change in monthly and hourly real wages for Latin America and by sub-region. Monthly real wages represent the change in the available income of each wage earner, and therefore better reflect the purchasing power of an average wage earner during that period. Hourly wages reflect wages for an equal unit of time since they consider the adjustment according to hours worked.[7]

As the figure shows, hourly wages rose by slightly higher percentages than monthly wages, in direct relation to the part-time employment existing in each sub-region. The considerable variations in real wages in the different sub-regions are particularly noteworthy. Southern Cone countries had the largest increases while those of Central America and Mexico were far lower, with modest real increases for the period analyzed.

Performance of the Southern Cone partly reflected the sharp real wage increase in Argentina and Uruguay during the first years of the period analyzed. Previously, both countries had suffered three years of recession, until the currency crisis of 2002. Between 1999 and 2002, the economy of Argentina contracted 20.7% and that of Uruguay by 19.6%, increasing the urban unemployment rate to 20% and 17%, respectively, with significant reductions in real wages.[8] During the post-crisis recovery, real wages experienced an upswing; nevertheless, this increase served only to recover most of the purchasing power lost in previous years.[9]

FIGURE 4. **Latin America: Change in Real Monthly and Hourly Wage Index, by Sub-region. 2005-2015 (2005=100)**
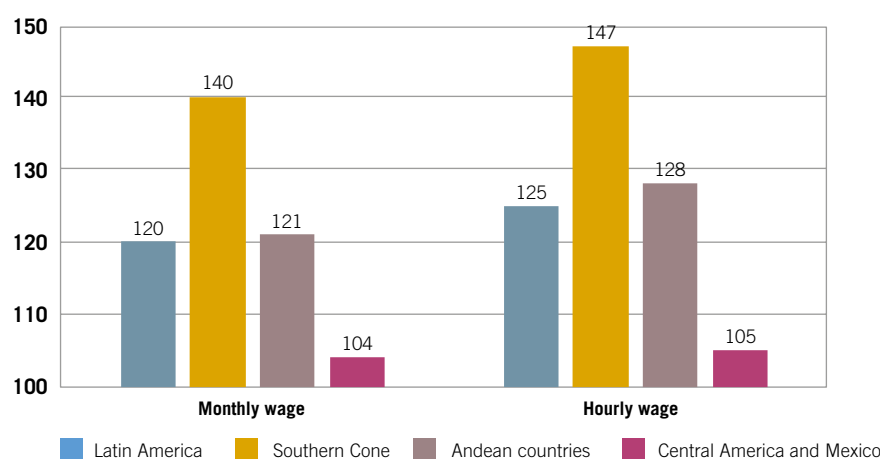
Source: ILO, based on official information of household surveys of the countries.

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6   Of the 15 countries studied, Brazil was the only one that recorded a contraction in 2015 (this report does not include the Bolivarian Republic of Venezuela).

7   Effective hours were used. When this information was not available, regular hours were used.

8   According to the *2006 Labour Overview,* real manufacturing wages fell by 20% in Argentina between 1999 and 2002, and in Uruguay by 23% between 2000 and 2003 (Table 9-A, Statistical Annex).

9   Between 2005 and 2008, real wages grew by 30% in Argentina and 21% in Uruguay.

These sub-regional indicators are representative of the change in the real average wage in the countries comprising the different sub-regions (Figure 5). For example, five Central American countries were among the six Latin American countries with the lowest rates of wage growth, and only Costa Rica experienced higher increases (31%). Mexico and two Central American countries (El Salvador and Honduras) were the three countries that recorded a reduction in their real average wage during the period. The Southern Cone countries concentrated around the higher end of the distribution, having five of the six countries with the largest wage increases. Thus, grouping the countries by sub-regions appears to be an effective way to accurately characterize them.

FIGURE 5. Latin America: Change in Real Average Wages, by Month and Country. 2005-2015 (2005=100)
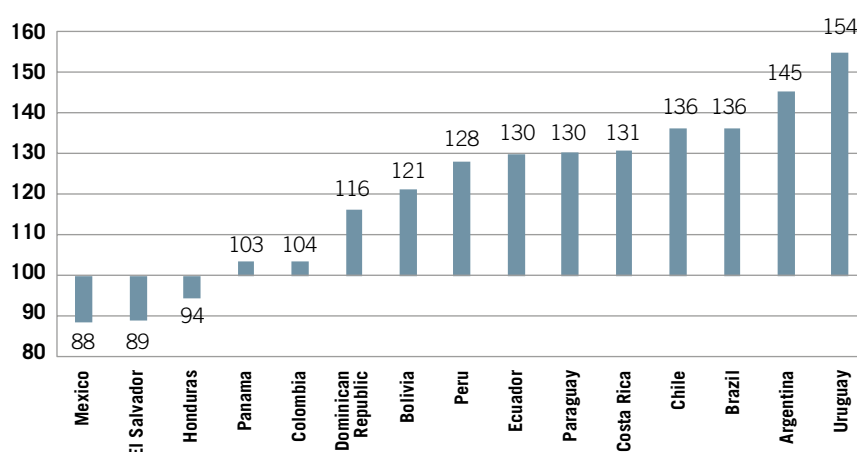
Source: ILO, based on official information of household surveys of the countries.

2.3. Women's wages are lower than those of men but are growing at a faster pace

Women's wages grew at a faster rate than those of men (25% and 18%, respectively). When wage growth is considered based on total employment, rates are slightly higher, but the difference is not significant (Figure 6).

FIGURE 6. Latin America: Wage Growth in the Region, by Sex. 2005-2015 (2005=100)
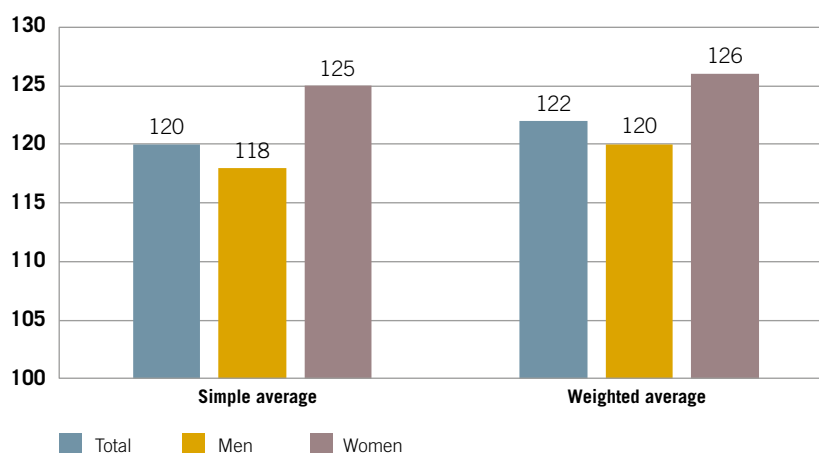
Source: ILO, based on official information of household surveys of the countries.

Women's wages grew more than those of men in the three sub-regions of Latin America (Figure 7). Of the 15 countries analyzed, men's wages increased more than women's only in Chile and Colombia. This strong trend contributed to reducing wage gaps, as detailed in Section 4 of this report.

FIGURE 7. Latin America: Growth of Real Average Monthly Wage Index, by Sex and Sub-region. 2005-2015 (2005=100)
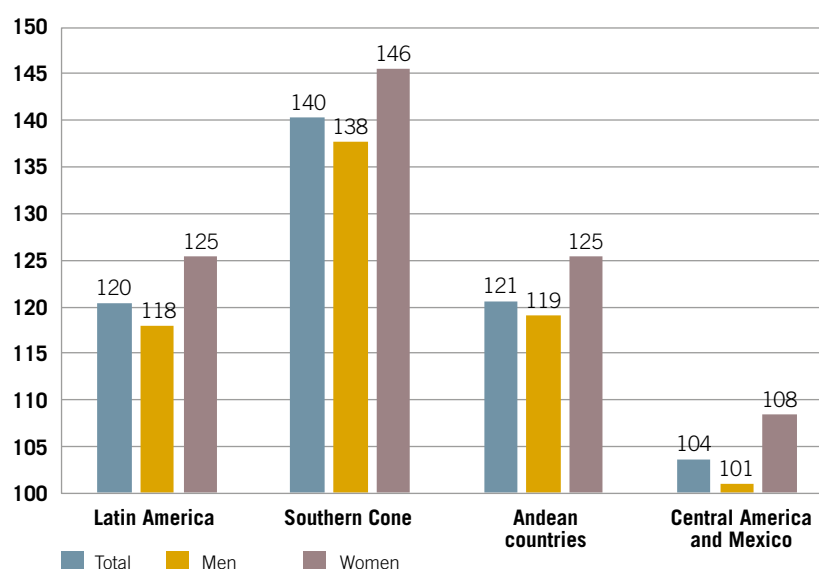
Source: ILO, based on official information of household surveys of the countries.

2.4. Relative changes among wages of public- and private-sector wage earners and domestic workers

Wage earners can be classified into three groups: public sector, private sector and domestic work. In Latin America, public-sector wage earners account for approximately 18% of all wage earners. This percentage has remained stable during the period, with a slight increase in the Southern Cone and similarly small declines in Andean and Central American countries.[10] Domestic workers represented 10% of total wage earners in 2005, which fell to 8% in 2015, with reductions in Southern Cone and Andean countries, while the percentage remained constant in Central America. Finally, employment in the private sector rose from 72% to 74% of total wage earners in the period, due to increases in Andean and Central American countries.

Each of these sub-groups has several characteristics that distinguish them from the others and which have specific implications for wage-setting policies. Public-sector wage earners have greater job security than the others. In Latin America, public-sector wage earners are 47% men and 53% women. Differences among public-sector wage earners may depend on whether they are permanent or temporary staff. In most cases, they have formal contracts. In the case wage earners of the public administration, fiscal space is the reference framework for determining wages, while wage earners of public enterprises are generally employed in monopoly enterprises and wages are set according to the pricing policy.

Private-sector wage earners have less job security than those of the public sector. As such, they have higher levels of job turnover. Those job changes partly determine their wages, depending on whether there is a greater or lesser labour supply. In 2015, women accounted for just over a third of private-sector wage earners in Latin America. Another relevant characteristic is that the ability of enterprises to pay differs significantly depending on their productivity. Enterprise size offers an approximation of that difference. There are also formal and informal wage earners in the private sector, with differing levels of bargaining power and social protection. Finally, institutional factors influence this group of wage earners. In general, the minimum wage is mandatory for the private sector. Only a few countries make it mandatory for the public sector (it is an inevitable point of reference when determining wage scales in the public sector, however). In some countries of the region (Argentina, Brazil and Uruguay), collective bargaining has significant weight in wage-setting in the private sector.

Finally, domestic workers have several special characteristics compared with other workers. In general, they have more precarious working conditions than other wage earners. This is manifested,

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10   Includes wage earners of the public administration and public enterprises.

for example, in longer work days than those of other wage earners, and in the lack of minimum wage coverage or the application of a lower minimum wage differentiated from the general one. Low wages and a high level of informality characterize the sector. Additionally, unlike the public and private sectors, where collective bargaining mechanisms (large or small) exist, in domestic work, wages are determined mainly at the individual level.[11] Another key difference is who their employers are. While government or public enterprises are the employers of public-sector wage earners and enterprises are the employers of private-sector wage earners, employers of domestic workers are mainly other workers,[12] most of which are wage earners. Therefore, the payment capacity of employers of domestic workers is determined by the income of the household where they work (which includes labour and other types of incomes, such as government transfers).

Figure 8 presents growth rates of real wages for each category of wage earner. In all three sub-regions, domestic workers' wages grew more rapidly than the others. While the growth rate of real wages in domestic work was similar for the Southern Cone and Andean countries (49% and 47%, respectively), in relative terms, wage growth for the other categories was much more significant in the Andean countries. In the Southern Cone and the Andean countries, real wage increases in the private sector kept pace with those of the public sector; in Central America and Mexico, real wages of the public sector grew 15%, while those of the private sector stagnated.

FIGURE 8. **Latin America: Growth of the Real Average Wage Index, by Month, Status in Employment and Sub-region. 2005-2015 (2005 = 100)**
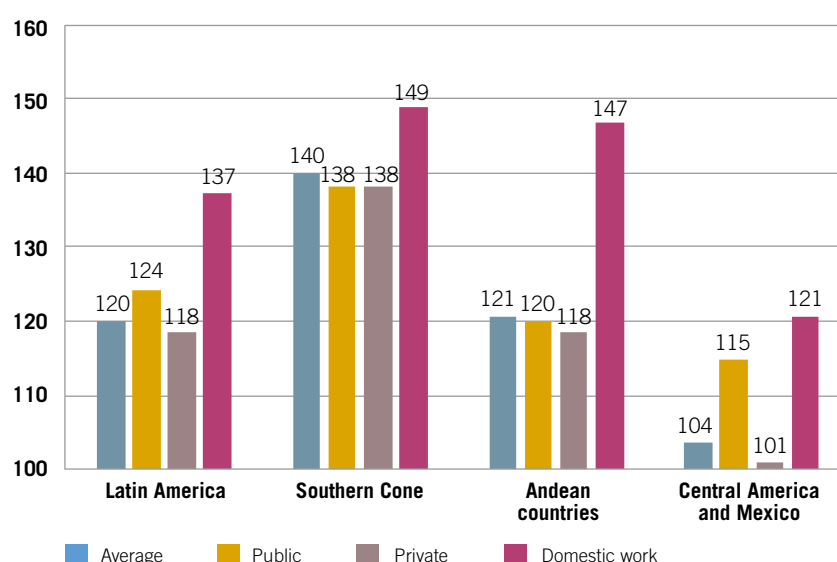
Source: ILO, based on official information of household surveys of the countries.

The different wage increases by category in the sub-regions did not change the order of the wage increases, which is the same across sub-regions for both years (Figure 9): public-sector wages are some 50% higher than the general average, followed by private-sector wages, which are close to the general average, and lastly, wages for domestic work, which in most cases are 50% lower than the average wage.

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11   However, there are two recent experiences of collective bargaining in the region. Uruguay has implemented collective bargaining in Wage Councils since 2008, when the Group 21 was formed, which is exclusively for the collective bargaining of domestic workers to set the minimum wage for the sector. In Argentina, parity commissions agree on wages for domestic workers.

12   Convention No. 189 establishes that domestic workers can work for an enterprise or a public agency, as long as the workplace is not a private home.

FIGURE 9. Latin America: Relative Wages by Status in Employment and Sub-region. 2005-2015 (Average wage=100)
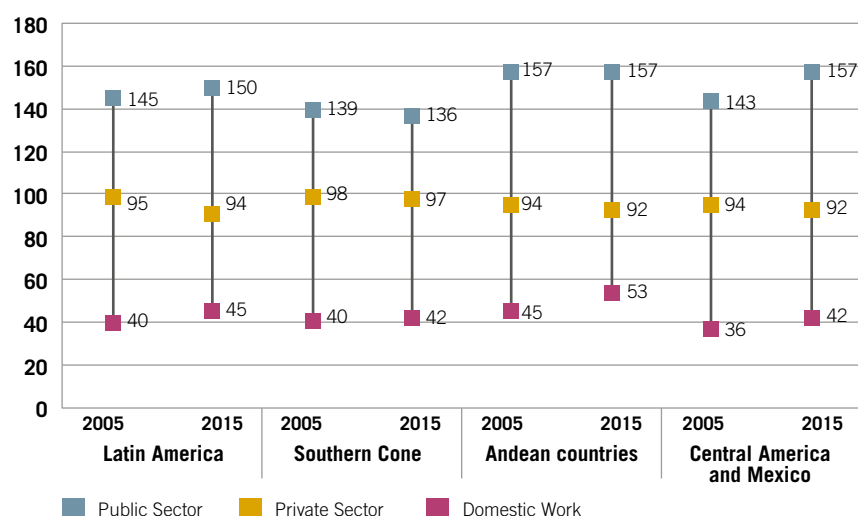
Source: ILO, based on official information of household surveys of the countries.

By sub-regions, wages for domestic workers improved slightly in the Southern Cone, while a similar reduction in wages of public-sector wage earners decreased the gap between these two categories. In the Andean countries, a sharp increase in wages for domestic workers occurred while public-sector wages remained stable from the beginning of the period, which also narrowed the gap between the averages. Finally, in Central America and Mexico, relative wage increases for domestic workers were lower than those for public-sector wage earners, which widened the gap with respect to 2005.

2.5. Real wages and productivity growth

To assess wage growth, one criterion is to determine whether it is aligned with the economic growth recorded during the same period. The change in average wages is compared with GDP per capita, as a proxy of productivity.[13] The countries above the 45° reference line had wage increases surpassing productivity gains while the opposite occurred in countries below the reference line.

Southern Cone countries recorded the highest increase in real wages (Figure 10). This growth was aligned with economic performance since all the countries of the sub-region appear above the 45° line. The countries of other sub-regions were more dispersed and there was a significant gap between wage increases and GDP per capita in many cases.

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13   To avoid the use of different deflators, as well as possible distortions caused by the exchange rate used, nominal values in the currency of each country are compared.

FIGURE 10. Latin America: Change in GDP Per Capita at Nominal Values and Nominal Hourly Wage. 2005-2015 (2005=100)
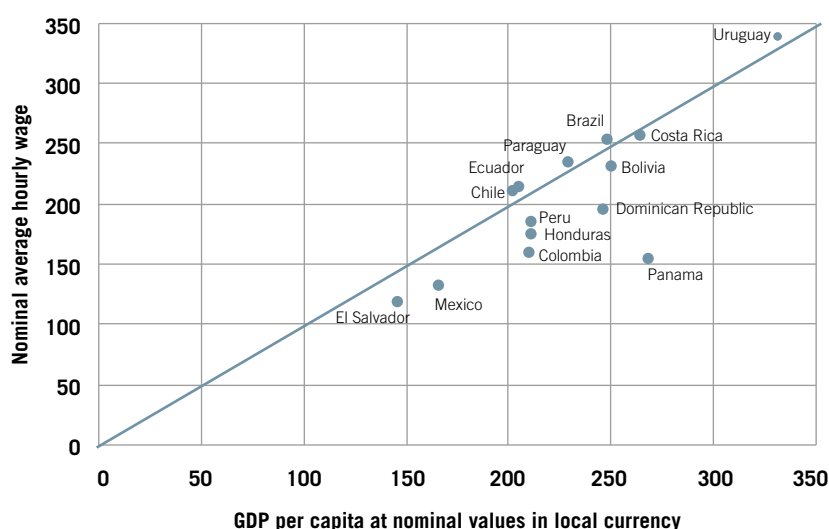
Source: ILO, based on official information of household surveys of the countries and the ECLAC database.

3. Improvement in the minimum wage, 2005-2015

The minimum wage has been defined as "the minimum amount of remuneration that an employer is required to pay wage earners for the work performed during a given period, which cannot be reduced by collective agreement or an individual contract."[14] This definition refers to the mandatory nature of minimum wages, independently of the method used to fix them.

The objective of the minimum wage is to protect workers from receiving unduly low wages. Its effective application contributes to ensuring that low-paid workers obtain a fair share of the fruits of progress, thus contributing to the policies designed to overcome poverty and reduce inequalities.[15]

All Latin American countries have had a minimum wage system for many years. While simple systems predominate in South America, which mainly consist of a general minimum wage applied nationwide, in Central America and Mexico, multiple minimum wage systems of varying levels of complexity are used.

An initial indication of what occurs with this policy in the region is the change in real minimum wages. This is insufficient for characterizing its effective implementation, however. Assessments should examine how minimum wage increases have influenced private-sector wages (which is its area of application in all the countries), for example.[16] It is also possible to determine whether minimum wage increases have mainly had an impact on low-wage segments or whether it has influenced the entire wage scale. Another area of interest is to determine to what extent the minimum wage covers the basic needs of a worker and his family, as set forth in Convention No. 131. Finally, to complement the analysis, it is interesting to examine whether improvements in minimum wage levels have led to improved levels of compliance. To this end, the level of compliance with the minimum wage in effect should be estimated.

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14   ILO: *General Survey on Minimum Wage Systems, 2014, op. cit.*, paragraph 68.
15   Convention No. 131 (1970) concerning Minimum Wage Fixing, with Special Reference to Developing Countries, establishes the main criteria for a minimum wage system:
    • offers a broad scope of application and where exclusions made are kept to a minimum;
    • establishes a machinery to fix and adjust minimum wages from time to time;
    • is based on the principle of full consultation with social partners;
    • involves social partners, on an equal footing, as well as independent experts in the design and operation of the system;
    • sets minimum wage levels that consider the needs of workers and their families, as well as economic factors; and
    • includes appropriate measures to ensure the effective application of minimum wages.
16   In general, the minimum wage applies to wage earners of the private sector. While in many countries, that minimum wage covers domestic workers, in others, a lower level is fixed for domestic workers or they simply do not enjoy minimum wage protection. Finally, while the minimum wage generally constitutes a reference floor for setting public-sector wages, the minimum wage covers government wage earners in only a few countries.

3.1. Evolution of the minimum wage, 2005-2015

During 2005-2015, there was a widespread improvement in real minimum wages. On average, in Latin America, the real minimum wage rose 42% (Figure 11), the equivalent of an annual real increase of 3.6%. In this case, the differences across sub-regions are smaller than those observed in the real average wage. In Central America and Mexico, there was a real increase of 3.0% annually. This wage rose by 4.0% in the Andean countries and by 3.8% in the Southern Cone countries.

FIGURE 11. **Latin America: Change in Real Minimum Wages, by Sub-region. 2005-2015 (2005=100)**
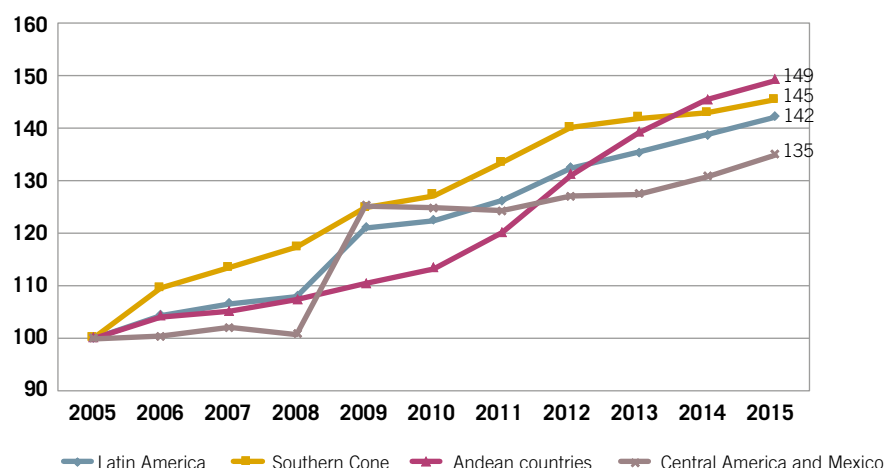
Source: ILO, based on official information of the countries.

The average for Central America and Mexico was significantly influenced by a one-time minimum wage adjustment in Honduras in early 2009, with a nominal increase of 130% (which at year-end meant a real increase of 117%). Such a large increase in a single adjustment, which more than doubled the real minimum wage, is quite exceptional and will be discussed in the following sub-sections. Honduras is the country with the fastest growing real minimum wage, of 130% for the period, or a rate of 8.7% annually. Without Honduras, the average increase for Central America and Mexico during the period would fall to 16.1%.

Of the 15 countries analyzed, only Paraguay and Mexico had a practically constant real minimum wage level (Figure 12). The minimum wage in Paraguay is among the highest in the region, as are the average wages of its economy in relative terms. By contrast, using the minimum wage as an indexer of other prices of the economy in Mexico proved to be a constraint for adjustments until 2016 (Box 1).

Three countries recorded increases of approximately 1.3% annually (the Dominican Republic, Colombia and Panama) while five countries had increases between 2.0% and 3.0% annually (Peru, Costa Rica, El Salvador, Chile and Argentina). Several of these countries have relatively high minimum wages for the region and with respect to their average wages.

Finally, real minimum wages experienced high growth rates in five countries of the region. In Ecuador and Brazil, increments averaged 4.6% annually. In Bolivia (Plurinational State of) and Uruguay, the rate of increase was 7.5 % annually, while Honduras had a higher level, as mentioned. Both Bolivia (Plurinational State of) and Uruguay had very low minimum wages at the beginning of the period analyzed, giving them a larger margin for significant increases. In Uruguay, the low minimum wage also resulted from mainly fiscal goals since minimum wage increases were tied to a series of social expenses. That link was eliminated at the end of 2004, freeing the minimum wage of that responsibility and enabling the application of significant upward adjustments to enable it to again fulfill a role as a floor of the wage scale.

FIGURE 12. Latin America: Accumulated Change in Real Minimum Wage Index, by Country. 2005-2015 (2005=100)
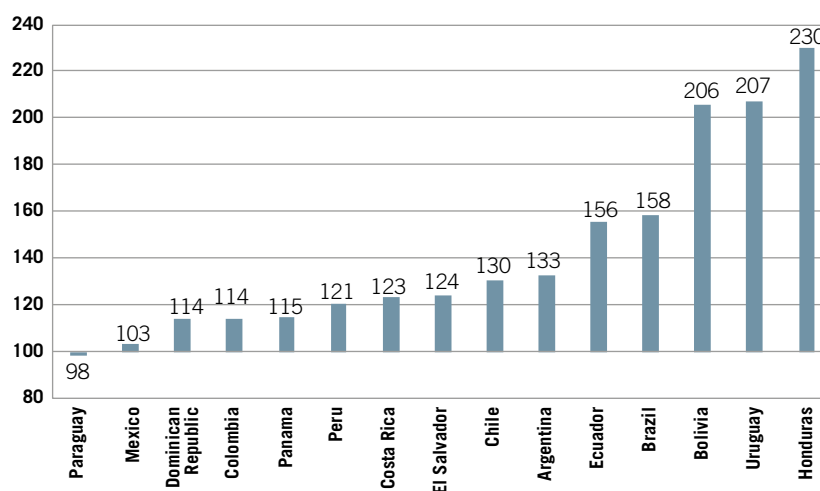
Source: ILO, based on official information of the countries.

To assess the relationship between minimum wage adjustments and economic cycles requires consideration of how often the wage is adjusted, as well as the relative level of minimum wages. While most countries adjust the minimum wage annually, some countries do so every two years or irregularly. In the latter case, while the adjustment occurs in a specific year, its application is extended for a period of two or more years, for which reason its relationship with the economic cycle is more diffuse. Additionally, a significant real increase in the minimum wage in a country with a low minimum wage can be better absorbed by enterprises than in others with a relatively high minimum wage, all other conditions being equal.

Conditions vary widely among countries with significant increases, for example. In Honduras, after the 2009 adjustment, subsequent adjustments barely compensated for past inflation. In Uruguay, which began the period with a relatively low level, higher increases were made early in the period and gradually become more moderate. By contrast, in Bolivia (Plurinational State of), the largest increases were made in the second half of the period. In Ecuador, minimum wage increases became more moderate during the last two years. Finally, Brazil is implementing an adjustment policy that generally considers the economic cycle since it applies a formula with a component to compensate for past inflation and another linked to GDP growth (with a two-year delay). Following the application of this formula, the 2014 and 2015 adjustments barely compensated for losses from inflation, maintaining a constant real level.

> **| BOX 1. Perverse Effects of the Use of Minimum Wage as an Indexer**
>
> In addition to protecting workers with the lowest wages, in some countries, the minimum wage is used as a reference to index a series of prices (public and private) in the economy. For example, in some cases, the minimum wage is also the floor for basic pensions or a reference for defining the amount of conditional cash transfers. In other cases, the minimum wage has been used as a reference to adjust rent or mortgage payments, considering that it is an indicator of the payment capacity of workers. Minimum wages have also been used to establish income brackets to apply differentiated income tax, for example, or to adjust fines.
>
> While these measures originally sought to extend the protection that the minimum wage offers to other groups or to generate an alternative indicator to the price index for some adjustments, under certain circumstances, these links may have threatened the main objective of protecting the lowest wages. At least three mechanisms could cause this:
>
> The first is associated with the impact on fiscal spending. For example, when the minimum wage is linked to basic pensions, minimum wage increases will lead to increased fiscal spending through the increase of those pensions.

The second effect is related to the impact on tax collection. In countries where the income tax is determined by minimum wage brackets, increasing the tax rate to the extent that more minimum wages are earned, higher or lower minimum wage increases will modify the percentage of contributors that remain in each tax bracket.

Third, to the extent that many prices are tied to the minimum wage in an economy, the minimum wage adjustment will recover in each of those prices, thereby contributing to rising inflation.

In some countries with these type of linkages, special circumstances have eventually affected the implementation of the minimum wage policy in its role to protect the lowest wages. This occurred in Uruguay, for example, which during the 1980s and 1990s suffered major fiscal limitations. During that period, minimum wage adjustments were set below the inflation rate to restrict spending on basic pensions and unemployment benefits, as well as to increase the percentage of taxpayers who would remain in the highest tax brackets. In this way, spending would be restricted, and revenue would increase from income tax. The result of this long-term policy was that the minimum wage fell to insignificant levels for the private-sector wage scale. In late 2004, Uruguay passed a law that prohibited the use of the minimum wage as an indexer, substituting it for a new index (the Benefits and Contributions Database), which is defined annually by the Executive Branch considering changes in prices and wages. Following this change, Uruguay implemented an active minimum wage policy with a view to ensuring the real recovery of its purchasing power, without affecting its fiscal position or increasing inflation. In Mexico, the extensive use of the minimum wage as an indexer of other prices of the economy limited adjustments. For this reason, economic officials were reluctant to raise the minimum wage due to its potential effect on inflation and fiscal accounts. This situation changed in January 2016, when the minimum wage index was eliminated and the Unit of Measurement and Updating (UMA) was created to replace it. Following that change, the minimum wage began to recover its real value.

3.2. The minimum wage with respect to average wages

As mentioned in the previous section, during 2005-2015, the countries of Latin America experienced real improvements in their minimum wages. However, it is necessary to consider the relationship between the minimum wage and the wages effectively paid for two key reasons.

First, the magnitude of the increases is associated with the relative level of the minimum wage with respect to average wages. In many cases, the difference in magnitude is related to the starting value in each country. While in some countries, the minimum wage was very low compared with average wages and there was a wide margin for improvement; in others with a high minimum wage compared with average wages, the margin was much smaller.

Second, it is important to analyze how wages react to minimum wage increases. For example, how do private enterprises react in the countries that apply an active minimum wage policy with increases exceeding those of the economy overall? Are they capable of absorbing those increases and incorporating them into their entire wage scale, or do they adjust only the lowest wages, applying smaller increases in the higher brackets? By contrast, how do private enterprises react in countries with high economic growth rates where the minimum wage increases only slightly? Do they follow the percentage established by the minimum wage or do they make higher increases?

Figure 13 demonstrates the ranges between the minimum wage and the average wage in the private sector for 2005 and 2015. There is a move toward the right, to levels where the minimum wage represents a higher percentage of average wages in each country. While in 2005, most of the countries were between the 40% and 50% ranges; by 2015, most of the countries were concentrated in the ranges between 50% and 60%.

FIGURE 13. Latin America: Real Minimum Wage as a Percentage of the Real Average Wage in the Private Sector. 2005-2015 (Percentages)
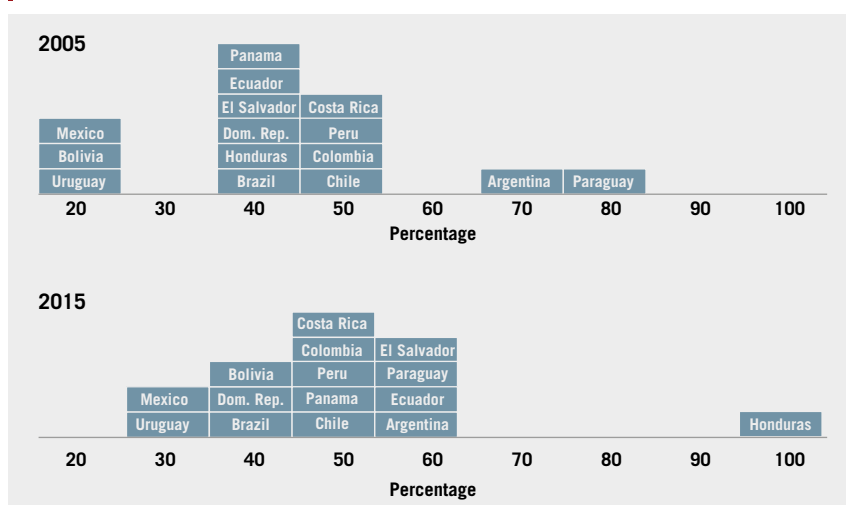
Source: ILO, based on official information of household surveys and minimum wages of the countries.

Although it is not possible to establish an "appropriate" range for this ratio, the extremes clearly reflect abnormal situations. At the extreme left, which represents a low ratio between the minimum wage and the average wage, there are countries where the minimum wage is very low, which means that it is not fulfilling its role of protecting and satisfying the basic needs of workers and their families. Thus, although a minimum wage exists, it could be said that it does not effectively protect workers. The extreme right represents a very high ratio between the minimum wage and the average wage. This ratio indicates that the minimum wage is above what enterprises are willing to pay in that country. In those cases, it is obvious that there is a higher level of non-compliance with the minimum wage, which weakens the effectiveness of the policy.

In 2005, Mexico, Bolivia (Plurinational State of) and Uruguay were on the extreme left, with very low minimum wage levels. During the period analyzed, the real minimum wage practically did not increase, but its relationship with average wages rose due to the decline in the latter in real terms. By contrast, both Bolivia (Plurinational State of) and Uruguay significantly increased the real minimum wage (about 100% for the period). While in Uruguay, the average wage of the private sector rose 57%, in Bolivia (Plurinational State of), it increased just 18%, for which reason the minimum/average wage ratio rose more in the latter country. Thus, while Uruguay applied a significant minimum wage increase, it started at a relatively low level and that increase was associated with the wage dynamics of the private sector. In Bolivia (Plurinational State of), there was a weaker relationship between the real increments of the minimum wage and of the average wage of the private sector.

Argentina and Paraguay appear on the extreme right in 2005, with ranges of 70% and 80%, respectively. In Paraguay, the real minimum wage remained nearly constant during the period, while the real wages of the private sector rose 27%. This reduced the minimum/average wage ratio, to 60% in 2015. In Argentina, while minimum wages rose at an intermediate rate, wages of the private sector did so at a higher rate, also reducing the ratio to 60%.

In 2015, Honduras's position on the extreme right stands out, in the range corresponding to 100% for the minimum/average wage ratio, while in 2005 the ratio was in the 40% range. In this case, the minimum wage increase applied in early 2009, and that more than doubled the level in real terms, did not coincide with the change in average wages. In fact, the real average wage for private enterprises fell 6.0% during the period analyzed. This situation reveals that the abrupt increase of the minimum wage was not effective for modifying the wage structure; to the contrary, it created the context for a major increase in the number of workers affected by non-compliance with the minimum wage.

Additionally, there are a group of countries that maintained the ratio in the same range during the period. These include the Dominican Republic, Brazil, Costa Rica, Colombia, Peru and Chile. This situation indicates that the minimum wage increases generally coincided with changes in

average wages. In the Dominican Republic and Colombia, this occurred in a context of low growth of wages and the minimum wage. In Peru, Costa Rica and Chile, real minimum wage increases for the period ranged from 20% to 30%, while in Brazil, the larger increases made were absorbed by private enterprises, which similarly adjusted their real wages.

3.3. The minimum wage in relation to the poverty line

From the standpoint of workers, it is of interest to determine to what extent the minimum wage covers the basic needs of those workers and their households.[17] As Figure 14 demonstrates, of the 14 countries studied, just two (Mexico and Paraguay) maintained approximately the same level of poverty lines as in 2005 at the end of the period, while the remainder recorded varying levels of improvement. In 2005, eight countries had minimum wages that were less than two urban poverty lines. In 2014, by contrast, five countries had a minimum wage below two per capita urban poverty lines, although El Salvador and Uruguay were practically at that level. In 2005, six countries had minimum wages between 2.0 and 2.9 poverty lines, with Panama being the highest at 2.8 poverty lines. In 2014, eight countries were in the range of 2.0 to 2.9 poverty lines while three countries reached or slightly exceeded three per capita poverty lines (Costa Rica, Chile and Panama).

Given that poverty lines are expressed per capita, household size needs to be considered. According to 2011 estimates, Latin American families had an average of 3.8 members per household. Lower-income households tend to have more members. Since the minimum wage policy is designed to protect lower incomes, it would seem appropriate to use that segment as a reference. The average size of households belonging to the poorest 50% of households is 4.3 people.[18] A minimum wage would be insufficient to help an average household escape from poverty.

FIGURE 14. Latin America: Ratio of Minimum Wage and the Poverty Line, by Country. 2005-2014
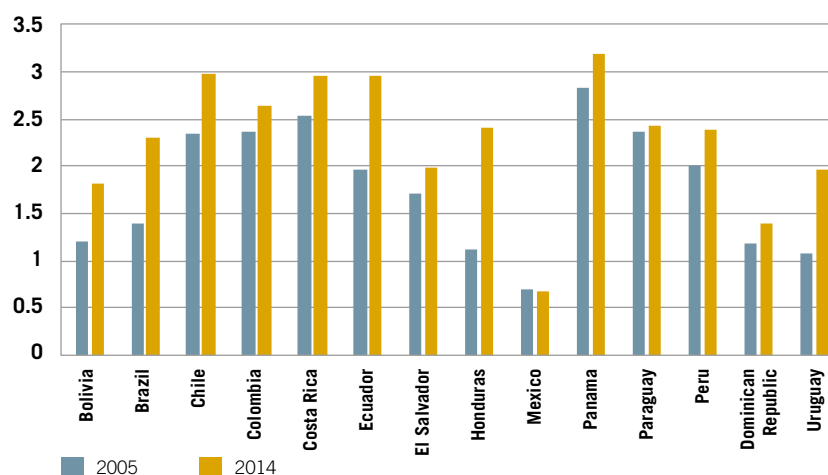
Legend: ■ 2005 ■ 2014

Source: ILO, based on official information of household surveys and minimum wages of the countries and the ECLAC database.

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17   To this end, the minimum wage level should be compared with basic baskets defined at the national level, but this methodology would not allow for a comparison among countries as they use different baskets. For comparative purposes, the per capita urban poverty line estimated by ECLAC in national currency is used to determine whether a worker who earns the minimum wage in a specific country could move above this line and whether in the period analyzed there were improvements recorded in the real minimum wage reflected in the amount of poverty lines that it covers. At the time of this report, poverty lines were not available for 2015, for which reason those of 2014 were used.

18   Both averages were calculated based on information from the countries that appear in Annexes A-1 and A-2 in Marinakis and Bueno (2014) "Incumplimiento con el salario mínimo: ¿Culpa del nivel o debilidad institucional?" Santiago de Chile: ILO.

FIGURE 15. Latin America: Per Capita Poverty Lines Covered by the Minimum Wage. 2005 - 2014
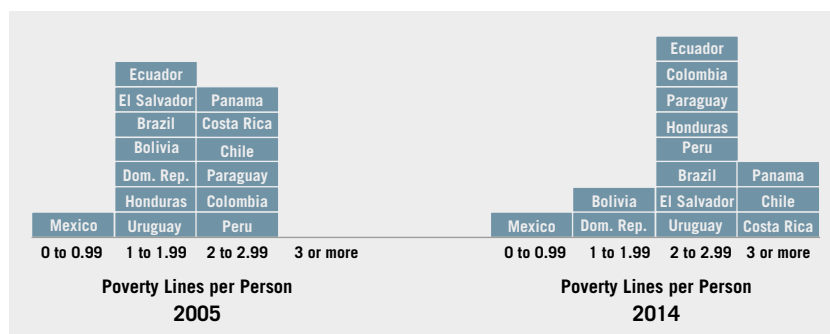
							Ecuador		
							Colombia		
	Ecuador						Paraguay		
	El Salvador	Panama					Honduras		
	Brazil	Costa Rica					Peru		
	Bolivia	Chile							
	Dom. Rep.	Paraguay				Bolivia	Brazil	Panama	
	Honduras	Colombia				Dom. Rep.	El Salvador	Chile	
Mexico	Uruguay	Peru			Mexico		Uruguay	Costa Rica	
0 to 0.99	**1 to 1.99**	**2 to 2.99**	**3 or more**		**0 to 0.99**	**1 to 1.99**	**2 to 2.99**	**3 or more**	

Poverty Lines per Person **2005**	Poverty Lines per Person **2014**

Source: ILO, based on official information of household surveys and minimum wages of the countries and the ECLAC database.

3.4. Non-compliance with the minimum wage in the private sector

The previous sections discussed the significant improvements in real minimum wages for many countries of the region, which was reflected in improved coverage of the basic needs of workers and their families (based on an inferior indicator, such as the poverty line). To be able to affirm that those improvements effectively benefitted the lowest-paid workers, it is necessary to confirm that minimum wage non-compliance did not increase.

To estimate the level of minimum wage non-compliance, this report uses household surveys of the countries and compares hourly wages of the private sector with the hourly minimum wage.[19] Estimates have a margin of error that could result both from the information provided on job earnings, as well as on the reported number of hours worked. Therefore, they should be taken only as an indication of the magnitude of the problem. Additionally, as estimates are for the beginning and end of the period analyzed, these estimates indicate the trend occurring in each country as the result of the minimum wage policy applied.

Figure 16 demonstrates the rate of minimum wage non-compliance in private enterprises in 14 countries of the region for the years 2005 and 2015. The data indicate that non-compliance with the minimum wage is a serious problem in the region, given that half of the countries have rates above 20%. This situation should come as no surprise in a region characterized by high levels of informal employment.

FIGURE 16. Latin America: Minimum Wage Non-compliance in Private Enterprises. 2005-2015 (Percentages)
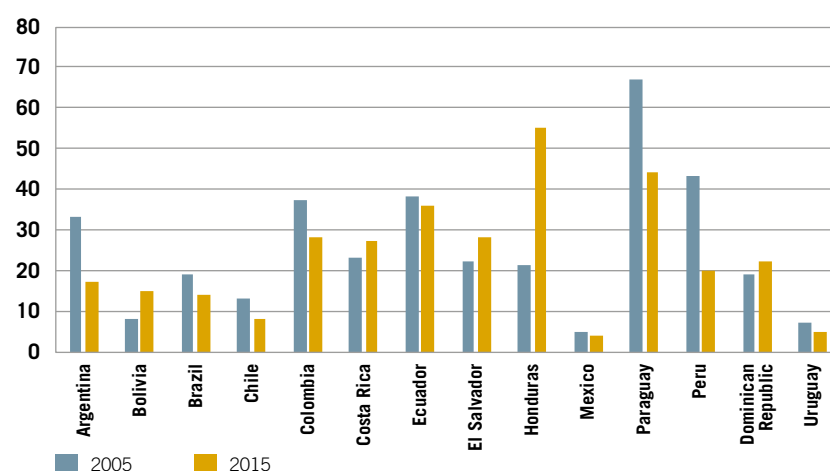
Source: ILO, based on official information of household surveys of the countries.

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19 For countries with a minimum wage for urban wage earners, the following minimum wages were used: in Costa Rica, the minimum wage for unskilled day workers; El Salvador, the minimum manufacturing wage; Honduras, the minimum wage for small enterprises (a maximum of 15 workers); and the Dominican Republic, the minimum wage for small enterprises (investment of 2 million pesos or less). No estimates are given for Panama because the 2005 survey listed the minimum wage corresponding to each wage earner while the 2015 survey did not provide that information. In Brazil, the minimum wage established by the Federal Government was used. Given that higher minimum wages are fixed in six states (Ceará, Paraná, Río de Janeiro, Rio Grande do Sul, Santa Catarina and Sao Paulo), the percentages of non-compliance will be somewhat underestimated.

Although the high level of non-compliance indicates serious problems with the implementation of the minimum wage, a low level of non-compliance is not always an indicator of an efficient minimum wage policy. For example, if a country sets an extremely low minimum wage, to the point where practically no worker earns that wage, non-compliance will be very low, but the minimum wage will be irrelevant as a protection instrument. This occurred in Mexico, where the minimum wage was very low throughout the period analyzed and non-compliance rates were also very low.

In 2005, Uruguay had a level similar to that of Mexico (around the per capita poverty line). The former country then doubled the real minimum wage, doubling its purchasing power (it reached two poverty lines), without affecting the high compliance rate with the minimum wage (non-compliance was just 5%). By contrast, Honduras also doubled its real minimum wage real during the single adjustment of 2009, increasing it purchasing power. Enterprises did not absorb this increase, however, resulting in a sharp rise in non-compliance, from 21% to 55% during the period.

Thus, the minimum wage level (expressed, for example, in per capita poverty lines as a unifying criterion) and the non-compliance rate should be analyzed together. Of the five countries where the minimum wage has a purchasing power above the poverty lines (Paraguay, Colombia, Ecuador, Costa Rica and Chile),[20] only Chile recorded a low level of non-compliance, while the other countries had non-compliance rates above 27%. Clearly, it is not enough to have a minimum wage that provides better coverage of the basic needs of workers and their families if this policy is not effectively implemented.

Figure 17 illustrates the situation in 14 countries of the region with respect to the minimum wage relative to the average private-sector wage and the non-compliance rate. As the trend line demonstrates, there is a positive relationship: countries with a higher ratio between the minimum wage and the private-sector wage also have higher non-compliance rates. This does not mean that a lineal relationship exists or that all increases in the relative level of the minimum wage will necessarily result in high non-compliance rates. In fact, non-compliance rates in countries with the same minimum/private-sector wage ratio vary by up to 20 percentage points.

FIGURE 17. Latin America: Minimum Wage/Average Wage and Minimum Wage Non-compliance in the Private Sector. 2015
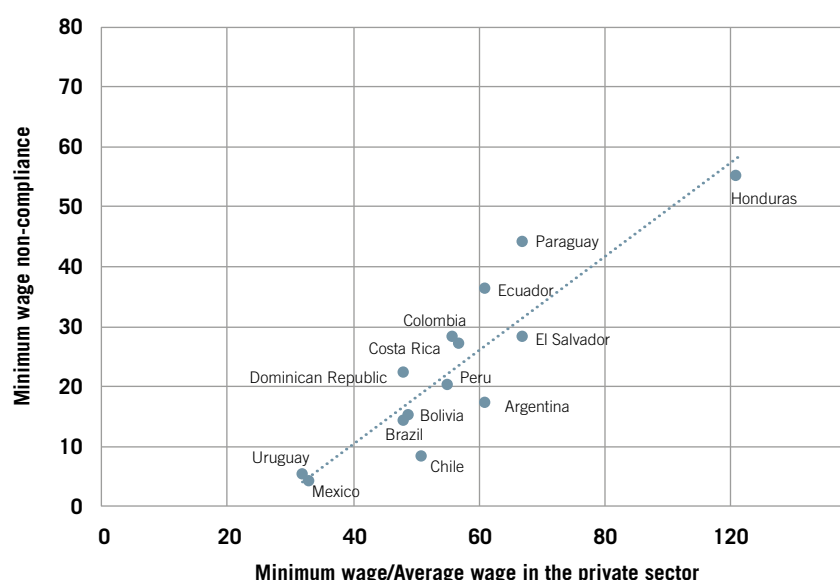
Source: ILO, based on official information of household surveys and minimum wages of the countries.

Besides these extreme cases, where the minimum wage represents a very high or very low proportion of the average wage in the private sector, institutional factors may influence non-compliance rates. These include workers' and employers' knowledge of their rights and responsibilities in terms of minimum wages; the importance of the minimum wage in the areas subject to inspection; the

20 Panama, which has a higher minimum wage in relation to the poverty lines, is not included given that it does not have non-compliance estimates.

provision of labour inspectors and resources for their activities; planned inspection activities in low-wage sectors; the probability that enterprises in low-wage sectors are inspected; the application and amount of fines; and the flexibility of the administrative process, among others.[21]

Thus, while the relative level of the minimum wage is crucial, institutional factors associated with ensuring compliance are also essential in the result.

