International Labour Organization

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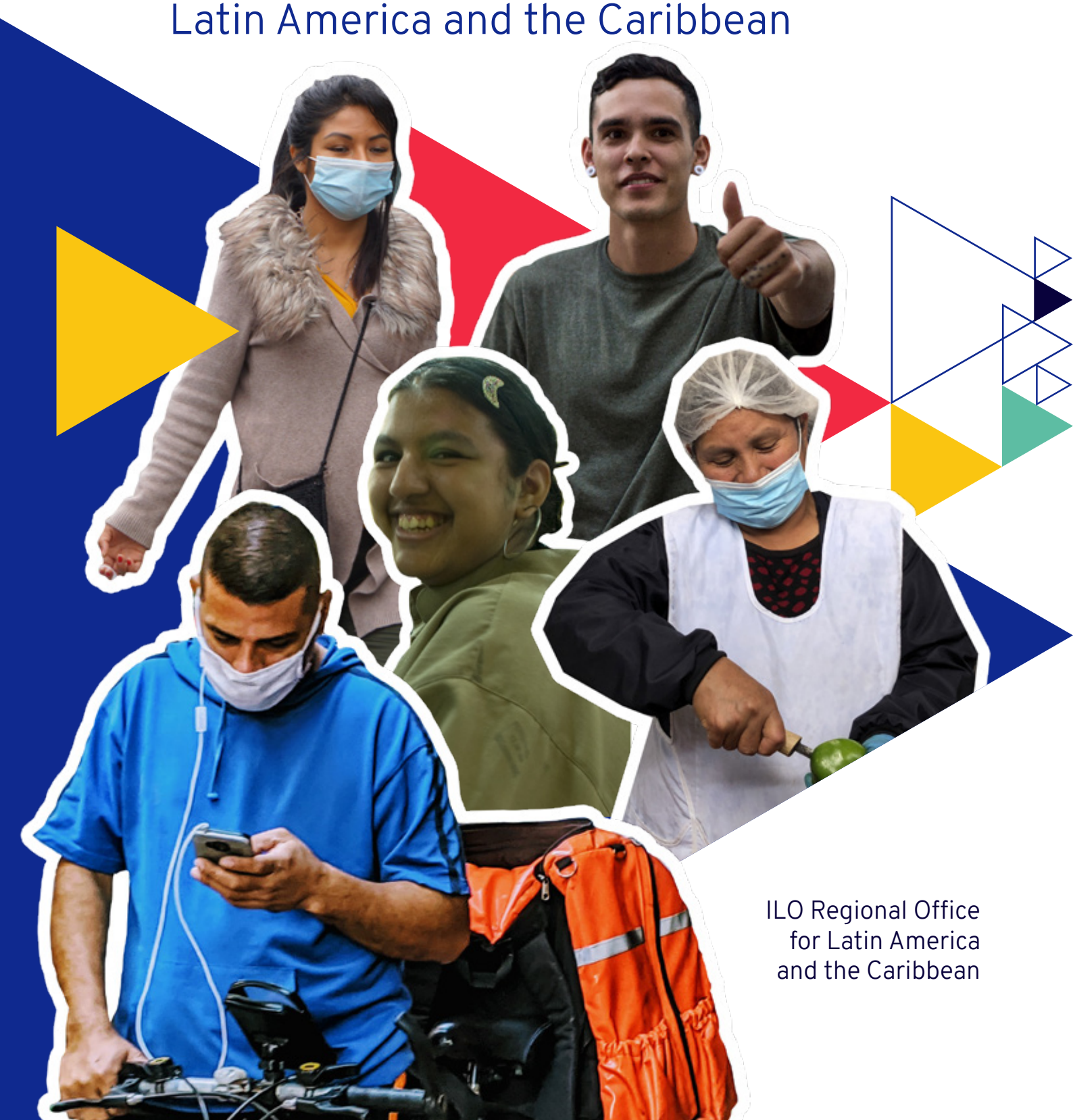
2022 LABOUR OVERVIEW

Latin America and the Caribbean



ILO Regional Office
for Latin America
and the Caribbean

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Latin America and the Caribbean

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▶ CONTENTS

▶ Foreword

The sharp slowdown in economic growth projected for 2023, together with limited fiscal space and high levels of inflation, make for a highly complex and uncertain labour outlook for Latin America and the Caribbean.

In this context, it is urgent to implement and strengthen policies that contribute to the creation of formal employment and the sustainability of labour income.

Three years after the onset of a pandemic that caused a deep crisis in the labour markets of Latin America and the Caribbean, the good news is that the economic recovery has allowed employment to return to 2019 levels.

The unemployment rate of 7.2 per cent that we had at the end of 2022 is significantly lower than in 2019, when it was 8 per cent. However, it is important to note that this was achieved in part because, unlike the employment rate, the regional labour force participation rate is still slightly lower than it was before the COVID-19 pandemic.

Due to the low growth forecast for the economy, unemployment will most likely rise (albeit minimally) in 2023.

At the same time, the countries of the region will have to face the consequences of a period of high inflation and its impact on wages, which are the main source of income for Latin American and Caribbean families. In addition, it will be necessary to closely monitor the evolution of informality, an endemic feature of our labour markets that brings with it job instability, low incomes and lack of social protection.

> The evolution of employment has shown different intensities between men and women. On average, women have recovered faster after the abrupt loss of female-dominated occupations at the most critical moment of the crisis.

This edition of the Labour Outlook corroborates that employment recovery after the pandemic crisis has been driven by the recovery of informal jobs, although the share of formal occupations in total employment has been growing. Some countries are already recording higher informality rates than in 2019. Currently, informal employment affects one out of every two workers in the region.

The evolution of employment has shown different intensities between men and women. On average, women have recovered faster after the abrupt loss of female-dominated occupations at the most critical moment of the crisis. However, very dissimilar behaviors are also observed within this group. In particular, women with lower levels of qualification have lagged far behind in this recovery, even when compared to men with the same low level of education.

Although the recovery of employment among young people has been more intense than among adults, the structural deficits they experience in the region's labour markets have persisted. The average unemployment rate for youth is almost 16 per cent. But some countries in the region exhibit significantly higher rates than this, reaching values above 30 per cent. In addition, the informal employment rate among young people in the region is around 60 per cent, significantly higher than the 47 per cent rate among adults.

On the other hand, this Labour Outlook 2022 report addresses two special topics.

The first is the "working poor phenomenon," which means that people can live in poverty even though they have a job, and even if it is a formal job. A growth in the percentage of the working poor is observed, while at the same time a close relationship with labour informality is evident.

Informal workers are 3 to 4 times more likely to be poor than formal workers, while accounting for 70 to 90 per cent of the total working poor. This suggests that the most pressing problem for the region is the quality of employment and the insufficient labour and total income generated by workers and their families.

The second special topic addresses the analysis of policies implemented by Latin American and Caribbean countries to sustain employment and incomes during the three years since the beginning of the pandemic.

These strategies have contributed significantly to reduce the negative impacts of the crisis while identifying good practices and advancing institutionally in their design and implementation. However, important challenges remain in terms of their insufficient scope and coverage and a weak linkage with labour policies.

The region demands, more than ever, strong measures to move firmly on a path of greater social justice and less inequality, where decent employment is the norm and not the exception, and where work is a means to live in dignity and overcome poverty.

Claudia Coenjaerts

ILO Regional Director *a.i.*
for Latin America and the Caribbean

▶ Acknowledgments

Roxana Maurizio, regional specialist on labour economics for Latin America and the Caribbean, coordinated this *Labour Overview*.

She also prepared the labour report, in collaboration with Jacobo Velasco and contributions from Gerhard Reinecke and Bárbara Perrot. Inputs were used from external collaborators Osvaldo Kacef (analysis of macroeconomic trends in the region and the international scenario), Sol Catania (teleworking), Ana Laura Fernández (analysis of labour trends by gender) and Silvana Martinez (analysis of administrative records, labour and household incomes and inequality).

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Executive Summary

International economic context characterized by slower growth and higher inflation rates poses complex challenges for the region

- Although the global economy began to recover once the worst of the health crisis was over, the restrictions that continued to impede the normal evolution of the supply of goods, together with the increase in demand driven by the economic recovery, resulted in higher inflation rates.
- The inflationary acceleration, together with the depletion of fiscal spaces and the increase in indebtedness, led countries to adopt contractionary fiscal measures.
- This scenario, which already included a slowdown in global growth, worsened in early 2022 with Russia's invasion of Ukraine. Projections for 2022 were revised to account for the deteriorating growth and inflation outlook, opening the space for a return of the term "stagflation" which describes a situation characterized by stagnation or even contraction in most economies along with the rise in inflationary rates to levels not observed in forty years.