4. Gender pay gap

The ILO promotes the principle of equal remuneration for men and women for work of equal value as a fundamental right. It was recognized in the ILO Constitution (1919) as a key component of social justice. The Equal Remuneration Convention of 1951 (No. 100) was the first international instrument to address this issue. It was enacted after the Second World War, during which women played a key role in production in many countries, which helped build consensus on the need for greater equality in society. The call for wage equality between women and men was a first step, since "pay differentials between women and men [are] one of the most tangible and measurable manifestations of discrimination."[22]

The definition of equal pay for men and women for work of equal value broadly addresses the issue. Not only does it include the concept of equal remuneration for the same or similar work; it also compares and evaluates different jobs which, according to objective criteria, are of equal value.[23] The assessment and comparison of jobs in different sectors, with differing working conditions, or in enterprises with different employers, are important given the employment segregation of women and men in certain sectors and occupations. In general, the sectors and occupations where women are over-represented tend to have lower average wages than those where men predominate. This is because the work women perform is generally undervalued.

The measurement and evaluation of work of equal value – to determine the magnitude of the difference in remuneration between women and men– are important but require detailed information for each job. Unfortunately, this information is not always available in the surveys of statistics institutes. For this reason, the wage gap should be calculated. This gap is defined as the percentage difference between the average wages of women and men, as a basic approximation for estimating the magnitude of this inequality.

4.1. The monthly gender pay gap declined

In Latin America, the monthly wage gap decreased from about 20% to 15% between 2005 and 2015 (Figure 18). This trend occurred in the three sub-regions, although the most significant reductions were in Central America and Mexico (6 percentage points), followed by the Southern Cone (5.8 percentage points) and the Andean countries (4.5 percentage points). The highest wage gaps persist in the Southern Cone, with intermediate gaps in the Andean countries and the smallest gaps in Central America and Mexico.

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21   For more information, see Marinakis and Bueno (2014) "Incumplimiento con el salario mínimo: ¿culpa del nivel o debilidad institucional?", in Incumplimiento con el salario mínimo en América Latina. El peso de los factores económicos e institucionales. Santiago de Chile: ILO.

22   ILO (2012). *Giving Globalization a Human Face, General Survey on Fundamental Conventions*, Report III (Parte 1B), ILC, 101st session, Geneva: ILO; ILO (2013). http://www.ilo.org/wcmsp5/groups/public/@ed_norm/@relconf/documents/meetingdocument/wcms_174846.pdf

23   ILO (2013) Equal Pay: An Introductory Guide. http://www.ilo.org/global/publications/WCMS_216695/lang--en/index.htm

FIGURE 18. Latin America: Gender Monthly Wage Gap, by Sub-region. 2005-2015 (Percentages)
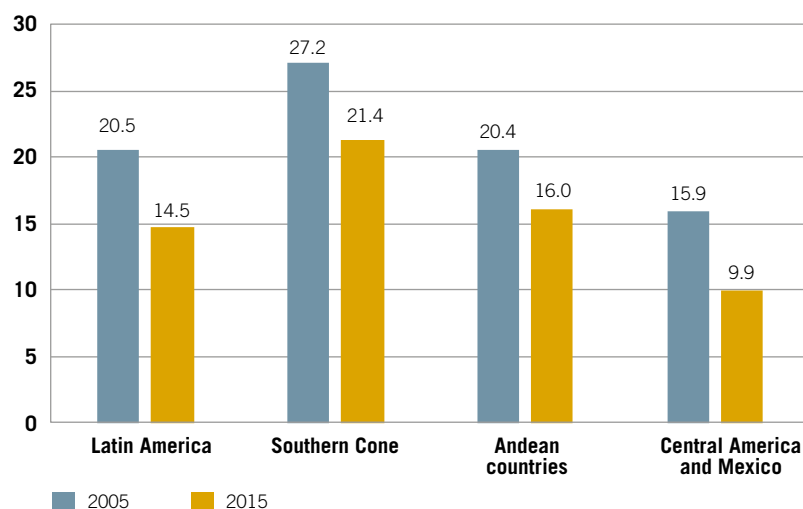
Source: ILO, based on official information of household surveys of the countries.

The gender gap that existed between private- and public-sector wages was also examined.[24] The wage gap between women and men of the private sector is smaller than that for the total of wage earners (Figure 19). This is expected since total wage earners includes domestic workers, who are nearly all women and who earn low wages, for which reason they bring down the average wage of women. In the case of the private sector, during the period analyzed, monthly wage gaps fell slightly in the Southern Cone and in Central America and Mexico, while they rose somewhat in the Andean countries. As a result, Latin America had a marginally downward trend.

FIGURE 19. Latin America: Gender Monthly Wage Gap in the Private Sector, by Sub-region. 2005-2015 (Percentages)
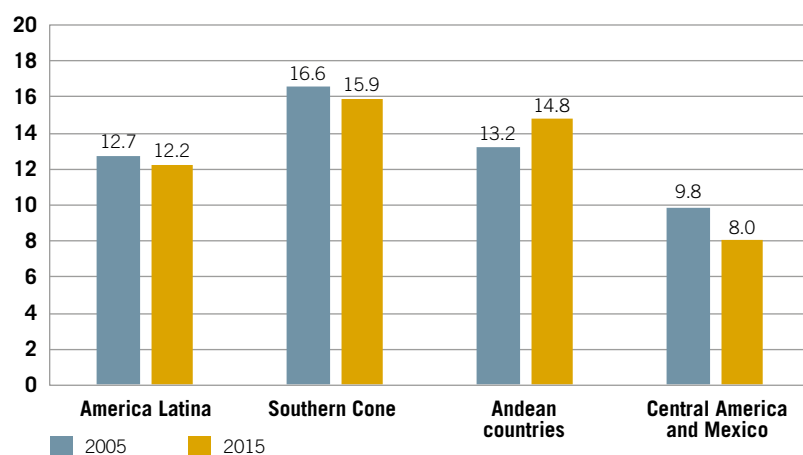
Source: ILO, based on official information of household surveys of the countries.

The gender gap in the public sector is also smaller than that for all wage earners, for the same reason as in the case of the private sector (Figure 20). In the public sector, during the period analyzed, the monthly wage gap experienced a sharp decline in all sub-regions. Women represent 53% of all public- sector wage earners.

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24   No comparison was made between men's and women's wages since men represent just 7% of this segment.

FIGURE 20. Latin America: Gender Monthly Wage Gap in the Public Sector, by Month and Sub-region. 2005-2015 (Percentages)
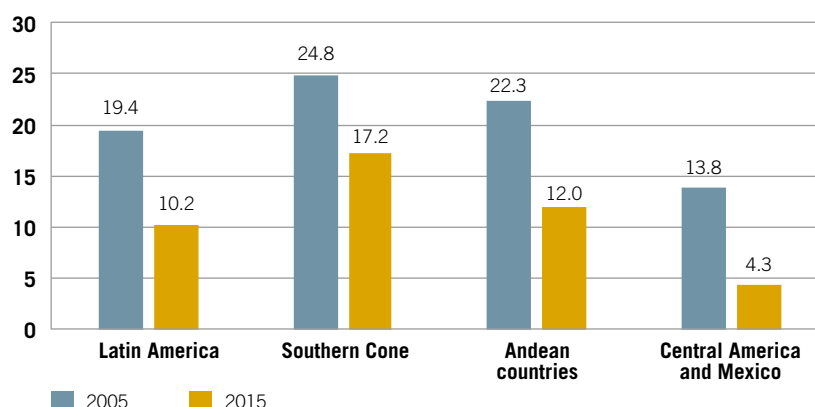
Source: ILO, based on official information of household surveys of the countries.

4.2. Factors explaining the reduction in the gender pay gap

What led to the narrowing of the gender pay gap in Latin America? This section discusses the weight of the changes in the composition of female employment and the growth of women's wages compared with those of men.

Concerning the composition of employment, changes could be due to important variations in the labour force participation rate or to changes in the sector where women are employed. For example, if a large number of female wage earners left the labour market -perhaps for reasons associated with their caretaking responsibilities- this would represent a change in the composition of female employment that could influence the pay gap. If a large group of female wage earners moved from one sector to another with higher remunerations, this could also have an impact on the gap. By contrast, several reasons could explain the faster growth of women's wages compared with those of men, including an increase in the number of hours worked or an increase in women's education levels, for example.

Before analyzing the effects that the changes in the composition of employment and wages had on the gender pay gap, it is important to consider changes in women's employment. The labour force participation rate for women in Latin America and the Caribbean rose from 48.1 % in 2005 to 49.6% in 2015, thus negating the possibility that women have left the labour market.[25] Wage employment increased by 28% among women, surpassing the 21% increase among men. While employment of domestic workers remained nearly constant in absolute terms (2%), the growth rate among female wage earners of the public sector (24%) and especially the private sector (39%) indicate that these sectors created many jobs for women.

This differing rate of growth led to a change in the composition of women's wage employment (Figure 21). Of the total of female wage earners during the period analyzed, the percentage in the private sector rose sharply, from 56% to 61%, while the percentage in the public sector fell from 22.3% to 21.6%, and that of domestic work declined from 21.9% to 17.5%. Domestic work is a sector that mainly employs women. It has many workers in the region and has lower average wages than the other sectors. Thus, the reduction in domestic work as a percentage of total wage employment in the region, and the important growth in employment opportunities in other sectors, contributed to reducing the gender pay gap.

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25   ILO (2016). *2016 Labour Overview.* Lima: ILO.

FIGURE 21. Latin America: Gender Composition of Wage Employment. 2005-2015 (Percentages)
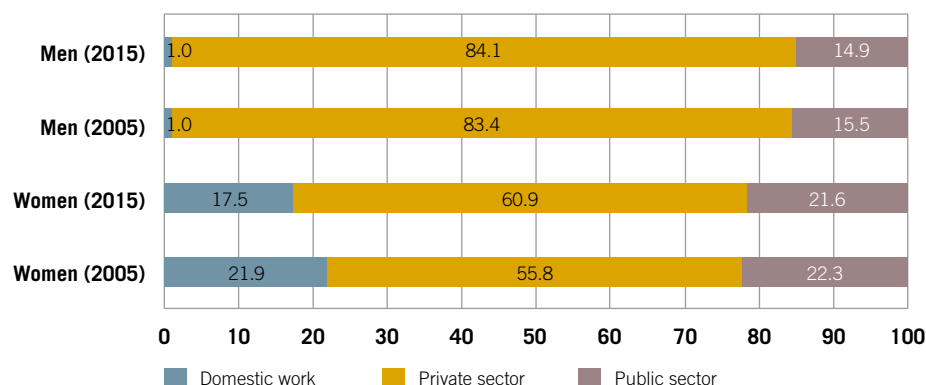
Source: ILO, based on official information of household surveys of the countries.

To quantify the weight of the changes in the composition of employment and wage growth in reducing the wage gap, the monthly wage gap was broken down by these two factors. Beginning in 2005, the variation in the pay gap was estimated by applying the changes in the composition of employment and maintaining wages constant. In Figure 21, the yellow bars estimate the pay gap that would have occurred if women's and men's wages had not changed between 2005 and 2015. In other words, the reductions observed in the yellow bars are the result only of the changes in the composition of employment in the period. By contrast, the grey bars estimate the pay gap that would have occurred if the composition of employment had remained constant between 2005 and 2015. Thus, the grey bars represent the pay gap that would have resulted only from wage growth.

Results indicate that, on average, the reduction in the pay gap is less affected by the structure of employment and that the significant growth in women's wages accounts for the largest share of reduction. For example, in 2005, the monthly pay gap was 20.5%. If wages had remained constant during this period and only changes in the composition of employment had occurred, the monthly pay gap would have declined to only 19.0% (a reduction of 1.5 percentage points). By contrast, if the structure of employment remained constant and only wages changed, the gap would have narrowed considerably more, to 15.8%. The combination of both effects led the monthly gap to decline to 14.7% in 2015. Therefore, in the case of the monthly gender pay gap, three-fourths of the improvement in the gap is due to wage growth while changes in the composition of employment are responsible for one-fourth of the decline.

FIGURE 22. Latin America: Decomposition of the Gender Monthly Wage Gap. 2005-2015 (Percentages)
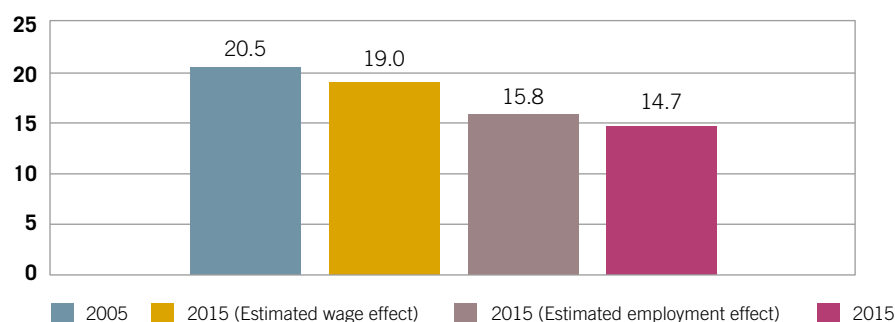
Source: ILO, based on official information of household surveys of the countries.

Crucially, the analysis presented in this section considers only the impact of changes in the composition of employment and average wage growth to explain the changes in the pay gap between 2005 and 2015. Other factors may also affect the pay gap, however. For example, differences in individual characteristics can contribute to the pay gap. These refer to observable differences between women and men, such as education level or years of experience, as well as non-observable differences such as individual aptitude. Job characteristics, including the level of responsibility or job risks (such as health risks), as well as discrimination, may also affect the gap. Other factors specific to a country, including the overall wage structure, policies and institutions, also influence

the size of the gap. For example, the characteristics of the wage structure are the result of wage-fixing mechanisms, which may have been designed focusing on workers in male-dominated sectors.

The existence of policies that promote equal remuneration (for example, the obligation to publish wages) also play a key role in continuing to reduce the gender pay gap. Additionally, the lack of institutions or quality caretaker policies have an impact on decisions associated with the labour force participation of women and consequently, on the pay gap.[26]

5. Wages in domestic work

An estimated 18 million people are employed as domestic workers in the region, 93% of whom are women.

Domestic workers perform a variety of household chores: cleaning the house; taking care of children, the elderly and people with disabilities; cooking, gardening, and even taking care of household pets. Traditionally, paid domestic work has been undervalued and insufficiently regulated in the countries of the region, making it one of the employment activities with the lowest levels of decent work.[27] An estimated 77.5% domestic workers are in the informal economy.[28]

During the period analyzed, several countries of the region made significant changes to the regulatory framework to equalize the working conditions of this segment with general working conditions. Major efforts were also made to increase formalization of the labour relationship and compliance with legal norms.[29]

These changes were also encouraged by the adoption of the Domestic Workers Convention of 2011 (No. 189), which promotes a variety of measures to guarantee that domestic workers enjoy the same working and decent work conditions as workers in general. Of the 24 countries that have ratified this Convention, 11 are in Latin America.[30]

The Convention establishes that remuneration should be established in written contracts, as well as its calculation and payment frequency. Wages should be paid directly in cash at regular intervals, or at least monthly. Equal treatment should be guaranteed in relation to normal working hours, compensation for overtime hours, rest periods and paid holidays. In Article 11, the Convention states that "Each Member shall take measures to ensure that domestic workers enjoy minimum wage coverage, where such coverage exists, and that remuneration is established without discrimination based on sex."

5.1. Minimum wage of domestic workers

While all countries of the region have a minimum wage system, domestic workers are not always included in this protection system. A group of countries exists in which domestic workers are not covered in those countries' minimum wage systems. Another group of countries has a national minimum wage, or a level assigned to less skilled workers and that applies equally to domestic workers. Finally, there are some countries where the minimum wage for domestic workers is below the general level. Table 1 lists the system in each country of the region.

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26 ILO *Global Wage Report 2014/15;* ILO *Women at Work Trends 2016;* ILO *World Employment and Social Outlook: Trends, 2017;* Goldin, 2014; Chen *et al.,* 2013; Grimshaw, 2011; Rubery, Grimshaw and Figueiredo, 2005; Heinze and Wolf, 2010; Rubery, 2003.

27 ILO (2012). *2012 Labour Overview.* Feature article: *"Situation of Paid Domestic Work in Latin America."* Lima: ILO.

28 ILO-FORLAC (2016) *Policies to Formalize Paid Domestic Work in Latin America and the Caribbean,* Regional Office for Latin America and the Caribbean, Lima, Peru.

29 ILO-FORLAC (2016) *op. cit.*

30 Argentina, Bolivia (Plurinational State of), Chile, Colombia Costa Rica, the Dominican Republic, Ecuador, Nicaragua, Panama, Paraguay and Uruguay.

TABLE 1. Latin America: Minimum Wage Systems and Coverage of Domestic Work to 2015

Minimum wage does not apply to domestic work	National minimum wage equal for domestic work	Domestic work has a lower minimum wage
Argentina Honduras Peru Domin. Rep. El Salvador	Bolivia Brazil Chile Ecuador Colombia Guatemala Mexico Nicaragua Uruguay	Costa Rica Panama Paraguay

Note: While domestic workers in Argentina are not covered by the general minimum wage system, the Ministry of Labour and Social Security periodically set a specific minimum wage. Its level does not have a stable relationship with the national minimum wage; rather, it fluctuated considerably in different periods (see Casanova, et al, 2015, pg. 24). Since 2016, minimum wages of the domestic work sector have been set by a tripartite commission.
Source: ILO, based on official information of the countries.

Argentina is among the countries where the minimum wage system does not cover domestic workers. However, minimum wages for domestic workers have been set by a specific tripartite commission since 2016. Before that year, the Ministry of Labour, Employment and Social Security fixed a minimum wage for the sector, which was separate from the general system.

Among the countries where the minimum wage applies equally to domestic workers, Uruguay has also had a specific category in the Wage Council system since 2008 (Group 21, Household or Domestic Service Workers) to set higher minimum wages for domestic workers. In Chile, domestic workers had a minimum wage equivalent to 75% of the general minimum wage until 2008. Between 2008 and 2011, that gap was progressively reduced until it disappeared. The same occurred in Ecuador, where the minimum wage for domestic workers was 70% of the general level, a gap that was progressively narrowed until it disappeared in 2010.

Finally, among the countries where the minimum wage covers domestic workers, but at a level below the general minimum wage, Costa Rica has set a rate equivalent to 68% of the minimum wage for unskilled workers while Panama establishes a wage of 82% of the minimum wage for small enterprises (48 hours). In Paraguay, until 2015, the minimum wage for domestic workers was set at 40% of the current level for non-specific activities (general level). Since then, the minimum wage for domestic workers was raised to 60% of that level.[31]

This summary suggests that while domestic workers still do not fully enjoy minimum wage protection, several countries of the region have made important strides to this end in recent years. Particularly noteworthy are the efforts of Argentina and Uruguay to develop collective bargaining in the sector. Likewise, the equalizing of the minimum wage for domestic workers with the general level achieved in Chile and Ecuador, as well as the relative improvement recorded in Paraguay, are examples of a trend toward equal pay.

5.2. Decline in employment in domestic work and wages

In terms of employment, the share of domestic workers in total wage employment fell from 9% to 7% during the period analyzed (Figure 23). This was the dominant trend in the region. Of the 14 countries studied, just three recorded increases in employment in domestic work as a percentage of total wage employment (Costa Rica, the Dominican Republic and Mexico). It remained constant in El Salvador and declined in the remaining 10 countries.

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31   Law 5407/15, October 2015.

FIGURE 23. Latin America: Domestic Workers as a Percentage of All Employees. 2005-2015 (Percentages)
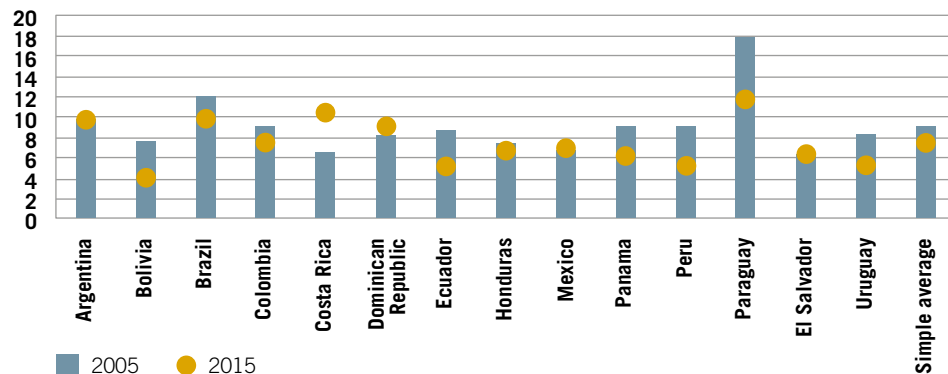
Source: ILO, based on official information of household surveys of the countries.

This reduction may reflect changes in the composition of the sector or the movement of workers to other sectors. As stated in the previous section, the labour force participation rate for women rose slightly during the period, while wage employment among women increased at a higher rate than that among men. While employment among domestic workers remained largely unchanged, the growth of public- and especially private-sector female wage earners indicates that these sectors have created many jobs for women. Consequently, the reduction in the share of domestic work in total wage employment in the region is not due to the exit of female workers from the labour market, but mainly to the significant growth in employment opportunities in other sectors.

Continuing with the supply-side analysis, if a relative decline in the supply of domestic workers were accompanied by a constant or growing demand for the services offered by the sector, this should be reflected in higher wages for domestic workers.

Additionally, the actions and policies implemented by the countries of the region to expand and guarantee the equal rights of workers of this sector, together with minimum wage increases, contributed to a significant increase in domestic workers' wages. This could have influenced the slower growth of employment in the sector. The fact that employers of domestic workers are families, which also obtain their income mainly from employment, should be considered.

From a demand perspective, the increase in wages and the formalization of employment of domestic workers led to an increase in labour costs for contracting these workers. When the cost of domestic work increases at a rate higher than the increases in average wages over an extended period, it may lead to a decrease in hiring of domestic workers, or perhaps to a decline in the number of working hours requested.

In practice, in all countries except for El Salvador and Paraguay, average wages of domestic workers rose faster than the average wage for all wage earners. For the period 2005-2015, this caused the average wage of domestic workers to rise as a percentage of the average wage of all wage earners (Figure 24). At the same time, with the exception of Honduras, the countries experienced a reduction in the number of average hours worked in domestic work.

This trend occurred regardless of whether the monthly or hourly wage was considered, although levels differed. Given that domestic workers often work part-time, hourly wages are higher than monthly wages. For example, for the entire region, in 2015, domestic workers earned an hourly wage equivalent to 53.6% of the average hourly wage for all wage earners, while their monthly wage was 45.4% (Figure 24) of the average monthly wage for all wage earners.

FIGURE 24. Latin America: Hourly and Monthly Average Wage Ratio between Domestic Workers and All Workers. 2005-2015 (Percentages)

2005 by hour | 2015 by hour | 2005 by month | 2015 by month
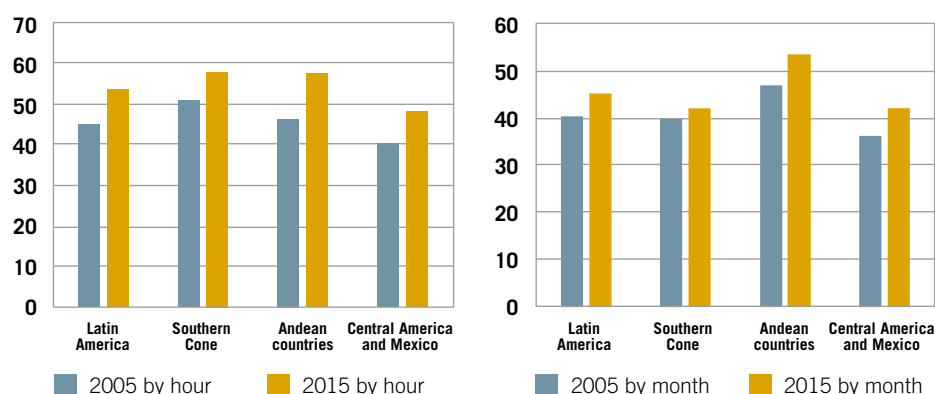
Source: ILO, based on official information of household surveys of the countries.

5.3. Non-compliance with the minimum wage for domestic work

Figure 25 shows estimates of non-compliance with the current minimum wage for domestic work in 2005 and 2015 for each country. The countries are separated into two groups: (1) countries that have a general or specific minimum wage that applies to workers of the sector (on the left), and (2) countries in which the minimum wage does not apply to the sector (on the right).[32] The latter group of countries cannot be considered non-compliant given that the minimum wage does not legally apply; rather, it indicates the percentage of domestic workers who earn wages below that level.

Among the countries with minimum wage protection, the average non-compliance rate fell from 32% in 2005 to 29% in 2015. Figure 25 shows that non-compliance declined in five countries, increased slightly in Costa Rica and Paraguay, and more so in Bolivia (Plurinational State of) and Chile. In Chile, the increase in non-compliance was not only do to equalizing the minimum wage for domestic work with the general level, as mentioned, but to the reduction in the legal workday for domestic workers, which was also set at the general level of 45 hours weekly beginning in 2015.

FIGURE 25. Latin America: Minimum Wage Non-compliance in Domestic work. 2005-2015 (Percentages)

2005 | 2015

The minimum wage does not apply to domestic workers
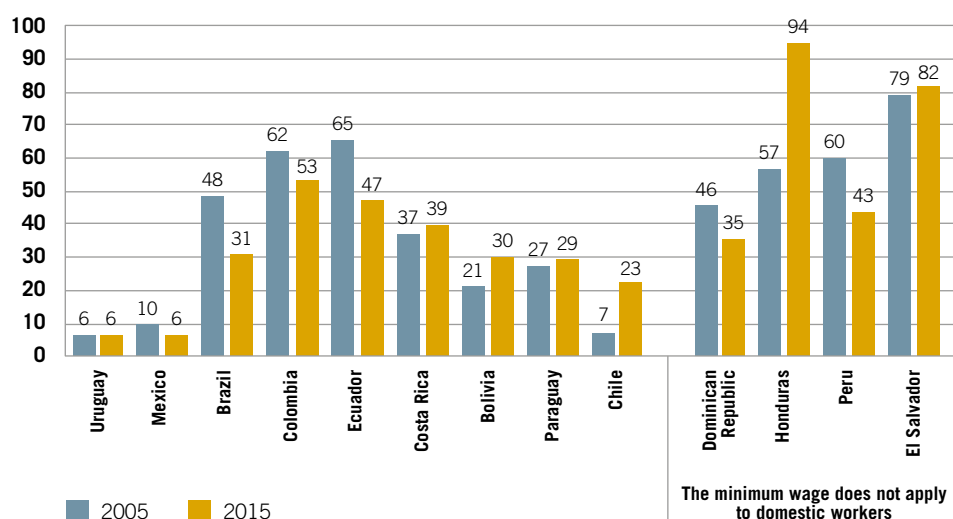
Source: ILO, based on official information of household surveys of the countries.
Note: Costa Rica and Paraguay are the only countries in the figure in which the minimum wage for domestic workers is lower than the general level.

Despite the improvement observed during the period, non-compliance rates continue to be high in most of the countries. Of the two countries with very low levels of non-compliance during the

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32   In this case, the minimum wage of each country was used to estimate non-compliance for the private sector.

period, Mexico's real minimum wage remained practically constant at a very low level, as mentioned in Section 3 of this report, while it rose sharply in Uruguay, without affecting non-compliance rates.[33]

With respect to countries in which the minimum wage does not cover domestic workers, estimates demonstrate that a possible introduction of the minimum wage at the current level for the private sector would be more feasible in the Dominican Republic and Peru than in Honduras and El Salvador. Nevertheless, the passage of specific legislation that would extend minimum wage coverage to domestic workers would require several instruments that are currently absent: the legal obligation to comply with the minimum wage, dissemination of the rights and responsibilities of the parties through public campaigns, inspection mechanisms and a system of penalties for non-compliance. The presence of these elements would likely lead to much lower levels of non-compliance than those shown in Figure 25.

6. Changes in wage distribution in Latin America, 2005-2015

6.1. Increased wage share in GDP

The functional distribution of the wage share in GDP measures the allocation of income going to labour with respect to that allocated to capital. It is obtained by considering the participation of the wage bill (the amount paid to each wage earner) in GDP. Thus, it is the allocation of revenue to production factors (work and capital), according to the function they perform in production processes.

The numerator of this calculation is the product of the average wage and the number of wage earners while the denominator is one of the expressions of total economic output in a specific period, for example, the annual GDP. All other conditions being equal, an increase in the average wage and/or of the wage bill or a decrease in output will increase the value of that indicator, as will other possible combinations of simultaneous variations. Thus, for the effects of the economic analysis, it will always be necessary to identify the factors that explain the consolidated result of the increased wage share in GDP.

Normally, a higher wage share indicates that wage earners have captured a larger proportion of the revenue generated in the production process, for which reason there is a large base of labour income to distribute among the different groups of wage earners. However, if this occurs during an economic slowdown or stagnation, this relative increase will not translate into a higher wage share but rather will be indicative of a situation of imbalance. This suggests that genuine increases in the wage share are conditioned on the generation of added value in the production process, for which reason not all increases are desirable.

Additionally, if this indicator is broken down into two components: wages and output per worker, its increase indicates that the remuneration of wage employment has increased more than its contribution to the production process. While this may occur in the short term, in the medium and long term, it is neither desirable nor sustainable given that it constitutes a situation of imbalance. In the long term and in the absence of distortions, the payment of factors that intervene in the generation of GDP should correspond to their contribution, measured as their productivity.

Finally, a third aspect to consider in the analysis is that, regardless of the economic cycle, an increase in the wage share in added value does not necessarily imply that all groups of wage earners will equally benefit since those who initially captured a larger relative proportion of GDP will have larger increases. Thus, from the standpoint of the analysis of the distribution of benefits generated in the production process, not only should the increase in the wage share be identified, but also how this is distributed among wage earners and whether it is sustainable over time.

Considering the relationship between the wage bill and GDP in Latin America for the period 1950-2011, ECLAC (2017) states that wage shares were highest in the late 1960s and early 1970s.[34] In 2006, a trend began of improved functional distribution of income in most Latin American countries.

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33   Estimates for non-compliance for domestic work in Uruguay were made using the national minimum wage for two years as a reference. Nevertheless, since 2008, domestic workers have had a wage council that sets specific minimum wages. For 2015, while the national monthly minimum wage was 10,000 pesos, the minimum wage for domestic work was 11,945 pesos. Consequently, it is possible that non-compliance was underestimated for 2015.

34   Economic Commission for Latin America and the Caribbean (ECLAC), Social Panorama of Latin America, 2016, (LC/PUB. 2017/12-P), Santiago, 2017. http://repositorio.cepal.org/bitstream/handle/11362/41599/4/S1700566_en.pdf

Abeles, Amarante and Vega (2014) found that the wage share ranged from 24% in Peru to 56.7% in Costa Rica in 2009.[35] A group with a lower percentage, of up to 35%, included Bolivia (Plurinational State of), Guatemala, Mexico, Peru and Venezuela. An intermediate group with between 35% and 45% included Argentina, Colombia and Panama and a higher one (over 45%) included Brazil, Chile, Costa Rica, Honduras, Paraguay and Uruguay.

In the current study based on official surveys, the changes in the wage share in GDP were estimated for Latin American countries during 2005-2015. The study used information on average monthly remunerations of urban wage earners, respective employment levels and GDP per country in the national currency.

Figure 26a illustrates the changes in the estimated wage shares in GDP for the 15 selected countries, grouped by sub-regions. As the figure shows, Latin America experienced an increase of 4.4 percentage points in the wage share. The Southern Cone had the largest increase (9.8 percentage points) while the improvement in the Andean sub-region was 4.2 percentage points. The share in Central America and Mexico remained practically constant.

Figure 26b shows the trends in these indicators during the period analyzed. An upward trend in the wage share continued until 2013 for Latin America and the three sub-regions considered. After that year, the level stagnated. This variable trend, which occurred at the onset of the economic slowdown in the region, was also observed in the sub-regions of the Southern Cone, Central America and Mexico. In the Andean countries, the previous trend continued.[36]

▌ FIGURE 26A. **Latin America: Urban Wage Share, by Sub-region. 2005 - 2015 (Percentages)**
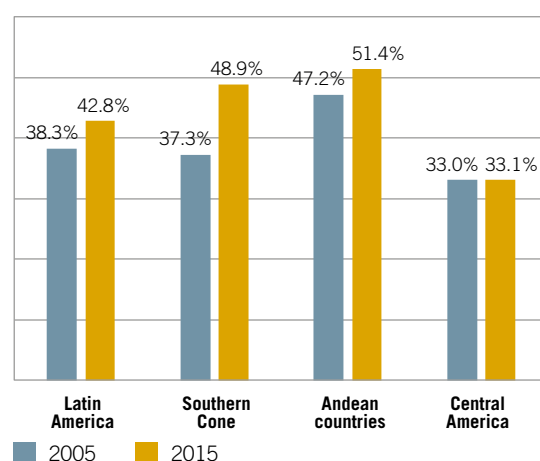
▌ FIGURE 26B. **Latin America: Urban Wage Share, by Sub-region. 2005 - 2015 (Percentages)**
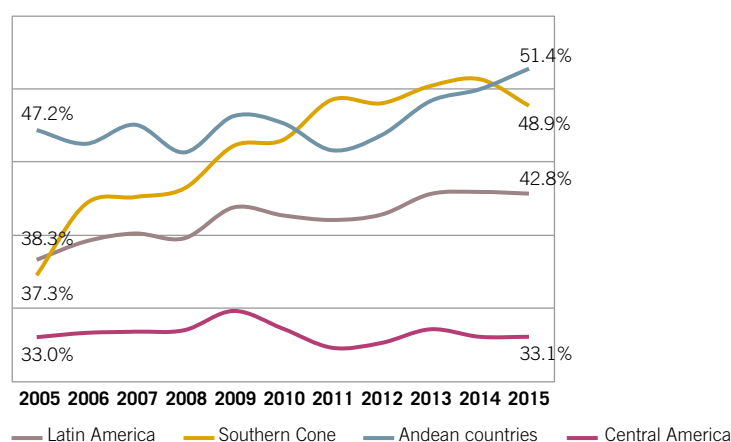
Nota: no se incluye a Chile en las series del gráfico 26b.
Fuente: OIT sobre la base de información de salarios mínimos oficiales de los países y base de datos de CEPAL.

35   Martín Abeles, Verónica Amarante and Daniel Vega. *Participación del ingreso laboral en el ingreso total en América Latina, 1990 – 2010.* Revista CEPAL 114. December 2014.
36   No information was available for the Bolivarian Republic of Venezuela.

The changes observed in the functional distribution of labour income, urban wage employment in this case, can be better analyzed if two components are considered. The change in the wage share (wage earners by remunerations) with respect to GDP is the same as comparing the change recorded in the wages with that recorded in GDP per worker. If the increase in wages surpasses the latter in a specific period, the wage share will increase; if the opposite occurs, it will decline.

The increase observed in the urban wage share in GDP in Latin America is the result of a larger increase in wages with respect to the regional GDP per worker. During the years analyzed, wages and GDP increased at differing rates across countries while the increase in urban wage employment tended to be similar or fluctuated between 35% in Central America and 30.5% in the Southern Cone. Therefore, the differences recorded across sub-regions and countries are mainly explained by the disparity between the wage increase and the increase in GDP in each case.

Thus, for example, the Southern Cone is the sub-region where average wages increased more than GDP per worker, which explains the greater relative increase in the wage share in GDP of that sub-region with respect to the other sub-regions. By contrast, the Andean sub-region had a smaller gap. The smallest increase was recorded in Central America.

Figure 27 illustrates these results by country, considering the increases recorded in the wage share in GDP, in descending order, in the years on each end of the series. They have also been grouped in terms of the magnitude of the changes with respect to that observed at the regional level.

The results show that in most of the countries, improvements were observed in the wage share during the 2000s that demonstrated improvements in the functional distribution of labour income in the region.

Eight of those countries are classified in the first group since they had increases above the average for the region, especially Uruguay, Costa Rica and Paraguay. Bolivia (Plurinational State of) and Chile are in the intermediate group, recording advances below the average. The last group of countries experienced decreases in the wage share.

FIGURE 27. Latin America: Percentage Change in Ratio of Wage Bill/GDP. 2005-2015 (Percentages)
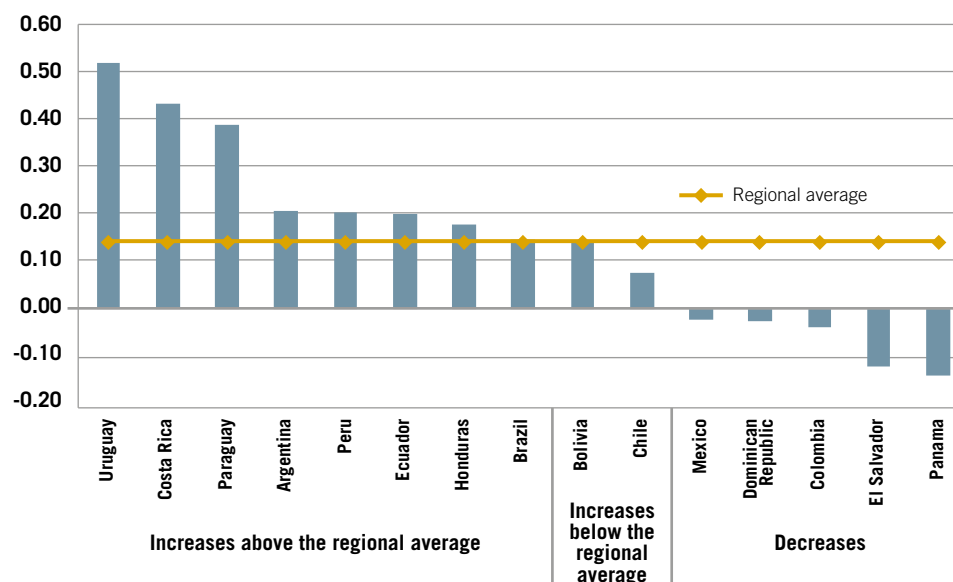
Source: ILO, based on official information of household surveys of the countries and the ECLAC database.

6.2. Regional wage inequality declines

The increase in real wages observed in Latin America between 2005 and 2015, as well as in all the sub-regions included in this analysis, was accompanied by an improved wage distribution, confirming the regional trend in this area. Nevertheless, considering the change in the Gini Coefficient[37] for the countries of the region during the period analyzed, that trend is clear and constant only until 2013. In the last two years of the period, reductions declined in a context of slower growth in many countries of the region.

These results in wage distribution and its trends in the period complement those observed in the functional distribution. In this case, the greater share of urban wages in GDP was accompanied by an improved distribution of these wages among workers, thereby reducing the level of wage inequality.

Jiménez (2015)[38] states that during the 2000s, Europe, the United States and China widened their wage inequality gap while Latin America and Southeast Asia reversed that trend and their Gini Coefficients began to fall.

While these changes have been gradual in Latin America, they are significant when comparing lengthy periods. During 2002-2013, 15 of the 17 countries studied experienced improved, statistically significant distribution, which was reflected in the reduction of the Gini Coefficient. These trends occurred in a context of sustained economic growth and declining poverty rates in the region, became more pronounced beginning in 2008 and have been more moderate since 2013.

This evidence also reveals a high correlation between labour income inequality and total household income, since labour income is the main source of household resources. With respect to the causes explaining these improvements in distribution, Jiménez (2015) states that the decline of labour income inequality reflects the reduction in wage differences between more- and less-skilled workers because the supply of skilled workers exceeded demand for those workers.[39] Another interpretation points to the deceleration of relative demand for skilled work over the past decade given that rising commodity prices have favoured demand for low-skilled workers and reduced the wage premium for education.[40]

In addition to these causes, there were the significant changes in the composition of wage employment among women during the period, as discussed in previous sections of this report. During the years studied, domestic work declined and women's participation in wage employment increased in a context of declining informal employment in the region. These antecedents indicate an improvement in job characteristics and with it, better wages for these workers, who are generally found at the lowest levels of wage distribution.

It is difficult to identify a single explanation for distribution results given the diverse national experiences as well as the multiple factors possibly affecting those results. Likewise, government policies of the region could have contributed to reducing labour income inequality, as indicated by evidence from countries such as Argentina, Brazil and Uruguay, which significantly increased their minimum wages.

The changes observed in wage distribution for the period 2005-2015 are discussed below, considering the following complementary indicators: the Gini Coefficient of average wages of the main occupation of wage earners; changes in the proportion of the average wage with respect to the median wage; and the change in labour income gaps of the bottom (D1) and intermediate (D5) deciles with respect to the D9 decile.

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37   The Gini Coefficient summarizes the way in which a variable (wages) is distributed among a cohort of individuals (wage earners) and is built from the Lorenz Curve. This represents the accumulated percentage of income that a specific population group receives, in ascending order in accordance with the amount of their income. The nearer the Lorenz Curve to the "line of perfect equality" (or the diagonal of a figure associated with the accumulated percentages of individuals on the horizontal axis and income on the vertical axis), the greater the level of equality. The opposite is true the farther away it is from the line. Thus, when the Gini Coefficient is 0, there is a situation of total equality; when it records a value of 1, the situation is of extreme inequality.

38   Juan Pablo Jiménez (ed.), *Desigualdad, concentración del ingreso y tributación sobre las altas rentas en América Latina*, ECLAC Books, N° 134 (LC/G.2638-P), Santiago de Chile, Economic Commission for Latin America and the Caribbean (ECLAC), 2015. http://repositorio.cepal.org/bitstream/handle/11362/37881/S1420855_es.pdf

39   López- Calva and Lustig (2010) and Azevedo and others (2013), cited by the author.

40   Gasparini and others, 2011; De la Torre, Messina and Pienknagura, 2012) cited by the author, as well as Guerra – Salas (2017), who found that income inequality declined in Latin America, mainly due to a reduction in the wage gap between skilled and low-skilled workers. Guerra – Salas, Juan. "Latin America's Declining Skill Premium: A Macroeconomic Analysis." Economic Inquiry, 2017, doi:10.1111/ecin.12497. http://www.juanguerrasalas.com/research/skprem-la/

Figure 28a demonstrates that the Gini Coefficient declined in the group of Latin American countries between 2005 and 2015, as well as all the sub-regions considered. The regional decline was -0.06 and the Andean countries recorded the largest decrease in the indicator (-0.09). By contrast, in Central America and Mexico, as well as the Southern Cone countries, reductions were below the average for the region: -0.05 and -0.04, respectively. Regardless, these are significant decreases compared with the periods 2002-2010 (ECLAC, 2017, op cit) and 2002-2013, where the downward trend gained momentum beginning in 2008 (ECLAC, 2015, op cit).

Figure 28b illustrates the change in that coefficient during the period. Beginning in 2013, the downward trends in these indicators in the region as a whole and in the Southern Cone sub-region begin to shift, decreasing at a more moderate pace in that year. By contrast, the opposite trend occurred in Central America and Mexico. The trend remained unchanged in the Andean sub-region. These changes demonstrate that the effects of the economic deceleration and subsequent stagnation in the countries of the region varied significantly across sub-regions and countries.

FIGURE 28A. **Latin America: Changes in the Gini Coefficient of Average Wages of the Main Occupation, by Sub-region. 2005-2015**
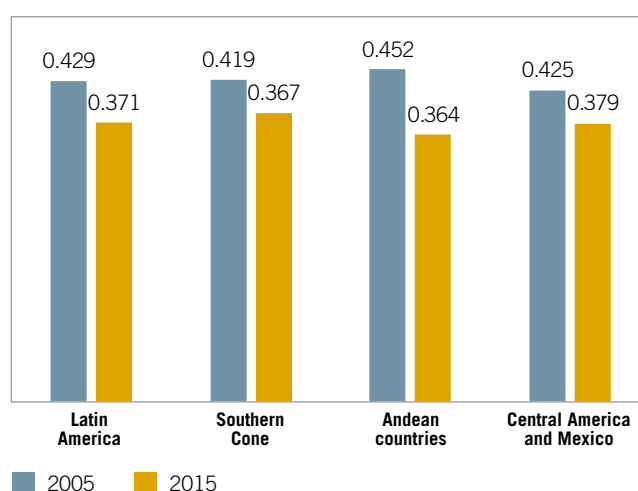
FIGURE 28B. **Latin America: Latin America: Changes in the Gini Coefficient of Average Wages of the Main Occupation, by Sub-region. 2005-2015**
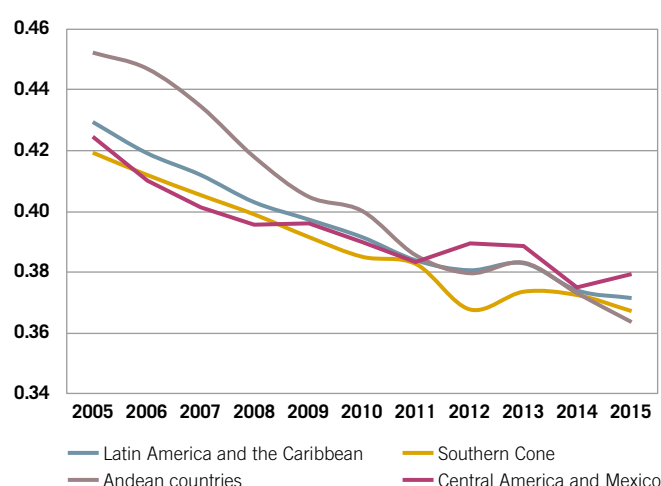
Source: ILO, based on official information of household surveys of the countries.
Note: Chile not included in the series in Figure 29b.

At the country level, Figure 29b confirms that the Gini Coefficient declined in all the countries except Costa Rica, where it rose slightly. The largest reductions were recorded in Bolivia (Plurinational State of) and Panama and the smallest in the Dominican Republic, Chile and Mexico.

Among the Southern Cone countries, Argentina, Uruguay and Paraguay had the largest decreases, which surpassed that of the sub-region as a whole. Among the Andean countries, Bolivia

(Plurinational State of) and Panama had the largest declines in inequality, as did Honduras and El Salvador in the Central American sub-region.

FIGURE 29. Latin America: Changes in the Gini Coefficient of Average Wages of the Main Occupation. 2005-2015
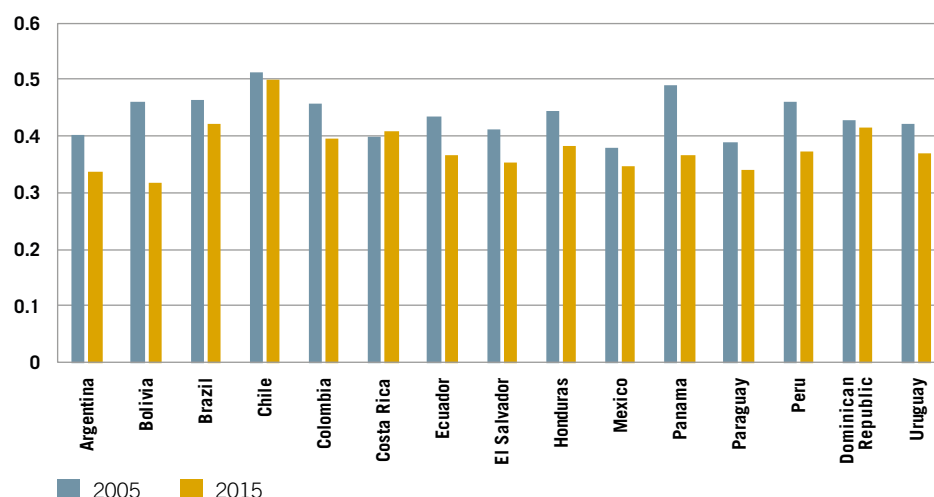
Source: ILO, based on official information of household surveys of the countries.