The economies of the region continued to grow at rates similar to historical averages despite the acceleration of inflation and the contractionary bias of macroeconomic policy

- The year 2022 was relatively good for the region's economies when compared to what was observed globally. The economies of Latin America and the Caribbean continued on the recovery path which began in 2021, as the effects of the health emergency linked to the COVID-19 pandemic were being left behind.
- The region is estimated to have grown between 3.7 per cent (for ECLAC) and 3.9 per cent (for the IMF) in 2022 - rates equivalent to about half those of the previous year but still higher than the region's historical growth rates.
- Thus, the region as a whole and most of its countries exceeded 2019's activity levels in 2022, and in many cases earlier than anticipated.
- As with the rest of the world, one of the features of the region's post-pandemic macroeconomy is the increase in inflation rates.

"The year 2022 was relatively good for the region's economies when compared to what was observed globally. The economies of Latin America and the Caribbean continued on the recovery path which began in 2021.

- Additionally, a significant slowdown in growth is projected for 2023, with average rates for the region reaching 1.3 per cent, according to ECLAC, and 1.8 per cent, according to the IMF.
- These projections are subject to a significant level of uncertainty associated with the international context that will be shaped by both economic events and others which originate in situations outside the economy. Among the former are the increase in inflation rates and the measures that governments are taking to attack this problem, while among the latter we have to consider the

impact of the war between Russia and the Ukraine and also the possibility of new outbreaks of the COVID-19 virus including the measures adopted to contain it, especially in China.

- A complex short-term macroeconomic scenario for the economies of Latin America and the Caribbean is emerging, characterized by low economic growth rates, limited fiscal space, high inflation rates, high levels of indebtedness and lower liquidity in international financial markets.

Labour market dynamics in Latin America and the Caribbean in the conjunction of multiple crises: full recovery of employment and partial recovery of labour supply

- Three years after the onset of the COVID-19 pandemic, the regional employment rate returned to pre-crisis levels. This has been observed since the second quarter of 2022 when compared to the same quarter of 2019.
- In contrast to the employment rate, the regional labour force participation rate continues to be slightly lower than pre-pandemic records. As a result of the full recovery of employment and the partial recovery of labour supply, the unemployment rate is significantly lower than in 2019.
- In the third quarter of 2022, the regional employment rate was 58.4 per cent, the labour participation rate was 62.7 per cent, and the unemployment rate was 6.9 per cent. Three years earlier, in the third quarter of 2019, the employment rate was 58.2 per cent, the economic participation rate was 63.5 per cent and the unemployment rate was 8.4 per cent.
- The total recovery of the regional employment rate does not reflect the situation in all the countries considered: in 9 out of 15 countries the employment rate in the third quarter of 2022 was still lower than the value recorded three years earlier.
- The labour participation rate in the third quarter of 2022 exceeded the levels of the third quarter of 2019 in only 2 of the 15 countries considered. In some of the remaining countries the labour supply gap amounts to 3 percentage points.
- An average unemployment rate of 7.2 per cent is projected at the end of 2022.

Uneven recovery of salaried and non-salaried employment

- In comparing the first three quarters of 2022 with the same period of 2021, a greater dynamism of salaried employment stands out in the region, with an average increase in the order of 8 per cent as compared to an increase of 5 per cent in non-salaried employment.
- However, between 2019 and 2022 the net growth of non-salaried jobs (5.1 per cent) was higher than that observed among salaried jobs (4 per cent).
- As a result, the proportion of self-employed reached 29 per cent of total employment at present - on average - in the countries considered.
- This result may be worrisome to the extent that it is a consequence of workers starting self-employment activities as a refuge mechanism in the face of the insufficient creation of dependable jobs in the private sector; even more so, considering that the vast majority of self-employed jobs exhibit very high levels of informality and labour precariousness.

Recovery led by informal occupations, but with an increasing contribution of formal jobs to total employment growth

- Since the mid-2020s, the recovery in jobs has been driven by the growth of informal occupations.
- Informal employment has accounted for between 40 and 80 per cent of net job gains between the third quarter of 2020 and the third quarter of 2022.
- However, the contribution of informal job growth has been declining since the beginning of the recovery. The simple average of the contribution of informal employment among 9 countries considered in the fourth quarter of 2020 was approximately 90 per cent, and about 60 per cent in the third quarter of 2022. In part, this has been associated with the dynamism of private formal employment.

> Informal employment has accounted for between 40 and 80 per cent of net job gains between the third quarter of 2020 and the third quarter of 2022.

- Despite these positive behaviours at the regional level, in several countries in the region the informality rate in the second or third quarters of 2022 was similar or even higher than that observed in the fourth quarter of 2019. This is verified in half of the countries considered, even among those that have not recovered total pre-pandemic employment.
- The regional informality rate (average of 11 countries) is almost 50 per cent, close to the 2019 rate as well as to that observed a decade ago.
- If enough formal jobs are not generated for the return of those who remain outside of the labour force, there is a risk of persistent increases in the rate of labour informality. This is even more critical in the current context of strong uncertainty and slow economic growth. Hence the importance of implementing or scaling up policies, not only to sustain formal employment, but also to support the creation of new jobs of this type in the region.

Stronger job recovery among women and reduction of gaps

- At the regional level, the recovery of female employment has been more intense than that of male employment. While for women the employment rate increased by 24.4 per cent between the second quarter of 2020 and the third quarter of 2022, for men this increase was 18.8 per cent.
- This favourable dynamic meant that in the third quarter of 2022 the employment rate for women exceeded the rate for the same quarter in 2019 by 1 per cent while the employment rate for men was the same in both quarters.
- Similarly, the recovery in women's labour participation relative to that of men was also stronger (19 and 13 per cent respectively). This meant that although the economic participation rate in the third quarter of 2022 was still lower than the 2019 record, the gap was larger for men (-1.4 per cent) than for women (-0.9 per cent).
- In addition to the recovery of jobs in the economic sectors most heavily hit by the pandemic and with a strong presence of women, the greater recovery of women's labour supply was potentially associated with the gradual ease of difficulties in reconciling paid work with family responsibilities when educational and care services, that had been profoundly altered by the health measures of social distancing and the reduction of people's mobility, reopened.

- These dynamics allowed that after the initial increase in the gap in the employment rate and in the gap in the participation rate between men and women, both indicators returned to pre-pandemic values.
- However, despite this favourable behaviour, labour gaps by gender are persistent and continue to be very high. In the third quarter of 2022, the regional female labour participation rate was 51.8 per cent - 23 percentage points lower than that of men (74.5 per cent). The employment rate for women was 47.5 per cent - almost 23 percentage points lower than that of men (70.3 per cent). The unemployment rate, meanwhile, was 8.4 per cent and 5.7 per cent, respectively.
- The aggregate evolution of employment by gender averages, however, registered divergent dynamics within each group according to the educational level of workers.
- In particular, in the third quarter of 2022, women with the lowest educational level continued to be significantly further away from the employment level of the same quarter in 2019 (-15 per cent) as compared to any other group of the employed. On the other extreme, the employment rates for middle- and higher-educated men were the same values as those observed three years earlier.
- Construction and domestic service are activities that show two extremes of the distribution of employment by sex, the first highly masculinized and the second highly feminized. Both sectors demand low-skilled labour. While the first sector is among the three with the highest growth in 2019, domestic service is among those with the lowest dynamism. Therefore, these divergent sectoral dynamics account, in part, for the greater recovery of low-education male employment compared to women with the same level of qualification.
- It is imperative to adopt labour policies with a gender perspective to eliminate barriers for entry into the labour market and expand the range of job opportunities for women in general, with particular attention to those with lower qualifications.

Stronger recovery of employment among young people

- During the recovery phase young people returned to employment faster than adults. The regional employment rate of young people in the third quarter of 2022 was 3 per cent higher than in the same period of 2019, while that of adults registered a drop of just over 2 per cent.
- However, the regional (9 countries) youth employment rate in the third quarter of 2022 was 41.8 per cent, 20.4 percentage points lower than that of adults (62.2 per cent).
- Also, although the average youth unemployment rate was declining after peaking at 24.5 per cent in mid-2020, it remains very high at 15.8 per cent. However, this rate has declined by almost 4 percentage points between the third quarter of 2019 and the same period of 2022.
- The regional informality rate among youth, on the other hand, is around 60 per cent, significantly higher than the 47 per cent recorded among adults.
- In addition, the difficulties experienced by young people in the region's labour markets persist. They face greater labour intermittency due to the intense inflows and outflows of the labour force. Greater occupational instability, in turn, is associated with their greater prevalence in informal, precarious, low-skilled activities.
- These challenges may be exacerbated by technological change. The pandemic highlighted the digital divide that exists between regions and countries; and within countries, among young people with different educational, qualification and socioeconomic levels, as well as between young people living in urban and rural areas.
- In this context of growing demand for digital skills, vocational training is essential to reduce the digital and skills gap among young people, as well as to ensure their increased employability and access to decent jobs.

Telework: three years into the pandemic, incidence remains higher than in 2019

- The proportion of people engaged in teleworking continues to be higher than the values recorded prior to the outbreak of the pandemic in the region.
- Formal workers, with higher qualifications, women, middle-aged and in professional, technical and managerial occupations, are those who three years after the outbreak of the pandemic continue to make more frequent use of this modality.
- With the acceleration of digitalization processes and the use of information technologies, it is plausible to expect that hybrid forms between face-to-face work and teleworking will continue to be more common than in the past.
- This is why it is necessary to ensure the protection of labour rights, the health and safety of workers under this modality, as well as identify good practices that allow companies to take productive advantage.

The loss of the purchasing power of average wages and minimum wages in the face of inflationary acceleration

- The recovery of real labour income has been slower since 2021. In a broad set of countries, the gap between nominal average income and real income has been widening significantly as a consequence of inflationary acceleration and its negative impact on the purchasing power of wages.
- In almost all of these countries real average hourly wages are lower than those recorded before the onset of the pandemic.
- Higher inflation also impacted real minimum wages. In 9 out of 17 countries in the region the real value of this labour institution in the second half of 2022 was lower than the value in the first half of 2019. In some of them the loss of purchasing power amounts to 6 / 7 per cent, even 10 / 11 per cent. In 4 countries the real minimum wage is similar to that observed three years ago. Therefore, in only 4 of the 17 countries is the real value higher than in that year.

Insufficient recovery of aggregate labour income, but with improvements in distribution

- Total real labour income in the third quarter of 2022 had not exceeded the values at the end of 2019 in several of the region's countries, even in those where total employment had reached pre-pandemic values.
- Consistent with this, in the second/third quarter of 2022, in almost all countries the percentage of households without labour income exceeded those recorded prior to the onset of the pandemic.
- After the peak values recorded in the second quarter of 2020, total household income inequality has declined.
- This has been the result of different behaviours in its sources. During the contractionary phase, the dynamics of the labour market were strongly inequitable. However, the public transfer policies implemented, in particular during 2020, aimed primarily at households in vulnerable situations, and made it possible to reduce (or reverse) the negative impact stemming from the contraction in employment and labour income.
- Things changed in the recovery phase. Employment growth allowed a significant set of households located at the bottom of the distribution to increase their labour income which resulted in a reduction of total inequality.

> Employment growth allowed a significant set of households located at the bottom of the distribution to increase their labour income which resulted in a reduction of total inequality.

- However, the progressive withdrawal of public transfer policies implemented in the face of the crisis due to the pandemic made the behaviour of this source unequal or less equalizing than in the previous phase.

Prospects for the region's labour markets: complex scenario that demands the implementation and strengthening of different types of policies

- The average unemployment rate for 2022 is projected to be 7.2 per cent, with a range between 7 per cent and 7.3 per cent, and to remain almost unchanged in 2023 in a range of between 7.2 per cent and 7.5 per cent
- Additionally, in the context of a sharp slowdown in economic growth, job creation may continue to be skewed toward the generation of informal jobs.
- The loss of the purchasing power of labour income means that the "working poor phenomenon" - meaning that people can live in poverty even if they have a job - is growing in the region. Even more so considering that employment levels in several countries have returned to pre-pandemic values or are close to them, but the aggregate of real labour and family income is still lower than at that time.
- Thus, a highly complex scenario is projected which demands the implementation and strengthening of different types of policies.
- On the one hand, the region needs policies to sustain and create more and better employment, in particular, formal jobs. On the other hand, the inflationary context demands the strengthening of labour institutions, like minimum wage and collective bargaining.
- Social dialogue is key, taking into account the needs and possibilities of workers and employers. This is even more relevant in a changing context in the organization of work and when measures are needed to close persistent labour gaps in order to enable the positive effects of digital transition, demographic transition and just transition.
- Finally, it is necessary to make strong progress in providing income guarantees for those who are most affected by the loss of purchasing power, together with active labour market policies.

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Labour Report

Labour Report

▶ 1. The economies of Latin America and the Caribbean in 2022. The current situation and prospects[1]

1.1 Global economy characterized by slower growth and higher inflation poses complex challenges

At the end of the first decade of this century, the world economy began to experience a succession of shocks that had a negative impact on global economic growth and international trade. The sequence of events started with the global financial crisis, one of whose consequences was the debt crisis of several of the countries of the eurozone. The combination of those events shocked the world economy and resulted in a sharp reduction in both the growth of global economic activity and international trade. Exacerbated by increasingly protectionist practices stemming from trade disputes between the United States and China, this situation characterized the second decade of the century.

This situation further intensified with an unprecedented health emergency in late 2019 – the COVID-19 pandemic – which led to severe restrictions on the mobility of people and the temporary closure of several activities, as countries attempted to stop the spread of the virus. Although the governments of most countries implemented macroeconomic and social policies to lessen the negative impacts of the pandemic on economic activity and distributional gaps, these policies failed to curb the sharp decline in global economic activity and the growing difficulties in obtaining basic production inputs caused by the interruption of global supply chains and the major increase in global freight costs.

Although the world economy began to partially recover once the worst of the health crisis was over, these difficulties prevented the normal supply of goods. Rising demand driven by the economic recovery triggered a sustained and widespread increase in inflation rates. Increasing inflation led to discussions on the need to promote more restrictive monetary policies, while the exhaustion of fiscal space and increasing indebtedness led countries to adopt more contractionary fiscal biases.

This scenario, which already indicated a slowdown in world growth, worsened in early 2022 with Russia's invasion of Ukraine and the start of a war which, beyond the humanitarian tragedy it represents, gave rise to a series of events that began to have a negative impact on the global economy. The uncertainty about the duration of the war, the end of which is still not in sight, and the implications that this conflict may have on international geopolitics rapidly weighed on economic activity, aggravating the existing problems of the international scenario.

Consequently, projections for 2022 had to be revised to reflect the deterioration in growth and inflation prospects, with a return of the term "stagflation" to describe a situation characterized by stagnation or even contraction of most economies, coupled with inflation rates increasing to levels not seen for the past 40 years.[2]

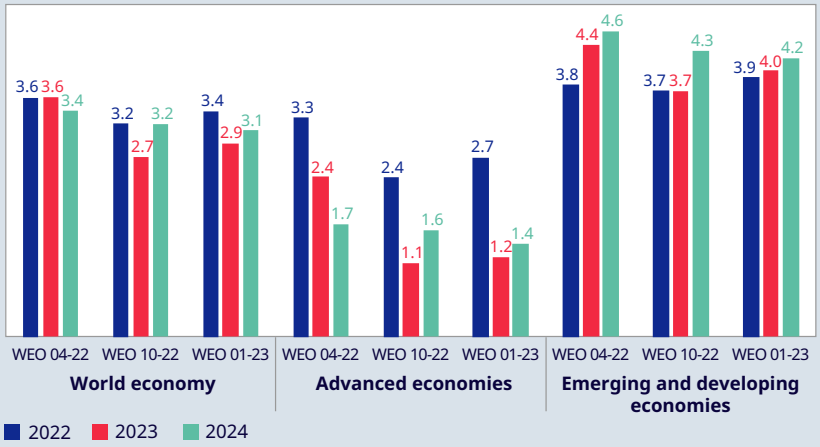
1 This section is based on Kacef (2023).

2 In the *World Economic Outlook* published in October 2022, the IMF estimated that the per centage of countries that will experience a period of economic contraction between 2022 and 2023 will reach 34.3 per cent of world GDP. At the beginning of 2022, this per centage was estimated at 4.2 per cent. In the update published in January 2023, the IMF projections were revised slightly upwards for 2023 and downwards for 2024.