The median wage rose sharply in the countries of the region with respect to the average wage. Typically, wages are distributed asymmetrically, with a long "tail" to the right. Thus, a high percentage of wage earners are concentrated in the segments of lower remunerations while the small proportion of wage earners in the highest segments always capture a large share of total income. In these cases, the median wage (or 50% of wage earners) is below the average wage.

Figures 30a and 30b illustrate the major changes in wage distribution in the region, as well as in the sub-regions.[41] If the first and last years of the series are considered, the region's median wage increased by 10 percentage points with respect to the average wage. This occurred in the three sub-regions and was particularly pronounced in the Southern Cone, which experienced an increase of 16 percentage points. Central America and Mexico recorded the lowest increases.

In Figure 30b, these trends were recorded until 2012, after which time the advances in the median with respect to the average wage tended to diminish both for the region as a whole and for the Andean countries. The trend continued uninterrupted in the Southern Cone and reversed in Central America and Mexico.

FIGURE 30A. Latin America: Median Wage in Relation to the Average Wage, by Sub-region. 2005-2015 (Percentages)

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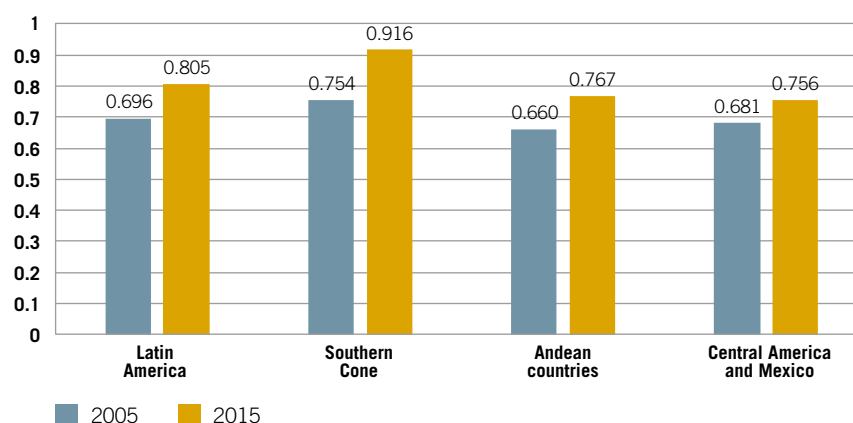
41   No information was available for Chile.

FIGURE 30B. Latin America: Median Wage in Relation to the Average Wage, by Sub-region. 2005-2015 (Percentages)
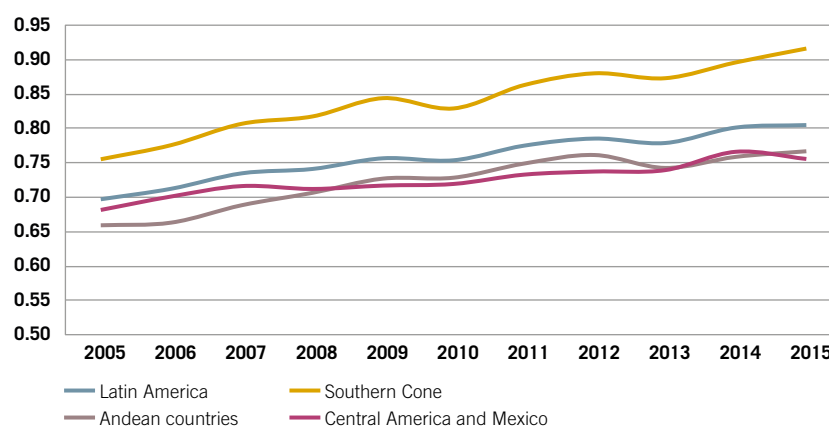
Source: ILO, based on official information of household surveys of the countries.

In Figure 31, countries are organized according to the proportion of the median wage with respect to the average wage in 2015. Honduras, Bolivia (Plurinational State of), Panama, Colombia, El Salvador and Peru had the largest increases with respect to the regional average. In those cases, the movement to the right of the wage distribution scale with respect to 2005, as well as more moderate movements in the remainder of the countries, have contributed to reducing inequality of wage distribution in the region, favouring the wages of the lower half of the wage scale. Exceptions were Costa Rica and the Dominican Republic, to a lesser extent.

FIGURE 31. Latin America: Median Wage in Relation to the Average Wage, by Country. 2005-2015 (Percentages)
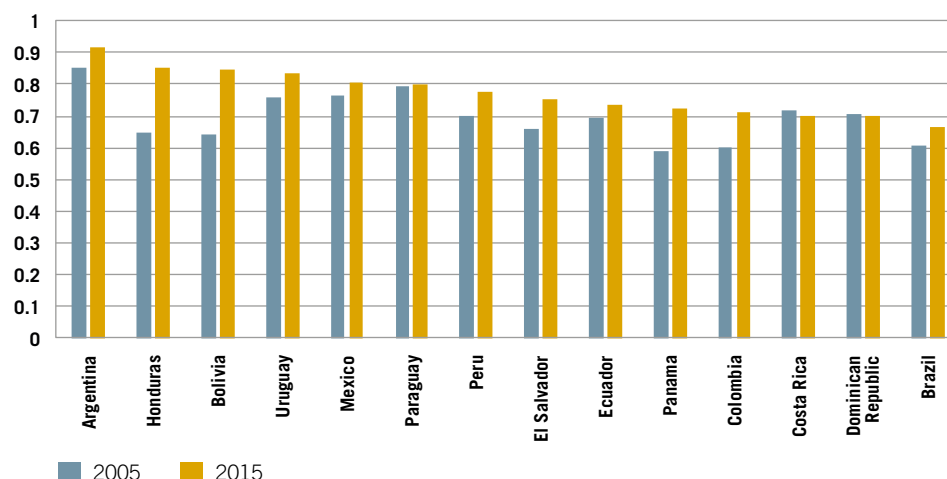
Source: ILO, based on official information of household surveys of the countries.

A third dimension of the changes in wage distribution in the period is provided by the analysis of the information presented in Figures 32a and 32b, which demonstrate reductions in the wage gaps between the average wages of the deciles (D9/D1) and (D9/D5).[42]

Analyzing the variations in wage gaps across deciles offers a better vision of changes in distribution since it complements the information provided by the Gini Coefficient, which tends to be less sensitive to the changes on the opposite ends of the distribution scale.

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42   These indicators may somewhat underestimate wage gaps due to the difficulties surveys experience in accurately capturing the highest incomes. At any rate, there is no evidence that this bias changes over time, except when income tax changes occur.

The above reveals the usefulness of the Palma Proposition,[43] whose author posits that changes in income inequality are explained almost exclusively by changes in the share of the richest 10% and poorest 40% of distribution. The author has empirically argued that the population between deciles D5 and D9 captures a relatively stable share of half of gross national income, regardless of the country or the time period. Thus, it is important to consider the changes observed in the deciles at the extremes during the period.

Figures 32a and 32b show the results at the regional and sub-regional levels, confirming larger decreases among the deciles at the opposite ends. Following the pattern already identified in the changes recorded by the Gini Coefficient, as well as the share of the median wage with respect to the average wage, the Andean countries had the most significant reductions. These changes, however, are less pronounced if the ratio between deciles D9/D5 are considered.

FIGURE 32A. **Latin America: Wage Gaps between Deciles D9/D5. 2005-2015 (average wage coefficients)**
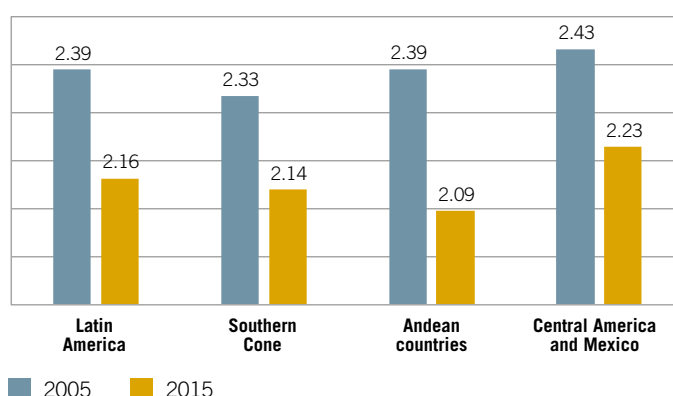
FIGURE 32B. **Latin America: Wage Gaps between Deciles D9/D1. 2005-2015 (average wage coefficients).**
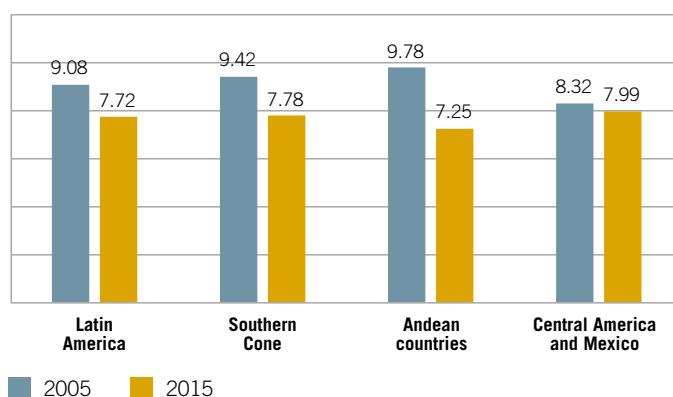
Source: ILO, based on official information of household surveys of the countries.

Figures 33a and 33b illustrate that at both the regional level and in the sub-regions of the Southern Cone and Central America, a downward trend in wage gaps between D9/D1 and D9/D5 began in 2013, except for in the Andean countries in both cases.

43   See Alex Cobham, Lukas Schlögl and Andy Sumner. Inequality and the Tails: the Palma Proposition and Ratio. *Global Policy* Volume 7. Issue 1. February 2016.

FIGURE 33A. Latin America: Wage Gap between Deciles D9/D1. 2005-2015 (average wage coefficients)
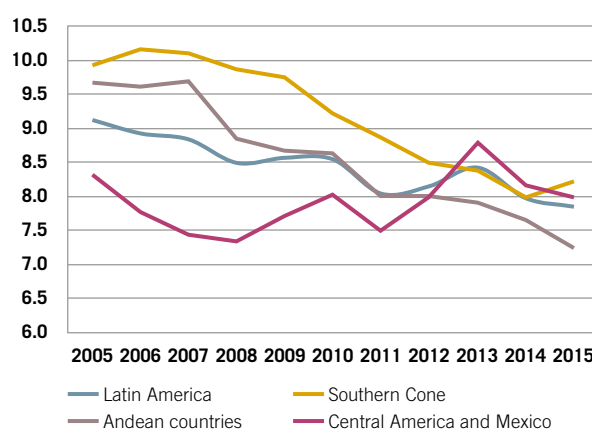
FIGURE 33B. Latin America: Wage Gap Between D9/D5. 2005-2015 (average wage coefficients)
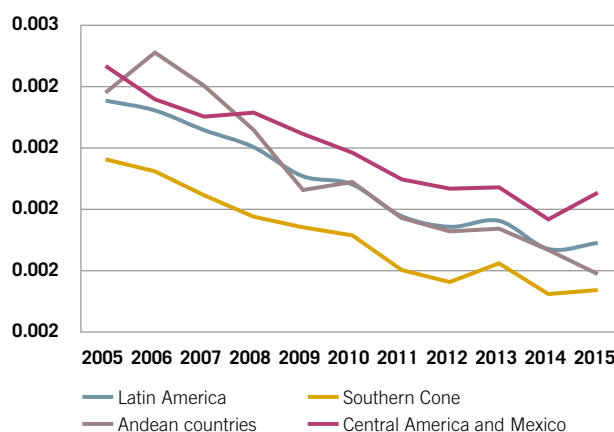
Source: ILO, based on official information of household surveys of the countries.

7. Summary

This feature article of this edition of the L*abour* O*verview* offers a view of medium-term wage trends in Latin America during 2005-2015. While the period analyzed generally corresponds to one of sustained economic growth with labour market improvements, it also covers the 2008 international financial crisis and the economic deceleration of recent years. Notwithstanding, on average, regional real wages grew throughout the decade studied.

Improvements in real wages during the period analyzed varied considerably by sub-region. The largest increases were in the Southern Cone (which includes the "rebound effect" of wages in Argentina and Uruguay during the first years of the period), followed by the Andean countries and Central America and Mexico, to a lesser extent. This is partially consistent with the commodity super cycle that drove growth, mainly in South America. However, when the change in real wages is examined in relation to productivity, Central American countries and Mexico demonstrate a gap, which suggests that there were other factors in addition to economic performance that led to the more moderate growth of real wages in that sub-region.

A breakdown in wage trends among the private and public sectors and households clearly shows that while private- and public-sector wages were on par in Southern Cone and Andean countries, in Central America and Mexico, average private-sector wages remained practically unchanged. Domestic work demonstrated wage growth above that of the other sectors in the three sub-regions. This performance led to a relative reduction of the pay gap between domestic workers and other wage-earners, although always at the low end of the scale.

In terms of wage policy, the application of an active minimum wage policy in several of the countries was noteworthy. In most cases, the minimum wage policy was in line with average wages of the private sector. That was reflected not only in the relationship between both wage indices, but also in the lower rate of non-compliance with the minimum wage in most of the countries (although in some countries, non-compliance rates continue to be very high). Improvements in minimum wages were also reflected in their purchasing power, as demonstrated in their relationship with the per capita poverty line (a concept below that of basic needs). Despite this improvement, a gap still exists with respect to the basic needs of workers and their families. At any rate, it is important to apply progressive improvements throughout a period rather than a large single increase since this practice enables private enterprises to duly incorporate those increases.

During the period, important progress was made in closing the gender pay gap in Latin America overall and in the three sub-regions. This improvement is due mainly to wage increases among women (responsible for approximately three-quarters of the improvement) and to changes in the composition of women's employment to a lesser extent, which reduced the weight of domestic work and increased the weight of private-sector employment. The narrowing of the gender pay gap was confirmed among wage earners of the public sector but not of the private sector, where small improvements were recorded in the Southern Cone and in Central America and Mexico, but which widened slightly in the Andean countries.

Finally, improvements in wages and employment led to an increase of the wage share in regional GDP, although this improvement occurred in the Southern Cone and Andean countries but not in Central American countries and Mexico, where it remained constant. Different distributive indicators demonstrate that wage inequality declined in Latin America and in all the sub-regions, with the largest improvements occurring between the deciles on the opposite ends of the scale (D9/D1). This trend slowed during the period of economic deceleration.

Explanatory Note /

2017 **Labour** Overview

EXPLANATORY NOTE

The ILO prepares the tables in the Statistical Annexes using information from different official sources of statistics of Latin America and the Caribbean. These tables are one of the main inputs for the analysis of the labour report of the *Labour Overview*.

When the first edition of the *Labour Overview* was published in 1994, household surveys in most of the countries of the region had geographic coverage limited to urban areas, many of which were restricted to the countries' leading cities or urban centres. To collect the largest amount of information possible and to place it in a comparative framework, the *Labour Overview* opted to generate a statistical series that referred to urban areas. Up until the 2014 edition, the *Labour Overview* maintained this urban series, although the report also addressed issues associated with national and rural labour markets.

In 2015, the *Labour Overview* began to include a series with national data as a primary source for the regional labour market analysis, complemented by the traditional urban series. Additionally, while the content of the *Labour Overview* always considered a gender perspective, all key indicators contained in the Statistical Annexes are now disaggregated by sex.

In 2016, the ILO carefully revised and updated the national and urban coverage series presented in the Statistical Annexes of the *Labour Overview*. These series are maintained in this edition.

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

I. Concepts and Definitions

The national definitions of several concepts appearing in the *Labour Overview* are generally based on the standards of the International Conferences of Labour Statisticians (ICLS), although some are defined according to standards developed for this publication to the extent that the processes following national criteria imply a partial adherence to international standards. In 2013, the ICLS adopted the "Resolution concerning statistics of work, employment and labour underutilization," through which it revised and expanded on the "Resolution concerning statistics of the economically active population, employment, unemployment and underemployment" adopted by the 13th ICLS (1982). Given that the countries of the region have not yet fully incorporated the provisions of the new resolution in effect into the conceptual framework of their surveys, the concepts and definitions detailed below largely maintain the conceptual framework of the 13th ICLS, although they do include elements of the new provisions.

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

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

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

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

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

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

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

Real average wages are the average wages paid to employees in the formal sector, deflated using the consumer price index (CPI) of each country. In other words, the nominal wage values published by official sources in local currency figures or as an index are deflated using the CPI for the national level or respective region. Diverse data sources are used, including establishment surveys, social security systems and household surveys. Worker coverage varies by country; in some cases, all employees are included whereas in others, data refer only to regular remunerations of employees in the private sector, workers covered by social and labour legislation, workers covered by the social security system or workers in the manufacturing sector, as indicated in the notes of the corresponding table. The real average wage index was constructed using 2000 as the base year, although it is adjusted according to available country information.

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

II. International Comparability

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

III. Information Sources

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

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

Bahamas

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

Barbados

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

Belize

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

Bolivia (Plurinational State of)

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

Brazil

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

Chile

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

Colombia

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

Costa Rica

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

Dominican Republic

Banco Central de la República Dominicana (www.bancentral.gov.do) and Secretaría de Estado de Trabajo (www.ministeriodetrabajo.gov.do).

Ecuador

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

El Salvador

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

Guatemala

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

Honduras

Instituto Nacional de Estadística –INE– (www.ine.gob.hn), Banco Central (www.bch.hn) and Secretaría de Trabajo y Seguridad Social (www.trabajo.gob.hn).

Jamaica

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

Mexico

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

Nicaragua

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

Panama

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

Paraguay

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

Peru

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

Trinidad and Tobago

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

Uruguay

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

Venezuela

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

IV. Feature Article

Each edition of the L*abour* O*verview* includes a feature article that takes an in-depth look at a situation that was especially important during the year or that was of special interest in light of labour market trends.

This year, the feature article analyzes wage trends in the region during 2005-2015 and how they were influenced by important changes in the economic and labour market situation during the period. The article also discusses institutional factors that influenced wage trends, such as minimum wages and compliance with labour law, among others.

The feature article used statistical data originating from household surveys of 15 countries of the region, which were processed by SIALC – ILO. These countries were Argentina, Brazil, Chile, Colombia, Costa Rica, the Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Panama, Paraguay, Peru and Uruguay. Country, regional and sub-regional (Central America and Mexico, Andean countries and the Southern Cone) statistics are provided.

The main statistic processed was the average gross monthly wage received by urban employees aged 15 and above in their main occupation. As such, it includes all wage earners, regardless of whether they work in the formal or informal sectors and/or formal or informal jobs, in the public, private or domestic work sectors.

The indicators provide an average for total wage earners and averages for the public sector, the private sector and for domestic work, all disaggregated by sex, and in some cases by age groups ranging from 15 to 24 years old.

Within these wage trends, wage distribution in the region was also analyzed, mainly the change in the wage share of GDP.

With respect to the minimum wage, the article examined not only how it changed, but also how it related to the average wage and the socioeconomic situation of the household. It also analyzed minimum wage compliance rates. For this last indicator, information from household surveys was again used to compare the hourly wage of private-sector employees with the hourly minimum wage. This indicator should be considered as a measure of magnitude only since it may contain a margin of error resulting from the information on labour income and hours worked reported in the household surveys.

Finally, average monthly wage indicators in the feature article may differ from other wage indicators included in the L*abour* O*verview* given that they originate from different sources and have different geographical coverage and methodologies, among other aspects.

V. General Considerations

The information on labour indicators of the countries not previously mentioned, along with data on the employment structure indicators for Latin American and Caribbean countries presented in the L*abour* O*verview*, are obtained from household surveys that include information on the situation of the labour market, as well as from administrative records. These sources are processed by the ILO/ SIALC team (Labour Information and Analysis System for Latin America and the Caribbean).

Several of the household surveys have undergone methodological changes or adjustments, for which reason the contents of the series changed household surveys, which may affect the comparability

of information across years. The most marked changes occurred in Mexico (2005, 2010, 2014), Argentina (2003), Brazil (2002, 2012), Colombia (2007), Nicaragua, Costa Rica, Chile, Guatemala and Paraguay (2010), Ecuador, El Salvador and Uruguay (2014); and, the Dominican Republic (2015). In some cases, the notes of the tables provide additional information following accepted international usage to prevent mistaken conclusions of comparisons with respect to the corresponding years.

Moreover, while the *Labour Overview* uses official unemployment rates and labour force participation rates of Colombia, Ecuador, Jamaica and Panama to calculate the respective regional series of averages, these were estimated excluding hidden unemployment given that official information of those countries considers hidden unemployment within the labour force. The weighted averages in the tables of the Statistical Annexes were also revised based on updated weighted statistics.

Recent editions of the *Labour Overview* have incorporated statistical data disaggregated by geographic region (urban-rural), whose sources are national surveys with year-end estimates. Consequently, these data do not necessarily coincide with those presented in the labour report section, which uses estimates through the third quarter or the last reference available in September of each year. Additionally, the urban data on the situation of some countries come from specifically-determined surveys and/or areas of urban coverage. Thus, for example, the information on Brazil corresponds to six metropolitan regions; that of Colombia, to 13 metropolitan areas; that of Mexico, to 32 urban areas; that of Paraguay, to Asuncion ad the urban Central Department; and that of Peru, to Metropolitan Lima. For more information, see the footnotes of the respective tables.

Following recommendations of the National Statistics and Census Institute of Argentina (INDEC), since 2016, the *Labour Overview* has not included statistics on labour market indicators of Argentina for the period 2007-2015 given that in early 2016, following the election of a new government, the country declared a "statistical emergency." In response, the INDEC reviewed and evaluated the Encuesta Permanente de Hogares. The annex to the corresponding press release published on 23 August 2016 stated:

"*The revision (ongoing) of the different labour processes and data published earlier has encountered problems with respect to the omission of geographic coverage, discrepancies with population forecasts, the lack of conceptual and operational training of the personnel responsible for data collection, the use of biased practices to conduct fieldwork, the lack of definition of conceptual criteria for the reclassification of specific population groups, the mistaken classification of some groups, in accordance with the international recommendations of the International Labour Organization, and the elimination of integrated labour circuits, among others… For this reason, the series mentioned are not included in the press release and their use for comparative purposes and for labour market analysis is prohibited…*"[1]

VI. Reliability of Estimates

The data in the Statistical Annexes originating from household or establishment surveys of the countries are subject to sampling and non-sampling errors. Sampling errors occur, 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 difference, called the sampling error, varies depending on the sample selected. Its variability is measured through the standard error of the estimate. Estimates of the key labour market indicators in most countries of Latin America and the Caribbean presented in the *Labour Overview* are obtained through a probability sample considering a pre-determined sampling error and a 95% confidence level.

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

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

Statistical Annex /

NATIONAL URBAN

2017 Labour
Overview
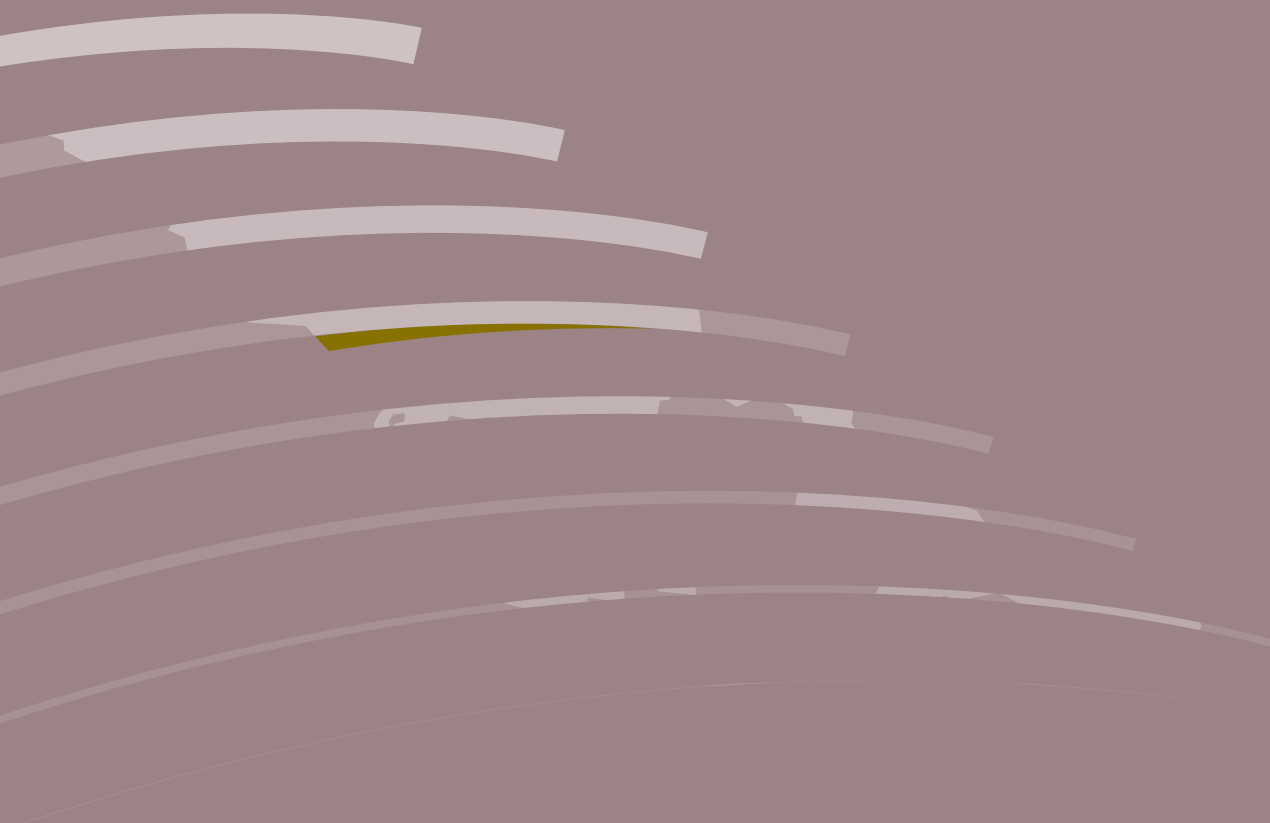
STATISTICAL ANNEX

Statistical annex NATIONAL

TABLE 1. LATIN AMERICA AND THE CARIBBEAN: NATIONAL UNEMPLOYMENT RATE, BY COUNTRY. 2007-2017 (Annual average rates)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Average to the 3rd quarter	
Latin America												
Argentina a/	…	…	…	…	…	…	…	…	…	8.5	9.3	8.7
Bolivia (Pluri. State of)	5.2	2.8	3.3	…	2.7	2.3	2.9	2.3	3.5	3.4	…	…
Brazil b/	8.2	7.1	8.3	…	6.7	7.3	7.1	6.8	8.5	11.5	11.3	13.1
Chile c/	7.1	7.8	9.7	8.2	7.1	6.4	5.9	6.4	6.2	6.5	6.6	6.8
Colombia d/	11.2	11.3	12.0	11.8	10.8	10.4	9.6	9.1	8.9	9.2	9.6	9.7
Costa Rica e/	4.6	4.9	7.8	8.9	10.3	10.2	9.4	9.6	9.6	9.5	9.5	9.0
Cuba	1.8	1.6	1.7	2.5	3.2	3.5	3.3	2.7	2.4	2.0	…	…
Dominican Republic n/	5.0	4.7	5.3	5.0	5.8	6.5	7.0	6.4	7.3	7.1	7.3	5.6
Ecuador f/	5.0	6.0	6.5	5.6	4.6	4.1	4.0	4.3	4.3	5.4	5.4	4.3
El Salvador g/	6.3	5.9	7.3	7.0	6.6	6.1	5.9	7.0	7.0	7.1	…	…
Guatemala h/	…	…	…	3.7	4.1	2.9	3.1	2.9	2.6	2.7	3.1	3.2
Honduras i/	3.1	3.1	3.1	3.9	4.3	3.6	3.9	5.3	7.3	7.4	7.4	6.7
Mexico	3.6	3.9	5.4	5.3	5.2	4.9	4.9	4.8	4.3	3.9	4.0	3.5
Nicaragua j/	5.9	6.1	7.9	7.9	5.3	5.9	5.8	6.6	…	…	…	…
Panama k/	6.4	5.6	6.6	6.5	4.5	4.0	4.1	4.8	5.1	5.5	5.6	5.6
Paraguay l/	5.5	5.7	6.3	5.7	5.5	4.6	5.0	6.0	5.4	6.0	8.3	8.7
Peru m/	4.7	4.6	4.5	4.1	4.0	3.7	4.0	3.7	3.5	4.2	4.5	4.5
Uruguay	9.4	8.0	7.7	7.2	6.3	6.5	6.5	6.6	7.5	7.8	8.0	8.1
Venezuela (Boliv. Rep. of) o/	8.4	7.3	7.9	8.7	8.3	8.1	7.8	7.3	7.0	7.3	…	…
The Caribbean												
Bahamas p/	7.9	8.7	15.3	…	15.9	14.4	15.8	14.6	13.4	12.7	12.7	9.9
Barbados q/	7.4	8.1	10.0	10.7	11.2	11.6	11.6	12.3	11.3	9.7	9.7	10.4
Belize r/	10.3	8.2	13.1	12.5	…	15.3	14.3	11.6	10.1	9.5	8.0	9.0
Jamaica d/	9.9	10.6	11.4	12.4	12.7	13.9	15.2	13.7	13.5	13.2	13.3	12.1
Trinidad and Tobago s/	5.6	4.6	5.3	5.9	5.1	5.0	3.7	3.3	3.4	4.0	3.8	4.5
Latin America and the Caribbean t/	**6.7**	**6.3**	**7.3**	**6.9**	**6.4**	**6.5**	**6.3**	**6.1**	**6.6**	**7.9**	**8.2**	**8.7**

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

a/ 31 urban areas. INDEC, in the framework of the statistical emergency, recommends disregarding the series published between 2007 and 2015 for purposes of comparison and analysis of the labour market in Argentina. 2016 annual data are an average of the 2nd, 3rd and 4th quarters and data to the 3rd quarter of 2016 and 2017 correspond to the 2nd quarter, respectively.
b/ Beginning in 2012, data are based on the PNADC series and are not comparable with previous years.
c/ New measurement beginning in 2010, data not comparable with previous years.
d/ Includes hidden unemployment.
e/ Data for 2006-2009 correspond to EHPM implemented in July of each year.   Beginning in 2010, ECE data, not comparable with previous years (2010 data are the average of the 3rd and 4th quarters).
f/ Beginning in 2007, the WAP changes to 15 years, not comparable with previous years. Includes hidden unemployment.
g/ Beginning in 2007, the WAP changes from 10 to 16 years, not comparable with previous years.
h/ Data to the 3rd quarter of 2016 and 2017 correspond to February-March.
i/ Data to the 3rd quarter of 2016 and 2017 correspond to June.
j/ New measurement (ECH) beginning in 2009. Data not comparable with previous years.
k/ Includes hidden unemployment. Data to the 3rd quarter of 2016 and 2017 correspond to March.
l/ Annual series based on the EPH. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester and originate from the ECE (Asunción and urban areas of the Central Department).
m/ Data for 2016 and to the 3rd quarter of 2016 and 2017 are preliminary.
n/ Beginning in 2015, data are based on the ENCFT, not comparable with previous years.
o/ Data for 2015 and 2016 are based on semester averages.
p/ Data for 2016 to the 3rd quarter of 2016 and 2017 correspond to May data, respectively.
q/ Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester.
r/ Data to the 3rd quarter of 2016 and 2017 correspond to April.
s/ Data to the 3rd quarter of 2016 and 2017 correspond to the 1st quarter.
t/ Weighted average. Excludes hidden unemployment of Colombia, Ecuador, Jamaica and Panama.

TABLE 2. LATIN AMERICA AND THE CARIBBEAN: NATIONAL UNEMPLOYMENT RATE, BY COUNTRY AND SEX. 2007-2017
(Annual average rates)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016 Average to the 3rd quarter	2017 Average to the 3rd quarter
Latin America												
Argentina [a/]	...	...	...	...	...	...	...	...	...	8.5	9.3	8.7
Men	...	...	...	...	...	...	...	...	...	7.8	8.5	8.2
Women	...	...	...	...	...	...	...	...	...	9.4	10.5	9.5
Bolivia (Pluri. State of)	**5.2**	**2.8**	**3.3**	...	**2.7**	**2.3**	**2.9**	**2.3**	**3.5**	**3.4**	...	...
Men	4.5	2.1	2.5	...	2.2	1.6	2.3	1.7	3.0	2.6	...	...
Women	6.0	3.7	4.3	...	3.2	3.1	3.5	3.1	4.2	4.4	...	...
Brazil [b/]	**8.2**	**7.1**	**8.3**	...	**6.7**	**7.3**	**7.1**	**6.8**	**8.5**	**11.5**	**11.3**	**13.1**
Men	6.1	5.2	6.2	...	4.9	6.0	5.8	5.7	7.3	10.1	9.9	11.6
Women	10.8	9.6	11.1	...	9.1	9.2	8.9	8.2	10.1	13.3	13.2	15.0
Chile [c/]	**7.1**	**7.8**	**9.7**	**8.2**	**7.1**	**6.4**	**5.9**	**6.4**	**6.2**	**6.5**	**6.6**	**6.8**
Men	6.3	6.8	9.1	7.2	6.1	5.4	5.3	6.0	5.8	6.1	6.2	6.4
Women	8.6	9.5	10.7	9.6	8.7	7.9	6.9	6.9	6.8	7.0	7.2	7.3
Colombia [d/]	**11.2**	**11.3**	**12.0**	**11.8**	**10.8**	**10.4**	**9.6**	**9.1**	**8.9**	**9.2**	**9.6**	**9.7**
Men	8.7	8.9	9.3	9.0	8.2	7.8	7.4	7.0	6.7	7.1	7.4	7.4
Women	14.8	14.8	15.8	15.6	14.4	13.7	12.7	11.9	11.8	12.0	12.5	12.7
Costa Rica [e/]	**4.6**	**4.9**	**7.8**	**8.9**	**10.3**	**10.2**	**9.4**	**9.6**	**9.6**	**9.5**	**9.5**	**9.0**
Men	3.3	4.2	6.6	7.6	8.7	8.9	8.3	8.1	8.0	8.0	8.3	7.5
Women	6.8	6.2	9.9	11.0	13.0	12.2	11.1	11.9	12.2	12.1	11.5	11.4
Cuba	**1.8**	**1.6**	**1.7**	**2.5**	**3.2**	**3.5**	**3.3**	**2.7**	**2.4**	**2.0**	...	...
Men	1.7	1.3	1.5	2.4	3.0	3.4	3.1	2.4	2.3	1.9	...	...
Women	1.9	2.0	2.0	2.7	3.5	3.6	3.5	3.1	2.6	2.6	...	...
Dominican Republic [n/]	**5.0**	**4.7**	**5.3**	**5.0**	**5.8**	**6.5**	**7.0**	**6.4**	**7.3**	**7.1**	**7.3**	**5.6**
Men	3.7	3.1	4.0	3.9	4.4	4.8	5.0	4.5	5.2	4.8	5.0	4.1
Women	7.4	7.3	7.8	6.9	8.2	9.2	10.4	9.5	10.5	10.5	10.7	7.9
Ecuador [f/]	**5.0**	**6.0**	**6.5**	**5.6**	**4.6**	**4.1**	**4.0**	**4.3**	**4.3**	**5.4**	**5.4**	**4.3**
Men	3.8	4.3	5.2	4.5	3.8	3.6	3.5	3.7	3.5	4.3	4.2	3.4
Women	6.7	8.3	8.4	7.2	5.8	4.9	4.9	5.2	5.5	6.8	7.0	5.6
El Salvador [g/]	**6.3**	**5.9**	**7.3**	**7.0**	**6.6**	**6.1**	**5.9**	**7.0**	**7.0**	**7.1**	...	...
Men	8.2	7.5	9.0	8.4	8.2	7.3	6.8	8.6	8.4	8.1	...	...
Women	3.7	3.6	4.9	5.1	4.4	4.3	4.7	4.7	5.0	5.3	...	...
Guatemala [h/]	...	...	...	**3.7**	**4.1**	**2.9**	**3.1**	**2.9**	**2.6**	**2.7**	**3.1**	**3.2**
Men	...	...	...	3.2	2.9	2.4	2.7	2.6	2.0	2.2	2.6	2.6
Women	...	...	...	4.0	6.6	3.6	3.7	3.5	3.6	3.5	4.1	4.2
Honduras [i/]	**3.1**	**3.1**	**3.1**	**3.9**	**4.3**	**3.6**	**3.9**	**5.3**	**7.3**	**7.4**	**7.4**	**6.7**
Men	2.5	2.7	2.6	3.2	3.3	2.9	3.3	4.5	4.4	5.1	5.1	4.0
Women	4.1	3.7	4.1	5.2	6.1	5.0	4.9	6.7	11.8	10.7	10.7	10.8
Mexico	**3.6**	**3.9**	**5.4**	**5.3**	**5.2**	**4.9**	**4.9**	**4.8**	**4.3**	**3.9**	**4.0**	**3.5**
Men	3.4	3.8	5.4	5.4	5.2	4.9	4.9	4.8	4.3	3.8	4.0	3.4
Women	4.0	4.1	5.4	5.2	5.2	4.9	5.0	4.9	4.5	3.9	4.1	3.6
Nicaragua [j/]	**5.9**	**6.1**	**7.9**	**7.9**	**5.3**	**5.9**	**5.8**	**6.6**	...	...	...	...
Men	6.0	5.6	7.1	7.3	4.7	5.4	5.6	6.2	...	...	...	...
Women	5.8	7.4	9.1	8.7	6.0	6.6	6.0	7.0	...	...	...	...
Panama [k/]	**6.4**	**5.6**	**6.6**	**6.5**	**4.5**	**4.0**	**4.1**	**4.8**	**5.1**	**5.5**	**5.6**	**5.6**
Men	5.0	4.4	5.1	5.3	4.2	3.5	3.3	4.0	4.2	4.7	4.6	4.6
Women	8.6	7.5	8.9	8.5	4.9	4.9	5.3	6.0	6.2	6.7	7.1	6.9
Paraguay [l/]	**5.5**	**5.7**	**6.3**	**5.7**	**5.5**	**4.6**	**5.0**	**6.0**	**5.4**	**6.0**	**8.3**	**8.7**
Men	4.2	4.6	5.3	4.6	4.3	3.7	4.5	4.6	4.9	5.0	6.6	6.9
Women	7.5	7.3	7.9	7.4	7.3	5.8	5.7	8.1	6.1	7.5	10.1	10.7
Peru [m/]	**4.7**	**4.6**	**4.5**	**4.1**	**4.0**	**3.7**	**4.0**	**3.7**	**3.5**	**4.2**	**4.5**	**4.5**
Men	4.3	4.1	4.3	3.6	3.7	3.2	3.4	3.4	3.4	3.9	4.2	4.1
Women	5.3	5.3	4.7	4.7	4.4	4.4	4.7	4.0	3.6	4.6	4.9	4.8

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Average to the 3rd quarter	
Uruguay	**9.4**	**8.0**	**7.7**	**7.2**	**6.3**	**6.5**	**6.5**	**6.6**	**7.5**	**7.8**	**8.0**	**8.1**
Men	6.7	5.6	5.5	5.3	4.8	4.9	5.0	5.1	6.4	6.5	6.6	6.7
Women	12.6	10.8	10.4	9.4	8.1	8.3	8.2	8.3	8.8	9.4	9.6	9.7
Venezuela (Boliv. Rep. of) [o/]	**8.4**	**7.3**	**7.9**	**8.7**	**8.3**	**8.1**	**7.8**	**7.3**	**7.0**	**7.3**	**…**	**…**
Men	7.9	7.0	7.4	8.5	7.7	7.4	7.1	6.7	6.6	7.1	…	…
Women	9.3	7.8	8.5	9.0	9.2	9.0	8.8	8.1	7.7	7.8	…	…
The Caribbean												
Bahamas [p/]	**7.9**	**8.7**	**15.3**	**…**	**15.9**	**14.4**	**15.8**	**14.6**	**13.4**	**12.7**	**12.7**	**9.9**
Men	6.7	7.7	…	…	…	15.0	15.6	13.5	11.8	11.1	11.1	8.9
Women	9.1	9.7	…	…	…	13.7	16.0	15.8	15.0	14.5	14.5	10.9
Barbados [q/]	**7.4**	**8.1**	**10.0**	**10.7**	**11.2**	**11.6**	**11.6**	**12.3**	**11.3**	**9.7**	**9.7**	**10.4**
Men	6.4	6.9	10.1	10.9	9.8	10.9	11.7	11.8	12.3	9.3	9.1	10.3
Women	8.5	9.5	9.8	10.6	12.6	12.3	11.6	12.8	10.3	10.1	10.5	10.6
Belize [r/]	**10.3**	**8.2**	**13.1**	**12.5**	**…**	**15.3**	**14.3**	**11.6**	**10.1**	**9.5**	**8.0**	**9.0**
Men	7.2	…	…	…	…	10.5	10.6	6.3	6.8	5.6	4.3	4.8
Women	15.8	…	…	…	…	22.3	20.0	19.9	15.4	15.6	13.6	15.6
Jamaica [d/]	**9.9**	**10.6**	**11.4**	**12.4**	**12.7**	**13.9**	**15.2**	**13.7**	**13.5**	**13.2**	**13.3**	**12.1**
Men	6.2	7.3	8.5	9.2	9.3	10.5	11.2	10.1	9.9	9.6	9.8	8.8
Women	14.5	14.6	14.8	16.2	16.7	18.1	20.1	18.1	17.8	17.4	17.3	15.8
Trinidad and Tobago [s/]	**5.6**	**4.6**	**5.3**	**5.9**	**5.1**	**5.0**	**3.7**	**3.3**	**3.4**	**4.0**	**3.8**	**4.5**
Men	…	…	…	…	…	…	…	…	…			
Women	…	…	…	…	…	…	…	…	…			
Latin America and the Caribbean [t/]	**6.7**	**6.3**	**7.3**	**6.9**	**6.4**	**6.5**	**6.3**	**6.1**	**6.6**	**7.9**	**8.2**	**8.7**
Latin America and the Caribbean - Men [t/]	**5.4**	**5.1**	**6.1**	**5.7**	**5.3**	**5.4**	**5.4**	**5.3**	**5.7**	**6.9**	**7.2**	**7.6**
Latin America and the Caribbean - Women [t/]	**8.7**	**8.1**	**9.1**	**8.6**	**8.0**	**7.9**	**7.6**	**7.3**	**7.9**	**9.2**	**9.9**	**10.4**

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

a/ 31 urban areas. INDEC, in the framework of the statistical emergency, recommends disregarding the series published between 2007 and 2015 for purposes of comparison and analysis of the labour market in Argentina. 2016 annual data are an average of the 2nd, 3rd and 4th quarters and data to the 3rd quarter of 2016 and 2017 correspond to the 2nd quarter.

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

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

d/ Includes hidden unemployment.

e/ Data for 2006-2009 correspond to EHPM implemented in July of each year. Beginning in 2010, ECE data, not comparable with previous years (2010 data are the average of the 3rd and 4th quarters).

f/ Beginning in 2007, the WAP changes to 15 years, not comparable with previous years. Includes hidden unemployment.

g/ Beginning in 2007, the WAP changes from 10 to 16 years, not comparable with previous years.

h/ Data to the 3rd quarter of 2016 and 2017 correspond to February-March.

i/ Data to the 3rd quarter of 2016 and 2017 correspond to June.

j/ New measurement (ECH) beginning in 2009. Data not comparable with previous years.

k/ Includes hidden unemployment. Data to the 3rd quarter of 2016 and 2017 correspond to March.

l/ Annual series based on the EPH. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester and originate from the ECE (Asunción and urban areas of the Central Department).

m/ Data for 2016 to the 3rd quarter of 2016 and 2017 are preliminary.

n/ Beginning in 2015, data are based on the ENCFT, not comparable with previous years.

o/ Data for 2015 and 2016 are based on semester averages.

p/ Data for 2016 to the 3rd quarter of 2016 and 2017 correspond to May data, respectively.

q/ Data to the 3rd quarter of 2016 and 2017 correspond to the average of the 1st semester.

r/ Data to the 3rd quarter of 2016 and 2017 correspond to April.

s/ Data to the 3rd quarter of 2016 and 2017 correspond to the 1st quarter.

t/ Weighted average. Excludes hidden unemployment of Colombia, Ecuador, Jamaica and Panama.

TABLE 3. LATIN AMERICA AND THE CARIBBEAN: NATIONAL UNEMPLOYMENT RATE, BY COUNTRY AND AGE GROUP. 2007-2017
(Annual average rates)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Average to the 3rd quarter	
Latin America												
Argentina a/	...	...	...	...	...	...	...	...	...	8.5	9.3	8.7
15 - 24	...	...	...	...	...	...	...	...	...	23.9	24.9	23.1
25 and over	...	...	...	...	...	...	...	...	...	5.9	6.7	6.3
Bolivia (Pluri. State of)	5.2	2.8	3.3	...	2.7	2.3	2.9	2.3	3.5	3.4	...	...
15 - 24	11.5	6.6	6.2	...	6.2	4.3	6.9	5.5	8.0	...	...	...
25 and over	3.4	1.9	2.7	...	1.7	1.9	2.0	1.6	2.6	...	...	...
Brazil b/	8.2	7.1	8.3	...	6.7	7.3	7.1	6.8	8.5	11.5	11.3	13.1
15 - 24	16.8	15.5	17.8	...	15.3	16.4	16.2	16.1	20.0	27.2	26.9	29.8
25 and over	5.6	4.8	5.7	...	4.6	5.1	5.0	4.8	6.0	8.1	8.0	9.4
Chile c/	7.1	7.8	9.7	8.2	7.1	6.4	5.9	6.4	6.2	6.5	6.6	6.8
15 - 24	17.8	19.7	22.6	18.5	17.5	16.3	16.0	16.4	15.5	15.7	16.0	16.8
25 and over	5.5	5.9	7.7	6.4	5.5	4.9	4.5	5.0	5.0	5.3	5.4	5.6
Colombia d/	11.2	11.3	12.0	11.8	10.8	10.4	9.6	9.1	8.9	9.2	9.6	9.7
15 - 24	18.9	21.7	22.6	22.1	20.8	19.6	18.2	17.7	16.8	17.5	18.6	18.2
25 and over	7.7	7.8	8.5	8.3	7.5	7.4	6.9	6.4	6.4	6.7	7.1	7.3
Costa Rica e/	4.6	4.9	7.8	8.9	10.3	10.2	9.4	9.6	9.6	9.5	9.5	9.0
15 - 24	10.7	11.0	17.9	21.5	22.4	23.1	22.5	25.1	23.0	23.1	22.9	22.0
25 and over	2.7	3.3	5.2	6.0	7.7	7.3	6.5	6.3	6.8	6.8	6.9	6.5
Cuba	1.8	1.6	1.7	2.5	3.2	3.5	3.3	2.7	2.4	2.0	...	...
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...
25 and over	...	...	...	...	...	...	...	...	...	...	...	...
Dominican Republic n/	5.0	4.7	5.3	5.0	5.8	6.5	7.0	6.4	7.3	7.1	7.3	5.6
15 - 24	12.2	10.4	12.2	10.5	13.4	14.6	16.8	12.8	16.0	16.4	16.9	13.3
25 and over	3.2	3.2	3.7	3.7	4.0	4.7	4.8	5.0	5.4	4.9	5.1	4.0
Ecuador f/	5.0	6.0	6.5	5.6	4.6	4.1	4.0	4.3	4.3	5.4	5.4	4.3
15 - 24	10.7	13.8	14.1	12.7	11.9	10.7	10.9	11.3	10.4	11.9	11.7	9.4
25 and over	3.5	3.9	4.4	3.9	3.1	2.7	2.6	2.9	3.1	4.0	4.1	3.3
El Salvador g/	6.3	5.9	7.3	7.0	6.6	6.1	5.9	7.0	7.0	7.1	...	...
15 - 24	11.4	11.1	14.0	13.7	12.2	12.4	12.4	15.0	14.0	14.2	...	...
25 and over	5.0	4.4	5.5	5.2	5.0	4.4	4.2	4.9	5.1	5.2	...	...
Guatemala h/	...	...	...	3.7	4.1	2.9	3.1	2.9	2.6	2.7	3.1	3.2
15 - 24	...	...	...	5.8	7.5	4.9	5.7	6.1	5.7	5.8	6.5	6.6
25 and over	...	...	...	2.9	2.7	2.1	2.1	1.7	1.3	1.4	1.7	2.0
Honduras i/	3.1	3.1	3.1	3.9	4.3	3.6	3.9	5.3	7.3	7.4	7.4	6.7
15 - 24	5.4	5.5	6.0	7.5	8.0	6.9	7.1	9.4	14.2	15.9	15.9	13.5
25 and over	2.3	2.2	2.2	2.8	3.0	2.5	2.9	4.0	4.6	4.1	4.1	3.9
Mexico	3.6	3.9	5.4	5.3	5.2	4.9	4.9	4.8	4.3	3.9	4.0	3.5
15 - 24	7.2	7.7	10.1	9.8	9.8	9.4	9.5	9.5	8.6	7.7	8.0	7.0
25 and over	2.7	2.9	4.2	4.2	4.0	3.8	3.9	3.8	3.4	3.1	3.1	2.7
Nicaragua j/	5.9	6.1	7.9	7.9	5.3	5.9	5.8	6.6	...	...	...	...
15 - 24	7.4	9.6	...	11.9	7.8	9.0	...	...	...	...	...	...
25 and over	4.5	4.9	...	6.3	4.4	4.8	...	...	...	...	...	...
Panama k/	6.4	5.6	6.6	6.5	4.5	4.0	4.1	4.8	5.1	5.5	5.6	5.6
15 - 24	14.8	13.6	15.2	15.0	12.4	10.3	10.8	12.6	13.1	13.7	15.4	14.7
25 and over	4.3	3.6	4.6	4.7	3.0	2.8	2.7	3.3	3.5	3.9	3.7	3.8
Paraguay l/	5.5	5.7	6.3	5.7	5.5	4.6	5.0	6.0	5.4	6.0	8.3	8.7
15 - 24	11.9	11.7	13.1	12.5	12.6	10.4	10.4	12.3	11.8	12.9	21.8	20.3
25 and over	3.3	3.4	3.9	3.4	3.0	2.6	3.3	4.0	3.3	3.9	4.8	5.9
Peru m/	4.7	4.6	4.5	4.1	4.0	3.7	4.0	3.7	3.5	4.2	4.5	4.5
15 - 24	10.0	9.8	9.2	9.5	9.5	9.1	9.0	9.9	8.4	10.7	11.2	11.4
25 and over	3.0	2.9	3.0	2.5	2.4	2.1	2.7	2.0	2.3	2.6	3.1	3.2

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Average to the 3rd quarter	
Uruguay o/	**9.4**	**8.0**	**7.7**	**7.2**	**6.3**	**6.5**	**6.5**	**6.6**	**7.5**	**7.8**	**8.0**	**8.1**
15 - 24	25.0	22.3	21.0	20.6	18.1	18.5	19.2	19.4	22.5	23.8	24.0	25.3
25 and over	6.2	5.2	5.2	4.5	4.0	4.1	4.0	4.2	4.7	5.0	5.1	5.1
Venezuela (Boliv. Rep. of) p/	**8.4**	**7.3**	**7.9**	**8.7**	**8.3**	**8.1**	**7.8**	**7.3**	**7.0**	**7.3**	**...**	**...**
15 - 24	15.4	14.2	15.6	17.6	17.5	17.1	16.5	15.0	15.1	15.8	...	...
25 and over	6.7	5.8	6.1	6.7	6.5	6.3	6.1	5.8	5.6	5.9	...	...
The Caribbean												
Bahamas q/	**7.9**	**8.7**	**15.3**	**...**	**15.9**	**14.4**	**15.8**	**14.6**	**13.4**	**12.7**	**12.7**	**9.9**
15 - 24	...	...	...	...	...	...	...	...	...		...	...
25 and over	...	...	...	...	...	...	...	...	...		...	...
Barbados r/	**7.4**	**8.1**	**10.0**	**10.7**	**11.2**	**11.6**	**11.6**	**12.3**	**11.3**	**9.7**	**9.7**	**10.4**
15 - 24	...	...	...	...	...	...	...	...	...		...	...
25 and over	...	...	...	...	...	...	...	...	...		...	...
Belize s/	**10.3**	**8.2**	**13.1**	**12.5**	**...**	**15.3**	**14.3**	**11.6**	**10.1**	**9.5**	**8.0**	**9.0**
15 - 24	...	...	...	...	...	27.7	21.8	22.9	21.2	21.3	17.8	18.9
25 and over	...	...	...	...	...	11.2	11.9	7.9	6.7	5.9	5.0	5.9
Jamaica t/	**9.9**	**10.6**	**11.4**	**12.4**	**12.7**	**13.9**	**15.2**	**13.7**	**13.5**	**13.2**	**13.3**	**12.1**
15 - 24	23.7	26.5	...	30.8	30.1	33.5	37.8	34.3	32.9	31.8	31.6	29.2
25 and over	...	...	...	...	...	10.4	11.1	10.1	10.1	9.7	9.9	8.8
Trinidad and Tobago u/	**5.6**	**4.6**	**5.3**	**5.9**	**5.1**	**5.0**	**3.7**	**3.3**	**3.4**	**4.0**	**3.8**	**4.5**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...
25 and over	...	...	...	...	...	...	...	...	...	...	...	...
Latin America and the Caribbean v/	**6.7**	**6.3**	**7.3**	**6.9**	**6.4**	**6.5**	**6.3**	**6.1**	**6.6**	**7.9**	**8.2**	**8.7**
Latin America and the Caribbean - 15 - 24 v/	**14.0**	**13.7**	**15.5**	**14.7**	**14.1**	**14.0**	**14.0**	**13.9**	**15.0**	**18.1**	**18.9**	**19.5**
Latin America and the Caribbean - 25 and over v/	**4.9**	**4.6**	**5.4**	**5.1**	**4.6**	**4.8**	**4.7**	**4.5**	**4.9**	**5.8**	**6.0**	**6.5**

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

a/ 31 urban areas. INDEC, in the framework of the statistical emergency, recommends disregarding the series published between 2007 and 2015 for purposes of comparison and analysis of the labour market in Argentina. 2016 annual data are an average of the 2nd, 3rd and 4th quarters and data to the 3rd quarter of 2016 and 2017 correspond to the 2nd quarter.

b/ Beginning in 2012, data are based on the PNADC series and are not comparable with previous years. 15-24 data correspond to 14-24.

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

d/ Includes hidden unemployment. Data for 2007 for 15-24 correspond to 15-28. Data for total unemployment rate of 2016 and 2017 correspond to the average of the 3rd quarter and data by age to the average of the 2nd quarter.

e/ Data for 2006-2009 correspond to EHPM collected in July of each year. Beginning in 2010, ECE data, not comparable with previous years (2010 data are the average of the 3rd and 4th quarters).

f/ Beginning in 2007, the WAP changes to 15 years, not comparable with previous years. Includes hidden unemployment.

g/ Beginning in 2007, the WAP changes from 10 to 16 years, not comparable with previous years.

h/ Data to the 3rd quarter of 2016 and 2017 correspond to February-March.

i/ Data to the 3rd quarter of 2016 and 2017 correspond to June.

j/ New measurement (ECH) beginning in 2009. Data not comparable with previous years.

k/ Includes hidden unemployment. Data of the 3rd quarter of 2016 and 2017 correspond to March.

l/ Annual series based on the EPH. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester and originate from the ECE (Asunción and urban areas of the Central Department).

m/ Data of total unemployment for 2016 and 2017 correspond to the average to the 3rd quarter and data by age to the average to the 2nd quarter.

n/ Beginning in 2015, data are based on the ENCFT, not comparable with previous years.

o/ Data for 15-24 correspond to 14-24.

p/ Data for 2015 and 2016 are based on semester averages.

q/ Annual 2016 data and to the 3rd quarter of 2016 and 2017 correspond to May.

r/ Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester.

s/ Data to the 3rd quarter of 2016 and 2017 correspond to April.

t/ Includes hidden unemployment.

u/ Data to the 3rd quarter correspond to the 1st quarter.

v/ Weighted average.

TABLE 4. LATIN AMERICA AND THE CARIBBEAN: NATIONAL LABOUR FORCE PARTICIPATION RATE, BY COUNTRY AND SEX. 2007-2017
(Annual average rates)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Average to the 3rd quarter	
Latin America												
Argentina [a/]	...	...	...	...	...	...	...	...	...	57.5	57.8	57.4
Men	...	...	...	...	...	...	...	...	...	69.4	69.6	69.2
Women	...	...	...	...	...	...	...	...	...	46.9	47.2	46.8
Bolivia (Pluri. State of)	64.8	64.9	65.1	...	65.9	61.1	63.4	65.8	61.0	65.6	...	...
Men	74.2	73.7	73.3	...	74.7	70.4	72.6	75.0	72.1	75.0	...	...
Women	56.2	56.8	57.4	...	57.5	52.6	54.8	57.1	50.4	56.8	...	...
Brazil [b/]	62.0	62.0	62.1	...	60.0	61.4	61.3	61.0	61.3	61.4	61.4	61.7
Men	72.4	72.4	72.3	...	70.8	73.1	72.9	72.5	72.4	72.3	72.4	72.0
Women	52.4	52.2	52.7	...	50.1	50.8	50.7	50.6	51.2	51.4	51.3	52.3
Chile [c/]	54.9	56.0	55.9	58.5	59.8	59.5	59.6	59.8	59.7	59.5	59.4	59.6
Men	71.4	71.8	71.0	72.1	72.7	71.9	71.8	71.6	71.5	71.3	71.3	71.3
Women	39.1	40.9	41.3	45.3	47.3	47.6	47.7	48.4	48.2	48.0	47.9	48.3
Colombia [d/]	58.3	58.5	61.3	62.7	63.7	64.5	64.2	64.2	64.7	64.5	64.2	64.2
Men	71.1	71.1	73.4	74.2	75.1	75.4	74.9	74.9	75.2	74.9	74.5	74.6
Women	46.0	46.4	49.8	51.8	52.8	54.1	53.9	54.0	54.8	54.5	54.3	54.3
Costa Rica [e/]	57.0	56.7	56.5	60.7	59.0	62.8	62.3	62.5	61.2	58.4	57.8	59.4
Men	73.2	72.5	71.5	75.4	73.6	75.9	75.1	75.9	74.3	72.4	71.8	73.4
Women	41.6	41.7	42.1	45.9	44.2	49.5	49.3	49.0	48.1	44.3	43.8	45.3
Cuba	73.7	74.7	75.4	74.9	76.1	74.2	72.9	71.9	69.1	65.2	...	...
Men	86.7	87.8	88.4	87.7	90.0	89.5	87.1	86.2	82.9	78.2	...	...
Women	59.3	60.2	61.0	60.5	60.5	57.4	57.3	56.3	54.2	50.9	...	...
Dominican Republic [n/]	49.9	50.0	48.4	49.6	51.0	51.4	51.3	52.3	61.8	62.3	62.3	62.2
Men	65.2	64.1	63.3	63.6	64.4	64.5	64.6	65.6	76.3	76.6	76.7	76.2
Women	34.8	36.2	33.6	35.8	37.6	38.4	38.2	39.2	48.1	48.9	48.8	49.0
Ecuador [f/]	68.1	66.2	65.3	63.7	62.5	63.0	62.9	63.1	66.2	68.2	68.5	68.8
Men	83.2	81.6	80.2	78.9	77.9	78.1	77.6	78.8	80.5	81.0	81.1	81.1
Women	53.7	51.8	51.3	49.4	48.1	48.8	48.9	48.5	52.7	56.2	56.7	57.3
El Salvador [g/]	62.1	62.7	62.8	62.5	62.7	63.2	63.6	62.8	62.1	62.2	...	...
Men	81.0	81.3	81.0	80.9	81.2	81.4	80.7	80.7	80.2	80.1	...	...
Women	46.7	47.3	47.6	47.3	47.0	47.9	49.3	47.8	46.7	47.3	...	...
Guatemala [h/]	...	...	...	62.5	61.8	65.4	60.6	60.9	60.7	60.8	61.5	61.0
Men	...	...	...	84.7	84.6	87.6	83.4	83.8	84.7	84.0	83.6	84.3
Women	...	...	...	42.9	40.4	45.7	40.6	40.6	38.9	40.1	41.4	40.6
Honduras [i/]	50.4	51.3	53.1	53.6	51.9	50.8	53.7	56.1	58.1	57.5	57.5	59.0
Men	69.8	69.9	72.3	71.0	70.4	69.2	72.1	73.6	74.0	74.0	74.0	76.0
Women	32.9	34.4	35.9	37.4	34.9	33.8	37.2	40.5	43.9	43.0	43.0	43.8
Mexico	60.1	60.0	59.9	59.7	59.8	60.4	60.3	59.8	59.8	59.7	59.7	59.3
Men	80.3	80.0	79.0	78.7	78.5	78.8	78.5	78.3	78.0	77.7	77.7	77.6
Women	42.4	42.3	42.8	42.5	42.8	43.9	43.9	43.1	43.4	43.4	43.4	42.9
Nicaragua [j/]	53.4	53.3	66.6	71.2	75.7	76.8	75.8	74.0	...	...	...	...
Men	94.0	69.1	82.9	85.3	88.1	87.7	87.3	85.8	...	...	...	...
Women	38.9	38.6	51.2	57.9	63.9	66.6	65.1	63.0	...	...	...	...
Panama [k/]	62.7	63.9	64.1	63.5	61.9	63.5	64.1	64.0	64.2	64.4	64.7	64.7
Men	79.3	81.5	80.9	80.4	79.2	80.1	79.7	79.4	78.4	78.6	78.9	78.1
Women	46.8	47.2	48.3	47.5	45.8	48.2	49.4	49.8	50.8	51.1	51.5	51.9
Paraguay [l/]	60.8	62.2	63.1	60.8	61.1	64.4	62.4	62.3	62.1	62.6	66.4	66.2
Men	74.1	76.1	76.4	73.9	73.2	75.1	74.0	74.6	74.1	74.5	72.9	73.0
Women	47.7	48.3	49.6	47.4	49.0	53.7	52.7	50.1	50.2	50.8	60.4	59.9
Peru [m/]	73.8	73.8	74.0	74.1	73.9	73.6	73.2	72.2	71.6	72.2	72.3	72.5
Men	83.0	83.0	83.1	82.7	82.7	82.4	82.0	81.3	81.0	81.2	79.2	80.1
Women	64.7	64.7	65.0	65.7	65.2	64.8	64.5	63.2	62.3	63.3	62.2	64.1
Uruguay	62.5	62.7	63.4	62.9	64.8	64.0	63.6	64.7	63.8	63.4	63.4	62.9
Men	74.0	73.3	74.1	73.1	74.7	73.5	73.9	74.3	73.0	72.2	72.2	71.4
Women	52.7	53.6	54.3	54.0	55.8	55.6	54.4	55.9	55.4	55.4	55.4	55.0
Venezuela (Boliv. Rep. of) [o/]	64.9	64.9	65.1	64.5	64.4	63.9	64.3	65.1	63.7	64.0	...	...
Men	79.8	79.9	79.4	79.0	78.6	77.8	78.1	79.1	77.9	77.9	...	...
Women	50.0	50.1	50.9	50.1	50.3	50.1	50.6	51.3	49.8	50.2	...	...

(continues...)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Average to the 3rd quarter	
The Caribbean												
Bahamas p/	**76.2**	**76.3**	**73.4**	…	**72.1**	**72.5**	**73.2**	**73.7**	**74.3**	**76.9**	**76.9**	**80.0**
Men	82.8	83.0	…	…	…	75.8	76.9	77.8	79.5	81.2	81.2	83.0
Women	70.6	70.8	…	…	…	69.5	70.1	70.1	71.7	72.0	72.0	74.9
Barbados q/	**67.8**	**67.6**	**67.0**	**66.6**	**67.6**	**66.2**	**66.7**	**63.9**	**65.1**	**66.5**	**66.6**	**65.4**
Men	74.3	73.3	72.3	71.8	72.7	71.9	72.0	67.7	68.7	70.4	71.1	69.3
Women	61.9	62.5	62.2	62.0	63.0	61.0	62.0	60.4	61.7	62.8	62.4	62.4
Belize r/	**61.2**	**59.2**	…	…	…	**65.8**	**64.2**	**63.6**	**63.2**	**64.0**	**63.7**	**64.3**
Men	77.7	…	…	…	…	79.2	78.4	78.2	77.8	78.0	77.4	79.0
Women	43.3	…	…	…	…	52.6	50.1	49.2	48.8	50.2	50.3	49.7
Jamaica d/	**64.9**	**65.5**	**63.5**	**62.4**	**62.1**	**61.9**	**63.0**	**62.8**	**63.1**	**64.8**	**64.8**	**65.3**
Men	73.5	73.9	71.8	70.4	70.1	69.2	70.0	70.0	70.3	71.2	71.2	71.6
Women	56.5	57.5	55.7	54.8	55.0	54.9	56.3	55.9	56.3	58.6	58.6	59.2
Trinidad and Tobago s/	**63.5**	**63.5**	**62.7**	**62.1**	**61.3**	**61.9**	**61.4**	**61.9**	**60.6**	**59.7**	**60.1**	**59.8**
Men	…	…	…	…	…	…	…	…	…	…	…	…
Women	…	…	…	…	…	…	…	…	…	…	…	…
Latin America and the Caribbean t/	**61.6**	**61.6**	**62.0**	**61.8**	**61.6**	**62.3**	**62.0**	**61.9**	**62.0**	**62.0**	**61.7**	**61.8**
Latin America and the Caribbean - Men t/	**75.8**	**75.4**	**75.4**	**75.1**	**75.0**	**75.8**	**75.5**	**75.3**	**75.2**	**75.0**	**74.5**	**74.4**
Latin America and the Caribbean - Women t/	**48.7**	**48.7**	**49.5**	**49.2**	**49.0**	**49.7**	**49.6**	**49.4**	**49.6**	**49.9**	**49.8**	**50.2**

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

a/ 31 urban areas. INDEC, in the framework of the statistical emergency, recommends disregarding the series published between 2007 and 2015 for purposes of comparison and analysis of the labour market in Argentina. 2016 annual data are an average of the 2nd, 3rd and 4th quarters and data to the 3rd quarter of 2016 and 2017 correspond to the 2nd quarter.
b/ Beginning in 2012, data are based on the PNADC series and are not comparable with previous years.
c/ New measurement beginning in 2010, data not comparable with previous years.
d/ Includes hidden unemployment.
e/ Data for 2006-2009 correspond to EHPM implemented in July of each year. Beginning in 2010, ECE data, not comparable with previous years (2010 data are the average of the 3rd and 4th quarters).
f/ Beginning in 2007, the WAP changes to 15 years, not comparable with previous years. Includes hidden unemployment.
g/ Beginning in 2007, the WAP changes from 10 to 16 years, not comparable with previous years.
h/ Data to the 3rd quarter of 2016 and 2017 correspond to February-March.
i/ Data to the 3rd quarter of 2016 and 2017 correspond to June.
j/ New measurement (ECH) beginning in 2009. Data not comparable with previous years.
k/ Includes hidden unemployment. Data to the 3rd quarter of 2016 and 2017 correspond to March.
l/ Annual series based on the EPH. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester and originate from the ECE (Asunción and urban areas of the Central Department).
m/ Data for 2016 and of total labour participation to the 3rd quarter of 2016 and 2017 are preliminary. Data for the total labour force participation rate of 2016 and 2017 correspond to the average to the 3rd quarter and data for sex to the average to the 2nd quarter.
n/ Beginning in 2015, data are based on the ENCFT, not comparable with previous years.
o/ Data for 2015 and 2016 are based on semester averages.
p/ Data for 2016 and to the 3rd quarter of 2016 and 2017 correspond to May.
q/ Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester.
r/ Data to the 3rd quarter of 2016 and 2017 correspond to April.
s/ Data to the 3rd quarter of 2016 and 2017 correspond to the 1st quarter.
t/ Weighted average. Excludes hidden unemployment of Colombia, Ecuador, Jamaica and Panama.

TABLE 5. LATIN AMERICA AND THE CARIBBEAN: NATIONAL LABOUR FORCE PARTICIPATION RATE, BY COUNTRY AND AGE GROUP. 2007-2017 (Annual average rates)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016 Average to the 3rd quarter	2017 Average to the 3rd quarter
Latin America												
Argentina ª/	...	...	...	...	...	...	...	...	...	57.5	57.8	57.4
15 - 24	...	...	...	...	...	...	...	...	...	38.3	38.4	38.1
25 and over	...	...	...	...	...	...	...	...	...	64.4	64.9	64.4
Bolivia (Pluri. State of)	64.8	64.9	65.1	...	65.9	61.1	63.4	65.8	61.0	65.6	...	...
15 - 24	52.2	51.6	51.3	...	53.0	45.4	46.8	51.9	44.6	...	...	...
25 and over	79.8	80.7	81.2	...	80.0	78.2	77.9	79.1	75.9	...	...	...
Brazil ᵇ/	62.0	62.0	62.1	...	60.0	61.4	61.3	61.0	61.3	61.4	61.4	61.7
15 - 24	63.6	63.2	62.7	...	59.1	51.9	50.6	49.4	49.6	49.9	49.9	50.8
25 and over	70.2	70.2	70.3	...	68.1	64.3	64.4	64.4	64.6	64.6	64.6	64.7
Chile ᶜ/	54.9	56.0	55.9	58.5	59.8	59.5	59.6	59.8	59.7	59.5	59.4	59.6
15 - 24	32.1	34.2	33.3	37.5	38.4	37.1	36.3	36.0	35.7	34.6	34.7	34.3
25 and over	61.6	62.3	62.3	64.4	65.7	65.5	65.6	65.9	65.6	65.3	65.4	65.2
Colombia ᵈ/	58.3	58.5	61.3	62.7	63.7	64.5	64.2	64.2	64.7	64.5	64.2	64.2
15 - 24	53.0	47.6	51.5	52.4	53.7	55.1	54.0	53.9	54.1	53.1	53.0	52.9
25 and over	61.1	69.2	71.5	72.8	73.3	74.0	73.8	73.8	74.1	73.8	73.7	73.5
Costa Rica ᵉ/	57.0	56.7	56.5	60.7	59.0	62.8	62.3	62.5	61.2	58.4	57.8	59.4
15 - 24	51.4	49.1	47.4	44.2	43.4	48.3	48.0	48.2	45.9	43.2	41.9	44.5
25 and over	65.3	65.2	65.2	66.5	64.0	67.2	66.7	66.8	65.8	62.8	62.5	63.6
Cuba	73.7	74.7	75.4	74.9	76.1	74.2	72.9	71.9	69.1	65.2	...	...
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...
25 and over	...	...	...	...	...	...	...	...	...	...	...	...
Dominican Republic ⁿ/	49.9	50.0	48.4	49.6	51.0	51.4	51.3	52.3	61.8	62.3	62.3	62.2
15 - 24	41.7	41.8	37.2	38.5	40.4	40.8	40.7	41.0	43.8	44.6	44.6	43.4
25 and over	63.1	63.6	62.3	63.5	64.7	65.6	65.5	65.6	68.2	68.6	68.6	68.6
Ecuador ᵗ/	68.1	66.2	65.3	63.7	62.5	63.0	62.9	63.1	66.2	68.2	68.5	68.8
15 - 24	52.9	51.2	50.0	46.4	43.1	43.9	42.2	41.1	43.5	45.6	46.1	46.0
25 and over	73.7	71.8	71.1	69.9	69.2	69.3	69.9	71.0	74.1	76.1	76.4	76.7
El Salvador ᵍ/	62.1	62.7	62.8	62.5	62.7	63.2	63.6	62.8	62.1	62.2	...	...
15 - 24	49.9	51.4	50.4	49.4	46.3	50.3	49.6	49.1	45.8	48.5	...	...
25 and over	66.3	66.8	67.2	67.3	67.5	68.0	68.8	67.7	66.9	67.0	...	...
Guatemala ᵇ/	...	...	...	62.5	61.8	65.4	60.6	60.9	60.7	60.8	61.5	61.0
15 - 24	...	...	...	53.1	53.5	58.3	50.3	51.8	52.4	52.6	53.1	52.0
25 and over	...	...	...	67.2	66.1	68.8	65.7	65.3	64.8	64.7	65.6	65.0
Honduras ʲ/	50.4	51.3	53.1	53.6	51.9	50.8	53.7	56.1	58.1	57.5	57.5	59.0
15 - 24	48.3	49.4	50.5	51.5	49.9	48.1	51.6	52.3	56.6	55.5	55.5	56.7
25 and over	64.5	65.6	67.2	67.4	65.2	63.7	66.4	68.3	69.0	67.7	67.7	68.9
Mexico	60.1	60.0	59.9	59.7	59.8	60.4	60.3	59.8	59.8	59.7	59.7	59.3
15 - 24	48.4	47.8	46.9	47.1	46.9	47.3	46.4	45.6	44.8	44.2	44.3	43.6
25 and over	64.4	64.3	64.5	64.2	64.3	65.0	65.0	64.4	64.6	64.6	64.5	64.2
Nicaragua ʲ/	53.4	53.3	66.6	71.2	75.7	76.8	75.8	74.0	...	...	...	...
15 - 24	47.4	48.3	...	64.5	69.8	71.2	...	...	...	...	...	...
25 and over	65.4	66.7	...	76.3	79.6	80.5	...	...	...	...	...	...
Panama ᵏ/	62.7	63.9	64.1	63.5	61.9	63.5	64.1	64.0	64.2	64.4	64.7	64.7
15 - 24	48.5	50.6	49.8	47.8	44.1	46.3	46.9	45.2	43.9	44.2	45.8	45.2
25 and over	67.6	68.3	68.7	68.4	66.8	68.6	69.5	69.8	70.4	70.8	70.5	70.6
Paraguay ˡ/	60.8	62.2	63.1	60.8	61.1	64.4	62.4	62.3	62.1	62.6	66.4	66.2
15 - 24	58.2	59.8	63.5	58.0	58.2	60.1	59.6	58.1	55.1	58.6	61.3	58.7
25 and over	74.5	74.6	74.4	73.9	74.0	77.8	76.2	74.6	75.4	75.2	78.2	78.9

(continues...)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Average to the 3rd quarter	
Peru m/	**73.8**	**73.8**	**74.0**	**74.1**	**73.9**	**73.6**	**73.2**	**72.2**	**71.6**	**72.2**	**72.3**	**72.5**
15 - 24	60.7	61.4	60.6	60.4	59.6	58.9	57.9	56.1	53.7	53.7	53.3	53.6
25 and over	80.7	80.3	80.7	80.9	80.9	80.4	80.3	79.4	79.4	80.1	77.9	79.7
Uruguay o/	**62.5**	**62.7**	**63.4**	**62.9**	**64.8**	**64.0**	**63.6**	**64.7**	**63.8**	**63.4**	**63.4**	**62.9**
15 - 24	50.0	48.8	49.1	48.6	49.8	48.9	48.7	48.6	46.5	45.2	45.2	43.8
25 and over	65.9	66.4	67.3	66.9	68.8	68.1	67.7	68.9	68.5	68.4	68.4	68.0
Venezuela (Boliv. Rep. of) p/	**64.9**	**64.9**	**65.1**	**64.5**	**64.4**	**63.9**	**64.3**	**65.1**	**63.7**	**64.0**	**…**	**…**
15 - 24	44.7	44.7	44.0	42.5	41.8	40.9	41.0	41.6	39.2	38.5	…	…
25 and over	72.4	72.5	72.7	72.5	72.3	71.8	72.0	72.6	71.5	71.9	…	…
The Caribbean												
Bahamas q/	**76.2**	**76.3**	**73.4**	**…**	**72.1**	**72.5**	**73.2**	**73.7**	**74.3**	**76.9**	**76.9**	**80.0**
15 - 24	…	…	…	…	…	…	…	…	…	…	…	…
25 and over	…	…	…	…	…	…	…	…	…	…	…	…
Barbados r/	**67.8**	**67.6**	**67.0**	**66.6**	**67.6**	**66.2**	**66.7**	**63.9**	**65.1**	**66.5**	**66.6**	**65.4**
15 - 24	…	…	…	…	…	…	…	…	…	…	…	…
25 and over	…	…	…	…	…	…	…	…	…	…	…	…
Belize s/	**61.2**	**59.2**	**…**	**…**	**…**	**65.8**	**64.2**	**63.6**	**63.2**	**64.0**	**63.7**	**64.3**
15 - 24	…	…	…	…	…	49.5	46.3	46.6	44.7	44.9	43.9	45.9
25 and over	…	…	…	…	…	73.9	73.4	73.0	73.0	73.8	73.8	73.6
Jamaica t/	**64.9**	**65.5**	**63.5**	**62.4**	**62.1**	**61.9**	**63.0**	**62.8**	**63.1**	**64.8**	**64.8**	**65.3**
15 - 24	…	…	…	…	…	33.6	34.7	33.3	34.0	36.7	36.3	36.6
25 and over	…	…	…	…	…	73.0	74.1	74.4	74.5	75.8	75.9	76.5
Trinidad and Tobago u/	**63.5**	**63.5**	**62.7**	**62.1**	**61.3**	**61.9**	**61.4**	**61.9**	**60.6**	**59.7**	**60.1**	**59.8**
15 - 24	…	…	…	…	…	…	…	…	…	…	…	…
25 and over	…	…	…	…	…	…	…	…	…	…	…	…
Latin America and the Caribbean v/	**61.6**	**61.6**	**62.0**	**61.8**	**61.6**	**62.3**	**62.0**	**61.9**	**62.0**	**62.0**	**61.7**	**61.8**
Latin America and the Caribbean - 15 - 24 v/	**54.1**	**53.3**	**53.2**	**52.4**	**51.7**	**49.6**	**48.5**	**47.8**	**47.4**	**47.4**	**47.7**	**47.8**
Latin America and the Caribbean - 25 and over v/	**68.2**	**68.9**	**69.3**	**68.9**	**68.6**	**67.5**	**67.5**	**67.4**	**67.5**	**67.5**	**66.9**	**67.0**

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

a/ 31 urban areas. INDEC, in the framework of the statistical emergency, recommends disregarding the series published between 2007 and 2015 for purposes of comparison and analysis of the labour market in Argentina. 2016 annual data are an average of the 2nd, 3rd and 4th quarters and data to the 3rd quarter of 2016 and 2017 correspond to the 2nd quarter.
b/ Beginning in 2012, data are based on the PNADC series and are not comparable with previous years. Data for 15-24 correspond to 14-24.
c/ New measurement beginning in 2010, data not comparable with previous years.
d/ Includes hidden unemployment. Data for 2007 for 15-24 correspond to 15-28. Data for total labour force participation of 2016 and 2017 correspond to the average to the 3rd quarter and data by age to the average to the 2nd quarter.
e/ Data for 2006-2009 correspond to EHPM implemented in July of each year. Beginning in 2010, ECE data, not comparable with previous years (2010 data are the average of the 3rd and 4th quarters).
f/ Beginning in 2007, the WAP changes to 15 years, not comparable with previous years. Includes hidden unemployment.
g/ Beginning in 2007, the WAP changes from 10 to 16 years, not comparable with previous years.
h/ Data to the 3rd quarter of 2016 and 2017 correspond to February-March.
i/ Data to the 3rd quarter of 2016 and 2017 correspond to June.
j/ New measurement (ECH) beginning in 2009. Data not comparable with previous years.
k/ Includes hidden unemployment. Data of the 3rd quarter of 2016 and 2017 correspond to March.
l/ Annual series based on the EPH. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester and originate from the ECE (Asunción and urban areas of the Central Department).
m/ Data for 2016 and of total labour force participation rate to the 3rd quarter of 2016 and 2017 are preliminary. Data on total labour force participation of 2016 and 2017 correspond to the average to the 3rd quarter and data by age to the average to the 2nd quarter.
n/ Beginning in 2015, data are based on the ENCFT, not comparable with previous years.
o/ Data for 15-24 correspond to 14-24.
p/ Data for 2015 and 2016 are based on semester averages.
q/ Annual 2016 data and to the 3rd quarter of 2016 and 2017 correspond to May.
r/ Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester.
s/ Data to the 3rd quarter of 2016 and 2017 correspond to April.
t/ Includes hidden unemployment.
u/ Data to the 3rd quarter correspond to the 1st quarter.
v/ Weighted average.

TABLE 6. **LATIN AMERICA AND THE CARIBBEAN: NATIONAL EMPLOYMENT-TO-POPULATION RATIO, BY COUNTRY AND SEX. 2007-2017** (Annual average rates)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016 Average to the 3rd quarter	2017 Average to the 3rd quarter
Latin America												
Argentina a/	...	...	...	...	...	...	...	...	...	**52.6**	**52.4**	**52.4**
Men	...	...	...	...	...	...	...	...	...	64.0	63.7	63.6
Women	...	...	...	...	...	...	...	...	...	42.5	42.2	42.4
Bolivia (Pluri. State of)	**61.4**	**63.1**	**63.0**	...	**64.2**	**59.7**	**61.5**	**64.3**	**58.9**	**63.4**	...	...
Men	70.8	72.2	71.4	...	73.1	69.2	71.0	73.7	70.0	73.1	...	...
Women	52.8	54.7	54.9	...	55.7	50.9	52.8	55.3	48.2	54.3	...	...
Brazil b/	**57.0**	**57.5**	**56.9**	...	**56.0**	**56.9**	**56.9**	**56.8**	**56.1**	**54.3**	**54.4**	**53.6**
Men	68.0	68.6	67.8	...	67.3	68.7	68.7	68.3	67.1	65.0	65.2	63.7
Women	46.7	47.2	46.8	...	45.5	46.1	46.2	46.4	46.0	44.6	44.6	44.4
Chile c/	**51.0**	**51.7**	**50.5**	**53.7**	**55.5**	**55.7**	**56.0**	**56.0**	**56.0**	**55.6**	**55.5**	**55.5**
Men	66.9	66.9	64.5	66.9	68.3	68.0	68.0	67.3	67.4	66.9	66.9	66.7
Women	35.7	37.0	36.9	41.0	43.2	43.8	44.4	45.1	44.9	44.7	44.4	44.7
Colombia	**51.8**	**51.9**	**53.9**	**55.3**	**56.8**	**57.8**	**58.0**	**58.4**	**59.0**	**58.5**	**58.0**	**58.0**
Men	64.9	64.8	66.5	67.6	69.0	69.5	69.4	69.7	70.1	69.6	69.1	69.1
Women	39.2	39.6	41.9	43.7	45.2	46.7	47.1	47.6	48.3	48.0	47.5	47.4
Costa Rica d/	**54.4**	**53.9**	**52.1**	**55.3**	**52.9**	**56.4**	**56.4**	**56.5**	**55.4**	**52.8**	**52.3**	**54.1**
Men	70.8	69.5	66.8	69.6	67.2	69.2	68.9	69.7	68.3	66.6	65.8	67.9
Women	38.7	39.1	38.0	40.8	38.5	43.5	43.8	43.2	42.2	38.9	38.8	40.1
Cuba	**72.4**	**73.6**	**74.2**	**73.0**	**73.6**	**71.6**	**70.5**	**70.0**	**67.5**	**63.8**	...	...
Men	85.2	86.6	87.1	85.6	87.3	86.4	84.4	84.2	81.0	76.7	...	...
Women	58.2	59.0	59.8	58.9	58.4	55.3	55.3	54.6	52.8	49.8	...	...
Dominican Republic m/	**47.4**	**47.7**	**45.8**	**47.1**	**48.0**	**48.1**	**47.7**	**49.0**	**57.3**	**57.9**	**57.7**	**58.7**
Men	62.8	62.1	60.8	61.1	61.6	61.4	61.3	62.7	72.3	72.9	72.8	73.1
Women	32.2	33.5	31.0	33.3	34.6	34.8	34.2	35.4	43.1	43.8	43.6	45.2
Ecuador e/	**64.7**	**62.2**	**61.1**	**60.1**	**59.6**	**60.4**	**60.3**	**60.4**	**63.3**	**64.6**	**64.8**	**65.9**
Men	80.0	78.1	76.0	75.3	75.0	75.3	74.9	75.9	77.6	77.5	77.7	78.3
Women	50.1	47.5	47.0	45.9	45.3	46.5	46.6	46.0	49.8	52.4	52.7	54.1
El Salvador t/	**58.1**	**59.0**	**58.2**	**58.1**	**58.6**	**59.4**	**59.9**	**58.4**	**57.8**	**57.9**	...	...
Men	74.4	75.3	73.7	74.1	74.6	75.4	75.1	73.7	73.5	73.6	...	...
Women	45.0	45.6	45.2	44.8	45.0	45.8	47.0	45.5	44.4	44.7	...	...
Guatemala g/	...	...	...	**60.2**	**59.2**	**63.5**	**58.7**	**59.1**	**59.2**	**59.2**	**59.6**	**59.0**
Men	...	...	...	81.7	82.2	85.5	81.1	81.6	83.0	82.2	81.5	82.1
Women	...	...	...	41.1	37.7	44.1	39.1	39.2	37.5	38.7	39.7	38.8
Honduras h/	**48.8**	**49.7**	**51.5**	**51.5**	**49.7**	**48.9**	**51.6**	**53.1**	**53.8**	**53.2**	**53.2**	**55.1**
Men	68.0	68.1	70.4	68.7	68.1	67.2	69.7	70.3	70.8	70.2	70.2	73.0
Women	31.5	33.1	34.4	35.4	32.8	32.2	35.3	37.8	38.8	38.4	38.4	39.1
Mexico	**57.9**	**57.6**	**56.7**	**56.5**	**56.7**	**57.5**	**57.3**	**56.9**	**57.2**	**57.4**	**57.3**	**57.3**
Men	77.6	76.9	74.8	74.5	74.4	74.9	74.6	74.4	74.7	74.7	74.6	75.0
Women	40.7	40.6	40.5	40.3	40.6	41.7	41.7	41.0	41.4	41.7	41.7	41.3
Nicaragua i/	**50.2**	**50.0**	**61.3**	**65.6**	**71.7**	**72.3**	**71.5**	**69.1**	...	...	...	...
Men	64.8	65.2	77.1	79.1	83.9	82.9	82.4	80.5	...	...	...	...
Women	36.6	35.7	46.5	52.8	60.1	62.2	61.2	58.5	...	...	...	...
Panama j/	**58.7**	**60.3**	**59.9**	**59.4**	**59.1**	**61.0**	**61.5**	**60.9**	**60.9**	**60.8**	**61.1**	**61.1**
Men	75.3	78.0	76.8	76.1	75.8	77.4	77.1	76.2	75.0	74.9	75.3	74.5
Women	42.8	43.6	44.0	43.5	43.5	45.8	46.8	46.8	47.6	47.7	47.8	48.4
Paraguay k/	**57.4**	**58.7**	**59.1**	**57.3**	**57.7**	**61.5**	**59.3**	**58.6**	**58.7**	**58.9**	**60.9**	**60.5**
Men	71.0	72.6	72.3	70.6	70.0	72.4	70.7	71.1	70.5	70.8	68.1	67.9
Women	44.2	44.8	45.7	43.9	45.4	50.6	49.7	46.0	47.2	47.0	54.2	53.5
Peru l/	**70.3**	**70.4**	**70.7**	**71.1**	**70.9**	**70.8**	**70.3**	**69.6**	**69.1**	**69.2**	**69.0**	**69.3**
Men	79.4	79.6	79.5	79.7	79.6	79.8	79.2	78.5	78.2	78.1	75.6	76.6
Women	61.3	61.3	61.9	62.6	62.4	61.9	61.5	60.7	60.1	60.4	59.1	60.8

(continues...)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016 Average to the 3rd quarter	2017 Average to the 3rd quarter
Uruguay	**56.7**	**57.7**	**58.5**	**58.4**	**60.7**	**59.9**	**59.5**	**60.4**	**59.0**	**58.4**	**58.4**	**57.8**
Men	69.1	69.2	70.0	69.3	71.0	69.8	70.2	70.5	68.4	67.5	67.4	66.6
Women	46.1	47.8	48.7	48.9	51.3	51.1	50.0	51.3	50.5	50.1	50.1	49.7
Venezuela (Boliv. Rep. of) n/	**59.4**	**60.2**	**60.0**	**58.9**	**59.0**	**58.7**	**59.3**	**60.4**	**59.2**	**59.3**	**…**	**…**
Men	73.5	74.3	73.5	72.3	72.6	72.1	72.6	73.8	72.7	72.4	…	…
Women	45.4	46.2	46.6	45.6	45.6	45.6	46.1	47.1	46.0	46.3	…	…
The Caribbean												
Bahamas o/	**70.2**	**69.7**	**62.1**	**…**	**60.6**	**62.0**	**61.6**	**62.9**	**64.4**	**67.1**	**67.1**	**72.1**
Men	77.3	76.6	…	…	…	64.4	64.9	67.2	70.1	72.2	72.2	75.6
Women	64.2	63.9	…	…	…	59.9	58.8	59.0	61.0	61.6	61.6	66.7
Barbados p/	**62.8**	**62.1**	**60.3**	**59.5**	**60.1**	**58.5**	**58.9**	**56.0**	**57.7**	**60.1**	**60.1**	**58.6**
Men	69.5	68.2	65.0	64.0	65.6	64.1	63.6	59.7	60.2	63.9	64.7	62.2
Women	56.6	56.6	56.1	55.4	55.1	53.5	54.8	52.6	55.3	56.5	55.9	55.8
Belize q/	**56.0**	**54.3**	**…**	**…**	**…**	**55.7**	**56.7**	**56.3**	**56.8**	**57.9**	**58.7**	**58.5**
Men	72.1	…	…	…	…	70.9	72.3	73.3	72.5	73.6	74.1	75.2
Women	36.5	…	…	…	…	40.9	39.6	39.4	41.2	42.4	43.4	41.9
Jamaica	**58.4**	**58.5**	**56.3**	**54.7**	**54.3**	**53.3**	**53.4**	**54.2**	**54.6**	**56.2**	**56.2**	**57.4**
Men	69.0	68.5	65.7	63.9	63.6	61.9	62.1	62.9	63.3	64.3	64.2	65.3
Women	48.3	49.1	47.4	45.9	45.8	45.0	45.0	45.8	46.2	48.4	48.4	49.9
Trinidad and Tobago r/	**59.9**	**60.6**	**59.4**	**58.4**	**58.2**	**58.8**	**59.1**	**59.9**	**58.5**	**57.4**	**57.9**	**57.1**
Men	…	…	…	…	…	…	…	…	…	…	…	…
Women	…	…	…	…	…	…	…	…	…	…	…	…
Latin America and the Caribbean s/	**57.5**	**57.8**	**57.5**	**57.5**	**57.7**	**58.3**	**58.2**	**58.1**	**57.9**	**57.2**	**56.7**	**56.5**
Latin America and the Caribbean - Men s/	**71.4**	**71.6**	**70.8**	**70.8**	**71.1**	**71.7**	**71.4**	**71.3**	**70.9**	**69.9**	**69.2**	**68.9**
Latin America and the Caribbean - Women s/	**44.6**	**44.9**	**45.1**	**45.1**	**45.1**	**45.8**	**45.8**	**45.8**	**45.8**	**45.4**	**44.9**	**45.0**

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

a/ 31 urban areas. INDEC, in the framework of the statistical emergency, recommends disregarding the series published between 2007 and 2015 for purposes of comparison and analysis of the labour market in Argentina. 2016 annual data are an average of the 2nd, 3rd and 4th quarters and data to the 3rd quarter of 2016 and 2017 correspond to the 2nd quarter.
b/ Beginning in 2012, data are based on the PNADC series and are not comparable with previous years.
c/ New measurement beginning in 2010, data not comparable with previous years.
d/ Data for 2006-2009 correspond to EHPM implemented in July of each year. Beginning in 2010, ECE data, not comparable with previous years (2010 data are the average of the 3rd and 4th quarters).
e/ Beginning in 2007, the WAP changes to 15 years, not comparable with previous years.
f/ Beginning in 2007, the WAP changes from 10 to 16 years, not comparable with previous years.
g/ Data to the 3rd quarter of 2016 and 2017 correspond to February-March.
h/ Data to the 3rd quarter of 2016 and 2017 correspond to June.
i/ New measurement (ECH) beginning in 2009. Data not comparable with previous years.
j/ Data of the 3rd quarter of 2016 and 2017 correspond to March.
k/ Annual series based on the EPH. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester and originate from the ECE (Asunción and urban areas of the Central Department).
l/ Data for 2016 and the total employment-to-population ratio to the 3rd quarter of 2016 and 2017 are preliminary. Total employment-to-population ratio of 2016 and 2017 correspond to the average to the 3rd quarter and data for sex to the 2nd quarter.
m/ Beginning in 2015, data are based on the ENCFT, not comparable with previous years.
n/ Data for 2015 and 2016 are based on semester averages.
o/ Data for 2016 and to the 3rd quarter of 2016 and 2017 correspond to May.
p/ Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester.
q/ Data to the 3rd quarter of 2016 and 2017 correspond to April.
r/ Data to the 3rd quarter of 2016 and 2017 correspond to the 1st quarter.
s/ Weighted average.