Projections for 2022 had to be revised to reflect the deterioration in growth and inflation prospects, with a return of the term "stagflation"

While they may improve slightly, negative conditions affecting the world economy in 2022 are expected to remain over the next few years. After estimating a growth rate of 6.0 per cent for 2021 in the framework of the post-pandemic recovery, the IMF estimated a global GDP growth rate of 3.6 per cent for 2022 in April, which it revised in October to 3.2 per cent and to 3.4 per cent in the January revision (Figure 1.1). For 2023, growth is expected to reach 2.9 per cent (3.6 per cent in the April projection and 2.7 per cent in the October projection) and 3.1 per cent for 2024 (previously 3.4 per cent in the April forecast and 3.2 per cent in the October forecast). For advanced economies, which had grown 5.2 per cent in 2021, the IMF estimated a growth rate of 2.7 per cent for 2022 (previously 3.3 per cent and 2.4 per cent, respectively), of 1. 2 per cent in 2023 (previously 2.4 per cent and 1.1 per cent, respectively) and 1.4 per cent in 2024 (previously 1.7 per cent and 1.6 per cent, respectively). The negative impact on emerging and developing economies is expected to be less pronounced, given that, after a growth rate of 6.6 per cent in 2021, they are expected to grow 3.9 per cent in 2022 (previously 3.8 per cent and 3.7 per cent, respectively), 4.0 per cent in 2023 (before 4.4 per cent and 3.7 per cent, respectively) and 4.2 per cent in 2024 (previously 4.6 per cent and 4.3 per cent, respectively).

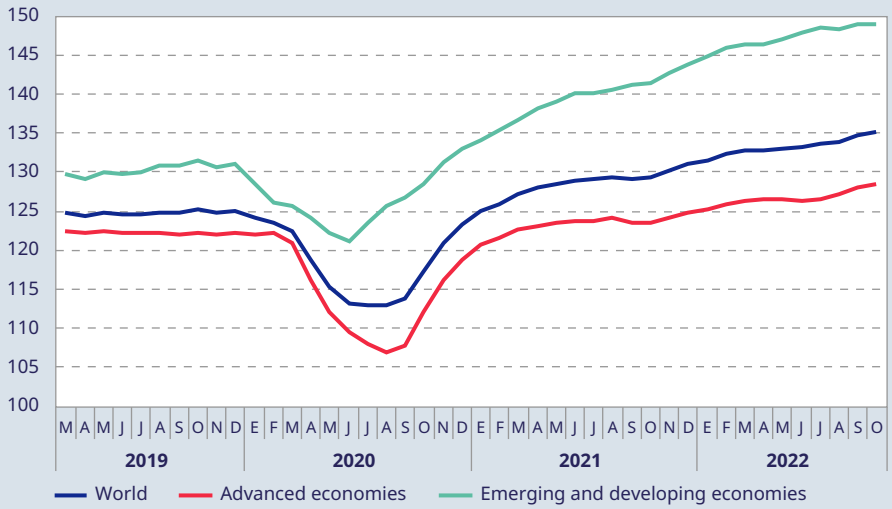
Figure 1.1 Growth projections, 2022-2024 (percentage)



Source: IMF - World Economic Outlook (October 2022 and January 2023 update).

Figure 1.2 shows that international trade, which was practically stagnant in 2019, declined sharply in 2020 owing to the Covid-19 pandemic and began to recover in 2021. In advanced economies, the recovery began later than in emerging economies, in both cases, however, after an initial significant rebound, the rate of export volumes slowed in 2022.

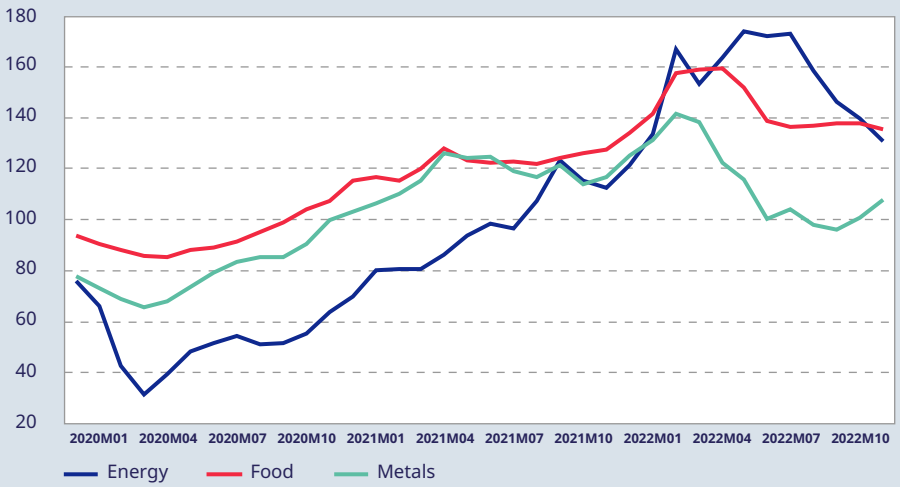
Figure 1.2 Trend in export volumes – 01/2019-10/2022 (6-month moving averages) (2010 = 100)



Source: CPB Netherlands Bureau for Economic Policy Analysis - World Trade Monitor.

As noted, **a distinctive characteristic of the current global economic context is the increase in inflation rates** (Figure 1.3). This process began in 2021 because the supply chain could not keep pace with the increase in demand resulting from the global recovery as the negative effects of the health emergency subsided. The situation worsened in 2022 as a result of the war between Russia and Ukraine, which triggered a sharp increase in commodity prices, especially food and energy. This had a significant impact on price indices, driving up inflation rates to levels not seen in decades.

Figure 1.3 Commodity price trends (2010 = 100)



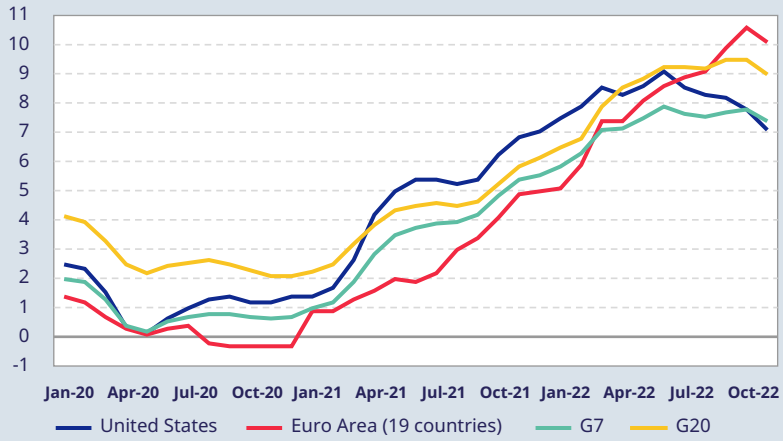
Source: World Bank.

Although the most recent data shows a decline in commodity prices, these prices rose sharply during the first part of the year. Comparing the average for 2019 with the average for 2022, energy prices increased 95.0 per cent; food, 65.2 per cent; and metals, 46.8 per cent. For specific goods most directly affected by the war, the same comparison period demonstrated increases of 58.1 per cent for oil, 740.0 per cent for gas destined for Europe, 113.2 per cent for wheat and 164.1 per cent for fertilizers.

> As a result of commodity price trends, inflation rates, which had already been on the rise since 2021, continued to increase in 2022 to levels that had not been recorded in decades.

As a result of commodity price trends, inflation rates, which had already been on the rise since 2021, continued to increase in 2022 to levels that had not been recorded in decades. Although as Figure 1.4 shows, inflation rates have been declining in recent months (an incipient trend in the eurozone), inflation cannot be expected to rapidly decline to rates in line with central bank targets.

Figure 1.4 Inflation rate (percentage)

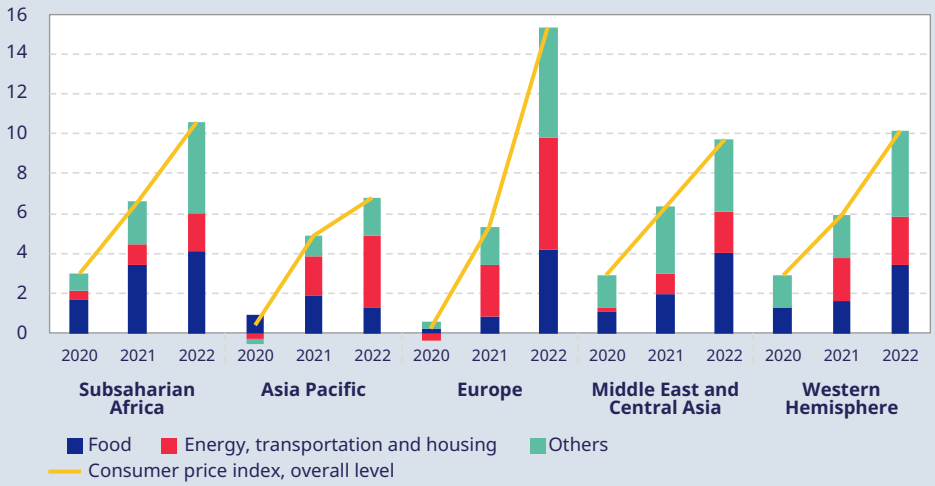


Source: OECD.