TABLE 7. LATIN AMERICA AND THE CARIBBEAN: NATIONAL EMPLOYMENT-TO-POPULATION RATIO, BY COUNTRY AND AGE GROUP.
2007-2017 (Annual average rates)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016 Average to the 3rd quarter	2017 Average to the 3rd quarter
Latin America												
Argentina [a/]	...	...	...	...	...	...	...	...	...	**52.6**	**52.4**	**52.4**
15 - 24	...	...	...	...	...	...	...	...	...	29.2	28.9	29.3
25 and over	...	...	...	...	...	...	...	...	...	60.5	60.6	60.4
Bolivia (Pluri. State of)	**61.4**	**63.1**	**63.0**	...	**64.2**	**59.7**	**61.5**	**64.3**	**58.9**	**63.4**	...	...
15 - 24	46.2	48.2	48.1	...	49.7	43.4	43.6	49.1	41.0	...	...	...
25 and over	77.1	79.1	79.0	...	78.6	76.7	76.3	77.8	73.9	...	...	...
Brazil [b/]	**57.0**	**57.5**	**56.9**	...	**56.0**	**56.9**	**56.9**	**56.8**	**56.1**	**54.3**	**54.4**	**53.6**
15 - 24	52.9	53.4	51.5	...	50.1	43.4	42.4	41.4	39.7	36.3	36.5	35.7
25 and over	66.2	66.8	66.3	...	65.0	61.0	61.2	61.3	60.7	59.4	59.5	58.6
Chile [c/]	**51.0**	**51.7**	**50.5**	**53.7**	**55.5**	**55.7**	**56.0**	**56.0**	**56.0**	**55.6**	**55.5**	**55.5**
15 - 24	26.4	27.5	25.8	30.5	31.7	31.1	30.4	30.1	30.2	29.2	29.2	28.5
25 and over	58.2	58.6	57.4	60.2	62.1	62.3	62.7	62.6	62.4	61.9	61.8	61.6
Colombia [d/]	**51.8**	**51.9**	**53.9**	**55.3**	**56.8**	**57.8**	**58.0**	**58.4**	**59.0**	**58.5**	**58.0**	**58.0**
15 - 24	43.0	37.3	39.9	40.8	42.5	44.3	44.2	44.4	45.0	43.8	43.2	43.3
25 and over	56.4	63.8	65.4	66.8	67.8	68.5	68.7	69.0	69.3	68.9	68.5	68.1
Costa Rica [e/]	**54.4**	**53.9**	**52.1**	**55.3**	**52.9**	**56.4**	**56.4**	**56.5**	**55.4**	**52.8**	**52.3**	**54.1**
15 - 24	45.9	43.7	38.9	34.7	33.7	37.1	37.2	36.1	35.3	33.2	32.3	34.7
25 and over	63.5	63.1	61.9	62.5	59.1	62.2	62.4	62.6	61.3	58.6	58.2	59.5
Cuba	**72.4**	**73.6**	**74.2**	**73.0**	**73.6**	**71.6**	**70.5**	**70.0**	**67.5**	**63.8**	...	...
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...
25 and over	...	...	...	...	...	...	...	...	...	...	...	...
Dominican Republic [f/]	**47.4**	**47.7**	**45.8**	**47.1**	**48.0**	**48.1**	**47.7**	**49.0**	**57.3**	**57.9**	**57.7**	**58.7**
15 - 24	36.6	37.5	32.7	34.5	35.0	34.8	33.9	35.8	36.8	37.2	37.0	37.6
25 and over	61.1	61.6	59.9	61.1	62.2	62.5	62.4	62.3	64.5	65.2	65.1	65.9
Ecuador [f/]	**64.7**	**62.2**	**61.1**	**60.1**	**59.6**	**60.4**	**60.3**	**60.4**	**63.3**	**64.6**	**64.8**	**65.9**
15 - 24	47.3	44.1	42.9	40.5	37.9	39.2	37.6	36.5	39.0	40.2	40.7	41.7
25 and over	71.1	69.0	67.9	67.2	67.1	67.4	68.1	69.0	71.9	73.1	73.3	74.2
El Salvador [g/]	**58.1**	**59.0**	**58.2**	**58.1**	**58.6**	**59.4**	**59.9**	**58.4**	**57.8**	**57.9**	...	...
15 - 24	44.2	45.7	43.4	42.6	40.7	44.0	43.4	41.7	39.4	41.7	...	...
25 and over	63.0	63.8	63.5	63.8	64.1	65.0	66.0	64.4	63.4	63.5	...	...
Guatemala [h/]	...	...	...	**60.2**	**59.2**	**63.5**	**58.7**	**59.1**	**59.2**	**59.2**	**59.6**	**59.0**
15 - 24	...	...	...	50.0	49.4	55.4	47.4	48.6	49.4	49.6	49.7	48.6
25 and over	...	...	...	65.2	64.3	67.4	64.3	64.2	64.0	63.8	64.5	63.7
Honduras [i/]	**48.8**	**49.7**	**51.5**	**51.5**	**49.7**	**48.9**	**51.6**	**53.1**	**53.8**	**53.2**	**53.2**	**55.1**
15 - 24	45.7	46.7	47.5	47.6	45.9	44.8	47.9	47.4	48.6	46.7	46.7	49.0
25 and over	63.0	64.2	65.7	65.5	63.2	62.1	64.5	65.5	65.8	64.9	64.9	66.2
Mexico	**57.9**	**57.6**	**56.7**	**56.5**	**56.7**	**57.5**	**57.3**	**56.9**	**57.2**	**57.4**	**57.3**	**57.3**
15 - 24	44.9	44.1	42.2	42.5	42.3	42.8	42.0	41.2	41.0	40.8	40.7	40.6
25 and over	62.7	62.5	61.8	61.5	61.7	62.5	62.4	62.0	62.4	62.6	62.5	62.4
Nicaragua [j/]	**50.2**	**50.0**	**61.3**	**65.6**	**71.7**	**72.3**	**71.5**	**69.1**	...	...	...	...
15 - 24	43.9	43.7	...	56.8	64.4	64.8	...	...	...	...	...	...
25 and over	62.5	63.4	...	71.5	76.1	76.7	...	...	...	...	...	...
Panama [k/]	**58.7**	**60.3**	**59.9**	**59.4**	**59.1**	**61.0**	**61.5**	**60.9**	**60.9**	**60.8**	**61.1**	**61.1**
15 - 24	41.3	43.7	42.2	40.7	38.7	41.5	41.8	39.5	38.2	38.2	38.7	38.5
25 and over	64.7	65.9	65.5	65.2	64.8	66.7	67.7	67.5	67.9	68.0	67.9	67.9
Paraguay [l/]	**57.4**	**58.7**	**59.1**	**57.3**	**57.7**	**61.5**	**59.3**	**58.6**	**58.7**	**58.9**	**60.9**	**60.5**
15 - 24	51.2	52.8	55.2	50.8	50.9	53.9	53.4	50.9	48.6	51.0	47.9	46.8
25 and over	72.1	72.1	71.5	71.4	71.7	75.7	73.7	71.7	72.9	72.3	74.4	74.3

(continues...)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Average to the 3rd quarter	
Perú ᵐ/	**70.3**	**70.4**	**70.7**	**71.1**	**70.9**	**70.8**	**70.3**	**69.6**	**69.1**	**69.2**	**69.0**	**69.3**
15 - 24	54.6	55.3	55.0	54.7	53.9	53.5	52.6	50.6	49.2	48.0	47.3	47.5
25 and over	78.3	77.9	78.3	78.9	79.0	78.7	78.2	77.8	77.6	78.0	75.6	77.2
Uruguay ᵒ/	**56.7**	**57.7**	**58.5**	**58.4**	**60.7**	**59.9**	**59.5**	**60.4**	**59.0**	**58.4**	**58.4**	**57.8**
15 - 24	37.6	37.9	38.8	38.6	40.8	39.9	39.3	39.1	36.1	34.5	34.3	32.7
25 and over	61.8	63.0	63.8	63.9	66.0	65.3	65.0	66.1	65.3	65.0	64.9	64.6
Venezuela (Boliv. Rep. of) ᵖ/	**59.4**	**60.2**	**60.0**	**58.9**	**59.0**	**58.7**	**59.3**	**60.4**	**59.2**	**59.3**	...	...
15 - 24	37.8	38.3	37.1	35.0	34.5	33.9	34.2	35.4	33.3	32.5	...	...
25 and over	67.6	68.4	68.2	67.6	67.6	67.3	67.6	68.4	67.4	67.6	...	...
The Caribbean												
Bahamas ᵍ/	**70.2**	**69.7**	**62.1**	**...**	**60.6**	**62.0**	**61.6**	**62.9**	**64.4**	**67.1**	**67.1**	**72.1**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...
25 and over	...	...	...	...	...	...	...	...	...	...	...	...
Barbados ʳ/	**62.8**	**62.1**	**60.3**	**59.5**	**60.1**	**58.5**	**58.9**	**56.0**	**57.7**	**60.1**	**60.1**	**58.6**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...
25 and over	...	...	...	...	...	...	...	...	...	...	...	...
Belize ˢ/	**56.0**	**54.3**	**...**	**...**	**...**	**55.7**	**56.7**	**56.3**	**56.8**	**57.9**	**58.7**	**58.5**
15 - 24	...	...	...	...	...	35.7	35.3	35.9	35.2	35.3	36.1	37.3
25 and over	...	...	...	...	...	65.7	66.5	67.2	68.1	69.4	70.1	69.3
Jamaica	**58.4**	**58.5**	**56.3**	**54.7**	**54.3**	**53.3**	**53.4**	**54.2**	**54.6**	**56.2**	**56.2**	**57.4**
15 - 24	...	...	...	...	...	22.4	21.6	21.9	22.8	25.0	24.9	25.6
25 and over	...	...	...	...	...	65.4	65.9	66.9	67.0	68.5	68.4	69.6
Trinidad and Tobago ᵗ/	**59.9**	**60.6**	**59.4**	**58.4**	**58.2**	**58.8**	**59.1**	**59.9**	**58.5**	**57.4**	**57.9**	**57.1**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...
25 and over	...	...	...	...	...	...	...	...	...	...	...	...
Latin America and the Caribbean ᵘ/	**57.6**	**57.8**	**57.6**	**57.5**	**57.7**	**58.3**	**58.2**	**58.1**	**57.9**	**57.2**	**56.7**	**56.5**
Latin America and the Caribbean - 15 - 24 ᵘ/	**46.6**	**46.1**	**45.0**	**44.7**	**44.5**	**42.7**	**41.8**	**41.3**	**40.3**	**39.0**	**38.9**	**38.7**
Latin America and the Caribbean - 25 and over ᵘ/	**64.9**	**65.7**	**65.5**	**65.4**	**65.4**	**64.3**	**64.4**	**64.4**	**64.2**	**63.6**	**63.0**	**62.7**

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

a/ 31 urban areas. INDEC, in the framework of the statistical emergency, recommends disregarding the series published between 2007 and 2015 for purposes of comparison and analysis of the labour market in Argentina. 2016 annual data are an average of the 2nd, 3rd and 4th quarters and data to the 3rd quarter of 2016 and 2017 correspond to the 2nd quarter.

b/ Beginning in 2012, data are based on the PNADC series and are not comparable with previous years. Data for 15-24 correspond to 14-24.

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

d/ Data for 2007 for 15-24 correspond to 15-28. Data for the total employment-to-population ratio of 2016 and 2017 correspond to the average to the 3rd quarter and data by age to the average to the 2nd quarter.

e/ Data for 2006-2009 correspond to EHPM implemented in July of each year. Beginning in 2010, ECE data, not comparable with previous years (2010 data are the average of the 3rd and 4th quarters).

f/ Beginning in 2007, the WAP changes to 15 years, not comparable with previous years.

g/ Beginning in 2007, the WAP changes from 10 to 16 years, not comparable with previous years.

h/ Data to the 3rd quarter of 2016 and 2017 correspond to February-March.

i/ Data to the 3rd quarter of 2016 and 2017 correspond to June.

i/ New measurement (ECH) beginning in 2009. Data not comparable with previous years.

j/ New measurement (ECH) beginning in 2009. Data not comparable with previous years.

k/ Includes hidden unemployment. Data of the 3rd quarter of 2016 and 2017 correspond to March.

l/ Annual series based on the EPH. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester and originate from the ECE (Asunción and urban areas of the Central Department).

m/ Data for 2016 and for the total employment-to-population ratio to the 3rd quarter of 2016 and 2017 are preliminary. Data for total employment-to-population ratio of 2016 and 2017 correspond to the average to the 3rd quarter and data by age to the average to the 2nd quarter.

n/ Beginning in 2015, data are based on the ENCFT, not comparable with previous years.

o/ Data for 15-24 correspond to 14-24.

p/ Data for 2015 and 2016 are based on semester averages.

q/ Annual 2016 data and to the 3rd quarter of 2016 and 2017 correspond to May.

r/ Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester.

s/ Data to the 3rd quarter of 2016 and 2017 correspond to April.

t/ Data to the 3rd quarter correspond to the 1st quarter.

u/ Weighted average.

TABLE 8. LATIN AMERICA: NATIONAL EMPLOYED POPULATION BY STATUS IN EMPLOYMENT AND YEARS OF EDUCATION. 2005, 2011 AND 2013-2016 (Percentages)

Year and Years of Education		TOTAL	Status in Employment						Domestic worker	Contributing family worker	Others
			Employee			Non-employee					
			Total	Public	Private	Total	Employer	Own-account			
2005	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	No education	8.2	4.4	1.9	5.0	13.4	4.6	14.9	9.7	11.8	12.5
	1 to 6	32.2	23.3	10.1	26.4	41.2	26.5	43.7	48.0	47.0	31.7
	7 to 12	44.3	51.4	42.8	53.4	34.5	41.6	33.3	41.1	36.6	48.0
	13 or more	15.3	20.9	45.2	15.1	10.9	27.3	8.2	1.2	4.5	7.8
2011	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	No education	7.0	4.0	1.6	4.6	11.9	3.6	13.2	10.3	9.7	4.1
	1 to 6	24.9	17.3	6.3	19.9	34.7	21.3	36.8	38.2	39.2	40.7
	7 to 12	48.8	53.6	39.9	56.9	40.3	44.6	39.7	49.0	44.2	41.2
	13 or more	19.2	25.1	52.2	18.5	13.1	30.5	10.4	2.4	6.9	14.0
2013	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	No education	5.8	3.2	1.1	3.7	10.3	2.9	11.5	7.9	8.7	0.2
	1 to 6	24.2	16.5	6.0	18.9	34.9	20.4	37.1	38.8	36.8	21.2
	7 to 12	49.4	53.8	38.2	57.5	41.1	44.8	40.5	50.4	46.2	63.0
	13 or more	20.6	26.6	54.7	19.9	13.7	31.9	10.9	2.9	8.2	15.7
2014	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	No education	5.4	2.9	1.0	3.3	9.8	3.0	10.8	7.7	8.1	2.1
	1 to 6	24.2	16.5	5.9	19.0	34.7	20.9	36.8	38.8	36.4	38.8
	7 to 12	49.8	54.0	37.7	57.8	41.8	45.0	41.3	50.7	47.7	47.2
	13 or more	20.5	26.6	55.4	19.9	13.8	31.1	11.1	2.8	7.9	11.9
2015	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	No education	5.0	2.7	0.9	3.1	8.9	2.4	9.8	7.1	7.5	0.1
	1 to 6	23.4	16.0	5.5	18.4	33.6	19.4	35.6	38.0	35.2	32.4
	7 to 12	50.3	54.1	37.4	58.0	43.1	45.3	42.8	51.8	48.5	55.7
	13 or more	21.2	27.3	56.2	20.4	14.4	32.9	11.8	3.0	8.8	11.8
2016	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	No education	5.0	2.7	0.9	3.2	8.8	2.5	9.7	7.2	7.4	1.1
	1 to 6	23.2	15.9	5.5	18.3	33.2	19.5	35.3	37.5	34.1	31.4
	7 to 12	50.3	53.8	37.2	57.6	43.4	45.6	43.1	51.9	49.1	58.0
	13 or more	21.5	27.6	56.5	20.9	14.6	32.5	12.0	3.4	9.4	9.6

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

a/ Selected countries: Argentina, Bolivia (Plurinational State of), Brazil, Chile, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Panama, Paraguay, Peru and Uruguay.
Data correspond to official WAP of each country.
Data for 2005 for Guatemala correspond to 2004 survey. Data for 2016 and 2017 for Argentina correspond to the 2nd quarter; data for 2016 for Bolivia and Brazil, to 2015.

TABLE 9. LATIN AMERICA: INDEX OF REAL WAGES IN THE FORMAL SECTOR. 2007-2017 (2000 = 100)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Average to the 3rd quarter	
Brazil [a/]	103.4	105.5	108.0	109.6	111.2	100.0	102.5	103.5	103.9	102.6	-2.1	2.1
Chile [b/]	113.7	113.5	118.9	121.5	124.5	128.6	133.5	135.9	138.3	140.2	1.0	1.7
Colombia [c/]	109.2	107.7	109.1	112.2	112.4	113.4	116.5	117.0	118.3	117.1	-1.4	2.0
Costa Rica [d/]	102.9	100.8	111.3	113.7	120.2	121.7	123.4	125.8	126.8	134.2	3.6	1.2
Mexico [e/]	118.1	118.5	117.6	117.0	118.3	118.4	118.5	119.0	120.7	121.8	1.1	-1.1
Nicaragua [f/]	103.7	99.5	105.3	106.6	106.8	107.1	107.4	109.2	111.6	114.6	2.5	1.9
Panama [g/]	100.3	98.7	99.4	109.1	109.7	113.4	…	…	…	…	…	…
Paraguay [h/]	101.3	100.5	105.1	105.8	108.7	109.5	111.9	113.2	113.7	114.5	-0.4	1.5
Peru [i/]	111.0	115.9	120.8	119.8	124.9	130.4	130.0	132.0	135.0	137.1	0.0	-1.7
Uruguay [j/]	90.4	94.3	99.6	103.0	107.1	112.7	116.4	120.5	120.9	124.9	1.3	3.1
Venezuela (Boliv. Rep. of) [k/]	85.8	82.2	78.1	76.3	76.5	80.3	75.9	…	…	…	…	…

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

a/ PME data until 2011 - six metropolitan regions. (Index 2003-100). Beginning in 2012, national PNADC data (Index 2012=100).

b/ General Wage Index (IR). Annual 2016 base series spliced since 2010. In the 2017 Labour Overview, this 2016 series was spliced with the Labour Overview series to make it comparable, respecting the changes reflected in the new IR 2016 series. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester.

c/ Real manufacturing wage with coffee trilling. Since 2015, the Banco de la República has published a total series based on the methodology 2014 = 100, for which reason the series was spliced to make it comparable.

d/ Average wages of employees enrolled in the Costa Rican Social Security Institute (2005 = 100). The data exclude school allowances, as well as data for the 1st semester of 2016 and 2017. Data to the 3rd quarter of 2016 and 2017 correspond to the average for January -August.

e/ Average daily base wage of contribution to the Mexican Social Security Institute.

f/ Average wages reported to the Nicaraguan Social Security Institute.

g/ Average monthly wage of the private sector reported by employers to the Social Security Institute.

h/ General Wage Index of the Public and Private Sectors. Data to the 3rd quarter of 2016 and 2017 correspond to July.

i/ Average monthly wage of urban employees. (Index 2004 = 100). Data of the 1st semester of 2016 and 2017 correspond to the 1st quarter.

j/ Real Wage Index (calculated with the accumulated annual change).

k/ General Wage Index of the Private Sector.

Statistical annex NATIONAL

TABLE 10. LATIN AMERICA: INDEX OF REAL MINIMUM WAGES. 2007-2017 (2000 = 100)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Year-over-year Change Jan-Sept	
Larin America												
Bolivia a/	110.1	108.0	115.9	119.9	130.9	153.6	174.4	197.8	218.6	229.9	5.3	7.7
Brazil a/	154.7	160.8	172.7	182.0	182.1	197.5	202.7	203.6	203.3	208.7	2.1	2.7
Chile a/	118.4	118.3	124.7	126.6	128.7	132.3	138.7	144.0	147.8	155.0	5.2	3.1
Colombia a/	110.7	110.1	113.7	115.1	115.2	118.8	121.2	123.1	122.6	122.0	-0.9	2.5
Costa Rica a/	102.9	102.6	107.8	110.4	112.2	114.4	115.7	118.7	123.2	125.0	1.7	0.1
Dominican Republic b/	93.7	87.7	93.8	93.4	94.6	97.2	100.2	102.6	110.0	114.1	5.5	9.6
Ecuador a/	109.4	118.7	123.0	130.8	137.7	144.9	153.6	158.6	158.8	161.4	1.4	1.8
El Salvador b/	92.4	92.4	101.5	100.5	100.4	101.5	102.6	107.6	112.8	112.1	-1.1	20.7
Guatemala a/	114.4	107.8	112.3	115.3	121.6	124.1	124.2	125.5	128.1	127.1	-0.8	1.3
Honduras b/	132.7	132.3	287.8	275.1	274.3	275.3	276.5	273.5	279.2	286.7	2.8	-0.4
Mexico a/	101.6	100.5	99.8	100.5	101.2	101.3	101.8	101.7	104.5	107.2	3.2	3.5
Nicaragua b,c/	129.2	131.1	152.5	170.8	179.0	187.2	197.0	206.7	220.6	234.5	6.5	5.2
Panama b/	105.6	105.9	103.3	109.9	103.8	113.0	108.6	120.3	120.1	125.8	4.9	-1.0
Paraguay a/	103.9	101.3	102.0	102.5	105.2	103.9	101.2	104.3	102.7	99.3	-4.0	5.7
Peru a/	111.8	114.5	111.2	110.1	120.7	133.6	135.6	131.4	126.9	133.3	3.6	2.3
Uruguay a/	159.6	176.9	194.4	196.8	227.7	252.8	256.1	266.0	273.3	277.9	1.2	3.6
Average d/	**115.7**	**116.8**	**132.3**	**135.0**	**139.7**	**147.0**	**150.6**	**155.3**	**159.5**	**163.8**	**2.3**	**4.3**
Average e/	**128.7**	**131.3**	**139.5**	**144.2**	**146.0**	**154.9**	**158.5**	**159.9**	**161.1**	**165.1**	**2.2**	**3.2**

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

a/ National minimum wage.
b/ Lowest minimum wage in manufacturing.
c/ Nicaragua, base index is 2001.
d/ Simple average.
e/ Weighted average.

Statistical annex URBAN

TABLE 1. LATIN AMERICA AND THE CARIBBEAN: URBAN UNEMPLOYMENT RATE, BY COUNTRY. 2007-2017 (Annual average rates)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Average to the 3rd quarter	
Latin America												
Argentina a/	…	…	…	…	…	…	…	…	…	8.5	9.3	8.7
Bolivia (Pluri. State of)	7.7	4.4	4.9	…	3.8	3.2	4.0	3.5	4.4	4.9	…	…
Brazil b/	9.3	8.1	9.3	…	7.5	8.2	8.0	7.8	9.3	13.0	12.8	14.7
Chile c/	7.6	8.2	10.2	8.5	7.4	6.7	6.2	6.7	6.4	6.8	7.0	7.0
Colombia d/	12.2	12.1	13.2	12.7	11.8	11.4	10.7	10.0	9.8	10.3	10.6	10.8
Costa Rica e/	4.8	4.8	7.6	8.5	10.1	10.0	9.2	9.6	9.7	9.6	9.7	8.9
Cuba f/	1.8	1.6	1.7	2.5	3.2	3.5	3.3	2.7	2.4	2.0	…	…
Dominican Republic p/	5.4	5.3	5.8	5.7	6.7	7.2	7.9	7.2	7.9	7.9	8.1	6.2
Ecuador g/	6.9	6.9	8.5	7.6	6.0	4.9	4.7	5.1	5.4	6.8	6.9	5.6
El Salvador h/	5.8	5.5	7.1	6.8	6.6	6.2	5.6	6.7	6.5	6.9	…	…
Guatemala i/	…	…	…	4.8	3.1	4.0	3.8	4.0	3.2	3.4	4.0	3.9
Honduras j/	4.1	3.9	4.9	6.4	6.8	5.6	6.0	7.5	8.8	9.0	9.0	8.2
Mexico k/	4.0	4.3	5.9	5.9	5.6	5.4	5.4	5.3	4.7	4.3	4.4	3.8
Nicaragua l/	7.3	8.0	9.9	10.1	6.5	7.9	7.8	8.4	…	…	…	…
Panama m/	7.8	6.5	7.9	7.7	5.4	4.8	4.7	5.4	5.8	6.4	6.5	6.4
Paraguay n/	7.0	7.4	8.2	6.8	6.4	5.7	5.9	7.3	6.4	7.2	8.3	8.7
Peru o/	6.3	6.0	5.9	5.3	5.1	4.7	4.8	4.5	4.4	5.2	5.7	5.6
Uruguay	9.8	8.3	8.2	7.5	6.6	6.7	6.7	6.9	7.8	8.2	8.3	8.5
Venezuela (Boliv. Rep. of) q/	8.4	7.3	7.9	8.7	8.3	8.1	7.8	7.3	7.0	7.3	…	…
El Caribe												
Bahamas r/	7.9	8.7	15.3	…	15.9	14.4	15.8	14.6	13.4	12.7	12.7	9.9
Barbados s/	7.4	8.1	10.0	10.7	11.2	11.6	11.6	12.3	11.3	9.7	9.7	10.4
Belize v/	10.3	8.2	13.1	12.5	…	15.3	14.3	11.6	10.1	9.5	8.0	9.0
Jamaica u/	9.9	10.6	11.4	12.4	12.7	13.9	15.2	13.7	13.5	13.2	13.3	12.1
Trinidad and Tobago v/	5.6	4.6	5.3	5.9	5.1	5.0	3.7	3.3	3.4	4.0	3.8	4.5
Latin America and the Caribbean w/	**7.7**	**7.1**	**8.2**	**7.7**	**7.1**	**7.2**	**7.0**	**6.9**	**7.3**	**8.9**	**9.3**	**9.9**

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

a/ 31 urban areas. INDEC, in the framework of the statistical emergency, recommends disregarding the series published between 2007 and 2015 for purposes of comparison and analysis of the labour market in Argentina. Annual data for 2016 are an average of the 2nd, 3rd and 4th quarters and data to the 3rd quarter of 2016 and 2017 correspond to the 2nd quarter, respectively.

b/ Beginning in 2012, data based on PNADC, 20 metropolitan regions, series not comparable with previous years.

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

d/ Municipal capitals series. Includes hidden unemployment.

e/ Data for 2006-2009 correspond to EHPM implemented in July of each year. Beginning in 2010, ECE data, not comparable with previous years (2010 data are the average of the 3rd and 4th quarters).

f/ National total.

g/ Beginning in 2007, the WAP changes to 15 years, not comparable with previous years. Includes hidden unemployment.

h/ Beginning in 2007, the WAP changes from 10 to 16 years, not comparable with previous years.

i/ Data to the 3rd quarter of 2016 and 2017 correspond to February-March.

j/ Data to the 3rd quarter of 2016 and 2017 correspond to June.

k/ Urban series (high, medium and low urbanization).

l/ New measurement (ECH) beginning in 2009. Data not comparable with previous years.

m/ Includes hidden unemployment. Data to the 3rd quarter of 2016 and 2017 correspond to March.

n/ EPH urban series. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester and originate from the ECE (Asunción and urban areas of the Central Department).

o/ Annual data of 2016 and to the 3rd quarter of 2016 and 2017 are preliminary.

p/ Until 2014, ENFT urban series, beginning in 2015, ENCFT urban series, not comparable.

q/ National total. Data of 2015 and 2016 are preliminary and correspond to the semester average.

r/ National total. Annual data for 2016, as well as data to the 3rd quarter of 2016 and 2017 correspond to May, respectively.

s/ National total. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester.

t/ National total. Data to the 3rd quarter of 2016 and 2017 correspond to April.

u/ National total. Includes hidden unemployment.

v/ National total. Data to the 3rd quarter of 2016 and 2017 correspond to 1st quarter.

w/ Weighted average. Excludes hidden unemployment of Colombia, Ecuador, Jamaica and Panama.

TABLE 2. LATIN AMERICA AND THE CARIBBEAN: URBAN UNEMPLOYMENT RATE, BY COUNTRY AND SEX. 2007-2017
(Annual average rates)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016 Average to the 3rd quarter	2017 Average to the 3rd quarter
Latin America												
Argentina a/	...	...	...	...	...	...	...	...	...	**8.5**	**9.3**	**8.7**
Men	...	...	...	...	...	...	...	...	...	7.8	8.5	8.2
Women	...	...	...	...	...	...	...	...	...	9.4	10.5	9.5
Bolivia (Pluri. State of)	**7.7**	**4.4**	**4.9**	...	**3.8**	**3.2**	**4.0**	**3.5**	**4.4**	**4.9**	...	...
Men	6.3	3.3	3.7	...	3.1	2.2	3.2	2.5	3.5	3.7	...	...
Women	9.4	5.7	6.4	...	4.7	4.4	5.1	4.9	5.6	6.5	...	...
Brazil b/	**9.3**	**8.1**	**9.3**	...	**7.5**	**8.2**	**8.0**	**7.8**	**9.3**	**13.0**	**12.8**	**14.7**
Men	7.1	6.0	7.1	...	5.5	6.8	6.6	6.7	8.1	11.6	11.4	13.2
Women	12.0	10.6	12.1	...	9.9	9.9	9.7	9.1	10.7	14.7	14.6	16.4
Chile c/	**7.6**	**8.2**	**10.2**	**8.5**	**7.4**	**6.7**	**6.2**	**6.7**	**6.4**	**6.8**	**7.0**	**7.0**
Men	6.8	7.3	9.7	7.6	6.5	5.7	5.5	6.4	6.1	6.5	6.6	6.7
Women	8.8	9.7	10.9	9.8	8.7	8.0	7.0	7.0	6.9	7.1	7.4	7.6
Colombia d/	**12.2**	**12.1**	**13.2**	**12.7**	**11.8**	**11.4**	**10.7**	**10.0**	**9.8**	**10.3**	**10.6**	**10.8**
Men	10.2	10.2	11.1	10.6	9.6	9.2	8.7	8.1	7.9	8.4	8.7	8.8
Women	14.7	14.5	15.7	15.3	14.4	14.0	12.9	12.2	11.9	12.4	12.9	13.1
Costa Rica e/	**4.8**	**4.8**	**7.6**	**8.5**	**10.1**	**10.0**	**9.2**	**9.6**	**9.7**	**9.6**	**9.7**	**8.9**
Men	3.4	4.3	6.5	7.5	8.6	8.9	8.3	8.3	8.3	8.3	8.8	7.7
Women	6.8	5.6	9.2	10.1	12.4	11.5	10.5	11.3	11.7	11.5	11.0	10.6
Cuba f/	**1.8**	**1.6**	**1.7**	**2.5**	**3.2**	**3.5**	**3.3**	**2.7**	**2.4**	**2.0**	...	...
Men	1.7	1.3	1.5	2.4	3.0	3.4	3.1	2.4	2.3	1.9	...	...
Women	1.9	2.0	2.0	2.7	3.5	3.6	3.5	3.1	2.6	2.2	...	...
Dominican Republic p/	**5.4**	**5.3**	**5.8**	**5.7**	**6.7**	**7.2**	**7.9**	**7.2**	**6.9**	**7.9**	**8.1**	**6.2**
Men	4.0	3.8	4.5	4.8	5.4	5.8	5.9	5.4	5.0	5.6	5.9	4.6
Women	7.8	7.6	7.8	7.1	8.5	9.3	10.7	9.8	9.6	11.0	11.2	8.5
Ecuador g/	**6.9**	**6.9**	**8.5**	**7.6**	**6.0**	**4.9**	**4.7**	**5.1**	**5.4**	**6.8**	**6.9**	**5.6**
Men	5.8	5.5	7.1	6.3	5.1	4.5	4.2	4.5	4.4	5.6	5.5	4.5
Women	8.4	8.8	10.4	9.3	7.2	5.5	5.4	6.0	6.7	8.5	8.8	7.0
El Salvador h/	**5.8**	**5.5**	**7.1**	**6.8**	**6.6**	**6.2**	**5.6**	**6.7**	**6.5**	**6.9**	...	...
Men	7.9	7.2	9.0	8.3	8.7	8.0	6.8	8.5	8.1	8.2	...	...
Women	3.4	3.5	4.9	5.1	4.1	4.2	4.2	4.6	4.6	5.2	...	...
Guatemala i/	...	...	...	**4.8**	**3.1**	**4.0**	**3.8**	**4.0**	**3.2**	**3.4**	**4.0**	**3.9**
Men	...	...	...	4.4	2.8	3.7	3.9	3.9	2.9	3.1	3.5	3.6
Women	...	...	...	5.2	3.7	4.5	3.7	4.2	3.6	3.8	4.6	4.3
Honduras j/	**4.1**	**3.9**	**4.9**	**6.4**	**6.8**	**5.6**	**6.0**	**7.5**	**8.8**	**9.0**	**9.0**	**8.2**
Men	3.8	4.2	4.6	5.9	6.2	5.3	5.7	6.9	7.0	7.6	7.6	6.8
Women	4.4	4.2	5.2	7.1	7.6	6.1	6.3	8.3	10.9	10.6	10.6	9.8
Mexico k/	**4.0**	**4.3**	**5.9**	**5.9**	**5.6**	**5.4**	**5.4**	**5.3**	**4.7**	**4.3**	**4.4**	**3.8**
Men	3.9	4.3	6.0	6.1	5.8	5.5	5.4	5.4	4.7	4.3	4.4	3.8
Women	4.3	4.3	5.7	5.5	5.5	5.3	5.3	5.2	4.7	4.2	4.3	3.8
Nicaragua l/	**7.3**	**8.0**	**9.9**	**10.1**	**6.5**	**7.9**	**7.8**	**8.4**	...	...	...	...
Men	8.0	8.4	9.8	10.5	6.7	7.9	8.1	8.3	...	...	...	...
Women	6.3	7.6	10.0	9.8	6.3	7.9	7.4	8.4	...	...	...	...
Panama m/	**7.8**	**6.5**	**7.9**	**7.7**	**5.4**	**4.8**	**4.7**	**5.4**	**5.8**	**6.4**	**6.5**	**6.4**
Men	6.5	5.4	6.3	6.5	5.3	4.2	3.9	4.7	5.1	5.7	5.5	5.5
Women	9.6	7.9	9.9	9.3	5.4	5.5	5.7	6.4	6.7	7.5	7.8	7.6
Paraguay n/	**7.0**	**7.4**	**8.2**	**6.8**	**6.4**	**5.7**	**5.9**	**7.3**	**6.4**	**7.2**	**8.3**	**8.7**
Men	6.2	6.7	7.6	6.0	5.1	4.7	5.8	5.7	6.3	6.3	6.6	6.9
Women	8.2	8.3	8.9	7.9	8.1	6.8	6.0	9.3	6.7	8.3	10.1	10.7
Peru o/	**6.3**	**6.0**	**5.9**	**5.3**	**5.1**	**4.7**	**4.8**	**4.5**	**4.4**	**5.2**	**5.7**	**5.6**
Men	5.7	5.3	5.6	4.6	4.8	4.0	4.1	4.2	4.2	4.9	5.7	5.5
Women	7.0	6.9	6.2	6.0	5.5	5.5	5.6	5.0	4.5	5.6	6.2	6.4

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Average to the 3rd quarter	
Uruguay	9.8	8.3	8.2	7.5	6.6	6.7	6.7	6.9	7.8	8.2	8.3	8.5
Men	7.2	6.1	6.1	5.7	5.3	5.3	5.4	5.5	6.8	6.9	7.0	7.2
Women	12.7	10.8	10.5	9.5	8.1	8.3	8.3	8.5	9.0	9.6	9.8	9.9
Venezuela (Boliv. Rep. of) [q/]	8.4	7.3	7.9	8.7	8.3	8.1	7.8	7.3	7.0	7.3	…	…
Men	7.9	7.0	7.4	8.5	7.7	7.4	7.1	6.7	6.6	7.1	…	…
Women	9.3	7.8	8.5	9.0	9.2	9.0	8.8	8.1	7.7	7.8	…	…
The Caribbean												
Bahamas [r/]	7.9	8.7	15.3	…	15.9	14.4	15.8	14.6	13.4	12.7	12.7	9.9
Men	6.7	7.7	…	…	…	…	15.6	13.5	11.8	11.1	11.1	8.9
Women	9.1	9.7	…	…	…	…	16.0	15.8	15.0	14.5	14.5	10.9
Barbados [s/]	7.4	8.1	10.0	10.7	11.2	11.6	11.6	12.3	11.3	9.7	9.7	10.4
Men	6.4	6.9	10.1	10.9	9.8	10.9	11.7	11.8	12.3	9.3	9.1	10.3
Women	8.5	9.5	9.8	10.6	12.6	12.3	11.6	12.8	10.3	10.1	10.5	10.6
Belize [t/]	10.3	8.2	13.1	12.5	…	15.3	14.3	11.6	10.1	9.5	8.0	9.0
Men	7.2	…	…	…	…	10.5	10.6	6.3	6.8	5.6	4.3	4.8
Women	15.8	…	…	…	…	22.3	20.0	19.9	15.4	15.6	13.6	15.6
Jamaica [u/]	9.9	10.6	11.4	12.4	12.7	13.9	15.2	13.7	13.5	13.2	13.3	12.1
Men	6.2	7.3	8.5	9.2	9.3	10.5	11.2	10.1	9.9	9.6	9.8	8.8
Women	14.5	14.6	14.8	16.2	16.7	18.1	20.1	18.1	17.8	17.4	17.3	15.8
Trinidad and Tobago [v/]	5.6	4.6	5.3	5.9	5.1	5.0	3.7	3.3	3.4	4.0	3.8	4.5
Men	…	…	…	…	…	…	…	…	…	…	…	…
Women	…	…	…	…	…	…	…	…	…	…	…	…
Latin America and the Caribbean [w/]	7.7	7.1	8.2	7.7	7.1	7.2	7.0	6.9	7.3	8.9	9.3	9.9
Latin America and the Caribbean - Men [w/]	6.3	5.9	7.0	6.5	5.9	6.3	6.1	6.1	6.5	8.0	8.3	8.9
Latin America and the Caribbean - Women [w/]	9.5	8.8	9.9	9.3	8.6	8.5	8.2	7.9	8.4	10.1	10.7	11.2

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

a/ 31 urban areas. INDEC, in the framework of the statistical emergency, recommends disregarding the series published between 2007 and 2015 for purposes of comparison and analysis of the labour market in Argentina. Annual data for 2016 are an average of the 2nd, 3rd and 4th quarters and data to the 3rd quarter of 2016 and 2017 correspond to the 2nd quarter, respectively.

b/ Beginning in 2012, data based on PNADC, 20 metropolitan regions, series not comparable with previous years.

c/ New measurement beginning in 2010, data not comparable with previous years. Data for total unemployment in 2016 and 2017 correspond to the average to the 3rd quarter and data for sex to the average of the 2nd quarter.

d/ Municipal capitals series. Includes hidden unemployment.

e/ Data for 2006-2009 correspond to EHPM implemented in July of each year. Beginning in 2010, ECE data, not comparable with previous years (2010 data are the average of the 3rd and 4th quarters).

f/ National total.

g/ Beginning in 2007, the WAP changes to 15 years, not comparable with previous years. Includes hidden unemployment.

h/ Beginning in 2007, the WAP changes from 10 to 16 years, not comparable with previous years.

i/ Data to the 3rd quarter of 2016 and 2017 correspond to February-March.

j/ Data to the 3rd quarter of 2016 and 2017 correspond to June.

k/ Urban series (high, medium and low urbanization).

l/ New measurement (ECH) beginning in 2009. Data not comparable with previous years.

m/ Includes hidden unemployment. Data to the 3rd quarter of 2016 and 2017 correspond to March.

n/ EPH urban series. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester and originate from the ECE (Asunción and urban areas of the Central Department).

o/ Annual data of 2016 and to the 3rd quarter of 2016 and 2017 are preliminary. Data for total unemployment in 2016 and 2017 correspond to the average to the 3rd quarter and data for sex to the average of the 2nd quarter.

p/ Until 2014, ENFT urban series, beginning in 2015, ENCFT urban series, not comparable.

q/ National total. Data of 2015 and 2016 are preliminary and correspond to the semester average.

r/ National total. Annual data for 2016, as well as data to the 3rd quarter of 2016 and 2017 correspond to May, respectively.

s/ National total. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester.

t/ National total. Data to the 3rd quarter of 2016 and 2017 correspond to April.

u/ National total. Includes hidden unemployment.

v/ National total. Data to the 3rd quarter of 2016 and 2017 correspond to 1st quarter.

w/ Weighted average. Excludes hidden unemployment of Colombia, Ecuador, Jamaica and Panama.

TABLE 3. LATIN AMERICA AND THE CARIBBEAN: URBAN UNEMPLOYMENT RATE, BY COUNTRY AND AGE GROUP. 2007-2017
(Annual average rates)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Average to the 3rd quarter	
Latin America												
Argentina a/	...	...	...	...	...	...	...	...	...	**8.5**	**9.3**	**8.7**
15 - 24	...	...	...	...	...	...	...	...	...	23.9	24.9	23.1
25 and over	...	...	...	...	...	...	...	...	...	5.9	6.7	6.3
Bolivia (Pluri. State of)	**7.7**	**4.4**	**4.9**	...	**3.8**	**3.2**	**4.0**	**3.5**	**4.4**	**4.9**	...	...
15 - 24	19.2	10.1	8.8	...	8.8	6.1	9.6	8.3	9.6	...	...	...
25 and over	4.7	2.9	4.0	...	2.4	2.5	2.8	2.4	3.3	...	...	...
Brazil b/	**9.3**	**8.1**	**9.3**	...	**7.5**	**8.2**	**8.0**	**7.8**	**9.3**	**13.0**	**12.8**	**14.7**
15 - 24	18.8	17.4	19.7	...	16.8	19.0	18.8	19.3	23.0	31.8	31.5	34.8
25 and over	6.4	5.4	6.5	...	5.1	5.8	5.7	5.4	6.6	9.3	9.2	10.7
Chile c/	**7.6**	**8.2**	**10.2**	**8.5**	**7.4**	**6.7**	**6.2**	**6.7**	**6.4**	**6.8**	**7.0**	**7.0**
15 - 24	18.7	20.6	23.3	19.2	18.1	16.8	16.5	16.9	15.8	16.2	16.7	17.0
25 and over	5.9	6.3	8.2	6.7	5.7	5.2	4.6	5.2	5.1	5.6	5.6	5.9
Colombia d/	**12.2**	**12.1**	**13.2**	**12.7**	**11.8**	**11.4**	**10.7**	**10.0**	**9.8**	**10.3**	**10.6**	**10.8**
15 - 24	18.8	23.5	25.2	24.7	23.2	21.8	20.3	19.7	18.5	19.5	20.7	20.5
25 and over	7.1	8.6	9.4	9.0	8.2	8.1	7.7	7.1	7.1	7.6	8.0	8.2
Costa Rica e/	**4.8**	**4.8**	**7.6**	**8.5**	**10.1**	**10.0**	**9.2**	**9.6**	**9.7**	**9.6**	**9.7**	**8.9**
15 - 24	11.8	11.3	18.0	21.4	22.1	23.0	23.3	26.0	23.6	24.2	24.1	22.2
25 and over	2.8	3.2	5.2	5.5	7.6	7.3	6.2	6.1	7.0	6.7	6.9	6.3
Cuba f/	**1.8**	**1.6**	**1.7**	**2.5**	**3.2**	**3.5**	**3.3**	**2.7**	**2.4**	**2.0**	...	...
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...
25 and over	...	...	...	...	...	...	...	...	...	...	...	...
Dominican Republic p/	**5.4**	**5.3**	**5.8**	**5.7**	**6.7**	**7.2**	**7.9**	**7.2**	**7.9**	**7.9**	**8.1**	**6.2**
15 - 24	13.2	12.1	13.7	11.7	15.3	15.9	18.5	14.4	17.1	18.1	18.6	14.8
25 and over	3.5	3.5	4.0	4.3	4.6	5.3	5.4	5.7	5.8	5.4	5.7	4.4
Ecuador g/	**6.9**	**6.9**	**8.5**	**7.6**	**6.0**	**4.9**	**4.7**	**5.1**	**5.4**	**6.8**	**6.9**	**5.6**
15 - 24	16.7	16.3	18.6	18.6	15.6	13.6	13.4	13.9	13.9	16.7	16.7	13.4
25 and over	4.9	4.5	6.1	5.2	4.1	3.3	3.1	3.5	3.8	5.0	5.1	4.2
El Salvador h/	**5.8**	**5.5**	**7.1**	**6.8**	**6.6**	**6.2**	**5.6**	**6.7**	**6.5**	**6.9**	...	...
15 - 24	11.6	12.3	15.8	15.7	14.3	14.9	14.2	17.1	15.5	16.5	...	...
25 and over	4.6	3.9	5.2	4.7	4.8	4.3	3.8	4.5	4.5	4.8	...	...
Guatemala i/	...	...	...	**4.8**	**3.1**	**4.0**	**3.8**	**4.0**	**3.2**	**3.4**	**4.0**	**3.9**
15 - 24	...	...	...	8.3	7.0	7.9	8.2	9.3	7.5	7.8	8.6	8.1
25 and over	...	...	...	3.8	1.9	2.7	2.4	2.4	1.8	1.9	2.4	2.7
Honduras j/	**4.1**	**3.9**	**4.9**	**6.4**	**6.8**	**5.6**	**6.0**	**7.5**	**8.8**	**9.0**	**9.0**	**8.2**
15 - 24	7.4	8.2	9.8	12.7	14.0	11.6	11.2	13.7	19.3	20.4	20.4	18.0
25 and over	3.0	2.9	3.3	4.4	4.5	3.8	4.5	5.6	5.3	4.9	4.9	4.9
Mexico k/	**4.0**	**4.3**	**5.9**	**5.9**	**5.6**	**5.4**	**5.4**	**5.3**	**4.7**	**4.3**	**4.4**	**3.8**
15 - 24	8.2	8.7	11.6	11.1	11.0	10.7	10.8	10.9	9.8	8.8	9.2	7.9
25 and over	3.0	3.2	4.6	4.6	4.3	4.1	4.2	4.1	3.7	3.3	3.4	3.0
Nicaragua l/	**7.3**	**8.0**	**9.9**	**10.1**	**6.5**	**7.9**	**7.8**	**8.4**	...	...	...	...
15 - 24	11.5	14.0	...	16.6	10.7	12.4	...	...	...	...	...	...
25 and over	6.0	6.2	...	7.8	5.2	6.1	...	...	...	...	...	...
Panama m/	**7.8**	**6.5**	**7.9**	**7.7**	**5.4**	**4.8**	**4.7**	**5.4**	**5.8**	**6.4**	**6.5**	**6.4**
15 - 24	18.9	16.6	18.8	18.0	15.6	12.7	12.6	15.3	15.8	16.9	18.7	18.5
25 and over	5.2	4.1	5.6	5.6	3.6	3.3	3.2	3.7	4.1	4.6	4.3	4.3
Paraguay n/	**7.0**	**7.4**	**8.2**	**6.8**	**6.4**	**5.7**	**5.9**	**7.3**	**6.4**	**7.2**	**8.3**	**8.7**
15 - 24	15.4	15.1	16.7	15.5	15.3	12.7	12.5	15.4	13.7	14.6	21.8	20.3
25 and over	4.2	4.3	4.9	4.0	3.5	3.2	3.9	4.7	4.2	4.9	4.8	5.9
Peru o/	**6.3**	**6.0**	**5.9**	**5.3**	**5.1**	**4.7**	**4.8**	**4.5**	**4.4**	**5.2**	**5.7**	**5.6**
15 - 24	13.8	12.9	12.4	12.4	12.3	11.8	11.2	12.4	10.8	13.5	14.3	14.3
25 and over	3.9	3.9	3.9	3.2	3.0	2.7	3.2	2.5	2.8	3.2	3.8	3.9

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Average to the 3rd quarter	
Uruguay q/	**9.8**	**8.3**	**8.2**	**7.5**	**6.6**	**6.7**	**6.7**	**6.9**	**7.8**	**8.2**	**8.3**	**8.5**
15 - 24	25.9	23.2	22.0	21.5	18.7	19.3	20.2	20.4	23.7	24.9	25.1	26.5
25 and over	6.5	5.3	5.5	4.7	4.2	4.3	4.2	4.4	4.9	5.2	5.3	5.3
Venezuela (Boliv. Rep. of) r/	**8.4**	**7.3**	**7.9**	**8.7**	**8.3**	**8.1**	**7.8**	**7.3**	**7.0**	**7.3**	**...**	**...**
15 - 24	15.4	14.2	15.6	17.6	17.5	17.1	16.5	15.0	15.1	15.8	...	...
25 and over	6.7	5.8	6.1	6.7	6.5	6.3	6.1	5.8	5.6	5.9	...	...
The Caribbean												
Bahamas s/	**7.9**	**8.7**	**15.3**	**...**	**15.9**	**14.4**	**15.8**	**14.6**	**13.4**	**12.7**	**12.7**	**9.9**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...
25 and over	...	...	...	...	...	...	...	...	...	...	...	...
Barbados v/	**7.4**	**8.1**	**10.0**	**10.7**	**11.2**	**11.6**	**11.6**	**12.3**	**11.3**	**9.7**	**9.7**	**10.4**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...
25 and over	...	...	...	...	...	...	...	...	...	...	...	...
Belize u/	**10.3**	**8.2**	**13.1**	**12.5**	**...**	**15.3**	**14.3**	**11.6**	**10.1**	**9.5**	**8.0**	**9.0**
15 - 24	...	...	...	...	...	27.7	21.8	22.9	21.2	21.3	17.8	18.9
25 and over	...	...	...	...	...	11.2	11.9	7.9	6.7	5.9	5.0	5.9
Jamaica v/	**9.9**	**10.6**	**11.4**	**12.4**	**12.7**	**13.9**	**15.2**	**13.7**	**13.5**	**13.2**	**13.3**	**12.1**
15 - 24	...	...	...	...	...	33.5	37.8	34.3	32.8	31.8	31.6	29.2
25 and over	...	...	...	...	...	10.4	11.1	10.1	10.1	9.7	9.9	8.8
Trinidad and Tobago w/	**5.6**	**4.6**	**5.3**	**5.9**	**5.1**	**5.0**	**3.7**	**3.3**	**3.4**	**4.0**	**3.8**	**4.5**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...
25 and over	...	...	...	...	...	...	...	...	...	...	...	...
Latin America and the Caribbean x/	**7.7**	**7.1**	**8.2**	**7.7**	**7.1**	**7.2**	**7.0**	**6.9**	**7.3**	**8.9**	**9.3**	**9.9**
Latin America and the Caribbean - 15 a 24 x/	**16.0**	**15.6**	**17.6**	**16.7**	**15.8**	**16.3**	**16.2**	**16.4**	**17.5**	**21.4**	**22.3**	**23.0**
Latin America and the Caribbean - 25 and over x/	**5.4**	**5.1**	**6.1**	**5.7**	**5.1**	**5.3**	**5.2**	**5.1**	**5.4**	**6.6**	**6.9**	**7.3**

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

a/ 31 urban areas. INDEC, in the framework of the statistical emergency, recommends disregarding the series published between 2007 and 2015 for purposes of comparison and analysis of the labour market in Argentina. 2016 annual data are an average of the 2nd, 3rd and fourth quarters and data to the 3rd quarter of 2016 and 2017 correspond to the 2nd quarter, respectively.

b/ Beginning in 2012, data based on PNADC, 20 metropolitan regions, series not comparable with previous years. The 15-24 age group corresponds to 14-24.

c/ New measurement beginning in 2010, data not comparable with previous years. Data for total unemployment in 2016 and 2017 correspond to the average to the 3rd quarter and data by age to the average to the 2nd quarter.

d/ Municipal capitals series. Includes hidden unemployment. Data for 2007 for 15-24 correspond to 15-28. Data for total unemployment in 2016 and 2017 correspond to the average to the 3rd quarter and data for age to the average of the 2nd quarter.

e/ Data for 2006-2009 correspond to EHPM implemented in July of each year. Beginning in 2010, ECE data, not comparable with previous years (2010 data are the average of the 3rd and 4th quarters).

f/ National total.

g/ Beginning in 2007, the WAP changes to 15 years, not comparable with previous years. Includes hidden unemployment.

h/ Beginning in 2007, the WAP changes from 10 to 16 years, not comparable with previous years.

i/ Data to the 3rd quarter of 2016 and 2017 correspond to February-March.

j/ Data to the 3rd quarter of 2016 and 2017 correspond to June.

k/ Urban series (high, medium and low urbanization).

l/ New measurement (ECH) beginning in 2009. Data not comparable with previous years.

m/ Includes hidden unemployment. Data to the 3rd quarter of 2016 and 2017 correspond to March.

n/ EPH urban series. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester and originate from the ECE (Asunción and urban areas of the Central Department).

o/ Annual data of 2016 and to the 3rd quarter of 2016 and 2017 are preliminary. Data for total unemployment in 2016 and 2017 correspond to the average to the 3rd quarter and data by age to the average to the 2nd quarter.

p/ Until 2014, ENFT urban series, beginning in 2015, ENCFT urban series, not comparable.

q/ The 15-24 age group corresponds to 14-24.

r/ National total. Data of 2015 and 2016 are preliminary and correspond to the semester average.

s/ National total. Annual data for 2016, as well as data to the 3rd quarter of 2016 and 2017 correspond to May, respectively.

t/ National total. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester.

u/ National total. Data to the 3rd quarter of 2016 and 2017 correspond to April.

v/ National total. Includes hidden unemployment.

w/ National total. Data to the 3rd quarter of 2016 and 2017 correspond to 1st quarter.

x/ Weighted average.