Except for the Asia Pacific region, rising food prices have significantly contributed to the increase in inflation rates, especially in Sub-Saharan Africa and the Middle East and Central Asia (Figure 1.5). This has negatively affected the consumption baskets of the poorest households as their food component is relatively high. In the Asia Pacific region and in Europe, rising energy prices have largely contributed to the increase in the inflation rate. In Europe, the dependence on gas from Russia, the price of which tripled energy prices in the first eight months of 2022 (although it fell significantly in late 2022), explains the major impact of energy prices on inflation rates and generates a highly uncertain scenario in terms of the impact that this may have on the economy overall, given the absence of clear signs of the outcome of the war between Russia and Ukraine.

Additionally, although energy and food prices are responsible for most of the recent increase in inflation rates given that these increases are transferred to all prices of the economy, core inflation, which excludes the impact of those items, also rose sharply. The total inflation rate for the OECD countries is above 10 per cent annually while core inflation exceeds 7 per cent per year. However, inflation slowed during the final months of 2022, leading to a downward revision of projected inflation rates.

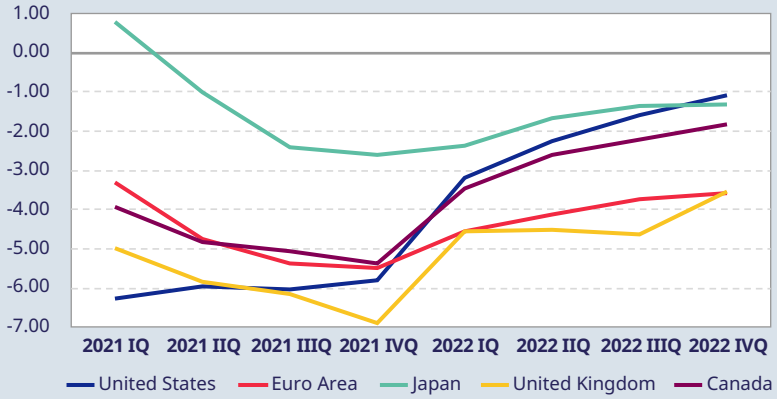
Figure 1.5 Impact of food and energy prices on inflation rates (percentage)



Source: World Economic Outlook – IMF.

In response to rising inflation, central banks in both advanced economies and in emerging and developing economies began to increase the reference rates for monetary policy. Although in most cases interest rates continue to be negative in real terms, Figure 1.6 demonstrates that they began to rise in the fourth quarter of 2021 and continued to do so throughout 2022. This situation has few historical precedents given the magnitude and trends of rate increases and the fact that this represents a shift in the bias of monetary policies worldwide, with few exceptions.

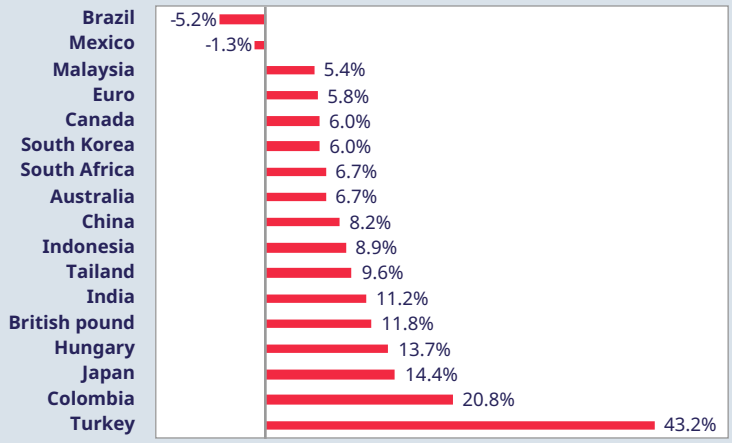
Figure 1.6 Advanced economies. Short-term interest rates in real terms (percentage)



Source: World Economic Outlook-IMF.

In a context of uncertainty and financial volatility that encourages migration of portfolios towards less risky assets, the fact that the US Federal Reserve is increasing its reference rate faster than other central banks, especially in comparison with those of other advanced economies, is generating an appreciation of the dollar with respect to other currencies.

Figure 1.7 Selected countries. Nominal exchange rate change since January 2022



Source: Federal Reserve Economic Data, Federal Reserve Bank of St. Louis.

As Figure 1.7 shows, apart from the currencies of Mexico and Brazil, the US dollar appreciated significantly with respect to the currencies of a group of selected economies, both advanced and emerging, although this appreciation partially reversed in late 2022. Given the role of the US dollar in international trade and finance, this appreciation has a major impact on several components of the world economy, and particularly on emerging and developing economies.

First, the devaluation pressure on the currencies of the remainder of the countries triggered by the appreciation of the US dollar hinders anti-inflationary strategies in a complicated context in terms of inflation. Additionally, the value of the US dollar is negatively correlated to commodity prices (which are generally expressed in the US currency). A negative correlation also exists between the value of the US dollar and international trade volumes, on the one hand, and investment, on the other, and consequently, on economic activity and growth levels.[3]

1.2 The economies of the region continued to grow at rates similar to historical averages despite accelerating inflation and the contractionary bias of macroeconomic policy

The year 2022 was relatively positive for the economies of the region compared with economic performance worldwide and in advanced economies especially as emerging and developing economies generally recorded GDP growth rates above the global average. **In 2022, the economies of Latin America and the Caribbean continued the recovery that began in 2021 as the effects of the Covid-19 pandemic subsided**. Thus, in 2022, most of the countries of the region, as well as the region, exceeded pre-pandemic economic activity levels (2019), in many cases sooner than expected.

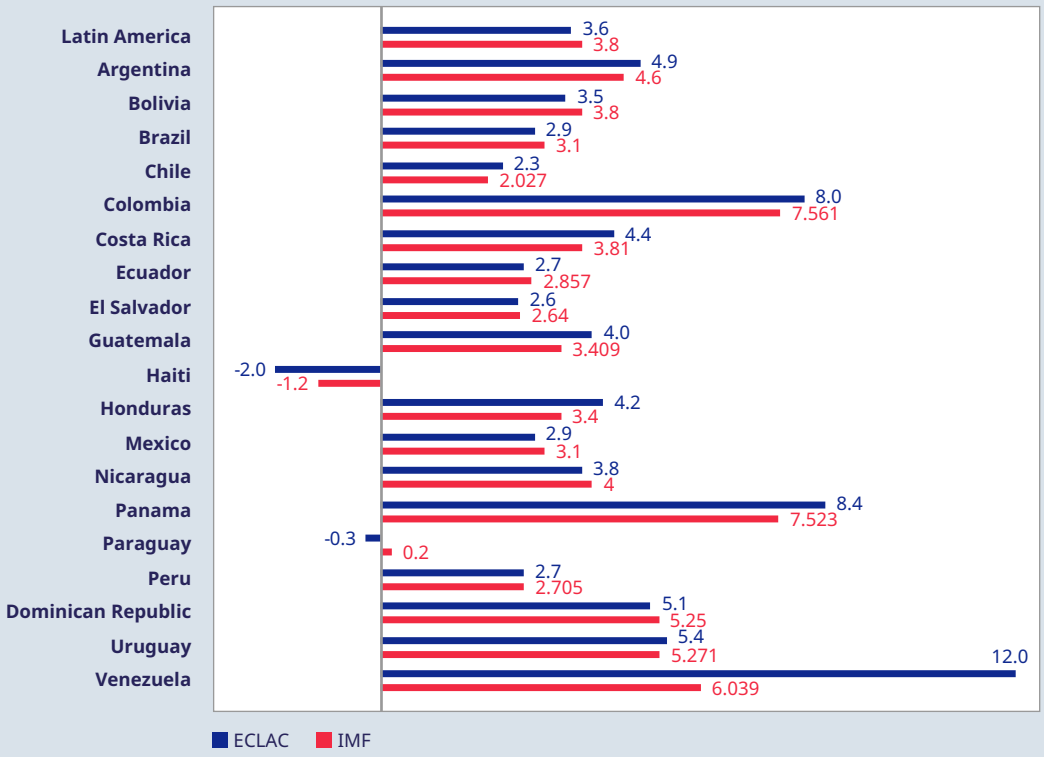
After falling 6.8 per cent in 2020, GDP of Latin America and the Caribbean increased between 6.7 per cent (ECLAC estimate) and 7.0 per cent (IMF estimate) in 2021, and between 3.7 per cent (ECLAC) and 3.9 per cent (IMF) in 2022, rates equivalent to around half those of the previous year, but higher than the region's historical growth rates.