TABLE 4. **LATIN AMERICA AND THE CARIBBEAN: URBAN LABOUR FORCE PARTICIPATION RATE, BY COUNTRY AND SEX. 2007-2017** (Annual average rates)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Average to the 3rd quarter	
Latin America												
Argentina a/	...	...	...	...	...	...	...	...	...	57.5	57.8	57.4
Men	...	...	...	...	...	...	...	...	...	69.4	69.6	69.2
Women	...	...	...	...	...	...	...	...	...	46.9	47.2	46.8
Bolivia (Pluri. State of)	57.1	58.8	60.5	...	59.6	57.0	58.5	59.4	56.2	59.4	...	...
Men	67.0	67.5	68.6	...	69.1	65.9	68.1	68.5	67.3	69.1	...	...
Women	48.0	50.8	52.7	...	50.7	49.0	49.7	50.9	45.8	50.5	...	...
Brazil b/	61.0	61.1	61.4	...	59.6	63.1	63.4	62.7	62.8	63.7	63.6	64.6
Men	70.9	71.1	71.1	...	69.9	74.0	74.0	73.1	73.1	73.6	73.6	74.0
Women	52.1	52.2	52.7	...	50.4	53.8	54.2	53.7	53.9	55.0	54.8	56.3
Chile c/	55.4	56.6	56.5	59.1	60.3	59.9	59.7	60.0	59.9	59.6	59.6	59.8
Men	70.8	71.4	70.8	72.0	72.5	71.6	71.3	71.1	71.2	71.0	71.2	71.1
Women	40.9	42.8	43.1	46.9	48.8	48.8	48.8	49.5	49.4	49.1	48.7	48.8
Colombia d/	60.2	60.6	62.9	64.1	65.2	66.0	65.8	66.0	66.3	65.9	65.7	65.6
Men	70.7	71.0	72.8	73.5	74.4	75.0	74.5	74.9	75.0	74.7	74.6	74.3
Women	50.8	51.2	54.0	55.6	56.9	57.9	57.8	58.0	58.4	57.9	57.7	57.6
Costa Rica e/	58.5	58.6	58.1	62.1	60.3	64.1	63.0	63.9	62.7	59.3	58.7	60.2
Men	72.5	71.1	70.4	75.6	73.3	75.6	74.4	76.0	74.0	71.8	71.1	72.9
Women	45.7	47.2	46.7	48.9	47.5	52.9	52.0	52.2	51.6	47.0	46.5	47.7
Cuba f/	73.7	74.7	75.4	74.9	76.1	74.2	72.9	71.9	69.1	65.2	...	...
Men	86.7	87.8	88.4	87.7	90.0	89.5	87.1	86.2	82.9	78.2	...	...
Women	59.3	60.2	61.0	60.5	60.5	57.4	57.3	56.3	54.2	50.9	...	...
Dominican Republic p/	50.5	51.0	49.2	50.5	51.8	52.6	52.8	53.4	62.2	62.8	62.8	62.6
Men	64.2	63.5	62.6	62.5	62.8	63.3	63.9	64.4	75.7	76.2	76.3	75.4
Women	37.6	39.4	36.8	39.3	41.4	42.5	42.3	43.0	49.7	50.7	50.6	51.1
Ecuador g/	69.1	67.7	66.3	64.2	62.2	62.8	61.8	62.2	64.1	65.7	65.9	65.8
Men	82.3	80.9	79.5	77.4	75.9	76.8	76.0	76.9	78.1	78.3	78.4	78.1
Women	56.9	55.5	54.2	52.3	49.9	50.1	48.9	48.7	51.2	54.2	54.5	54.4
El Salvador h/	63.6	64.1	64.3	64.4	63.7	64.6	65.1	64.6	63.5	63.8	...	...
Men	78.4	78.6	77.7	77.9	77.9	78.2	77.6	77.8	77.0	77.2	...	...
Women	52.2	52.6	53.6	53.7	52.1	53.7	55.1	54.1	52.3	52.9	...	...
Guatemala i/	...	...	...	56.6	61.0	65.5	61.9	62.7	62.9	62.3	63.5	62.6
Men	...	...	...	69.9	80.1	83.2	79.8	79.0	81.7	80.1	79.9	80.4
Women	...	...	...	45.0	44.3	50.0	46.3	48.5	46.2	47.0	49.0	47.3
Honduras j/	51.0	52.7	53.1	53.7	52.5	51.2	54.3	55.7	56.9	57.4	57.4	58.1
Men	64.4	64.8	65.5	64.3	64.5	62.5	66.1	68.5	68.0	69.1	69.1	69.5
Women	40.0	42.7	42.9	44.8	42.6	41.7	44.7	45.2	48.0	47.8	47.8	48.8
Mexico k/	61.4	61.3	61.1	60.8	61.0	61.6	61.6	60.9	60.8	60.8	60.8	60.4
Men	79.4	79.0	77.9	77.7	77.5	77.8	77.6	77.2	76.9	76.8	76.7	76.5
Women	45.7	45.7	46.1	45.7	46.1	47.1	47.2	46.3	46.4	46.6	46.6	46.1
Nicaragua l/	50.7	53.8	67.0	71.4	74.2	74.8	74.9	73.1	...	...	...	...
Men	61.1	64.0	78.4	81.4	83.9	83.5	83.6	81.8	...	...	...	...
Women	41.8	45.0	57.0	62.4	65.7	67.1	67.2	65.3	...	...	...	...
Panama m/	62.6	64.4	64.4	64.0	63.2	63.6	64.1	64.3	64.5	64.6	64.8	64.7
Men	76.0	78.9	78.6	78.3	77.8	77.9	77.6	77.7	76.6	76.7	77.0	76.3
Women	50.4	51.4	51.7	51.1	50.3	51.1	51.9	52.6	53.5	53.5	53.7	54.1
Paraguay n/	59.7	62.4	62.7	60.6	60.5	64.1	63.0	62.7	62.3	63.9	66.4	66.2
Men	70.7	74.2	73.9	71.4	70.0	73.6	70.9	73.0	72.9	73.8	72.9	73.0
Women	49.7	51.1	51.8	50.4	51.6	55.3	55.7	53.2	52.6	54.4	60.4	59.9
Peru o/	71.0	71.1	71.2	71.6	71.6	71.5	71.2	70.0	69.4	70.5	70.4	70.6
Men	80.4	80.7	80.8	80.5	80.6	80.4	80.2	79.2	79.1	79.7	77.2	78.1
Women	62.0	61.9	61.9	63.2	62.9	62.9	62.6	61.1	60.1	61.6	59.8	62.3

(continues...)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Average to the 3rd quarter	
Uruguay	62.9	62.8	63.6	63.5	65.0	64.0	63.8	64.9	64.0	63.8	63.8	63.4
Men	73.7	72.8	73.4	73.0	74.1	73.0	73.4	73.9	72.6	72.0	71.9	71.4
Women	53.8	54.5	55.4	55.5	57.0	56.2	55.3	56.9	56.2	56.4	56.5	56.3
Venezuela (Boliv. Rep. of) �q/	64.9	64.9	65.1	64.5	64.4	63.9	64.3	65.1	63.7	64.0	…	…
Men	79.8	79.9	79.4	79.0	78.6	77.8	78.1	79.1	77.9	77.9	…	…
Women	50.0	50.1	50.9	50.1	50.3	50.1	50.6	51.3	49.8	50.2	…	…
The Caribbean												
Bahamas ʳ/	76.2	76.3	73.4	…	72.1	72.5	73.2	73.7	74.3	76.9	76.9	80.0
Men	82.8	83.0	…	…	…	75.8	76.9	77.8	79.5	81.2	81.2	83.0
Women	70.6	70.8	…	…	…	69.5	70.1	70.1	71.7	72.0	72.0	74.9
Barbados ˢ/	67.8	67.6	67.0	66.6	67.6	66.2	66.7	63.9	65.1	66.5	66.6	65.4
Men	74.3	73.3	72.3	71.8	72.7	71.9	72.0	67.7	68.7	70.4	71.1	69.3
Women	61.9	62.5	62.2	62.0	63.0	61.0	62.0	60.4	61.7	62.8	62.4	62.4
Belize ᵛ	61.2	59.2	…	…	…	65.8	64.2	63.6	63.2	64.0	63.7	64.3
Men	77.7	…	…	…	…	79.2	78.4	78.2	77.8	78.0	77.4	79.0
Women	43.3	…	…	…	…	52.6	50.1	49.2	48.8	50.2	50.3	49.7
Jamaica ᵘ/	64.9	65.5	63.5	62.4	62.1	61.9	63.0	62.8	63.1	64.8	64.8	65.3
Men	73.5	73.9	71.8	70.4	70.1	69.2	70.0	70.0	70.3	71.2	71.2	71.6
Women	56.5	57.5	55.7	54.8	55.0	54.9	56.3	55.9	56.3	58.6	58.6	59.2
Trinidad and Tobago ᵛ/	63.5	63.5	62.7	62.1	61.3	61.9	61.4	61.9	60.6	59.7	60.1	59.8
Men	…	…	…	…	…	…	…	…	…	…	…	…
Women	…	…	…	…	…	…	…	…	…	…	…	…
Latin America and the Caribbean ʷ/	61.4	61.6	62.0	61.7	61.6	63.1	63.0	62.7	62.6	63.0	62.8	63.1
Latin America and the Caribbean - Men ʷ/	74.0	74.0	74.0	73.7	73.7	75.3	75.1	74.7	74.6	74.7	74.2	74.4
Latin America and the Caribbean - Women ʷ/	50.0	50.2	50.9	50.6	50.4	52.0	52.2	51.8	51.8	52.4	52.4	53.0

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

a/ 31 urban areas. INDEC, in the framework of the statistical emergency, recommends disregarding the series published between 2007 and 2015 for purposes of comparison and analysis of the labour market in Argentina. Annual data for 2016 are an average of the 2nd, 3rd and 4th quarters and data to the 3rd quarter of 2016 and 2017 correspond to the 2nd quarter, respectively.

b/ Beginning in 2012, data based on PNADC, 20 metropolitan regions, series not comparable with previous years.

c/ New measurement beginning in 2010, data not comparable with previous years. Data for total labour force participation rate of 2016 and 2017 correspond to the average to the 3rd quarter and that data for sex to the average to the 2nd quarter.

d/ Municipal capitals series. Includes hidden unemployment.

e/ Data for 2006-2009 correspond to EHPM implemented in July of each year. Beginning in 2010, ECE data, not comparable with previous years (2010 data are the average of the 3rd and 4th quarters).

f/ National total.

g/ Beginning in 2007, the WAP changes to 15 years, not comparable with previous years. Includes hidden unemployment.

h/ Beginning in 2007, the WAP changes from 10 to 16 years, not comparable with previous years.

i/ Data to the 3rd quarter of 2016 and 2017 correspond to February-March.

j/ Data to the 3rd quarter of 2016 and 2017 correspond to June.

k/ Urban series (high, medium and low urbanization).

l/ New measurement (ECH) beginning in 2009. Data not comparable with previous years.

m/ Includes hidden unemployment. Data to the 3rd quarter of 2016 and 2017 correspond to March.

n/ EPH urban series. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester and originates from the ECE (Asunción and urban areas of the Central Department).

o/ Annual data of 2016 and to the 3rd quarter of 2016 and 2017 are preliminary. Data for the total labour force participation rate of 2016 and 2017 correspond to to the average to the 3rd quarter and data for sex to the average to the 2nd quarter.

p/ Until 2014, ENFT urban series, beginning in 2015, ENCFT urban series, not comparable.

q/ National total. Data for 2015 and 2016 are preliminary and correspond to the semester average.

r/ National total. Annual data for 2016, as well as data to the 3rd quarter of 2016 and 2017 correspond to May, respectively.

s/ National total. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester.

t/ National total. Data to the 3rd quarter of 2016 and 2017 correspond to April.

u/ National total. Includes hidden unemployment.

v/ National total. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st quarter.

w/ Weighted average. Excludes hidden unemployment of Colombia, Ecuador, Jamaica and Panama.

TABLE 5. LATIN AMERICA AND THE CARIBBEAN: URBAN LABOUR FORCE PARTICIPATION RATE, BY COUNTRY AND AGE GROUP. 2007-2017 (Annual average rates)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Average to the 3rd quarter	
Latin America												
Argentina a/	...	...	...	...	...	...	...	...	...	57.5	57.8	57.4
15 - 24	...	...	...	...	...	...	...	...	...	38.3	38.4	38.1
25 and over	...	...	...	...	...	...	...	...	...	64.4	64.9	64.4
Bolivia (Pluri. State of)	57.1	58.8	60.5	...	59.6	57.0	58.5	59.4	56.2	59.4	...	...
15 - 24	42.5	43.3	45.3	...	45.5	39.1	40.3	43.8	37.7	...	...	...
25 and over	75.5	77.9	78.3	...	76.4	76.1	74.9	75.6	73.5	...	...	...
Brazil b/	61.0	61.1	61.4	...	59.6	63.1	63.4	62.7	62.8	63.7	63.6	64.6
15 - 24	63.1	63.0	62.6	...	59.3	51.6	50.7	48.7	48.9	50.3	50.2	52.2
25 and over	68.9	69.1	69.3	...	67.5	66.5	67.0	66.6	66.5	67.3	67.1	67.9
Chile c/	55.4	56.6	56.5	59.1	60.3	59.9	59.7	60.0	59.9	59.6	59.6	59.8
15 - 24	31.5	33.5	32.6	37.1	38.1	36.7	35.8	35.4	35.3	34.0	34.4	34.2
25 and over	62.6	63.5	63.5	65.4	66.6	66.3	66.2	66.5	66.3	66.0	66.0	65.5
Colombia d/	60.2	60.6	62.9	64.1	65.2	66.0	65.8	66.0	66.3	65.9	65.7	65.6
15 - 24	55.9	47.4	51.0	51.7	53.4	55.0	53.8	54.2	54.1	53.0	53.1	52.8
25 and over	65.5	70.6	72.5	73.7	74.3	74.7	74.7	74.8	74.9	74.5	74.3	74.0
Costa Rica e/	58.5	58.6	58.1	62.1	60.3	64.1	63.0	63.9	62.7	59.3	58.7	60.2
15 - 24	51.3	48.9	46.8	45.1	44.5	49.4	48.6	49.8	46.9	44.0	42.4	45.3
25 and over	66.9	67.2	66.8	67.9	65.1	68.4	67.4	67.9	67.2	63.6	63.3	64.3
Cuba f/	73.7	74.7	75.4	74.9	76.1	74.2	72.9	71.9	69.1	65.2	...	...
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...
25 and over	...	...	...	...	...	...	...	...	...	...	...	...
Dominican Republic p/	50.5	51.0	49.2	50.5	51.8	52.6	52.8	53.4	62.2	62.8	62.8	62.6
15 - 24	39.9	41.4	35.8	37.9	37.8	38.3	36.9	37.7	44.2	45.2	45.4	43.7
25 and over	65.7	65.9	64.2	65.0	66.2	66.1	66.4	66.0	68.6	69.1	69.1	69.2
Ecuador g/	69.1	67.7	66.3	64.2	62.2	62.8	61.8	62.2	64.1	65.7	65.9	65.8
15 - 24	53.4	50.3	48.0	44.5	40.6	40.9	38.4	37.8	38.9	39.7	39.8	39.2
25 and over	75.2	74.3	73.1	71.2	69.7	70.0	69.6	70.7	72.8	74.6	74.7	74.7
El Salvador h/	63.6	64.1	64.3	64.4	63.7	64.6	65.1	64.6	63.5	63.8	...	...
15 - 24	47.5	49.0	47.7	47.3	42.0	46.5	45.6	46.2	42.4	45.4	...	...
25 and over	68.7	69.0	69.8	70.2	69.9	70.7	71.7	70.7	69.3	69.7	...	...
Guatemala i/	...	...	...	56.6	61.0	65.5	61.9	62.7	62.9	62.3	63.5	62.6
15 - 24	...	...	...	51.7	47.7	53.5	48.8	49.5	50.7	50.4	51.8	49.2
25 and over	...	...	...	71.1	67.1	70.7	68.0	68.2	68.3	67.6	68.9	68.0
Honduras j/	51.0	52.7	53.1	53.7	52.5	51.2	54.3	55.7	56.9	57.4	57.4	58.1
15 - 24	44.5	45.7	45.3	46.5	44.4	44.1	46.0	47.3	51.9	52.8	52.8	52.4
25 and over	66.7	68.7	69.3	68.9	67.7	65.3	68.5	69.6	69.4	68.3	68.3	69.6
Mexico k/	61.4	61.3	61.1	60.8	61.0	61.6	61.6	60.9	60.8	60.8	60.8	60.4
15 - 24	48.1	47.5	46.3	46.4	46.4	46.6	45.7	44.9	43.9	43.5	43.6	42.6
25 and over	66.2	66.1	66.2	65.8	66.0	66.6	66.7	66.0	66.1	66.2	66.2	65.9
Nicaragua l/	50.7	53.8	67.0	71.4	74.2	74.8	74.9	73.1	...	...	...	...
15 - 24	42.4	43.6	...	61.4	65.3	66.8	...	...	...	...	...	...
25 and over	67.0	68.5	...	77.9	79.3	80.1	...	...	...	...	...	...
Panama m/	62.6	64.4	64.4	64.0	63.2	63.6	64.1	64.3	64.5	64.6	64.8	64.7
15 - 24	46.4	49.2	47.9	46.6	43.5	44.1	44.8	43.3	42.2	41.5	43.7	42.6
25 and over	68.0	69.3	69.3	69.2	68.6	69.3	70.0	70.5	71.1	71.5	71.0	71.2
Paraguay n/	59.7	62.4	62.7	60.6	60.5	64.1	63.0	62.7	62.3	63.9	66.4	66.2
15 - 24	54.9	59.3	62.9	56.6	56.7	59.6	57.3	57.2	54.0	58.6	61.3	58.7
25 and over	73.6	74.6	74.2	74.4	73.6	77.0	76.7	74.9	75.7	76.1	78.2	78.9
Peru o/	71.0	71.1	71.2	71.6	71.6	71.5	71.2	70.0	69.4	70.5	70.4	70.6
15 - 24	57.1	58.3	57.2	57.6	57.0	56.3	55.5	53.3	50.9	51.8	50.9	51.3
25 and over	78.0	77.6	78.0	78.5	78.6	78.4	78.3	77.2	77.2	78.2	75.6	77.8

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Average to the 3rd quarter	
Uruguay	**62.9**	**62.8**	**63.6**	**63.5**	**65.0**	**64.0**	**63.8**	**64.9**	**64.0**	**63.8**	**63.8**	**63.4**
15 - 24	50.3	49.2	49.2	49.0	49.9	48.7	48.7	48.7	46.7	45.6	45.6	44.2
25 and over	66.2	66.5	67.5	67.5	69.0	68.1	67.7	69.1	68.7	68.7	68.7	68.6
Venezuela (Boliv. Rep. of) q/	**64.9**	**64.9**	**65.1**	**64.5**	**64.4**	**63.9**	**64.3**	**65.1**	**63.7**	**64.0**	**...**	**...**
15 - 24	44.7	44.7	44.0	42.5	41.8	40.9	41.0	41.6	39.2	38.5	…	…
25 and over	72.4	72.5	72.7	72.5	72.3	71.8	72.0	72.6	71.5	71.9	…	…
The Caribbean												
Bahamas r/	**76.2**	**76.3**	**73.4**	**...**	**72.1**	**72.5**	**73.2**	**73.7**	**74.3**	**76.9**	**76.9**	**80.0**
15 - 24	…	…	…	…	…	…	…	…	…	…	…	…
25 and over	…	…	…	…	…	…	…	…	…	…	…	…
Barbados s/	**67.8**	**67.6**	**67.0**	**66.6**	**67.6**	**66.2**	**66.7**	**63.9**	**65.1**	**66.5**	**66.6**	**65.4**
15 - 24	…	…	…	…	…	…	…	…	…	…	…	…
25 and over	…	…	…	…	…	…	…	…	…	…	…	…
Belize t/	**61.2**	**59.2**	**...**	**...**	**...**	**65.8**	**64.2**	**63.6**	**63.2**	**64.0**	**63.7**	**64.3**
15 - 24	…	…	…	…	…	49.5	46.3	46.6	44.7	44.9	43.9	45.9
25 and over	…	…	…	…	…	73.9	73.4	73.0	73.0	73.8	73.8	73.6
Jamaica u/	**64.9**	**65.5**	**63.5**	**62.4**	**62.1**	**61.9**	**63.0**	**62.8**	**63.1**	**64.8**	**64.8**	**65.3**
15 - 24	…	…	…	…	…	33.6	34.7	33.3	34.0	36.7	36.3	36.6
25 and over	…	…	…	…	…	73.0	74.1	74.4	74.5	75.8	75.9	76.5
Trinidad and Tobago v/	**63.5**	**63.5**	**62.7**	**62.1**	**61.3**	**61.9**	**61.4**	**61.9**	**60.6**	**59.7**	**60.1**	**59.8**
15 - 24	…	…	…	…	…	…	…	…	…	…	…	…
25 and over	…	…	…	…	…	…	…	…	…	…	…	…
Latin America and the Caribbean w/	**61.4**	**61.6**	**62.0**	**61.7**	**61.6**	**63.1**	**63.0**	**62.7**	**62.6**	**63.0**	**62.8**	**63.1**
Latin America and the Caribbean - 15 - 24 w/	**53.7**	**52.7**	**52.4**	**51.8**	**51.0**	**48.4**	**47.5**	**46.6**	**46.1**	**46.6**	**47.1**	**47.5**
Latin America and the Caribbean - 25 and over w/	**68.4**	**68.8**	**69.3**	**69.0**	**68.7**	**68.5**	**68.7**	**68.5**	**68.4**	**68.7**	**68.2**	**68.5**

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

a/ 31 urban areas. INDEC, in the framework of the statistical emergency, recommends disregarding the series published between 2007 and 2015 for purposes of comparison and analysis of the labour market in Argentina. Annual data for 2016 are an average of the 2nd, 3rd and 4th quarters and data to the 3rd quarter of 2016 and 2017 correspond to the 2nd quarter, respectively.
b/ Beginning in 2012, data based on PNADC, 20 metropolitan regions, series not comparable with previous years.
c/ New measurement beginning in 2010, data not comparable with previous years. Data for total labour force participation rate of 2016 and 2017 correspond to the average to the 3rd quarter and data for age to the average to the 2nd quarter.
d/ Municipal capitals series. Includes hidden unemployment. Data for 2007 for 15-24 corespond to 15-28. Data for the total labour force participation rate in 2016 and 2017 correspond to the average to the 3rd quarter and data by age to the average to the 2nd quarter.
e/ Data for 2006-2009 correspond to EHPM implemented in July of each year. Beginning in 2010, ECE data, not comparable with previous years (2010 data are the average of the 3rd and 4th quarters).
f/ National total.
g/ Beginning in 2007, the WAP changes to 15 years, not comparable with previous years. Includes hidden unemployment.
h/ Beginning in 2007, the WAP changes from 10 to 16 years, not comparable with previous years.
i/ Data to the 3rd quarter of 2016 and 2017 correspond to February-March.
j/ Data to the 3rd quarter of 2016 and 2017 correspond to June.
k/ Urban series (high, medium and low urbanization).
l/ New measurement (ECH) beginning in 2009. Data not comparable with previous years.
m/ Includes hidden unemployment. Data to the 3rd quarter of 2016 and 2017 correspond to March.
n/ EPH urban series. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester and originate from the ECE (Asunción and urban areas of the Central Department).
o/ Annual data of 2016 and to the 3rd quarter of 2016 and 2017 are preliminary. Data for total labour force participation rate of 2016 and 2017 correspond to the average to the 3rd quarter and data by age to the average to the 2nd quarter.
p/ Until 2014, ENFT urban series, beginning in 2015, ENCFT urban series, not comparable.
q/ National total. Data of 2015 and 2016 are preliminary and correspond to the semester average.
r/ National total. Annual data for 2016, as well as data to the 3rd quarter of 2016 and 2017 correspond to May, respectively.
s/ National total. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester.
t/ National total. Data to the 3rd quarter of 2016 and 2017 correspond to April.
u/ National total. Includes hidden unemployment.
v/ National total. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st quarter.
w/ Weighted average.

TABLE 6. LATIN AMERICA AND THE CARIBBEAN: URBAN EMPLOYMENT-TO-POPULATION RATIO, BY COUNTRY AND SEX. 2007-2017
(Annual average rates)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Average to the 3rd quarter	
Latin America												
Argentina a/	...	...	...	...	...	...	...	...	...	**52.6**	**52.4**	**52.4**
Men	...	...	...	...	...	...	...	...	...	64.0	63.7	63.6
Women	...	...	...	...	...	...	...	...	...	42.5	42.2	42.4
Bolivia (Pluri. State of)	**52.7**	**56.2**	**57.5**	...	**57.3**	**55.2**	**56.1**	**57.3**	**53.8**	**56.5**	...	...
Men	62.8	65.3	66.1	...	66.9	64.5	65.9	66.8	64.9	66.6	...	...
Women	43.5	47.9	49.3	...	48.3	46.8	47.2	48.4	43.3	47.2	...	...
Brazil b/	**55.4**	**56.2**	**55.7**	...	**55.2**	**58.0**	**58.3**	**57.9**	**57.0**	**55.4**	**55.4**	**55.1**
Men	65.9	66.8	66.0	...	66.0	68.9	69.1	68.2	67.1	65.1	65.2	64.2
Women	45.8	46.6	46.4	...	45.4	48.5	49.0	48.9	48.1	46.9	46.8	47.1
Chile c/	**51.2**	**52.0**	**50.7**	**54.0**	**55.8**	**55.9**	**56.1**	**56.0**	**56.0**	**55.6**	**55.5**	**55.6**
Men	66.0	66.2	63.9	66.5	67.8	67.5	67.4	66.5	66.8	66.3	66.5	66.3
Women	37.3	38.6	38.4	42.3	44.6	44.9	45.4	46.0	46.0	45.6	45.2	45.1
Colombia d/	**52.9**	**53.2**	**54.6**	**56.0**	**57.5**	**58.5**	**58.8**	**59.4**	**59.8**	**59.2**	**58.7**	**58.5**
Men	63.5	63.7	64.7	65.8	67.2	68.1	68.0	68.8	69.1	68.4	68.1	67.8
Women	43.4	43.7	45.5	47.2	48.7	49.8	50.4	51.0	51.5	50.7	50.3	50.1
Costa Rica e/	**55.7**	**55.7**	**53.6**	**56.8**	**54.2**	**57.7**	**57.2**	**57.8**	**56.6**	**53.6**	**53.0**	**54.8**
Men	70.0	68.0	65.8	69.9	67.0	68.8	68.2	69.6	67.9	65.9	64.9	67.3
Women	42.6	44.6	42.4	44.0	41.6	46.8	46.5	46.3	45.6	41.6	41.4	42.7
Cuba f/	**72.4**	**73.6**	**74.2**	**73.0**	**73.6**	**71.6**	**70.5**	**70.0**	**67.5**	**63.8**	...	...
Men	85.2	86.6	87.1	85.6	87.3	86.4	84.4	84.2	81.0	76.7	...	...
Women	58.2	59.0	59.8	58.9	58.4	55.3	55.3	54.6	52.8	49.8	...	...
Dominican Republic p/	**47.8**	**48.3**	**46.4**	**47.6**	**48.3**	**48.8**	**48.6**	**49.5**	**57.2**	**57.9**	**57.7**	**58.7**
Men	61.7	61.1	59.8	59.5	59.4	59.6	60.1	60.9	71.3	71.9	71.8	71.9
Women	34.7	36.4	33.9	36.5	37.9	38.5	37.8	38.8	44.3	45.1	44.9	46.8
Ecuador g/	**64.3**	**63.1**	**60.7**	**59.3**	**58.5**	**59.7**	**58.9**	**59.0**	**60.7**	**61.2**	**61.3**	**62.1**
Men	77.6	76.5	73.8	72.5	72.0	73.3	72.8	73.4	74.6	74.0	74.1	74.6
Women	52.2	50.7	48.6	47.4	46.3	47.3	46.3	45.7	47.8	49.6	49.7	50.6
El Salvador h/	**59.9**	**60.6**	**59.7**	**60.0**	**59.5**	**60.6**	**61.5**	**60.3**	**59.4**	**59.4**	...	...
Men	72.2	72.9	70.7	71.5	71.2	71.9	72.3	71.2	70.8	70.9	...	...
Women	50.4	50.8	51.0	51.0	50.0	51.4	52.8	51.6	49.9	50.2	...	...
Guatemala i/	...	...	...	**53.9**	**59.0**	**62.8**	**59.6**	**61.5**	**60.9**	**60.2**	**61.0**	**60.1**
Men	...	...	...	66.8	77.9	80.1	75.3	75.9	79.3	77.6	77.0	77.5
Women	...	...	...	42.6	42.7	47.7	44.6	46.5	44.6	45.2	46.8	45.3
Honduras j/	**49.0**	**50.5**	**50.5**	**50.3**	**48.9**	**48.3**	**51.1**	**51.5**	**52.1**	**52.3**	**52.3**	**53.4**
Men	61.9	62.1	62.5	60.5	60.5	59.2	62.3	63.7	63.2	63.8	63.8	64.8
Women	38.2	40.9	40.7	41.6	39.4	39.1	41.9	41.5	42.8	42.7	42.7	44.0
Mexico k/	**58.9**	**58.7**	**57.5**	**57.2**	**57.5**	**58.3**	**58.3**	**57.6**	**57.9**	**58.2**	**58.2**	**58.1**
Men	76.3	75.7	73.2	73.0	73.0	73.6	73.4	73.0	73.2	73.4	73.3	73.7
Women	43.7	43.7	43.5	43.2	43.6	44.7	44.7	43.9	44.2	44.7	44.6	44.3
Nicaragua l/	**47.1**	**49.5**	**60.3**	**64.1**	**69.4**	**68.9**	**69.0**	**66.8**	...	...	...	...
Men	56.2	58.7	70.7	72.9	78.2	76.9	76.9	74.9	...	...	...	...
Women	39.2	41.6	51.3	56.3	61.6	61.8	62.2	59.8	...	...	...	...
Panama m/	**57.7**	**60.2**	**59.3**	**59.1**	**59.8**	**60.6**	**61.1**	**60.9**	**60.7**	**60.4**	**60.5**	**60.6**
Men	71.0	74.7	73.6	73.2	73.7	74.6	74.5	74.0	72.7	72.4	72.8	72.1
Women	45.6	47.3	46.6	46.3	47.6	48.3	49.0	49.3	49.9	49.5	49.5	50.0
Paraguay n/	**55.5**	**57.7**	**57.6**	**56.5**	**56.7**	**60.5**	**59.3**	**58.1**	**58.3**	**59.3**	**60.9**	**60.5**
Men	66.4	69.3	68.3	67.1	66.5	70.2	66.8	68.8	68.3	69.1	68.1	67.9
Women	45.7	46.8	47.2	46.4	47.4	51.5	52.3	48.2	49.1	49.9	54.2	53.5
Peru o/	**66.5**	**66.8**	**67.0**	**67.9**	**67.9**	**68.1**	**67.8**	**66.8**	**66.4**	**66.9**	**66.4**	**66.7**
Men	75.8	76.4	76.3	76.8	76.8	77.2	76.9	75.9	75.7	75.9	72.8	73.9
Women	57.6	57.6	58.0	59.3	59.4	59.4	59.1	58.1	57.4	58.2	56.1	58.3

(continues...)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Average to the 3rd quarter	
Uruguay	**56.7**	**57.6**	**58.4**	**58.8**	**60.7**	**59.6**	**59.5**	**60.4**	**59.0**	**58.6**	**58.5**	**58.1**
Men	68.4	68.3	68.9	68.8	70.2	69.1	69.4	69.8	67.7	67.1	66.9	66.3
Women	47.0	48.6	49.5	50.2	52.4	51.5	50.8	52.0	51.2	51.0	51.0	50.7
Venezuela (Boliv. Rep. of) q/	**59.4**	**60.2**	**60.0**	**58.9**	**59.0**	**58.7**	**59.3**	**60.4**	**59.2**	**59.3**	**…**	**…**
Men	73.5	74.3	73.5	72.3	72.6	72.1	72.6	73.8	72.7	72.4	…	…
Women	45.4	46.2	46.6	45.6	45.6	45.6	46.1	47.1	46.0	46.3	…	…
The Caribbean												
Bahamas r/	**70.2**	**69.7**	**62.1**	**…**	**60.6**	**62.0**	**61.6**	**62.9**	**64.4**	**67.1**	**67.1**	**72.1**
Men	77.3	76.6	…	…	…	64.4	64.9	67.2	70.1	72.2	72.2	75.6
Women	64.2	63.9	…	…	…	59.9	58.8	59.0	61.0	61.6	61.6	66.7
Barbados s/	**62.8**	**62.1**	**60.3**	**59.5**	**60.1**	**58.5**	**58.9**	**56.0**	**57.7**	**60.1**	**60.1**	**58.6**
Men	69.5	68.2	65.0	64.0	65.6	64.1	63.6	59.7	60.2	63.9	64.7	62.2
Women	56.6	56.6	56.1	55.4	55.1	53.5	54.8	52.6	55.3	56.5	55.9	55.8
Belize v/	**56.0**	**54.3**	**…**	**…**	**…**	**55.7**	**55.9**	**56.3**	**56.8**	**57.9**	**58.7**	**58.5**
Men	72.1	…	…	…	…	70.9	72.3	73.3	72.5	73.6	74.1	75.2
Women	36.5	…	…	…	…	40.9	39.6	39.4	41.2	42.4	43.4	41.9
Jamaica v/	**58.4**	**58.5**	**56.3**	**54.7**	**54.3**	**53.3**	**53.4**	**54.2**	**54.6**	**56.2**	**56.2**	**57.4**
Men	69.0	68.5	65.7	63.9	63.6	61.9	62.1	62.9	63.3	64.3	64.2	65.3
Women	48.3	49.1	47.4	45.9	45.8	45.0	45.0	45.8	46.2	48.4	48.4	49.9
Trinidad and Tobago u/	**59.9**	**60.6**	**59.4**	**58.4**	**58.2**	**58.8**	**59.1**	**59.9**	**58.5**	**57.4**	**57.9**	**57.1**
Men	…	…	…	…	…	…	…	…	…	…	…	…
Women	…	…	…	…	…	…	…	…	…	…	…	…
Latin America and the Caribbean v/	**56.8**	**57.2**	**56.9**	**56.9**	**57.3**	**58.5**	**58.6**	**58.4**	**58.1**	**57.4**	**57.0**	**56.9**
Latin America and the Caribbean - Men v/	**69.4**	**69.7**	**68.9**	**68.9**	**69.4**	**70.6**	**70.5**	**70.1**	**69.8**	**68.8**	**68.1**	**67.8**
Latin America and the Caribbean - Women v/	**45.3**	**45.9**	**45.9**	**46.0**	**46.2**	**47.7**	**47.9**	**47.7**	**47.5**	**47.1**	**46.8**	**47.0**

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

a/ 31 urban areas. INDEC, in the framework of the statistical emergency, recommends disregarding the series published between 2007 and 2015 for purposes of comparison and analysis of the labour market in Argentina. 2016 annual data are an average of the 2nd, 3rd and fourth quarters and data to the 3rd quarter of 2016 and 2017 correspond to the 2nd quarter, respectively.
b/ Beginning in 2012, data based on PNADC, 20 metropolitan regions, series not comparable with previous years.
c/ New measurement beginning in 2010, data not comparable with previous years. Data for the total employment-to-population ratio of 2016 and 2017 correspond to to the average to the 3rd quarter and data for sex to the average to the 2nd quarter.
d/ Municipal capitals series.
e/ Data for 2006-2009 correspond to EHPM implemented in July of each year. Beginning in 2010, ECE data, not comparable with previous years (2010 data are the average of the 3rd and 4th quarters).
f/ National total.
g/ Beginning in 2007, the WAP changes to 15 years, not comparable with previous years.
h/ Beginning in 2007, the WAP changes from 10 to 16 years, not comparable with previous years.
i/ Data to the 3rd quarter of 2016 and 2017 correspond to February-March.
j/ Data al 3rd quarter correspond to June.
k/ Urban series (high, medium and low urbanization).
l/ New measurement (ECH) beginning in 2009. Data not comparable with previous years.
m/ Data to the 3rd quarters of 2016 and 2017 correspond to March.
n/ EPH urban series. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester and originates from the ECE (Asunción and urban areas of the Central Department).
o/ Annual data of 2016 and to the 3rd quarter of 2016 and 2017 are preliminary. Data for the total employment-to-population ratio of 2016 and 2017 correspond to to the average to the 3rd quarter and data for sex to the average to the 2nd quarter.
p/ Until 2014, ENFT urban series, beginning in 2015, ENCFT urban series, not comparable.
q/ National total. Data of 2015 and 2016 are preliminary and correspond to the semester average.
r/ National total. Annual data for 2016, as well as data to the 3rd quarter of 2016 and 2017 correspond to May, respectively.
s/ National total. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester.
t/ National total. Data to the 3rd quarter of 2016 and 2017 correspond to April.
u/ National total. Data to the 3rd quarter of 2016 and 2017 correspond to 1st quarter.
v/ Weighted average.

TABLE 7. LATIN AMERICA AND THE CARIBBEAN: URBAN EMPLOYMENT-TO-POPULATION RATIO, BY COUNTRY AND AGE GROUP. 2007-2017 (Annual average rates)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Average to the 3rd quarter	
Latin America												
Argentina [a/]	...	...	...	...	...	...	...	...	...	**52.6**	**52.4**	**52.4**
15 - 24	...	...	...	...	...	...	...	...	...	29.2	28.9	29.3
25 and over	...	...	...	...	...	...	...	...	...	60.5	60.6	60.4
Bolivia (Pluri. State of)	**52.7**	**56.2**	**57.5**	...	**57.3**	**55.2**	**56.1**	**57.3**	**53.8**	**56.5**	...	...
15 - 24	34.4	38.9	41.3	...	41.5	36.7	36.5	40.2	34.1	...	...	...
25 and over	72.0	75.6	75.2	...	74.6	74.2	72.8	73.8	71.1	...	...	...
Brazil [b/]	**55.4**	**56.2**	**55.7**	...	**55.2**	**58.0**	**58.3**	**57.9**	**57.0**	**55.4**	**55.4**	**55.1**
15 - 24	51.2	52.0	50.3	...	49.3	41.8	41.1	39.3	37.7	34.3	34.4	34.0
25 and over	64.5	65.3	64.8	...	64.1	62.7	63.2	63.0	62.1	61.0	61.0	60.6
Chile [c/]	**51.2**	**52.0**	**50.7**	**54.0**	**55.8**	**55.9**	**56.1**	**56.0**	**56.0**	**55.6**	**55.5**	**55.6**
15 - 24	25.6	26.6	25.0	30.0	31.2	30.6	29.9	29.4	29.7	28.5	28.7	28.3
25 and over	58.9	59.5	58.3	61.0	62.8	62.9	63.1	63.0	62.9	62.3	62.2	61.6
Colombia [d/]	**52.9**	**53.2**	**54.6**	**56.0**	**57.5**	**58.5**	**58.8**	**59.4**	**59.8**	**59.2**	**58.7**	**58.5**
15 - 24	45.6	36.3	38.1	39.0	41.0	43.0	42.9	43.5	44.0	42.7	42.1	41.9
25 and over	57.0	64.6	65.7	67.0	68.2	68.7	68.9	69.5	69.6	68.8	68.3	67.9
Costa Rica [e/]	**55.7**	**55.7**	**53.6**	**56.8**	**54.2**	**57.7**	**57.2**	**57.8**	**56.6**	**53.6**	**53.0**	**54.8**
15 - 24	45.2	43.4	38.4	35.5	34.6	38.0	37.3	36.9	35.9	33.4	32.2	35.2
25 and over	65.1	65.1	63.3	64.3	60.3	63.4	63.2	63.8	62.5	59.3	58.9	60.2
Cuba [f/]	**72.4**	**73.6**	**74.2**	**73.0**	**73.6**	**71.6**	**70.5**	**70.0**	**67.5**	**63.8**	...	...
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...
25 and over	...	...	...	...	...	...	...	...	...	...	...	...
Dominican Republic [p/]	**47.8**	**48.3**	**46.4**	**47.6**	**48.3**	**48.8**	**48.6**	**49.5**	**57.2**	**57.9**	**57.7**	**58.7**
15 - 24	39.9	41.4	35.8	37.9	37.8	38.3	36.9	37.7	36.6	37.0	37.0	37.3
25 and over	65.7	65.9	64.2	65.0	66.2	66.1	66.4	66.0	64.6	65.3	65.2	66.2
Ecuador [g/]	**64.3**	**63.1**	**60.7**	**59.3**	**58.5**	**59.7**	**58.9**	**59.0**	**60.7**	**61.2**	**61.3**	**62.1**
15 - 24	44.5	42.1	39.1	36.2	34.3	35.3	33.3	32.5	33.5	33.1	33.2	34.0
25 and over	71.5	70.9	68.7	67.5	66.9	67.7	67.4	68.3	70.1	70.9	70.9	71.5
El Salvador [h/]	**59.9**	**60.6**	**59.7**	**60.0**	**59.5**	**60.6**	**61.5**	**60.3**	**59.4**	**59.4**	...	...
15 - 24	42.0	43.0	40.1	39.9	36.0	39.6	39.1	38.3	35.9	37.9	...	...
25 and over	65.6	66.3	66.2	66.9	66.5	67.6	69.0	67.5	66.2	66.4	...	...
Guatemala [i/]	...	...	...	**53.9**	**59.0**	**62.8**	**59.6**	**61.5**	**60.9**	**60.2**	**61.0**	**60.1**
15 - 24	...	...	...	47.4	44.4	49.3	44.8	44.9	46.9	46.5	47.3	45.3
25 and over	...	...	...	68.4	65.9	68.8	66.4	66.5	67.1	66.3	67.2	66.2
Honduras [j/]	**49.0**	**50.5**	**50.5**	**50.3**	**48.9**	**48.3**	**51.1**	**51.5**	**52.1**	**52.3**	**52.3**	**53.4**
15 - 24	41.2	42.0	40.9	40.6	38.2	38.9	40.8	40.8	41.9	42.0	42.0	43.0
25 and over	64.7	66.6	66.9	65.9	64.7	62.8	65.5	65.7	65.8	65.0	65.0	66.2
Mexico [k/]	**58.9**	**58.7**	**57.5**	**57.2**	**57.5**	**58.3**	**58.3**	**57.6**	**57.9**	**58.2**	**58.2**	**58.1**
15 - 24	44.2	43.4	40.9	41.2	41.3	41.6	40.8	40.0	39.6	39.7	39.6	39.2
25 and over	64.2	64.0	63.2	62.8	63.1	63.8	64.0	63.3	63.7	64.0	63.9	63.9
Nicaragua [l/]	**47.1**	**49.5**	**60.3**	**64.1**	**69.4**	**68.9**	**69.0**	**66.8**	...	...	...	...
15 - 24	37.5	37.5	...	51.2	58.4	58.6	...	...	...	...	...	...
25 and over	63.0	64.3	...	71.8	75.2	75.2	...	...	...	...	...	...
Panama [m/]	**57.7**	**60.2**	**59.3**	**59.1**	**59.8**	**60.6**	**61.1**	**60.9**	**60.7**	**60.4**	**60.5**	**60.6**
15 - 24	37.6	41.1	38.9	38.2	36.7	38.6	39.2	36.7	35.5	34.5	35.5	34.7
25 and over	64.4	66.4	65.5	65.3	66.1	67.0	67.8	67.9	68.2	68.2	67.9	68.1
Paraguay [n/]	**55.5**	**57.7**	**57.6**	**56.5**	**56.7**	**60.5**	**59.3**	**58.1**	**58.3**	**59.3**	**60.9**	**60.5**
15 - 24	46.5	50.4	52.4	47.8	48.0	52.1	50.1	48.4	46.6	50.0	47.9	46.8
25 and over	70.5	71.4	70.6	71.5	71.0	74.6	73.7	71.4	72.5	72.4	74.4	74.3
Peru [o/]	**66.5**	**66.8**	**67.0**	**67.9**	**67.9**	**68.1**	**67.8**	**66.8**	**66.4**	**66.9**	**66.4**	**66.7**
15 - 24	49.3	50.8	50.1	50.5	50.0	49.7	49.3	46.7	45.4	44.8	43.7	43.9
25 and over	75.0	74.6	74.9	76.0	76.2	76.3	75.7	75.3	75.1	75.7	72.8	74.8

(continues...)

Country	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2016	2017
											Average to the 3rd quarter	
Uruguay q/	**56.7**	**57.6**	**58.4**	**58.8**	**60.7**	**59.6**	**59.5**	**60.4**	**59.0**	**58.6**	**58.5**	**58.1**
15 - 24	37.3	37.8	38.3	38.5	40.5	39.3	38.9	38.8	35.7	34.2	34.2	32.5
25 and over	61.9	62.9	63.8	64.3	66.1	65.2	64.9	66.1	65.3	65.1	65.1	64.9
Venezuela (Boliv. Rep. of) r/	**59.4**	**60.2**	**60.0**	**58.9**	**59.0**	**58.7**	**59.3**	**60.4**	**59.2**	**59.3**	**…**	**…**
15 - 24	37.8	38.3	37.1	35.0	34.5	33.9	34.2	35.4	33.3	32.5	…	…
25 and over	67.6	68.4	68.2	67.6	67.6	67.3	67.6	68.4	67.4	67.6	…	…
The Caribbean												
Bahamas s/	**70.2**	**69.7**	**62.1**	**…**	**60.6**	**62.0**	**61.6**	**62.9**	**64.4**	**67.1**	**67.1**	**72.1**
15 - 24	…	…	…	…	…	…	…	…	…	…	…	…
25 and over	…	…	…	…	…	…	…	…	…	…	…	…
Barbados v/	**62.8**	**62.1**	**60.3**	**59.5**	**60.1**	**58.5**	**58.9**	**56.0**	**57.7**	**60.1**	**60.1**	**58.6**
15 - 24	…	…	…	…	…	…	…	…	…	…	…	…
25 and over	…	…	…	…	…	…	…	…	…	…	…	…
Belize u/	**56.0**	**54.3**	**…**	**…**	**…**	**55.7**	**55.9**	**56.3**	**56.8**	**57.9**	**58.7**	**58.5**
15 - 24	…	…	…	…	…	35.7	35.3	35.9	35.2	35.3	36.1	37.3
25 and over	…	…	…	…	…	65.7	66.5	67.2	68.1	69.4	70.1	69.3
Jamaica t/	**58.4**	**58.5**	**56.3**	**54.7**	**54.3**	**53.3**	**53.4**	**54.2**	**54.6**	**56.2**	**56.2**	**57.4**
15 - 24	…	…	…	…	…	22.4	21.6	21.9	22.8	25.0	24.9	25.6
25 and over	…	…	…	…	…	65.4	65.9	66.8	67.0	68.5	68.4	69.6
Trinidad and Tobago v/	**59.9**	**60.6**	**59.4**	**58.4**	**58.2**	**58.8**	**59.1**	**59.9**	**58.5**	**57.4**	**57.9**	**57.1**
15 - 24	…	…	…	…	…	…	…	…	…	…	…	…
25 and over	…	…	…	…	…	…	…	…	…	…	…	…
Latin America and the Caribbean w/	**56.8**	**57.2**	**56.9**	**56.9**	**57.3**	**58.5**	**58.6**	**58.4**	**58.1**	**57.4**	**57.0**	**56.9**
Latin America and the Caribbean - 15 - 24 w/	**45.2**	**44.6**	**43.5**	**43.2**	**43.1**	**40.7**	**40.0**	**39.1**	**38.1**	**36.7**	**36.7**	**36.6**
Latin America and the Caribbean - 25 and over w/	**64.4**	**65.4**	**65.1**	**65.1**	**65.2**	**64.9**	**65.2**	**65.1**	**64.7**	**64.2**	**63.5**	**63.5**

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

a/ 31 urban areas. INDEC, in the framework of the statistical emergency, recommends disregarding the series published between 2007 and 2015 for purposes of comparison and analysis of the labour market in Argentina. 2016 annual data are an average of the 2nd, 3rd and fourth quarters and data to the 3rd quarter of 2016 and 2017 correspond to the 2nd quarter, respectively.

b/ Beginning in 2012, data based on PNADC, 20 metropolitan regions, series not comparable with previous years. The 15 - 24 age group corresponds to 14-24.

c/ New measurement beginning in 2010, data not comparable with previous years. Data for the total employment-to-population ratio of 2016 and 2017 correspond to the average to the 3rd quarter and data by age to the average to the 2nd quarter.

d/ Municipal capitals series. Data for 2007 for 15-24 correspond to 15-28. Data for the total employment-to-population ratio of 2016 and 2017 correspond to the average to the 3rd quarter and data by age to the average to the 2nd quarter.

e/ Data for 2006-2009 correspond to EHPM implemented in July of each year. Beginning in 2010, ECE data, not comparable with previous years (2010 data are the average of the 3rd and 4th quarters).

f/ National total.

g/ Beginning in 2007, the WAP changes to 15 years, not comparable with previous years.

h/ Beginning in 2007, the WAP changes from 10 to 16 years, not comparable with previous years.

i/ Data to the 3rd quarter of 2016 and 2017 correspond to February-March.

j/ Data to the 3rd quarter of 2016 and 2017 correspond to June.

k/ Urban series (high, medium and low urbanization).

l/ New measurement (ECH) beginning in 2009. Data not comparable with previous years.

m/ Data to the 3rd quarter of 2016 and 2017 correspond to March.

n/ EPH urban series. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester and originates from the ECE (Asunción and urban areas of the Central Department).

o/ Annual data of 2016 and to the 3rd quarter of 2016 and 2017 are preliminary. Data for total urban employment in 2016 and 2017 correspond to the average to the 3rd quarter and data by age to the average to the 2nd quarter.

p/ Until 2014, ENFT urban series, beginning in 2015, ENCFT urban series, not comparable.

q/ The 15-24 age group corresponds to 14-24.

r/ National total. Data of 2015 and 2016 are preliminary and correspond to the semester average.

s/ National total. Annual data for 2016, as well as data to the 3rd quarter of 2016 and 2017 correspond to May, respectively.

t/ National total. Data to the 3rd quarter of 2016 and 2017 correspond to the 1st semester.

u/ National total. Data to the 3rd quarter of 2016 and 2017 correspond to April.

v/ National total. Data to the 3rd quarter of 2016 and 2017 correspond to 1st quarter.

w/ Weighted average.

Statistical annex URBAN

TABLE 8. LATIN AMERICA. URBAN EMPLOYED POPULATION BY STATUS IN EMPLOYMENT, COUNTRY AND SEX. 2011 - 2016 (Percentages)

Country, Year, Sex	Status in Employment											
	Employee				Non-employees							Others
	Total	Public	Private		Total	Employer		Own-account		Domestic worker	Contributing family worker	
			Establishments with a maximum of 5 workers	Establishments with 6 or more workers		Establishments with a maximum of 5 workers	Establishments with 6 or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
Latin America a/												
2011 **TOTAL**	**64.6**	**13.0**	**13.2**	**38.4**	**25.8**	**2.9**	**1.1**	**2.0**	**19.8**	**6.9**	**2.1**	**0.5**
Men	68.2	10.2	15.5	42.5	29.0	3.6	1.5	2.0	22.0	0.8	1.3	0.7
Women	60.0	16.7	10.3	33.0	21.5	1.9	0.7	2.0	16.9	15.1	3.1	0.3
2012 **TOTAL**	**65.1**	**13.0**	**12.6**	**39.5**	**25.7**	**3.1**	**1.2**	**2.1**	**19.3**	**6.6**	**2.1**	**0.6**
Men	68.4	10.2	14.8	43.4	28.8	3.8	1.6	1.9	21.5	0.7	1.3	0.7
Women	60.8	16.6	9.9	34.3	21.7	2.1	0.7	2.3	16.6	14.2	3.0	0.4
2013 **TOTAL**	**65.3**	**12.9**	**12.9**	**39.4**	**25.8**	**3.0**	**1.2**	**2.1**	**19.5**	**6.5**	**1.8**	**0.6**
Men	68.4	10.0	15.0	43.4	29.0	3.8	1.6	1.9	21.6	0.7	1.1	0.8
Women	61.2	16.7	10.3	34.2	21.7	2.0	0.8	2.2	16.8	14.0	2.6	0.5
2014 **TOTAL**	**64.7**	**12.6**	**12.6**	**39.6**	**26.2**	**3.0**	**1.2**	**3.3**	**18.7**	**6.4**	**2.0**	**0.6**
Men	67.7	9.7	14.5	43.5	29.5	3.8	1.6	3.4	20.7	0.8	1.2	0.8
Women	61.0	16.4	10.0	34.6	21.9	1.9	0.7	3.1	16.2	13.6	3.0	0.4
2015 **TOTAL**	**64.1**	**12.8**	**12.6**	**38.7**	**27.0**	**3.0**	**1.2**	**3.4**	**19.4**	**6.4**	**1.7**	**0.8**
Men	66.8	10.0	14.7	42.2	30.3	3.8	1.5	3.6	21.4	0.8	1.1	1.0
Women	60.4	16.4	10.0	34.1	22.6	1.9	0.7	3.3	16.8	13.8	2.6	0.5
2016 **TOTAL**	**63.4**	**12.6**	**12.5**	**38.3**	**27.7**	**2.9**	**1.1**	**3.6**	**20.1**	**6.5**	**1.6**	**0.8**
Men	66.1	9.9	14.5	41.8	31.1	3.8	1.5	3.7	22.2	0.8	1.0	1.0
Women	59.9	16.2	9.8	33.8	23.2	1.8	0.7	3.4	17.3	13.9	2.4	0.5
Argentina b/												
2016 **TOTAL**	**62.3**	**17.3**	**12.8**	**32.2**	**23.8**	**2.5**	**1.0**	**4.3**	**16.0**	**7.5**	**0.5**	**5.9**
Men	65.2	14.2	15.0	36.0	27.0	3.3	1.1	3.9	18.6	0.2	0.3	7.3
Women	58.3	21.4	9.8	27.0	19.4	1.4	0.7	4.8	12.5	17.4	0.9	4.0
Bolivia (Pluri. State of) c/												
2011 **TOTAL**	**48.3**	**12.3**	**11.8**	**24.2**	**38.9**	**4.9**	**1.8**	**3.5**	**28.7**	**2.9**	**9.7**	**0.3**
Men	55.9	11.8	14.8	29.3	37.8	6.3	2.6	4.2	24.6	0.2	5.7	0.5
Women	38.3	12.9	7.9	17.5	40.4	3.0	0.8	2.6	34.0	6.4	14.8	0.1

Country, Year, Sex		Employee				Non-employees					Domestic worker	Contributing family worker	Others
		Total	Public	Private		Total	Employer		Own-account				
				Establishments with a maximum of 5 workers	Establishments with 6 or more workers		Establishments with a maximum of 5 workers	Establishments with 6 or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2012 TOTAL		48.2	12.6	12.3	23.4	41.2	5.5	1.8	3.0	30.9	3.4	6.6	0.6
	Men	54.7	12.0	14.1	28.6	40.3	6.8	2.5	3.7	27.4	0.2	4.2	0.6
	Women	40.2	13.2	10.1	16.9	42.4	3.9	0.9	2.2	35.4	7.4	9.6	0.5
2013 TOTAL		49.4	14.3	10.1	24.9	40.0	4.7	1.8	4.1	29.5	2.9	7.5	0.2
	Men	55.4	13.7	11.7	30.0	40.0	5.6	2.7	4.8	26.9	0.1	4.3	0.2
	Women	41.7	15.1	8.1	18.5	40.1	3.4	0.8	3.1	32.8	6.5	11.6	0.1
2014 TOTAL		46.7	12.8	14.9	19.0	41.3	5.9	1.3	3.3	30.8	2.8	8.6	0.5
	Men	52.7	11.2	18.0	23.5	41.3	7.5	1.9	3.9	27.9	0.1	5.4	0.6
	Women	39.1	14.8	11.0	13.3	41.3	3.9	0.5	2.4	34.4	6.4	12.8	0.4
2015 TOTAL		...	...	...	...	...	...	...	...	...	...	...	...
	Men	...	...	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...	...	...
2016 TOTAL		...	...	...	...	...	...	...	...	...	...	...	...
	Men	...	...	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...	...	...
Brazil d/													
2011 TOTAL		66.1	13.2	12.7	40.2	24.7	2.5	1.2	1.8	19.2	7.7	1.5	0.0
	Men	69.4	10.0	14.7	44.7	28.7	3.0	1.6	1.6	22.5	0.9	1.0	0.0
	Women	61.8	17.3	10.1	34.3	19.4	1.8	0.7	2.0	14.9	16.6	2.2	0.0
2012 TOTAL		66.6	13.2	11.9	41.6	24.8	2.8	1.3	1.9	18.7	7.2	1.4	0.0
	Men	69.5	10.0	13.7	45.9	28.7	3.4	1.7	1.6	22.0	0.8	0.9	0.0
	Women	62.9	17.2	9.6	36.1	19.6	2.0	0.8	2.3	14.5	15.4	2.1	0.0
2013 TOTAL		66.9	13.1	12.5	41.3	24.9	2.8	1.4	1.8	18.9	7.1	1.1	0.0
	Men	69.7	9.9	14.2	45.6	28.9	3.4	1.8	1.6	22.1	0.8	0.7	0.0
	Women	63.3	17.4	10.2	35.7	19.7	1.9	0.9	2.2	14.8	15.3	1.7	0.0
2014 TOTAL		65.8	13.0	11.8	41.0	25.8	2.8	1.3	3.5	18.1	6.9	1.5	0.0
	Men	68.3	9.6	13.5	45.2	30.0	3.6	1.7	3.6	21.0	0.8	0.9	0.0
	Women	62.7	17.3	9.7	35.8	20.5	1.9	0.8	3.4	14.4	14.6	2.2	0.0
2015 TOTAL		65.1	13.3	11.9	39.9	26.8	2.8	1.3	3.7	19.0	7.0	1.1	0.0
	Men	67.3	10.1	13.7	43.6	31.2	3.5	1.7	3.8	22.1	0.8	0.7	0.0
	Women	62.3	17.4	9.6	35.2	21.2	1.8	0.8	3.6	15.0	14.8	1.7	0.0

(continues…)

Statistical annex URBAN

Status in Employment

Country, Year, Sex	Employee				Non-employees					Domestic worker	Contributing family worker	Others
	Total	Public	Private		Total	Employer		Own-account				
			Establishments with a maximum of 5 workers	Establishments with 6 or more workers		Establishments with a maximum of 5 workers	Establishments with 6 or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2016 TOTAL	**64.2**	**13.2**	**11.7**	**39.3**	**27.7**	**2.7**	**1.3**	**3.9**	**19.9**	**7.1**	**0.9**	**0.0**
Men	66.4	10.1	13.4	42.9	32.2	3.4	1.7	4.0	23.1	0.8	0.6	0.0
Women	61.4	17.3	9.5	34.7	22.0	1.7	0.8	3.7	15.7	15.2	1.4	0.0
Chile												
2011 TOTAL	**70.0**	**10.7**	**6.5**	**52.7**	**23.8**	**3.0**	**1.6**	**2.5**	**16.8**	**5.0**	**1.2**	**0.0**
Men	74.6	8.5	7.1	58.9	24.4	3.5	2.3	2.9	15.8	0.3	0.7	0.0
Women	63.4	13.9	5.7	43.8	23.0	2.2	0.6	1.9	18.3	11.7	1.9	0.0
2012 TOTAL	**71.7**	**11.4**	**6.3**	**54.1**	**22.4**	**2.5**	**1.5**	**2.4**	**16.0**	**4.8**	**1.1**	**0.0**
Men	76.3	9.1	7.0	60.3	22.8	3.1	2.2	2.5	14.9	0.2	0.7	0.0
Women	65.2	14.6	5.4	45.3	21.8	1.6	0.6	2.1	17.4	11.2	1.7	0.0
2013 TOTAL	**71.8**	**11.1**	**6.2**	**54.4**	**22.7**	**2.6**	**1.5**	**2.5**	**16.1**	**4.3**	**1.2**	**0.0**
Men	75.7	8.9	6.8	60.0	23.3	3.2	2.1	2.7	15.3	0.2	0.7	0.0
Women	66.2	14.3	5.4	46.6	21.9	1.8	0.7	2.2	17.2	10.0	1.9	0.0
2014 TOTAL	**71.4**	**11.7**	**6.3**	**53.4**	**23.3**	**2.7**	**1.4**	**2.8**	**16.3**	**4.2**	**1.2**	**0.0**
Men	75.4	9.5	7.0	59.0	23.7	3.4	2.0	3.0	15.2	0.2	0.7	0.0
Women	65.9	14.6	5.4	45.9	22.7	1.7	0.6	2.5	17.8	9.6	1.8	0.0
2015 TOTAL	**71.9**	**11.9**	**6.5**	**53.4**	**23.2**	**2.7**	**1.4**	**2.8**	**16.3**	**3.9**	**1.0**	**0.0**
Men	75.4	9.6	7.2	58.7	23.8	3.4	1.9	3.0	15.5	0.2	0.6	0.0
Women	67.0	15.2	5.7	46.1	22.3	1.7	0.7	2.5	17.4	9.0	1.7	0.0
2016 TOTAL	**71.2**	**11.5**	**6.6**	**53.2**	**23.9**	**2.6**	**1.4**	**2.8**	**17.2**	**3.8**	**1.0**	**0.0**
Men	74.7	9.0	7.2	58.5	24.5	3.4	1.9	2.9	16.4	0.2	0.6	0.0
Women	66.4	14.8	5.7	45.9	23.1	1.6	0.7	2.6	18.3	8.9	1.6	0.0
Colombia a/												
2011 TOTAL	**45.5**	**4.9**	**10.6**	**30.1**	**47.1**	**4.1**	**0.9**	**4.3**	**37.8**	**3.8**	**3.5**	**0.1**
Men	48.3	4.7	11.4	32.2	49.1	5.3	1.3	4.8	37.8	0.3	2.2	0.1
Women	42.1	5.1	9.6	27.4	44.6	2.6	0.5	3.8	37.8	8.1	5.0	0.2
2012 TOTAL	**46.3**	**5.1**	**10.7**	**30.5**	**45.7**	**4.1**	**0.7**	**4.5**	**36.4**	**4.1**	**3.9**	**0.1**
Men	49.6	5.0	12.0	32.6	47.7	5.2	1.1	4.8	36.5	0.3	2.3	0.1
Women	42.1	5.3	9.0	27.8	43.3	2.7	0.3	4.0	36.3	8.7	5.7	0.2
2013 TOTAL	**47.0**	**5.0**	**10.6**	**31.4**	**45.3**	**3.8**	**0.9**	**4.9**	**35.8**	**4.0**	**3.4**	**0.2**
Men	49.7	4.6	11.7	33.5	47.7	4.9	1.2	5.6	36.0	0.4	2.1	0.1
Women	43.8	5.6	9.2	29.0	42.5	2.5	0.5	4.0	35.5	8.4	5.0	0.2
2014 TOTAL	**48.1**	**4.8**	**10.0**	**33.4**	**44.9**	**3.7**	**0.8**	**4.8**	**35.6**	**3.7**	**3.2**	**0.1**
Men	50.5	4.5	10.6	35.3	47.3	4.5	1.2	5.3	36.3	0.3	1.9	0.1
Women	45.2	5.0	9.2	31.0	42.1	2.8	0.4	4.2	34.7	7.8	4.8	0.1

Country, Year, Sex		Employee				Non-employees					Domestic worker	Contributing family worker	Others
		Total	Public	Private		Total	Employer		Own-account				
				Establishments with a maximum of 5 workers	Establishments with 6 or more workers		Establishments with a maximum of 5 workers	Establishments with 6 or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2015	**TOTAL**	**48.6**	**4.7**	**10.8**	**33.2**	**44.4**	**3.4**	**0.7**	**4.7**	**35.6**	**3.8**	**3.1**	**0.1**
	Men	51.3	4.4	11.6	35.3	46.4	4.4	1.0	5.0	36.0	0.3	1.9	0.1
	Women	45.3	5.0	9.7	30.6	41.9	2.2	0.4	4.2	35.1	8.1	4.6	0.1
2016	**TOTAL**	**50.1**	**4.8**	**10.5**	**34.8**	**43.8**	**3.0**	**0.6**	**4.9**	**35.3**	**3.3**	**2.7**	**0.1**
	Men	51.8	4.5	11.1	36.1	46.3	3.9	0.8	5.5	36.2	0.2	1.6	0.1
	Women	47.9	5.2	9.7	33.1	40.6	2.0	0.3	4.1	34.1	7.2	4.1	0.2
Costa Rica													
2011	**TOTAL**	**71.7**	**18.0**	**12.5**	**41.1**	**19.3**	**2.6**	**1.0**	**3.9**	**11.8**	**5.8**	**1.3**	**1.8**
	Men	74.0	15.1	12.5	46.4	22.3	3.4	1.3	4.5	13.1	1.1	0.7	1.9
	Women	68.0	22.5	12.6	32.9	14.7	1.3	0.6	2.9	9.9	13.2	2.4	1.7
2012	**TOTAL**	**71.3**	**16.8**	**14.1**	**40.3**	**20.3**	**2.1**	**0.8**	**3.9**	**13.3**	**7.0**	**1.4**	**0.0**
	Men	74.7	14.2	14.5	46.0	23.4	2.9	1.1	4.5	14.9	1.4	0.5	0.1
	Women	66.4	20.5	13.7	32.2	15.8	1.0	0.5	3.1	11.2	15.0	2.8	0.0
2013	**TOTAL**	**67.8**	**16.6**	**13.9**	**37.3**	**23.1**	**2.8**	**0.7**	**4.4**	**15.1**	**6.6**	**2.2**	**0.3**
	Men	69.7	13.6	13.2	42.9	27.4	3.5	1.1	5.6	17.2	1.5	1.0	0.4
	Women	65.0	20.9	14.9	29.2	16.9	1.9	0.2	2.8	12.0	13.9	4.0	0.2
2014	**TOTAL**	**68.7**	**15.4**	**13.0**	**40.3**	**21.4**	**2.3**	**1.1**	**2.9**	**15.2**	**7.5**	**1.9**	**0.5**
	Men	72.2	13.1	12.8	46.3	24.7	2.8	1.6	3.4	16.9	1.6	0.9	0.7
	Women	63.6	18.8	13.2	31.5	16.6	1.5	0.5	2.1	12.5	16.3	3.3	0.3
2015	**TOTAL**	**68.9**	**14.4**	**14.0**	**40.4**	**20.6**	**2.3**	**0.9**	**1.5**	**15.9**	**7.8**	**2.0**	**0.7**
	Men	73.3	12.2	14.6	46.5	23.5	2.9	1.2	1.8	17.6	1.1	1.2	0.9
	Women	62.5	17.7	13.3	31.6	16.3	1.5	0.5	1.0	13.3	17.4	3.3	0.4
2016	**TOTAL**	**70.7**	**15.0**	**13.8**	**41.9**	**20.2**	**2.5**	**1.4**	**2.4**	**13.9**	**7.0**	**1.7**	**0.5**
	Men	74.2	12.7	14.2	47.4	23.5	3.1	1.7	2.4	16.4	0.9	0.9	0.5
	Women	65.3	18.5	13.3	33.5	15.2	1.6	0.9	2.4	10.2	16.3	2.8	0.4
Dominican Rep. c/													
2011	**TOTAL**	**51.3**	**13.9**	**5.9**	**31.4**	**41.6**	**2.7**	**1.6**	**2.3**	**34.9**	**5.4**	**1.8**	**0.0**
	Men	47.5	11.1	5.6	30.8	50.4	3.4	2.3	2.6	42.2	0.9	1.2	0.0
	Women	56.8	18.2	6.3	32.3	28.6	1.7	0.6	2.0	24.2	12.1	2.6	0.0
2012	**TOTAL**	**52.0**	**14.9**	**6.8**	**30.3**	**40.9**	**2.8**	**1.1**	**2.7**	**34.3**	**5.5**	**1.6**	**0.0**
	Men	49.1	12.3	6.6	30.2	49.2	3.2	1.7	3.1	41.2	0.7	1.0	0.0
	Women	56.2	18.7	7.1	30.4	28.9	2.2	0.4	2.2	24.1	12.4	2.5	0.0

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Country, Year, Sex	Employee				Non-employees					Domestic worker	Contributing family worker	Others
			Private			Employer		Own-account				
	Total	Public	Establishments with a maximum of 5 workers	Establishments with 6 or more workers	Total	Establishments with a maximum of 5 workers	Establishments with 6 or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2013 TOTAL	**52.9**	**14.1**	**6.8**	**32.1**	**39.8**	**3.3**	**1.3**	**2.4**	**32.8**	**5.7**	**1.5**	**0.0**
Men	50.3	11.6	6.7	31.9	47.5	3.8	1.6	2.9	39.1	0.8	1.3	0.0
Women	56.9	17.8	6.8	32.3	28.2	2.6	0.7	1.7	23.2	13.1	1.9	0.0
2014 TOTAL	**53.3**	**14.7**	**5.8**	**32.8**	**39.8**	**2.6**	**1.3**	**2.7**	**33.3**	**5.4**	**1.5**	**0.0**
Men	49.6	11.8	5.8	32.0	48.9	3.0	1.8	3.2	41.0	0.6	0.9	0.0
Women	59.0	19.0	5.9	34.0	26.3	2.0	0.6	1.8	21.8	12.5	2.3	0.0
2015 TOTAL	**54.6**	**15.2**	**6.2**	**33.2**	**38.9**	**2.3**	**1.3**	**2.4**	**32.9**	**5.4**	**1.2**	**0.0**
Men	51.2	12.4	5.8	33.0	47.5	2.5	2.0	2.9	40.1	0.6	0.7	0.0
Women	59.5	19.3	6.8	33.4	26.3	2.1	0.2	1.7	22.4	12.3	1.9	0.0
2016 TOTAL	**56.3**	**14.9**	**7.2**	**34.1**	**36.7**	**2.1**	**1.2**	**2.8**	**30.6**	**5.4**	**1.6**	**0.0**
Men	54.4	12.3	7.5	34.6	43.2	2.4	1.7	2.8	36.3	1.1	1.3	0.0
Women	59.1	18.7	6.9	33.5	27.1	1.7	0.4	2.9	22.0	11.7	2.1	0.0
Ecuador [1]												
2011 TOTAL	**55.9**	**11.8**	**13.7**	**30.4**	**36.0**	**3.0**	**0.6**	**2.1**	**30.2**	**2.7**	**5.4**	**0.0**
Men	61.6	10.8	16.4	34.4	35.8	3.8	0.9	2.5	28.5	0.2	2.3	0.0
Women	47.7	13.2	9.8	24.7	36.3	1.9	0.2	1.5	32.6	6.3	9.8	0.0
2012 TOTAL	**56.5**	**11.6**	**13.6**	**31.4**	**35.3**	**3.5**	**0.7**	**2.1**	**29.0**	**2.9**	**5.3**	**0.0**
Men	61.8	10.6	16.5	34.6	35.2	4.3	1.0	2.4	27.5	0.3	2.7	0.0
Women	49.2	12.8	9.5	26.9	35.4	2.2	0.3	1.8	31.0	6.4	9.0	0.0
2013 TOTAL	**58.5**	**11.6**	**15.1**	**31.8**	**33.2**	**2.7**	**1.0**	**1.8**	**27.6**	**3.6**	**4.7**	**0.0**
Men	64.3	10.8	17.9	35.5	33.0	3.3	1.5	2.1	26.0	0.3	2.4	0.0
Women	50.0	12.8	10.9	26.3	33.4	1.7	0.4	1.3	30.0	8.5	8.1	0.0
2014 TOTAL	**57.3**	**11.6**	**15.9**	**29.8**	**33.9**	**3.0**	**0.6**	**1.5**	**28.8**	**3.8**	**5.0**	**0.0**
Men	64.6	10.9	19.5	34.3	32.6	3.8	0.8	1.9	26.1	0.3	2.4	0.0
Women	46.7	12.7	10.7	23.3	35.7	1.8	0.2	1.0	32.7	8.8	8.8	0.0
2015 TOTAL	**57.7**	**11.8**	**15.3**	**30.6**	**33.9**	**3.2**	**0.6**	**2.0**	**28.1**	**3.2**	**5.2**	**0.1**
Men	63.7	10.9	17.9	34.9	33.1	4.1	0.8	2.2	26.0	0.3	2.8	0.0
Women	49.0	12.9	11.7	24.4	35.2	2.1	0.2	1.8	31.1	7.2	8.5	0.1
2016 TOTAL	**54.0**	**10.9**	**15.5**	**27.6**	**36.2**	**2.9**	**0.6**	**2.3**	**30.4**	**3.3**	**6.5**	**0.0**
Men	60.6	10.4	18.5	31.7	35.6	3.6	0.8	2.5	28.7	0.2	3.6	0.0
Women	44.9	11.6	11.4	21.9	37.1	2.0	0.4	1.9	32.7	7.6	10.5	0.0
El Salvador [2]												
2011 TOTAL	**58.4**	**9.9**	**14.9**	**33.5**	**32.5**	**3.6**	**0.4**	**1.8**	**26.8**	**3.7**	**5.4**	**0.0**
Men	68.1	9.7	19.5	39.0	27.6	4.4	0.6	2.6	20.0	0.6	3.8	0.0
Women	47.2	10.3	9.7	27.3	38.2	2.8	0.1	0.8	34.5	7.3	7.2	0.0

Status in Employment

(continues...)

| Country, Year, Sex | | Employee | | | | Non-employees | | | | | Domestic worker | Contributing family worker | Others |
| | | Total | Public | Private | | Total | Employer | | Own-account | | | | |
				Establishments with a maximum of 5 workers	Establishments with 6 or more workers		Establishments with a maximum of 5 workers	Establishments with 6 or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2012	**TOTAL**	**57.9**	**10.1**	**15.5**	**32.4**	**32.2**	**3.8**	**0.6**	**1.3**	**26.4**	**4.1**	**5.8**	**0.1**
	Men	67.9	10.0	19.9	38.1	26.6	4.4	0.9	1.8	19.6	0.8	4.7	0.0
	Women	46.5	10.1	10.5	25.9	38.5	3.2	0.3	0.8	34.2	7.8	7.1	0.1
2013	**TOTAL**	**57.8**	**10.2**	**14.4**	**33.1**	**31.9**	**4.0**	**0.4**	**1.7**	**25.7**	**4.3**	**5.9**	**0.1**
	Men	68.6	10.2	18.3	40.0	26.3	5.0	0.7	2.4	18.2	0.7	4.3	0.1
	Women	45.8	10.2	10.1	25.5	38.0	3.0	0.2	0.8	34.1	8.4	7.6	0.1
2014	**TOTAL**	**60.0**	**10.3**	**15.2**	**34.4**	**29.8**	**3.9**	**0.4**	**1.3**	**24.3**	**4.3**	**5.7**	**0.1**
	Men	70.0	10.2	19.0	40.8	24.7	4.5	0.6	1.8	17.8	0.6	4.6	0.2
	Women	48.9	10.5	11.1	27.3	35.5	3.2	0.2	0.7	31.4	8.5	6.9	0.1
2015	**TOTAL**	**58.7**	**9.4**	**15.0**	**34.3**	**31.8**	**4.1**	**0.5**	**1.5**	**25.6**	**4.0**	**5.5**	**0.0**
	Men	68.5	9.3	19.3	39.8	27.0	4.9	0.7	2.1	19.3	0.7	3.9	0.0
	Women	47.3	9.4	10.1	27.8	37.4	3.1	0.4	0.9	33.1	7.8	7.5	0.0
2016	**TOTAL**	**58.3**	**8.5**	**15.4**	**34.3**	**31.1**	**3.7**	**0.6**	**1.1**	**25.6**	**4.9**	**5.8**	**0.0**
	Men	69.4	8.6	19.5	41.2	26.1	4.4	0.9	1.6	19.1	1.0	3.5	0.0
	Women	45.6	8.4	10.8	26.4	36.7	2.8	0.3	0.6	33.0	9.3	8.4	0.0
Guatemala													
2011	**TOTAL**	**63.7**	**8.7**	**21.2**	**33.8**	**27.5**	**3.0**	**0.5**	**10.0**	**13.9**	**3.4**	**5.5**	**0.0**
	Men	70.2	6.8	24.6	38.8	25.1	3.5	0.8	7.2	13.6	0.1	4.6	0.0
	Women	53.5	11.8	15.8	25.9	31.1	2.1	0.1	14.6	14.4	8.5	6.9	0.0
2012	**TOTAL**	**54.7**	**7.7**	**19.7**	**27.2**	**31.1**	**3.1**	**0.4**	**1.7**	**26.0**	**4.0**	**10.2**	**0.0**
	Men	65.0	6.9	25.6	32.5	27.1	3.3	0.6	2.1	21.1	0.3	7.7	0.0
	Women	39.6	8.9	11.1	19.6	37.1	2.8	0.0	1.1	33.2	9.5	13.8	0.0
2013	**TOTAL**	**57.9**	**9.0**	**18.8**	**30.1**	**31.2**	**3.1**	**0.5**	**1.8**	**25.7**	**4.3**	**6.6**	**0.0**
	Men	65.9	7.4	23.6	34.8	28.6	3.6	0.7	2.1	22.1	0.3	5.2	0.0
	Women	46.0	11.3	11.6	23.1	35.1	2.4	0.2	1.4	31.1	10.1	8.8	0.0
2014	**TOTAL**	**62.7**	**9.5**	**17.9**	**35.3**	**28.1**	**3.3**	**0.4**	**1.4**	**22.9**	**3.1**	**6.0**	**0.0**
	Men	70.5	8.2	20.7	41.7	25.0	3.7	0.6	1.7	18.9	0.3	4.1	0.0
	Women	51.7	11.5	14.0	26.2	32.6	2.8	0.1	1.0	28.6	7.1	8.6	0.0
2015	**TOTAL**	**62.3**	**8.1**	**20.2**	**34.0**	**27.7**	**2.9**	**0.4**	**1.1**	**23.2**	**3.3**	**6.7**	**0.0**
	Men	69.9	6.8	24.4	38.8	24.8	3.4	0.6	1.5	19.3	0.2	5.0	0.0
	Women	50.1	10.3	13.5	26.3	32.2	2.2	0.1	0.6	29.4	8.3	9.4	0.0

Status in Employment

(continues…)

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Country, Year, Sex		Status in Employment										
		Employee				Non-employees					Domestic worker	Contributing family worker	Others
		Total	Public	Private		Total	Employer		Own-account				
				Establishments with a maximum of 5 workers	Establishments with 6 or more workers		Establishments with a maximum of 5 workers	Establishments with 6 or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2016 **TOTAL**	**62.9**	**8.6**	**20.3**	**33.9**	**27.6**	**3.6**	**0.5**	**1.2**	**22.3**	**3.9**	**5.6**	**0.0**
Men	72.0	7.2	24.7	40.1	24.1	4.2	0.7	1.3	17.9	0.2	3.8	0.0
Women	49.4	10.8	13.8	24.7	32.8	2.6	0.2	1.1	28.9	9.6	8.3	0.0
Honduras												
2011 **TOTAL**	**53.9**	**11.0**	**14.0**	**28.9**	**34.8**	**2.8**	**0.4**	**2.6**	**28.9**	**3.4**	**7.9**	**0.0**
Men	59.0	9.0	17.2	32.7	34.7	3.6	0.7	3.4	27.0	0.2	6.1	0.0
Women	47.6	13.5	10.0	24.1	34.8	1.7	0.0	1.7	31.4	7.3	10.2	0.1
2012 **TOTAL**	**51.6**	**11.0**	**13.2**	**27.4**	**37.9**	**3.3**	**0.8**	**2.4**	**31.4**	**2.7**	**7.9**	**0.0**
Men	56.5	9.2	16.7	30.6	36.9	3.7	1.2	2.6	29.4	0.2	6.5	0.0
Women	45.3	13.3	8.8	23.2	39.1	2.7	0.3	2.2	33.9	5.9	9.6	0.0
2013 **TOTAL**	**49.4**	**8.6**	**13.1**	**27.7**	**38.6**	**3.8**	**0.4**	**2.5**	**31.8**	**3.7**	**8.3**	**0.0**
Men	56.1	6.9	17.5	31.7	37.4	4.7	0.6	3.0	29.1	0.3	6.3	0.0
Women	41.4	10.8	7.7	22.9	40.0	2.8	0.1	1.9	35.1	7.8	10.8	0.0
2014 **TOTAL**	**53.4**	**9.3**	**12.6**	**31.5**	**35.3**	**4.0**	**0.5**	**1.9**	**29.0**	**3.7**	**7.6**	**0.1**
Men	59.2	6.7	17.3	35.2	34.2	4.7	0.6	2.1	26.8	0.6	6.0	0.1
Women	46.1	12.6	6.7	26.8	36.7	3.1	0.3	1.6	31.7	7.6	9.6	0.1
2015 **TOTAL**	**52.0**	**9.8**	**13.9**	**28.4**	**35.8**	**3.0**	**0.6**	**2.4**	**29.8**	**3.6**	**8.6**	**0.0**
Men	59.1	8.1	19.2	31.8	34.0	3.9	0.8	2.8	26.4	0.5	6.4	0.0
Women	43.5	11.8	7.5	24.2	38.0	2.0	0.3	1.9	33.8	7.2	11.2	0.0
2016 **TOTAL**	**55.9**	**9.2**	**13.8**	**32.9**	**33.4**	**3.3**	**0.4**	**2.9**	**26.8**	**3.4**	**7.3**	**0.0**
Men	63.2	7.5	18.8	36.8	31.1	3.6	0.4	3.4	23.7	0.3	5.4	0.0
Women	46.9	11.2	7.7	28.0	36.2	2.9	0.3	2.2	30.7	7.2	9.6	0.0
Mexico iv/												
2011 **TOTAL**	**63.4**	**12.9**	**16.7**	**33.8**	**24.8**	**4.2**	**0.9**	**2.0**	**17.8**	**4.6**	**4.6**	**2.6**
Men	68.1	11.3	20.1	36.7	25.6	5.5	1.2	2.4	16.5	0.6	2.7	3.1
Women	56.3	15.2	11.7	29.4	23.8	2.2	0.3	1.5	19.8	10.6	7.5	1.9
2012 **TOTAL**	**63.9**	**12.6**	**16.8**	**34.4**	**24.3**	**4.0**	**0.8**	**2.0**	**17.5**	**4.6**	**4.4**	**2.8**
Men	68.9	11.2	20.1	37.6	24.5	5.1	1.2	2.3	15.9	0.6	2.6	3.3
Women	56.6	14.8	12.1	29.8	24.0	2.3	0.3	1.4	20.0	10.5	6.9	2.0
2013 **TOTAL**	**63.6**	**12.4**	**16.0**	**35.1**	**24.6**	**3.9**	**0.8**	**2.0**	**17.9**	**4.6**	**4.2**	**3.0**
Men	68.1	10.8	19.0	38.3	25.1	5.1	1.1	2.3	16.5	0.7	2.6	3.6
Women	56.9	14.8	11.6	30.5	24.0	2.1	0.3	1.6	20.0	10.3	6.5	2.3
2014 **TOTAL**	**64.0**	**12.0**	**16.2**	**35.9**	**24.0**	**3.6**	**0.7**	**2.0**	**17.7**	**4.7**	**4.1**	**3.2**
Men	68.4	10.4	19.2	38.9	24.7	4.7	1.0	2.4	16.7	0.7	2.4	3.8
Women	57.5	14.5	11.7	31.4	22.8	1.9	0.3	1.4	19.2	10.7	6.6	2.4

Country, Year, Sex		Status in Employment											
		Employee				Non-employees						Contributing family worker	Others
		Total	Public	Private		Total	Employer		Own-account		Domestic worker		
				Establishments with a maximum of 5 workers	Establishments with 6 or more workers		Establishments with a maximum of 5 workers	Establishments with 6 or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2015	**TOTAL**	**63.6**	**11.7**	**16.1**	**35.8**	**24.2**	**3.7**	**0.7**	**2.1**	**17.7**	**4.8**	**3.9**	**3.5**
	Men	68.1	10.0	19.0	39.1	24.7	4.8	1.0	2.5	16.4	0.7	2.3	4.2
	Women	56.9	14.2	11.7	31.0	23.5	2.1	0.3	1.5	19.6	10.9	6.2	2.5
2016	**TOTAL**	**63.8**	**11.3**	**15.8**	**36.7**	**24.3**	**3.8**	**0.7**	**2.1**	**17.7**	**4.6**	**3.6**	**3.7**
	Men	68.1	9.5	18.7	39.8	24.8	5.0	1.0	2.4	16.4	0.7	2.1	4.3
	Women	57.4	13.8	11.5	32.1	23.6	2.1	0.3	1.7	19.5	10.4	5.8	2.7
Nicaragua [v/]													
2011	**TOTAL**	**44.9**	**9.5**	**12.1**	**23.3**	**36.2**	**4.8**	**0.5**	**1.9**	**29.0**	**5.3**	**13.6**	**0.0**
	Men	54.8	8.5	17.3	29.0	32.3	6.9	0.8	2.2	22.3	0.9	11.9	0.1
	Women	34.0	10.7	6.3	16.9	40.5	2.4	0.2	1.5	36.4	10.0	15.5	0.0
2012	**TOTAL**	**45.6**	**9.4**	**12.2**	**24.0**	**36.3**	**4.5**	**0.7**	**1.9**	**29.2**	**4.8**	**13.4**	**0.0**
	Men	55.5	8.4	16.5	30.5	32.0	6.5	1.0	2.4	22.0	0.9	11.6	0.0
	Women	34.9	10.4	7.4	17.0	40.8	2.2	0.3	1.3	37.0	8.9	15.4	0.0
2013	**TOTAL**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
	Men	...	...	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...	...	...
2014	**TOTAL**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
	Men	...	...	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...	...	...
2015	**TOTAL**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
	Men	...	...	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...	...	...
2016	**TOTAL**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
	Men	...	...	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...	...	...
Panama [v/]													
2011	**TOTAL**	**73.0**	**19.4**	**5.8**	**47.9**	**21.4**	**2.3**	**1.2**	**1.8**	**16.1**	**5.0**	**0.6**	**0.0**
	Men	73.0	15.6	6.3	51.1	25.6	2.8	1.6	2.0	19.2	0.9	0.4	0.0
	Women	73.0	24.5	5.0	43.5	15.7	1.7	0.7	1.4	11.9	10.5	0.8	0.0
2012	**TOTAL**	**72.5**	**18.4**	**6.4**	**47.7**	**21.4**	**2.1**	**1.1**	**2.1**	**16.1**	**5.3**	**0.8**	**0.0**
	Men	74.1	14.6	7.4	52.1	24.7	2.5	1.6	2.4	18.1	0.8	0.4	0.0
	Women	70.4	23.6	5.0	41.8	17.1	1.4	0.6	1.6	13.5	11.2	1.3	0.0

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Country, Year, Sex		Employee				Non-employees							
		Total	Public	Private		Total	Employer		Own-account		Domestic worker	Contributing family worker	Others
				Establishments with a maximum of 5 workers	Establishments with 6 or more workers		Establishments with a maximum of 5 workers	Establishments with 6 or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2013 **TOTAL**		**72.7**	**18.1**	**6.5**	**48.1**	**21.7**	**1.7**	**1.0**	**2.1**	**16.9**	**4.9**	**0.7**	**0.0**
Men		73.7	14.3	8.0	51.3	25.0	2.3	1.5	2.4	18.9	1.0	0.4	0.0
Women		71.3	23.2	4.4	43.7	17.1	0.9	0.4	1.7	14.1	10.3	1.2	0.1
2014 **TOTAL**		**71.9**	**18.1**	**6.4**	**47.4**	**22.5**	**2.0**	**1.1**	**2.4**	**16.9**	**5.0**	**0.7**	**0.0**
Men		73.0	13.8	8.1	51.1	25.7	2.7	1.5	2.4	19.0	0.9	0.4	0.0
Women		70.4	23.8	4.1	42.6	18.2	1.1	0.5	2.2	14.3	10.4	1.0	0.0
2015 **TOTAL**		**70.6**	**18.6**	**6.6**	**45.4**	**24.2**	**2.4**	**1.1**	**2.4**	**18.3**	**4.5**	**0.7**	**0.0**
Men		71.1	15.5	7.8	47.9	27.5	3.1	1.7	2.1	20.6	0.8	0.6	0.0
Women		69.8	22.8	5.0	42.1	19.9	1.5	0.4	2.7	15.2	9.4	0.8	0.0
2016 **TOTAL**		**68.6**	**18.7**	**5.9**	**44.1**	**25.9**	**2.4**	**1.8**	**2.4**	**19.4**	**4.4**	**1.0**	**0.0**
Men		69.4	15.4	7.1	47.0	29.1	3.0	2.4	2.5	21.2	0.9	0.5	0.0
Women		67.5	23.1	4.2	40.2	21.7	1.7	0.9	2.2	16.9	9.2	1.6	0.0
Paraguay													
2011 **TOTAL**		**57.6**	**13.4**	**16.5**	**27.8**	**30.4**	**5.0**	**1.1**	**2.8**	**21.5**	**7.5**	**3.2**	**1.2**
Men		65.2	11.7	20.5	32.9	30.1	6.6	1.6	2.8	19.1	1.1	2.1	1.6
Women		47.8	15.5	11.2	21.1	30.8	3.0	0.4	3.0	24.5	15.8	4.7	0.8
2012 **TOTAL**		**55.5**	**13.0**	**14.7**	**27.7**	**31.0**	**5.1**	**1.8**	**2.0**	**21.9**	**7.8**	**3.8**	**2.0**
Men		63.1	11.8	18.0	33.4	29.8	6.3	2.5	2.5	18.5	1.1	3.2	2.9
Women		45.8	14.6	10.6	20.6	32.5	3.6	1.1	1.5	26.3	16.3	4.5	1.0
2013 **TOTAL**		**53.7**	**15.0**	**13.3**	**25.3**	**29.7**	**6.5**	**1.0**	**2.3**	**19.8**	**8.3**	**3.6**	**4.7**
Men		60.5	13.0	17.3	30.2	30.0	8.6	1.2	2.2	18.0	0.8	2.5	6.3
Women		45.9	17.5	8.6	19.7	29.3	4.0	0.9	2.5	21.9	17.1	4.9	2.8
2014 **TOTAL**		**56.1**	**13.0**	**15.0**	**28.2**	**29.4**	**5.7**	**1.4**	**2.6**	**19.8**	**8.2**	**2.4**	**3.9**
Men		63.7	11.3	19.2	33.2	28.5	6.7	1.9	2.5	17.4	0.6	2.2	5.0
Women		46.6	15.2	9.6	21.8	30.5	4.4	0.7	2.7	22.8	17.7	2.7	2.5
2015 **TOTAL**		**53.4**	**13.9**	**14.2**	**25.4**	**29.9**	**5.0**	**1.1**	**2.9**	**20.9**	**7.7**	**3.7**	**5.3**
Men		60.2	12.0	17.0	31.2	30.4	7.0	1.3	2.6	19.5	0.9	2.2	6.3
Women		45.1	16.2	10.7	18.2	29.2	2.5	0.9	3.3	22.5	16.1	5.5	4.1
2016 **TOTAL**		**55.7**	**12.8**	**16.1**	**26.8**	**29.7**	**4.5**	**1.3**	**3.0**	**20.9**	**7.8**	**4.0**	**2.8**
Men		63.0	11.0	20.6	31.5	29.5	5.8	1.6	2.8	19.3	1.0	2.9	3.5
Women		46.0	15.3	10.1	20.6	30.0	2.8	0.9	3.3	23.1	16.7	5.5	1.8
Peru													
2011 **TOTAL**		**52.0**	**11.2**	**13.0**	**27.7**	**37.8**	**4.6**	**0.9**	**2.0**	**30.3**	**3.4**	**6.5**	**0.4**
Men		58.2	10.9	14.6	32.7	36.5	6.1	1.3	2.5	26.6	0.3	4.5	0.5
Women		44.2	11.7	11.0	21.6	39.3	2.8	0.4	1.3	34.8	7.3	8.9	0.3