Nevertheless, both international organizations forecast a significant slowdown in GDP growth in 2023, to an estimated 1.3 per cent, according to ECLAC, and 1.8 per cent, according to the IMF. These average rates hide significant variations resulting from the heterogeneity of the economic structures of the different countries and the dissimilar way in which the pandemic and the global economic context affected them.

3 See Obstfeld, M. and H. Zhou, "The Global Dollar Cycle," BPEA Conference Drafts, 8-9 September, 2022.

In Latin America, after GDP contracted -6.8 per cent in 2020, it grew between 6.7 per cent and 6.8 per cent in 2021, according to ECLAC and IMF estimates. respectively. **For 2022, GDP is expected to grow between 3.6 per cent (ECLAC) and 3.8 per cent (IMF)**, as per Figure 1.8.

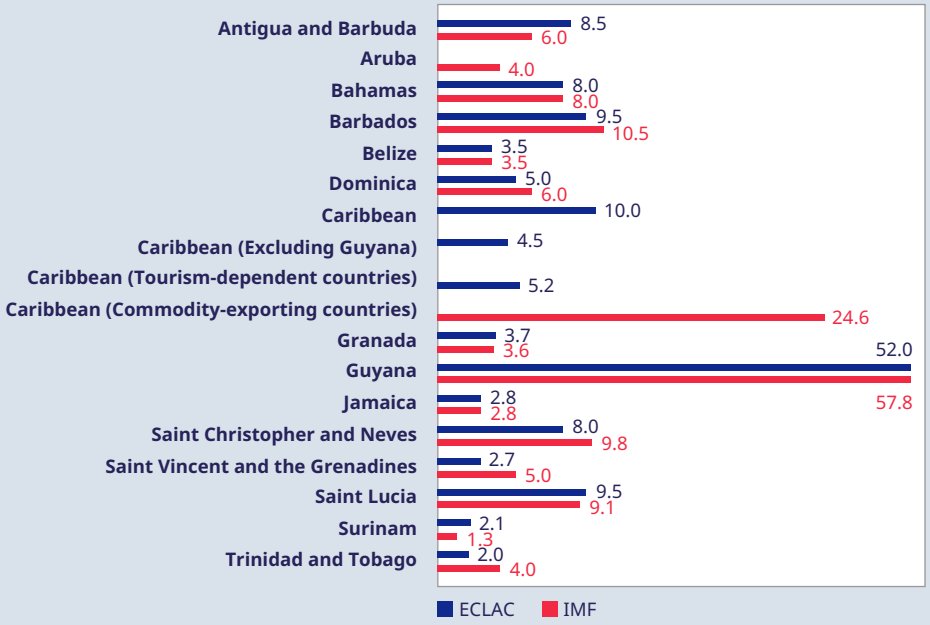
Figure 1.8 Latin America. projected GDP growth for 2022



Source: ECLAC and IMF.

The maintenance of substantial growth rates, at least in historical comparisons, can be explained by the increase in domestic demand, especially consumption, as well as exports. In South America, this effect was reinforced by the increase in the terms of trade given that the region's economies largely concentrate on commodity exports whose prices, which had already been recovering in 2021, continued to rise in the first half of 2022 in response to the war between Russia and Ukraine. The Central American economies benefited from the rapid recovery of the North American economy, which generated an increase in exports of goods and services such as tourism and transportation in the case of Panama, as well as from the increased flow of remittances from emigrant workers.

▶ **Figure 1.9** The Caribbean. Projected GDP growth for 2022



Source: ECLAC and IMF.

According to ECLAC estimates, the Caribbean economies will have grown 10.0 per cent in 2022, a percentage that declines to 4.5 per cent if Guyana's economy is excluded. The IMF estimates a growth of 24.6 per cent for the Caribbean economies specializing in the production and export of commodities and 5.2 per cent for the Caribbean economies that rely on tourism.[4]

Among the commodity exporters, Guyana once again stands out given the discovery of hydrocarbon deposits that have boosted investment and economic activity overall in recent years. The remainder of the Caribbean economies that export commodities grew less than the regional average, although they also contracted less than the average at the height of the pandemic. On the contrary, many of the tourism-based economies, which had been strongly affected by the impact of the health emergency, recovered rapidly as the effects of the pandemic subside, although this trend is still insufficient to reach pre-pandemic levels.

▶ **Table 1.1** Latin America and the Caribbean (selected countries). Quarterly GDP trends (Seasonally adjusted values, 2019=100)

Country	IQ 21	IIQ 21	IIIQ 21	IVQ 21	IQ 22	IIQ 22	IIIQ 22	IIIQ 22/ IIIQ 21
Argentina	98.5	97.7	101.5	103.5	104.6	105.6	107.4	5.8%
Brazil	100.6	100.3	100.8	101.7	103.0	104.1	104.5	3.6%
Chile	103.8	105.2	110.0	111.9	111.1	111.3	110.0	-0.1%
Colombia	99.6	97.2	103.9	106.6	108.1	109.5	111.2	7.1%
Costa Rica	98.3	100.3	103.8	105.1	105.2	105.7	106.8	3.0%
Ecuador	101.0	102.7	109.6	111.9	114.4	114.3	112.9	3.0%

▶ Continues...

4 The update of the IMF projections published in January 2023 does not provide disaggregated information for the economies of the Caribbean and Latin America, except for Argentina, Brazil and Mexico. For this reason, the projections by country correspond to those published in October 2022, except as indicated.

Country	IQ 21	IIQ 21	IIIQ 21	IVQ 21	IQ 22	IIQ 22	IIIQ 22	IIIQ 22/ IIIQ 21
El Salvador	100.4	100.6	101.6	101.3	103.8	103.3	103.8	2.2%
Honduras	97.7	100.0	102.6	103.0	103.8	104.4	105.3	2.6%
Jamaica	91.5	93.9	94.7	96.0	96.6	97.9	99.9	5.5%
Mexico	96.5	97.2	96.1	97.1	98.3	99.4	100.3	4.3%
Paraguay	101.1	103.9	101.6	102.4	99.4	99.7	104.1	2.5%
Peru	98.7	97.8	100.7	102.1	102.0	101.4	102.9	2.2%
Dominican Republic	101.0	104.2	105.2	107.2	107.2	109.6	110.4	5.0%

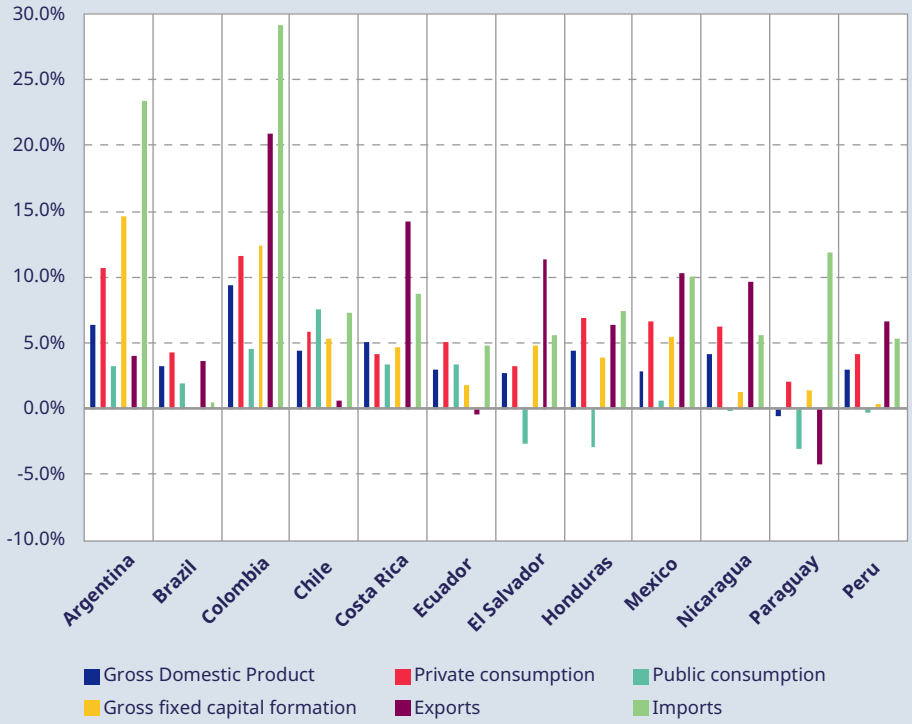
Source: The central banks of Chile, the Dominican Republic, Ecuador, Honduras, Costa Rica, El Salvador and Paraguay, DANE, IBGE, INEI, INDEC, INEGI and the Statistical Institute of Jamaica.