(continues…)

Country, Year, Sex		Status in Employment											
		Employee				Non-employees							
				Private			Employer		Own-account				
		Total	Public	Establishments with a maximum of 5 workers	Establishments with 6 or more workers	Total	Establishments with a maximum of 5 workers	Establishments with 6 or more workers	Professional, technical or administrative	Non-professional, technical or administrative	Domestic worker	Contributing family worker	Others
2012 **TOTAL**		**52.9**	**11.3**	**12.8**	**28.8**	**37.4**	**4.7**	**1.0**	**2.3**	**29.4**	**3.2**	**6.2**	**0.4**
Men		59.2	11.1	14.5	33.5	36.1	6.0	1.5	2.9	25.6	0.3	4.0	0.4
Women		45.0	11.4	10.6	23.0	39.0	3.0	0.3	1.4	34.2	6.7	8.9	0.5
2013 **TOTAL**		**54.5**	**10.8**	**13.6**	**30.1**	**36.4**	**4.2**	**0.8**	**2.2**	**29.1**	**3.2**	**5.8**	**0.1**
Men		61.4	10.5	15.5	35.5	34.4	5.3	1.2	2.9	25.0	0.2	3.8	0.1
Women		45.8	11.2	11.4	23.2	38.9	2.9	0.3	1.4	34.3	6.8	8.4	0.1
2014 **TOTAL**		**54.4**	**10.9**	**13.4**	**30.1**	**36.8**	**4.0**	**0.7**	**2.2**	**29.9**	**2.8**	**5.9**	**0.1**
Men		60.4	10.5	15.2	34.8	35.2	5.1	1.0	2.7	26.2	0.2	4.0	0.2
Women		46.9	11.4	11.3	24.2	38.9	2.7	0.3	1.5	34.4	6.0	8.2	0.0
2015 **TOTAL**		**54.9**	**10.8**	**14.5**	**29.6**	**36.1**	**3.9**	**0.7**	**2.0**	**29.6**	**3.1**	**5.8**	**0.1**
Men		61.1	10.2	16.6	34.3	35.0	4.8	0.9	2.6	26.6	0.3	3.5	0.1
Women		47.1	11.5	11.9	23.7	37.6	2.6	0.3	1.4	33.3	6.5	8.7	0.0
2016 **TOTAL**		**54.0**	**10.8**	**14.3**	**28.9**	**37.2**	**4.1**	**0.7**	**2.1**	**30.3**	**2.9**	**5.8**	**0.1**
Men		59.7	10.1	16.4	33.2	36.4	5.3	1.0	2.6	27.6	0.3	3.5	0.1
Women		47.0	11.7	11.8	23.5	38.0	2.6	0.3	1.5	33.7	6.2	8.7	0.1
Uruguay c, i/													
2011 **TOTAL**		**69.6**	**15.5**	**10.5**	**43.7**	**24.8**	**2.9**	**1.7**	**7.1**	**13.1**	**4.4**	**0.9**	**0.3**
Men		72.1	13.7	10.4	47.9	27.0	3.7	2.3	6.3	14.6	0.1	0.5	0.3
Women		66.7	17.5	10.5	38.8	22.2	1.9	1.0	7.9	11.3	9.6	1.3	0.3
2012 **TOTAL**		**70.0**	**15.6**	**10.3**	**44.1**	**24.4**	**2.7**	**1.5**	**4.2**	**15.9**	**4.4**	**0.9**	**0.2**
Men		72.3	13.9	10.5	47.9	26.9	3.5	2.1	4.2	17.1	0.0	0.6	0.2
Women		67.4	17.5	10.2	39.8	21.5	1.8	0.8	4.3	14.6	9.5	1.3	0.2
2013 **TOTAL**		**70.1**	**15.5**	**9.5**	**45.1**	**24.6**	**2.7**	**1.8**	**4.3**	**15.7**	**4.1**	**0.9**	**0.3**
Men		71.3	13.6	9.3	48.5	27.8	3.7	2.5	4.3	17.3	0.0	0.5	0.3
Women		68.6	17.7	9.8	41.1	20.8	1.6	1.0	4.4	13.8	9.0	1.3	0.3
2014 **TOTAL**		**70.6**	**15.8**	**9.7**	**45.1**	**24.5**	**2.5**	**1.7**	**4.3**	**16.0**	**3.9**	**0.7**	**0.3**
Men		71.8	13.4	9.7	48.7	27.4	3.3	2.3	4.2	17.6	0.0	0.5	0.3
Women		69.1	18.6	9.6	40.8	21.0	1.5	1.0	4.3	14.1	8.6	1.0	0.3
2015 **TOTAL**		**70.3**	**15.5**	**10.0**	**44.8**	**24.1**	**2.4**	**1.5**	**4.4**	**15.8**	**4.7**	**0.7**	**0.3**
Men		71.4	13.4	9.9	48.2	27.8	3.0	2.1	4.3	18.4	0.1	0.4	0.3
Women		68.8	17.9	10.2	40.8	19.7	1.6	0.9	4.4	12.7	10.1	1.0	0.3

(continues…)

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Country, Year, Sex		Status in Employment											
		Employee				Non-employees					Domestic worker	Contributing family worker	Others
		Total	Public	Private		Employer			Own-account				
				Establishments with a maximum of 5 workers	Establishments with 6 or more workers	Total	Establishments with a maximum of 5 workers	Establishments with 6 or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2016 TOTAL		**69.9**	**15.9**	**9.5**	**44.5**	**24.4**	**2.3**	**1.5**	**4.5**	**16.1**	**4.7**	**0.6**	**0.3**
	Men	70.8	14.0	9.5	47.4	28.4	3.0	2.0	4.5	18.9	0.1	0.3	0.3
	Women	68.7	18.0	9.6	41.1	19.7	1.5	0.9	4.6	12.8	10.2	1.0	0.4
Venezuela (Boliv. Rep. of) k/													
2011 TOTAL		**57.7**	**19.8**	**8.9**	**28.9**	**40.4**	**2.7**	**0.8**	**2.2**	**34.6**	**1.2**	**0.7**	**0.0**
	Men	57.1	14.4	11.0	31.7	42.3	3.7	1.1	2.0	35.6	0.1	0.5	0.0
	Women	58.6	28.4	5.6	24.6	37.3	1.3	0.3	2.6	33.1	3.0	1.1	0.0
2012 TOTAL		**58.7**	**20.5**	**8.9**	**29.4**	**39.1**	**2.6**	**0.7**	**2.4**	**33.4**	**1.3**	**0.9**	**0.0**
	Men	58.2	15.1	10.8	32.3	41.1	3.4	1.0	2.2	34.5	0.1	0.6	0.0
	Women	59.6	28.9	5.8	24.9	36.0	1.3	0.3	2.7	31.7	3.1	1.3	0.0
2013 TOTAL		**59.0**	**20.4**	**8.9**	**29.8**	**38.8**	**2.6**	**0.9**	**2.6**	**32.6**	**1.5**	**0.7**	**0.0**
	Men	58.2	15.1	10.8	32.3	41.1	3.5	1.2	2.3	34.1	0.1	0.5	0.0
	Women	60.3	28.6	5.9	25.8	35.1	1.3	0.4	3.1	30.3	3.6	1.0	0.0
2014 TOTAL		**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
	Men	...	...	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...	...	...
2015 TOTAL		**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
	Men	...	...	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...	...	...
2016 TOTAL		**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
	Men	...	...	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...	...	...

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

a/ The 2013 weighted average excludes Nicaragua. The 2014 weighted average excludes Nicaragua and Venezuela (Boliv. Rep. of). The 2015 and 2016 weighted averages exclude Bolivia (Pluri. State of), Nicaragua and Venezuela (Boliv. Rep. of).
b/ INDEC, in the framework of the statistical emergency, recommends disregarding the series published between 2007 and 2015 for purposes of comparison and analysis of the labour market in Argentina.
c/ Microenterprises: establishments with a maximum of five workers.
d/ PNAD data until 2015. Estimated data for 2016 based on PNADC.
e/ Data correspond to the 2nd quarter of each year. Municipal capitals.
f/ Data correspond to the 4th quarter of each year.
g/ WAP is 16 and over.
h/ In 2013, the occupations classifier changed from CMO to SINCO.
i/ Data for 2011 correspond to the 3rd quarter.
j/ In 2012, changes were made in the occupations classifier.
k/ National data.

TABLE 9. LATIN AMERICA. URBAN EMPLOYED POPULATION BY ECONOMIC ACTIVITY, COUNTRY AND SEX. 2011-2016 (Percentages)

Country, Year and Sex		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construcción	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
Latin America a/											
2011	**Total**	**100.0**	**5.9**	**0.4**	**14.2**	**8.7**	**26.4**	**6.3**	**3.7**	**34.1**	**0.2**
	Men	100.0	8.1	0.6	15.9	14.8	24.9	9.5	3.9	22.0	0.3
	Women	100.0	2.9	0.2	12.1	0.6	28.4	2.0	3.5	50.1	0.2
2012	**Total**	**100.0**	**5.4**	**0.4**	**14.6**	**8.9**	**26.2**	**6.3**	**3.7**	**34.2**	**0.2**
	Men	100.0	7.6	0.6	16.2	15.2	24.6	9.6	4.0	22.0	0.3
	Women	100.0	2.6	0.2	12.5	0.7	28.3	2.0	3.5	50.2	0.1
2013	**Total**	**100.0**	**5.4**	**0.4**	**14.2**	**9.2**	**26.1**	**6.4**	**3.8**	**34.3**	**0.2**
	Men	100.0	7.5	0.6	15.8	15.7	24.4	9.8	4.0	21.9	0.2
	Women	100.0	2.6	0.2	12.0	0.8	28.2	2.0	3.6	50.5	0.1
2014	**Total**	**100.0**	**5.5**	**0.5**	**14.0**	**9.3**	**26.3**	**6.2**	**3.8**	**34.3**	**0.2**
	Men	100.0	7.5	0.7	15.6	16.0	24.9	9.5	3.9	21.7	0.2
	Women	100.0	2.9	0.2	11.9	0.8	28.2	2.0	3.6	50.4	0.1
2015	**Total**	**100.0**	**5.1**	**0.5**	**13.6**	**9.1**	**26.5**	**6.3**	**3.8**	**34.9**	**0.2**
	Men	100.0	7.2	0.7	15.1	15.5	25.1	9.8	4.0	22.4	0.2
	Women	100.0	2.5	0.2	11.6	0.8	28.4	1.9	3.5	51.1	0.1
2016	**Total**	**100.0**	**5.1**	**0.4**	**12.8**	**9.0**	**26.8**	**6.6**	**3.7**	**35.5**	**0.2**
	Men	100.0	7.1	0.6	14.2	15.4	25.5	10.2	3.9	22.8	0.3
	Women	100.0	2.4	0.2	10.9	0.8	28.5	2.0	3.4	51.8	0.1
Argentina b/											
2016	**Total**	**100.0**	**0.9**	**1.0**	**12.3**	**9.5**	**21.8**	**7.7**	**10.0**	**35.3**	**1.4**
	Men	100.0	1.4	1.5	15.1	15.9	22.8	11.4	10.1	20.3	1.5
	Women	100.0	0.3	0.4	8.5	0.8	20.4	2.6	9.9	56.0	1.1
Bolivia (Pluri. State of)											
2011	**Total**	**100.0**	**6.8**	**0.4**	**14.7**	**9.5**	**30.7**	**9.8**	**1.4**	**26.6**	**0.0**
	Men	100.0	8.7	0.6	16.2	16.2	20.2	15.3	1.1	21.6	0.1
	Women	100.0	4.3	0.1	12.7	0.9	44.4	2.7	1.8	33.1	0.0
2012	**Total**	**100.0**	**6.9**	**0.8**	**13.2**	**9.0**	**31.5**	**9.8**	**1.5**	**26.9**	**0.3**
	Men	100.0	9.2	1.1	14.4	15.5	20.5	15.9	1.4	21.8	0.3
	Women	100.0	4.0	0.5	11.7	1.0	45.2	2.3	1.6	33.4	0.2
2013	**Total**	**100.0**	**6.3**	**0.4**	**13.9**	**8.3**	**30.1**	**9.7**	**2.0**	**29.2**	**0.1**
	Men	100.0	8.6	0.7	16.0	14.4	18.9	15.4	1.8	24.1	0.0
	Women	100.0	3.3	0.2	11.1	0.6	44.3	2.4	2.3	35.7	0.1

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Country, Year and Sex		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construcción	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
2014	**Total**	**100.0**	**6.6**	**0.5**	**13.3**	**11.1**	**31.0**	**9.9**	**1.7**	**25.8**	**0.0**
	Men	100.0	8.6	0.6	14.8	18.7	19.8	15.8	1.6	20.1	0.0
	Women	100.0	4.0	0.2	11.4	1.3	45.6	2.4	1.8	33.2	0.1
2015	**Total**	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**…**
	Men	…	…	…	…	…	…	…	…	…	…
	Women	…	…	…	…	…	…	…	…	…	…
2016	**Total**	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**…**
	Men	…	…	…	…	…	…	…	…	…	…
	Women	…	…	…	…	…	…	…	…	…	…
Brazil [d]											
2011	**Total**	**100.0**	**6.0**	**0.4**	**13.9**	**9.2**	**25.7**	**6.2**	**3.5**	**35.0**	**0.1**
	Men	100.0	8.1	0.6	15.5	15.7	25.3	9.4	3.8	21.3	0.2
	Women	100.0	3.2	0.2	11.7	0.6	26.3	1.9	3.2	52.9	0.1
2012	**Total**	**100.0**	**5.4**	**0.4**	**14.4**	**9.5**	**25.4**	**6.2**	**3.5**	**35.1**	**0.1**
	Men	100.0	7.4	0.6	16.1	16.3	24.9	9.6	3.9	21.2	0.1
	Women	100.0	2.8	0.2	12.3	0.6	26.0	1.9	3.1	53.1	0.0
2013	**Total**	**100.0**	**5.4**	**0.4**	**13.7**	**10.0**	**25.2**	**6.3**	**3.7**	**35.2**	**0.1**
	Men	100.0	7.3	0.6	15.4	17.1	24.7	9.6	4.0	21.1	0.1
	Women	100.0	2.9	0.2	11.6	0.8	25.9	1.9	3.2	53.4	0.0
2014	**Total**	**100.0**	**5.6**	**0.4**	**13.4**	**9.9**	**25.6**	**6.1**	**3.6**	**35.2**	**0.1**
	Men	100.0	7.5	0.6	14.9	17.2	25.3	9.4	3.9	21.1	0.1
	Women	100.0	3.2	0.2	11.5	0.8	26.0	1.9	3.2	53.2	0.0
2015	**Total**	**100.0**	**5.1**	**0.4**	**12.8**	**9.6**	**25.8**	**6.2**	**3.6**	**36.2**	**0.1**
	Men	100.0	7.1	0.7	14.2	16.6	25.7	9.7	4.0	22.0	0.1
	Women	100.0	2.7	0.2	11.0	0.8	26.0	1.8	3.0	54.4	0.0
2016	**Total**	**100.0**	**5.0**	**0.4**	**11.6**	**9.5**	**26.2**	**6.6**	**3.4**	**37.2**	**0.1**
	Men	100.0	7.0	0.6	13.0	16.4	26.2	10.3	3.8	22.7	0.1
	Women	100.0	2.6	0.1	9.9	0.8	26.2	1.9	2.8	55.5	0.0
Chile											
2011	**Total**	**100.0**	**7.3**	**0.8**	**12.0**	**8.5**	**22.4**	**7.8**	**12.7**	**28.4**	**0.0**
	Men	100.0	10.6	1.2	14.5	13.7	20.0	11.2	11.5	17.4	0.0
	Women	100.0	2.7	0.3	8.5	1.1	25.9	2.9	14.4	44.2	0.0
2012	**Total**	**100.0**	**7.6**	**0.7**	**12.1**	**8.5**	**21.2**	**7.8**	**12.7**	**29.3**	**0.0**
	Men	100.0	11.2	1.0	14.6	13.8	18.7	11.4	11.5	17.9	0.0
	Women	100.0	2.6	0.3	8.6	1.2	24.7	2.9	14.4	45.4	0.0
2013	**Total**	**100.0**	**7.3**	**0.6**	**11.8**	**9.0**	**21.9**	**7.8**	**13.0**	**28.7**	**0.0**
	Men	100.0	10.8	0.8	14.3	14.4	19.6	11.0	11.5	17.7	0.0
	Women	100.0	2.4	0.3	8.2	1.4	25.1	3.4	15.2	44.1	0.0

Country, Year and Sex		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construcción	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
2014	**Total**	**100.0**	**7.0**	**0.7**	**11.8**	**8.7**	**21.6**	**7.8**	**12.8**	**29.6**	**0.0**
	Men	100.0	10.4	1.0	14.3	14.2	19.3	11.0	11.5	18.4	0.0
	Women	100.0	2.4	0.3	8.5	1.3	24.7	3.4	14.6	44.9	0.0
2015	**Total**	**100.0**	**6.9**	**0.7**	**11.5**	**8.8**	**21.4**	**8.0**	**13.3**	**29.5**	**0.0**
	Men	100.0	10.2	1.0	13.5	14.2	19.5	11.3	12.1	18.3	0.0
	Women	100.0	2.4	0.3	8.8	1.4	24.0	3.4	14.8	44.9	0.0
2016	**Total**	**100.0**	**6.5**	**0.8**	**11.4**	**9.0**	**21.6**	**8.1**	**13.7**	**29.0**	**0.0**
	Men	100.0	9.4	1.1	13.2	14.7	20.0	11.5	12.2	18.0	0.0
	Women	100.0	2.6	0.3	8.9	1.3	23.9	3.4	15.7	44.1	0.0
Colombia d/											
2011	**Total**	**100.0**	**5.4**	**0.6**	**15.3**	**6.2**	**31.0**	**9.7**	**9.7**	**22.1**	**0.0**
	Men	100.0	8.3	0.8	15.4	10.7	28.7	14.1	9.2	12.9	0.0
	Women	100.0	1.9	0.3	15.1	0.6	33.8	4.3	10.4	33.7	0.0
2012	**Total**	**100.0**	**4.9**	**0.5**	**14.7**	**6.8**	**31.1**	**9.6**	**9.4**	**22.9**	**0.0**
	Men	100.0	7.5	0.7	14.5	11.8	28.8	14.4	8.9	13.4	0.1
	Women	100.0	1.8	0.3	14.9	0.7	33.9	3.7	9.9	34.7	0.0
2013	**Total**	**100.0**	**4.3**	**0.5**	**14.2**	**6.2**	**31.0**	**10.0**	**10.2**	**23.5**	**0.0**
	Men	100.0	6.7	0.7	14.4	10.8	28.6	15.0	9.9	13.8	0.0
	Women	100.0	1.5	0.3	14.0	0.6	33.8	3.9	10.6	35.2	0.0
2014	**Total**	**100.0**	**4.3**	**0.7**	**13.7**	**6.7**	**31.1**	**9.5**	**10.2**	**23.8**	**0.0**
	Men	100.0	6.6	0.9	14.0	11.6	27.9	14.4	9.8	14.6	0.0
	Women	100.0	1.4	0.3	13.3	0.7	35.0	3.7	10.7	34.9	0.0
2015	**Total**	**100.0**	**4.5**	**0.6**	**13.4**	**6.9**	**31.2**	**9.4**	**11.0**	**22.9**	**0.0**
	Men	100.0	6.8	0.9	14.0	12.0	27.9	14.3	10.3	13.8	0.0
	Women	100.0	1.6	0.3	12.7	0.7	35.4	3.5	11.9	34.0	0.0
2016	**Total**	**100.0**	**4.4**	**0.6**	**13.1**	**7.0**	**31.7**	**9.2**	**11.4**	**22.5**	**0.0**
	Men	100.0	6.8	0.8	13.9	12.1	28.0	14.1	10.7	13.6	0.0
	Women	100.0	1.5	0.3	12.3	0.7	36.3	3.2	12.3	33.5	0.0
Costa Rica											
2011	**Total**	**100.0**	**3.6**	**1.8**	**12.0**	**6.1**	**28.1**	**6.5**	**12.1**	**29.1**	**0.6**
	Men	100.0	5.1	2.6	13.7	9.5	28.1	9.4	13.2	17.7	0.7
	Women	100.0	1.3	0.7	9.4	0.8	28.1	2.0	10.4	46.9	0.5
2012	**Total**	**100.0**	**3.2**	**1.6**	**10.7**	**6.5**	**26.9**	**8.0**	**12.8**	**30.0**	**0.4**
	Men	100.0	4.7	2.4	12.3	10.5	25.7	11.9	13.5	18.7	0.4
	Women	100.0	0.9	0.5	8.5	0.6	28.5	2.6	11.9	46.1	0.3

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Country, Year and Sex		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construcción	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
2013	Total	100.0	3.0	1.7	9.4	5.3	28.9	8.1	12.3	31.1	0.3
	Men	100.0	4.5	2.4	11.0	8.8	28.0	11.6	13.4	19.8	0.4
	Women	100.0	0.9	0.7	7.2	0.2	30.1	3.0	10.6	47.2	0.1
2014	Total	100.0	4.0	1.5	9.8	6.9	27.3	7.0	13.8	29.4	0.3
	Men	100.0	5.8	2.0	10.9	10.9	26.5	10.1	15.3	18.2	0.2
	Women	100.0	1.5	0.8	8.3	1.0	28.4	2.3	11.5	45.8	0.4
2015	Total	100.0	4.9	1.5	12.0	6.9	25.8	6.2	13.0	29.4	0.2
	Men	100.0	7.0	2.2	14.2	11.2	24.5	8.6	14.5	17.6	0.1
	Women	100.0	1.8	0.5	8.9	0.7	27.6	2.7	10.9	46.6	0.3
2016	Total	...	...	...	...	...	...	...	...	...	...
	Men	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...
Dominican Republic											
2011	Total	100.0	5.4	1.0	11.4	6.6	30.5	8.0	7.9	29.3	0.0
	Men	100.0	8.4	1.3	13.4	10.6	30.5	12.2	7.6	16.0	0.0
	Women	100.0	0.9	0.6	8.4	0.8	30.5	1.9	8.3	48.8	0.0
2012	Total	100.0	4.9	1.4	11.3	6.6	30.8	8.0	7.4	29.7	0.0
	Men	100.0	7.6	1.6	12.7	10.8	31.2	12.3	7.1	16.7	0.0
	Women	100.0	0.8	1.1	9.2	0.4	30.1	1.8	8.0	48.7	0.0
2013	Total	100.0	4.7	1.0	11.0	5.9	30.4	8.4	8.3	30.3	0.0
	Men	100.0	7.4	1.3	12.9	9.5	31.1	12.1	8.2	17.4	0.0
	Women	100.0	0.6	0.6	8.1	0.4	29.4	2.7	8.5	49.6	0.0
2014	Total	100.0	5.3	1.0	10.6	6.8	30.1	8.4	7.3	30.5	0.0
	Men	100.0	7.9	1.1	12.0	10.8	30.5	12.6	7.8	17.3	0.0
	Women	100.0	1.6	0.8	8.4	0.9	29.6	2.3	6.4	50.0	0.0
2015	Total	100.0	4.7	1.0	10.8	7.2	30.1	8.8	7.3	30.0	0.0
	Men	100.0	7.4	1.4	12.3	11.2	29.9	12.9	8.1	16.8	0.0
	Women	100.0	0.6	0.4	8.5	1.5	30.6	2.8	6.3	49.4	0.0
2016	Total	100.0	4.5	0.7	10.6	6.7	30.8	7.5	8.2	31.2	0.0
	Men	100.0	7.2	0.9	12.6	10.5	31.2	10.8	8.9	18.0	0.0
	Women	100.0	0.5	0.4	7.6	1.0	30.3	2.6	7.2	50.6	0.0
Ecuador e/											
2011	Total	100.0	8.1	0.6	13.2	6.7	34.1	8.1	7.7	21.5	0.0
	Men	100.0	11.2	0.8	14.1	10.8	28.0	11.8	8.2	15.0	0.0
	Women	100.0	3.7	0.3	11.8	0.9	42.9	2.8	6.9	30.8	0.0
2012	Total	100.0	7.6	0.6	12.9	6.9	33.9	8.0	8.6	21.6	0.0
	Men	100.0	10.3	0.8	14.1	11.0	27.3	12.2	9.5	14.8	0.0
	Women	100.0	3.9	0.3	11.3	1.0	43.1	2.2	7.3	30.9	0.0

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Country, Year and Sex		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construcción	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
2013	**Total**	**100.0**	**7.8**	**0.6**	**13.3**	**8.1**	**30.1**	**8.4**	**8.2**	**23.5**	**0.0**
	Men	100.0	10.4	0.7	14.4	13.0	24.6	12.1	8.2	16.6	0.0
	Women	100.0	3.9	0.4	11.7	0.9	38.1	3.0	8.2	33.8	0.0
2014	**Total**	**100.0**	**9.0**	**0.6**	**12.6**	**7.6**	**31.2**	**8.7**	**7.2**	**23.2**	**0.0**
	Men	100.0	11.7	0.7	14.4	12.5	24.6	12.5	7.8	15.8	0.0
	Women	100.0	5.0	0.3	10.1	0.5	40.7	3.1	6.4	34.0	0.0
2015	**Total**	**100.0**	**8.6**	**0.6**	**12.2**	**8.0**	**31.5**	**9.2**	**7.3**	**22.7**	**0.0**
	Men	100.0	11.5	0.9	13.5	12.9	24.8	13.5	7.5	15.3	0.0
	Women	100.0	4.4	0.2	10.3	0.8	41.0	3.0	7.0	33.2	0.0
2016	**Total**	**100.0**	**8.8**	**0.6**	**12.9**	**7.9**	**32.3**	**8.4**	**6.9**	**22.1**	**0.0**
	Men	100.0	11.3	0.9	14.5	13.1	25.0	12.7	7.4	14.9	0.0
	Women	100.0	5.4	0.2	10.7	0.7	42.4	2.4	6.1	32.1	0.0
El Salvador 1/											
2011	**Total**	**100.0**	**7.7**	**0.6**	**17.9**	**5.1**	**34.3**	**5.6**	**7.3**	**21.4**	**0.0**
	Men	100.0	12.5	1.0	17.5	9.2	26.9	9.1	8.8	14.9	0.0
	Women	100.0	2.1	0.2	18.4	0.4	42.9	1.5	5.6	28.9	0.0
2012	**Total**	**100.0**	**7.3**	**0.5**	**18.0**	**5.1**	**34.5**	**5.4**	**6.9**	**22.3**	**0.0**
	Men	100.0	12.2	0.8	18.2	9.3	26.9	8.6	8.3	15.8	0.0
	Women	100.0	1.9	0.3	17.7	0.3	43.1	1.7	5.4	29.7	0.0
2013	**Total**	**100.0**	**6.8**	**0.5**	**16.7**	**5.2**	**35.3**	**4.7**	**7.7**	**23.2**	**0.0**
	Men	100.0	11.5	0.9	16.5	9.7	27.6	7.9	9.5	16.5	0.0
	Women	100.0	1.5	0.1	16.9	0.3	43.8	1.1	5.7	30.6	0.0
2014	**Total**	**100.0**	**6.2**	**0.7**	**17.0**	**5.2**	**36.0**	**5.2**	**6.8**	**22.9**	**0.0**
	Men	100.0	10.5	1.0	16.5	9.6	28.6	8.4	8.6	16.7	0.0
	Women	100.0	1.4	0.2	17.6	0.3	44.2	1.6	4.9	29.8	0.0
2015	**Total**	**100.0**	**5.8**	**0.8**	**18.4**	**5.4**	**35.5**	**5.8**	**7.0**	**21.2**	**0.0**
	Men	100.0	9.5	1.1	17.8	9.7	28.1	9.4	8.9	15.6	0.0
	Women	100.0	1.5	0.4	19.2	0.4	44.2	1.6	4.9	27.7	0.0
2016	**Total**	**100.0**	**5.7**	**0.6**	**17.4**	**5.3**	**36.4**	**5.4**	**7.9**	**21.3**	**0.0**
	Men	100.0	9.6	1.0	17.9	9.8	27.8	8.8	9.8	15.3	0.0
	Women	100.0	1.1	0.2	16.7	0.3	46.3	1.6	5.6	28.2	0.0
Guatemala											
2011	**Total**	**100.0**	**14.3**	**0.7**	**18.2**	**6.0**	**27.6**	**5.2**	**6.4**	**21.6**	**0.0**
	Men	100.0	20.3	1.1	18.3	9.2	23.3	7.7	7.0	13.1	0.0
	Women	100.0	4.7	0.1	18.1	0.8	34.4	1.1	5.6	35.0	0.0

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Country, Year and Sex		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construcción	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
2012	**Total**	**100.0**	**15.6**	**0.5**	**13.8**	**6.8**	**33.5**	**4.2**	**4.8**	**20.7**	**0.1**
	Men	100.0	22.5	0.7	15.5	11.3	25.1	6.4	5.2	13.1	0.1
	Women	100.0	5.5	0.2	11.3	0.4	45.6	1.0	4.3	31.7	0.0
2013	**Total**	**100.0**	**13.9**	**0.6**	**11.8**	**6.3**	**33.4**	**5.1**	**6.5**	**22.3**	**0.0**
	Men	100.0	21.3	0.9	12.9	10.3	26.3	7.5	7.4	13.3	0.0
	Women	100.0	2.8	0.3	10.2	0.4	44.1	1.5	5.1	35.7	0.0
2014	**Total**	**100.0**	**10.5**	**0.7**	**18.1**	**4.9**	**31.3**	**4.9**	**1.9**	**27.7**	**0.0**
	Men	100.0	16.2	1.1	18.8	7.9	26.4	6.9	1.8	20.9	0.0
	Women	100.0	2.4	0.2	17.0	0.6	38.3	2.0	2.1	37.4	0.0
2015	**Total**	**100.0**	**14.0**	**0.4**	**14.7**	**6.5**	**31.7**	**5.5**	**6.0**	**21.1**	**0.0**
	Men	100.0	20.0	0.7	14.0	10.4	26.9	8.2	6.3	13.5	0.0
	Women	100.0	4.4	0.1	15.9	0.3	39.3	1.4	5.5	33.2	0.0
2016	**Total**	**100.0**	**12.0**	**0.4**	**16.1**	**7.5**	**30.0**	**5.5**	**6.3**	**22.0**	**0.0**
	Men	100.0	17.7	0.6	15.5	12.4	24.9	8.3	6.5	14.1	0.0
	Women	100.0	3.5	0.2	17.1	0.4	37.6	1.4	6.0	33.8	0.0
Honduras											
2011	**Total**	**100.0**	**7.2**	**0.7**	**19.0**	**6.8**	**32.7**	**4.9**	**5.5**	**23.1**	**0.1**
	Men	100.0	12.0	1.0	17.9	11.7	29.1	7.5	5.9	14.8	0.0
	Women	100.0	1.2	0.3	20.4	0.5	37.3	1.5	4.9	33.6	0.3
2012	**Total**	**100.0**	**8.7**	**0.7**	**19.0**	**7.1**	**32.0**	**5.7**	**5.4**	**21.3**	**0.1**
	Men	100.0	14.6	1.0	16.0	12.3	27.4	9.0	6.1	13.6	0.1
	Women	100.0	1.2	0.4	22.7	0.6	37.8	1.5	4.5	31.2	0.2
2013	**Total**	**100.0**	**8.6**	**0.8**	**17.0**	**6.9**	**34.2**	**5.2**	**5.5**	**21.6**	**0.1**
	Men	100.0	14.7	1.1	15.3	12.3	28.7	8.4	6.3	13.1	0.1
	Women	100.0	1.3	0.4	19.0	0.4	41.0	1.4	4.5	31.9	0.1
2014	**Total**	**100.0**	**8.1**	**0.7**	**18.7**	**6.4**	**33.3**	**4.9**	**5.7**	**21.7**	**0.3**
	Men	100.0	13.2	1.1	17.2	10.9	29.9	7.9	6.3	13.1	0.4
	Women	100.0	1.7	0.3	20.6	0.7	37.6	0.9	5.1	32.7	0.3
2015	**Total**	**100.0**	**7.1**	**1.1**	**18.5**	**6.6**	**30.7**	**5.0**	**7.1**	**23.9**	**0.0**
	Men	100.0	12.0	1.7	16.7	11.9	26.4	8.4	7.8	15.2	0.0
	Women	100.0	1.3	0.5	20.6	0.2	35.8	0.9	6.3	34.3	0.1
2016	**Total**	**100.0**	**7.5**	**1.0**	**18.6**	**6.4**	**31.1**	**5.4**	**7.0**	**23.0**	**0.1**
	Men	100.0	12.3	1.4	17.7	11.3	25.9	8.6	7.4	15.2	0.2
	Women	100.0	1.5	0.5	19.8	0.3	37.5	1.4	6.4	32.7	0.1
Mexico											
2011	**Total**	**100.0**	**5.2**	**0.4**	**16.3**	**7.7**	**29.2**	**5.5**	**1.8**	**33.0**	**0.7**
	Men	100.0	7.8	0.6	17.7	12.4	23.6	8.0	1.8	27.5	0.8
	Women	100.0	1.4	0.2	14.2	0.8	37.7	1.7	1.9	41.4	0.6

Country, Year and Sex		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construcción	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
2012	Total	100.0	5.2	0.5	16.3	7.4	29.3	5.5	2.0	33.0	0.8
	Men	100.0	7.9	0.6	17.7	11.9	23.6	8.1	1.9	27.5	0.8
	Women	100.0	1.3	0.2	14.3	0.8	37.7	1.7	2.1	41.1	0.7
2013	Total	100.0	5.2	0.4	16.9	7.3	29.3	5.6	1.9	32.8	0.6
	Men	100.0	7.8	0.6	18.3	11.9	23.5	8.2	1.7	27.3	0.7
	Women	100.0	1.3	0.2	14.8	0.7	37.7	1.7	2.1	41.0	0.5
2014	Total	100.0	5.3	0.4	17.1	7.6	29.1	5.5	1.9	32.4	0.6
	Men	100.0	8.0	0.6	18.7	12.2	23.6	8.1	1.7	26.5	0.7
	Women	100.0	1.3	0.2	14.8	0.8	37.5	1.7	2.2	41.2	0.4
2015	Total	100.0	5.2	0.4	17.2	7.6	29.1	5.6	2.0	32.3	0.6
	Men	100.0	7.9	0.6	18.7	12.3	23.4	8.3	1.9	26.3	0.7
	Women	100.0	1.3	0.2	15.0	0.8	37.4	1.6	2.1	41.1	0.5
2016	Total	100.0	5.1	0.5	17.4	8.0	28.9	5.8	1.8	32.0	0.6
	Men	100.0	7.7	0.6	18.9	12.8	23.3	8.4	1.7	26.0	0.7
	Women	100.0	1.4	0.2	15.3	0.8	37.1	1.8	2.0	40.9	0.5
Nicaragua ᵉ/											
2011	Total	100.0	8.6	0.7	14.7	5.6	36.5	5.2	4.7	24.0	0.0
	Men	100.0	14.9	1.0	14.6	10.5	28.3	8.9	6.3	15.5	0.1
	Women	100.0	1.8	0.3	14.9	0.2	45.4	1.2	3.1	33.3	0.0
2012	Total	100.0	8.5	0.5	14.6	5.8	37.1	5.3	4.6	23.5	0.0
	Men	100.0	14.2	0.7	14.3	11.0	29.1	9.2	6.2	15.1	0.0
	Women	100.0	2.4	0.2	15.0	0.2	45.7	1.1	2.8	32.6	0.0
2013	Total	...	...	...	...	...	...	...	...	...	...
	Men	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...
2014	Total	...	...	...	...	...	...	...	...	...	...
	Men	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...
2015	Total	...	...	...	...	...	...	...	...	...	...
	Men	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...
2016	Total	...	...	...	...	...	...	...	...	...	...
	Men	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...
Panama											
2011	Total	100.0	2.4	1.3	6.9	11.7	26.9	9.9	11.8	29.1	0.0
	Men	100.0	3.7	1.5	8.2	18.9	24.8	13.8	11.1	17.9	0.0
	Women	100.0	0.7	0.9	5.1	1.9	29.7	4.5	12.9	44.2	0.0

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Country, Year and Sex		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construcción	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
2012	**Total**	**100.0**	**2.4**	**0.9**	**6.6**	**11.5**	**27.1**	**10.3**	**11.8**	**29.4**	**0.0**
	Men	100.0	3.7	1.1	7.9	18.6	25.0	14.8	11.2	17.7	0.0
	Women	100.0	0.7	0.6	4.8	2.0	29.9	4.3	12.5	45.2	0.0
2013	**Total**	**100.0**	**2.2**	**1.2**	**7.2**	**12.7**	**26.8**	**10.7**	**11.2**	**28.1**	**0.0**
	Men	100.0	3.3	1.5	8.3	20.3	24.4	15.3	10.0	16.8	0.0
	Women	100.0	0.6	0.8	5.7	2.2	30.0	4.4	12.8	43.6	0.0
2014	**Total**	**100.0**	**2.4**	**1.1**	**7.2**	**13.0**	**26.4**	**9.5**	**12.0**	**28.4**	**0.0**
	Men	100.0	3.7	1.4	8.2	21.1	23.6	13.8	11.5	16.7	0.0
	Women	100.0	0.6	0.7	5.9	2.3	30.1	3.7	12.8	43.8	0.0
2015	**Total**	**100.0**	**2.0**	**1.0**	**7.6**	**11.1**	**26.6**	**10.5**	**11.9**	**29.3**	**0.0**
	Men	100.0	3.1	1.3	8.9	18.2	24.3	14.6	11.1	18.5	0.0
	Women	100.0	0.7	0.5	5.8	1.6	29.6	5.1	13.0	43.6	0.0
2016	**Total**	**100.0**	**2.3**	**1.0**	**6.8**	**11.0**	**27.0**	**10.9**	**11.8**	**29.2**	**0.0**
	Men	100.0	3.5	1.5	7.4	17.8	24.1	15.5	11.3	18.8	0.0
	Women	100.0	0.7	0.4	5.9	1.9	30.9	4.7	12.4	43.1	0.0
Paraguay											
2011	**Total**	**100.0**	**4.0**	**0.7**	**13.3**	**8.1**	**32.2**	**5.6**	**7.0**	**29.0**	**0.2**
	Men	100.0	4.8	0.9	15.6	14.0	31.3	8.0	7.1	18.0	0.3
	Women	100.0	2.9	0.6	10.4	0.4	33.4	2.4	6.8	43.2	0.1
2012	**Total**	**100.0**	**4.4**	**0.9**	**12.8**	**6.6**	**32.7**	**5.7**	**7.1**	**29.7**	**0.0**
	Men	100.0	4.7	1.3	15.1	11.7	32.6	8.9	7.2	18.6	0.0
	Women	100.0	4.1	0.3	9.9	0.2	32.9	1.8	7.0	43.9	0.0
2013	**Total**	**100.0**	**3.6**	**1.0**	**12.2**	**6.9**	**31.1**	**5.1**	**8.1**	**31.8**	**0.1**
	Men	100.0	4.0	1.5	15.4	12.7	30.8	7.5	9.5	18.6	0.1
	Women	100.0	3.2	0.4	8.5	0.3	31.4	2.4	6.6	47.1	0.2
2014	**Total**	**100.0**	**2.8**	**0.7**	**12.6**	**8.6**	**32.7**	**5.0**	**8.1**	**29.4**	**0.1**
	Men	100.0	3.2	1.0	15.1	14.7	32.5	7.6	8.2	17.5	0.1
	Women	100.0	2.3	0.4	9.4	0.8	32.9	1.9	8.0	44.3	0.0
2015	**Total**	**100.0**	**2.8**	**0.8**	**14.0**	**6.8**	**32.7**	**4.8**	**7.9**	**30.2**	**0.0**
	Men	100.0	3.9	1.1	17.0	12.2	31.6	7.3	8.4	18.6	0.0
	Women	100.0	1.4	0.5	10.3	0.3	34.0	1.7	7.2	44.6	0.0
2016	**Total**	**100.0**	**3.4**	**0.6**	**12.7**	**8.5**	**32.3**	**5.2**	**7.8**	**29.4**	**0.1**
	Men	100.0	4.5	0.6	15.7	14.7	31.1	7.6	8.3	17.4	0.1
	Women	100.0	1.8	0.5	8.9	0.4	34.0	2.0	7.0	45.3	0.1
Peru											
2011	**Total**	**100.0**	**9.6**	**0.2**	**12.5**	**6.7**	**31.1**	**9.9**	**7.1**	**23.0**	**0.0**
	Men	100.0	12.2	0.4	13.8	11.5	21.0	15.8	7.9	17.5	0.0
	Women	100.0	6.5	0.1	10.8	0.7	43.6	2.6	6.0	29.8	0.0

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Country, Year and Sex		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construcción	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
2012	Total	100.0	9.2	0.2	13.0	6.9	31.6	9.2	7.1	22.8	0.0
	Men	100.0	12.1	0.3	14.6	11.8	20.9	14.8	8.1	17.4	0.0
	Women	100.0	5.6	0.1	10.9	0.8	45.0	2.2	6.0	29.5	0.0
2013	Total	100.0	9.8	0.2	12.1	7.2	32.1	9.2	7.3	22.1	0.0
	Men	100.0	12.5	0.4	13.6	12.3	21.8	14.7	8.2	16.6	0.0
	Women	100.0	6.4	0.1	10.4	0.8	44.9	2.4	6.1	28.9	0.0
2014	Total	100.0	10.2	0.3	11.5	7.4	31.9	9.7	7.3	21.7	0.0
	Men	100.0	13.0	0.4	12.7	12.7	21.6	15.4	8.3	16.0	0.0
	Women	100.0	6.7	0.1	10.0	0.7	44.9	2.5	6.2	28.9	0.0
2015	Total	100.0	11.1	0.3	11.4	7.7	30.7	9.9	7.1	21.8	0.0
	Men	100.0	13.7	0.4	12.7	13.2	20.1	16.0	7.8	16.2	0.0
	Women	100.0	7.7	0.1	9.7	0.7	44.1	2.3	6.3	29.0	0.0
2016	Total	100.0	11.5	0.3	11.4	6.9	30.7	10.1	7.3	21.8	0.0
	Men	100.0	14.2	0.4	12.9	11.9	20.1	16.2	8.0	16.3	0.0
	Women	100.0	8.2	0.2	9.6	0.8	43.9	2.3	6.4	28.7	0.0
Uruguay											
2011	Total	100.0	4.4	0.9	13.6	7.6	23.0	6.3	9.8	34.4	0.0
	Men	100.0	6.7	1.3	16.1	13.6	23.5	9.2	10.0	19.6	0.0
	Women	100.0	1.7	0.5	10.6	0.7	22.4	2.8	9.5	51.8	0.0
2012	Total	100.0	4.3	1.0	12.4	8.0	22.9	7.1	9.4	35.0	0.0
	Men	100.0	6.6	1.3	15.0	14.2	22.8	10.5	9.1	20.5	0.0
	Women	100.0	1.6	0.6	9.3	0.8	23.2	3.1	9.7	51.8	0.0
2013	Total	100.0	4.1	1.0	12.5	8.2	22.5	7.4	10.0	34.3	0.0
	Men	100.0	6.2	1.3	15.3	14.5	22.5	10.8	9.5	19.9	0.0
	Women	100.0	1.5	0.6	9.1	0.7	22.5	3.4	10.6	51.6	0.0
2014	Total	100.0	3.9	0.9	11.9	8.4	22.7	7.6	10.3	34.4	0.0
	Men	100.0	5.9	1.2	14.5	14.8	23.0	11.0	9.6	19.9	0.0
	Women	100.0	1.5	0.5	8.8	0.8	22.3	3.5	11.0	51.6	0.0
2015	Total	100.0	4.1	0.8	11.3	8.1	23.1	7.9	10.6	34.0	0.0
	Men	100.0	6.1	1.1	13.9	14.2	23.1	11.5	10.1	20.0	0.0
	Women	100.0	1.6	0.5	8.2	0.9	23.1	3.7	11.3	50.6	0.0
2016	Total	100.0	3.7	0.8	11.5	7.6	22.7	7.7	10.8	35.2	0.0
	Men	100.0	5.6	1.2	14.4	13.4	22.8	11.3	10.1	21.2	0.0
	Women	100.0	1.4	0.3	8.1	0.7	22.7	3.4	11.6	51.7	0.0

Statistical annex URBAN

Country, Year and Sex		Total	Agriculture, fishing and mining	Electricity, gas and waterworks	Manufacturing	Construcción	Trade	Transportation, storage and communications	Financial establishments	Community, social and personal services	Unspecified activities
Venezuela (Boliv. Rep. of) [i/]											
2011	**Total**	**100.0**	**9.1**	**0.5**	**11.3**	**8.9**	**23.7**	**9.4**	**5.6**	**31.3**	**0.2**
	Men	100.0	13.7	0.6	12.8	14.0	18.5	13.9	5.7	20.6	0.2
	Women	100.0	2.0	0.3	9.0	1.0	32.0	2.2	5.5	47.9	0.2
2012	**Total**	**100.0**	**9.0**	**0.5**	**11.0**	**8.5**	**24.2**	**9.1**	**5.5**	**31.9**	**0.3**
	Men	100.0	13.4	0.6	12.6	13.3	19.3	13.5	5.6	21.4	0.4
	Women	100.0	2.0	0.3	8.6	1.0	31.9	2.2	5.4	48.3	0.3
2013	**Total**	**100.0**	**8.8**	**0.4**	**11.2**	**8.2**	**24.3**	**9.4**	**5.7**	**31.8**	**0.3**
	Men	100.0	13.0	0.5	12.9	12.7	19.6	13.9	5.7	21.3	0.3
	Women	100.0	2.2	0.2	8.6	1.1	31.6	2.3	5.7	48.1	0.3
2014	**Total**	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**…**
	Men	…	…	…	…	…	…	…	…	…	…
	Women	…	…	…	…	…	…	…	…	…	…
2015	**Total**	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**…**
	Men	…	…	…	…	…	…	…	…	…	…
	Women	…	…	…	…	…	…	…	…	…	…
2016	**Total**	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**…**	**…**
	Men	…	…	…	…	…	…	…	…	…	…
	Women	…	…	…	…	…	…	…	…	…	…

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

a/ The 2013 weighted average excludes Nicaragua. The 2014 weighted average excludes Nicaragua and Venezuela (Boliv. Rep. of). The 2015 and 2016 weighted averages exclude Bolivia (Pluri. State of), Nicaragua and Venezuela (Boliv. Rep. of).

b/ INDEC, in the framework of the statistical emergency, recommends disregarding the series published between 2007 and 2015 for purposes of comparison and analysis of the labour market in Argentina.
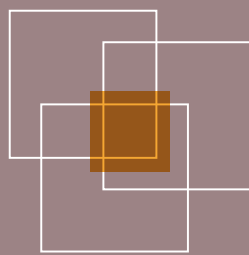
c/ Estimated data for 2016.

d/ Data correspond to the 2nd quarter of each year. Municipal capitals.

e/ Data correspond to the 4th quarter of each year.

f/ WAP is 16 and over.

g/ Data for 2011 correspond to the 3rd quarter.

h/ National data.

2017 Labour Overview

Latin America and the Caribbean