Table 1.1 shows that **all the selected Latin American economies recovered their pre-pandemic economic activity levels throughout 2021, except Mexico, which recovered in subsequent quarters**. Jamaica, as a representative of the situation of the Caribbean economies, has not yet recovered to pre-pandemic levels. The table also shows that the recovery continued in the first nine months of 2022, (except for Chile, whose economy remained relatively stagnant). The South American economies benefited from higher basic commodity prices as well as increased domestic demand as the effects of the pandemic subsided. Central American countries, Jamaica and, to a lesser extent, Mexico, benefited from the rapid recovery of the US economy, their main export market. The USA is also the country where most of remittances to the region originate.

Overall, **domestic demand is driving the recovery of the economies of the region in 2022** (Figure 1.10), especially the sustained increase in household consumption, which had been limited during the pandemic by the deterioration in income distribution and the restrictions associated with countries' health strategies. In some countries, an increase in capital formation was also observed (Argentina, Chile, Colombia, Honduras and Mexico) and, with few exceptions (Brazil and Peru), South American economies recovered in a context of considerably larger volumes of imports than of exports. By contrast, in Central America and Mexico, where the recovery has been tied to trends in the North American economy, the contribution of net exports was positive (except in Honduras).

"Domestic demand is driving the recovery of the economies of the region in 2022 (Figure 1.10), especially the sustained increase in household consumption, which had been limited during the pandemic by the deterioration in income distribution and the restrictions associated with countries' health strategies.

Figure 1.10 Latin America (selected countries). Annual GDP growth rates and demand components, 9 months of 2022/9 months of 2021



Source: INDEC, INEGI, IBGE, DANE, INEI and the central banks of Chile, Costa Rica, Ecuador, El Salvador, Honduras, Nicaragua and Paraguay.

Salient **features of the recovery of the economies of the region at the sectoral level included the significantly higher-than-average growth of sectors that had been especially affected by health restrictions associated with intensive human contact.** As Table 1.2 shows, the economic activity of restaurants and hotels and, to a lesser extent, the transport sector and other personal or social services tended to expand well above the increase in total added value. Other than in those sectors, the sectoral composition of the recovery of the economies of the region was quite uneven. Agriculture experienced sluggish growth (except in Jamaica and Peru), manufacturing grew at below-average rates and trade grew at above average levels in nine of the 13 selected countries.

Table 1.2. Latin America and the Caribbean (selected countries). Annual average growth rates of added value and economic sectors, 9 months of 2022/9 months of 2021

	Argentina	Brazil	Colombia	Chile	Costa Rica	Ecuador	El Salvador	Honduras	Jamaica	Mexico	Nicaragua	Panama	Peru
Gross value added at basic prices	6.3%	3.5%	9.2%	4.2%	5.1%	2.5%	3.1%	4.5%	5.1%	2.7%	4.0%	12.3%	2.7%
Crop and animal production, hunting and fishing	-2.5%	-1.5%	-1.0%	-4.1%	-4.0%	-2.2%	-0.2%	2.8%	8.2%	1.6%	1.3%	1.7%	4.1%
Fishing	5.6%			0.6%		9.9%				-4.6%	6.9%	22.2%	-16.3%
Mining and quarrying	14.4%	-2.8%	1.3%	-4.4%	-3.3%	-2.8%	-21.9%	-4.4%	-52.1%	0.1%	4.0%	6.1%	-1.5%
Manufacturing	6.4%	-0.8%	12.6%	-1.3%	3.6%	0.4%	-0.3%	7.6%	4.8%	5.6%	6.6%	5.1%	2.0%
Electricity, gas and water supply	2.1%	9.9%	4.9%	7.5%	3.3%	8.5%	7.4%	1.3%	2.3%	3.5%	3.4%	4.1%	3.4%
Construction	6.9%	8.2%	9.2%	0.9%	-7.1%	-0.1%	6.3%	-3.2%	-1.9%	-0.4%	-8.8%	18.5%	1.9%
Wholesale and retail trade; repairs	7.5%	0.3%	15.1%	0.1%	3.5%	4.3%	2.2%	6.3%	10.2%	6.4%	8.2%	17.0%	3.5%
Hotels and restaurants	41.6%			25.5%	9.4%	12.1%	7.1%		32.5%	33.2%	22.7%	39.5%	31.6%
Transportation and storage	10.2%	9.5%	17.6%	20.7%	14.7%	5.1%	4.2%	6.7%	7.3%	13.0%	7.3%	13.6%	11.4%
Information and communications		5.6%		9.0%	19.7%	9.3%	2.5%	1.6%		15.2%			0.6%

Continues...

	Argentina	Brazil	Colombia	Chile	Costa Rica	Ecuador	El Salvador	Honduras	Jamaica	Mexico	Nicaragua	Panama	Peru
Financial service	1.4%	-0.2%	5.8%	5.2%	4.2%	2.0%	1.2%	14.0%	2.1%	1.3%	5.3%	6.1%	-6.3%
Real estate, business and leasing activities	5.6%	2.3%	5.4%	7.0%	7.4%	3.1%	6.9%	1.7%	1.4%	-10.0%	1.2%	6.2%	2.3%
Public administration and defence	8.8%	2.1%	6.1%	-1.0%	0.4%	2.7%	4.9%	1.7%	0.2%	-0.7%	2.0%		3.2%
Education	4.8%				6.9%	3.5%	0.8%	1.2%		1.8%	0.5%	-2.0%	
Health and social services	1.5%						3.9%			3.0%	1.2%	5.7%	
Other community, social and personal services	9.3%	12.1%	37.0%	13.7%	4.3%	2.2%	7.7%	0.9%	16.8%	9.6%	3.1%	27.9%	3.7%

Source: INDEC, INEGI, IBGE, DANE, INEC, INEI and the central banks of Chile, Costa Rica, Ecuador, El Salvador, Honduras, Nicaragua, Paraguay and the Statistical Institute of Jamaica.

> Like in the world economy, another key characteristic of the region's post-pandemic macroeconomics was the rising inflation rate that accompanied the recovery of the economies as the health emergency subsided.

Like in the world economy, another key characteristic of the region's post-pandemic macroeconomics was the rising inflation rate that accompanied the recovery of the economies as the health emergency subsided. The increase in inflation rates, observed in almost all economies, was initially driven by the mismatch between growing demand and supply that struggled to meet demand owing to problems affecting global supply chains and the logistics and transport of goods. These difficulties not only delayed deliveries, but also led to a sharp increase in international freight costs. The increase in inflation rates that began in 2021 worsened in 2022, mainly due to the impact of the war between Russia and Ukraine on commodity prices, especially food and energy.

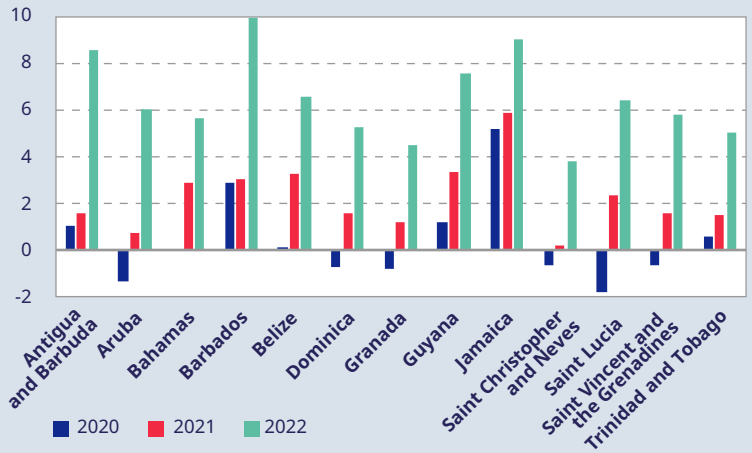
The economies of Latin America and the Caribbean were not immune to this global trend that brought inflation rates to levels not observed in decades. In Latin America, the median annual inflation rate rose from 2.8 per cent in 2020 to 4.4 per cent in 2021 and an estimated 8.7 per cent in 2022, excluding Argentina and Venezuela (Bolivarian Republic of), which have much higher inflation rates. Figure 1.11 demonstrates the significant rise in inflation in all South American economies in 2022. In several of those countries, annual rates approaching 10 per cent are projected.

▶ **Figure 1.11** Latin America (selected countries). Annual inflation rates (percentage)

Source: IMF.

The economies of the Caribbean are expected to have a similar performance, where the median inflation rates of a group of 13 countries (Suriname was excluded because it has a significantly higher inflation rate than the other economies of the region) rose from 0.1 per cent in 2020 to 1.6 per cent in 2021 and an estimated 6.0 per cent in 2022. Higher inflation rates are expected for all the countries, in some cases exceeding 8 per cent.

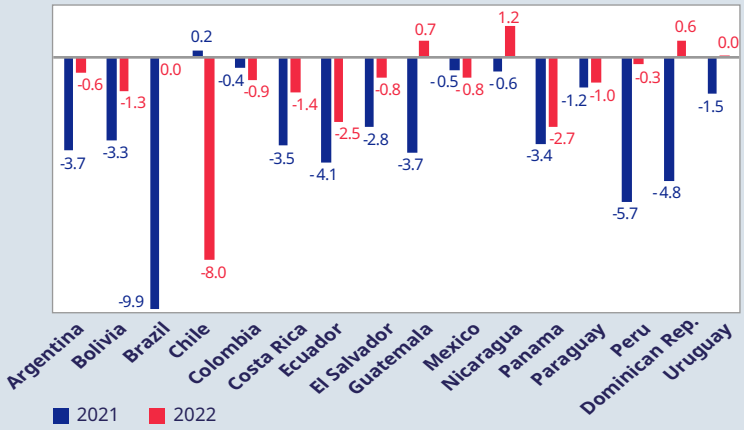
Figure 1.12 Caribbean (selected countries). Annual inflation rates (percentage)



Source: IMF.

The context of economic recovery and rising inflation influenced the macroeconomic policy of the past two years, which adopted a relatively contractionary bias overall. In 2022, most of the governments of the region continued with their 2021 efforts to reduce primary deficits[5] as health restrictions eased and economies gradually resumed normal activity. Figures 1.13 and 1.14 demonstrate that this trend is more pronounced in Latin America than in the Caribbean. In the first set of countries, only three (the Dominican Republic, Guatemala and Nicaragua) recorded an increase in the primary deficit in 2022, while the remainder continued 2021 efforts to consolidate public accounts. Among the Caribbean economies, the primary deficit increased in several island economies heavily dependent on tourism which, as will be discussed later in this report, only recently recovered pre-pandemic levels. Notably, the three Latin American economies mentioned and the Caribbean economies that registered increases in the primary deficit are net importers of both food and energy, and the subsidies to alleviate the impact of price increases recorded this year had repercussions on the levels of primary spending.

Figure 1.13 Latin America. Change in the primary balance (percentage of GDP)



Source: IMF.

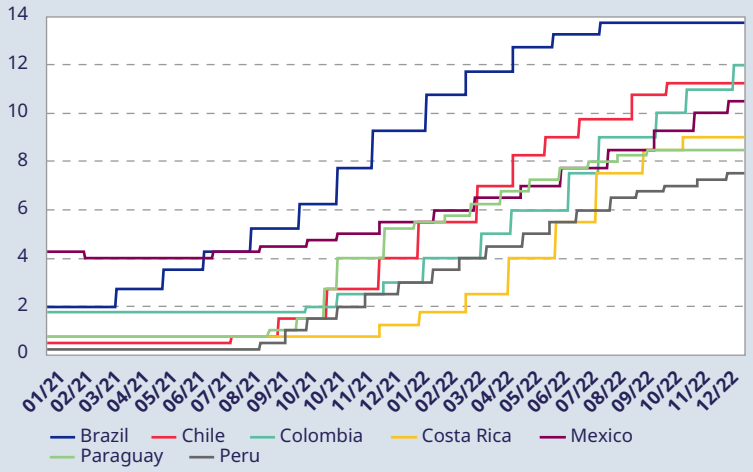
5 The primary deficit is calculated as the difference between total revenues and primary expenditures, excluding interest payments.

Figure 1.14 Caribbean. Change in the primary balance (percentage of GDP)

Source: IMF.

At the same time, the central banks of the region and most of the world began to gradually increase the reference interest rates of the monetary policy in 2021, intensifying this trend in 2022 (Figure 1.15). The increase in inflation rates to levels well above the monetary policy goals explains the contractionary bias adopted by the region's central banks to avoid a strong misalignment of inflation expectations.

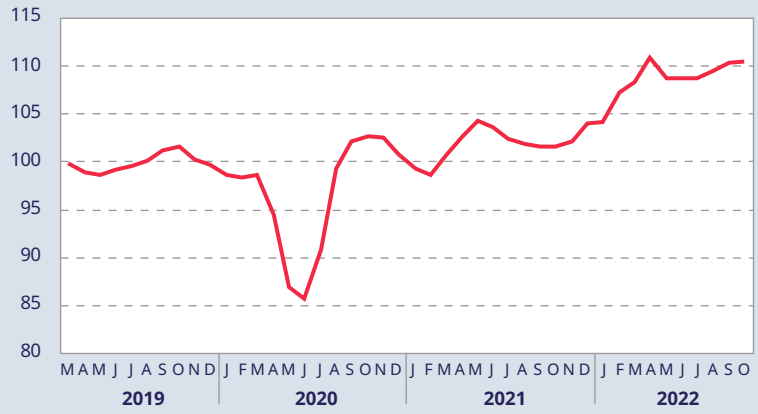
Figure 1.15 Latin America (selected countries). Monetary policy rate trends



Source: Central banks of Brazil, Chile, Colombia, Costa Rica, Mexico, Paraguay and Peru.

By contrast, **the impetus from external demand was positive, following the 2021 trend**. After the sharp decline observed at the height of the pandemic and a variable recovery during the first half of 2021, export volumes showed a clear positive trend between the fourth quarter of 2021 and the first quarter of 2022. These volumes largely stabilized beginning in the second quarter of 2022, to a level around 10 per cent higher than the average for 2019, prior to the health emergency.

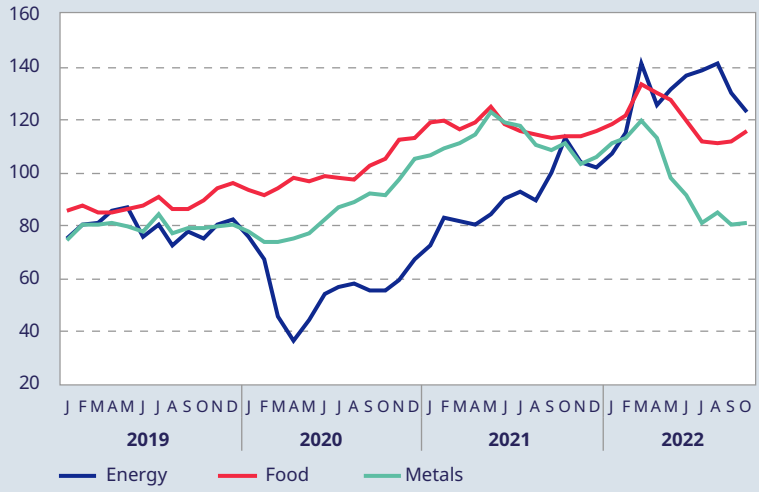
Figure 1.16 Latin America. Export volume trends (3-month moving averages)



Source: CPB Netherlands Bureau for Economic Policy Analysis.

At the same time, **the terms of trade continued to improve for most South American countries** thanks to rising commodity prices, a trend that began in late 2020 and continued into 2021 as the world economy improved. This trend strengthened in the first half of 2022 owing the impact of the war between Russia and Ukraine. Nevertheless, by the second half of 2021, the increase in manufacturing prices began to have an impact on the region's import price indices. Thus, deflating commodity prices by the import price index confirms (Figure 1.17) that the terms of trade deteriorated beginning in the second quarter of 2022 (somewhat later in the case of energy). However, for both energy and food, the terms of trade remain above pre-pandemic levels and even compared to the high levels of 2010. This does not occur in the case of metal prices which, deflated by import prices, are at levels similar to those of 2019. Both **the Central American economies and those of the Caribbean (except for Guyana, Suriname and Trinidad and Tobago) have experienced negative trends in the terms of trade given that they are net importers of commodities.**

Figure 1.17 Latin America. Terms of trade (Price of commodities deflated by the import price index) (2010=100)

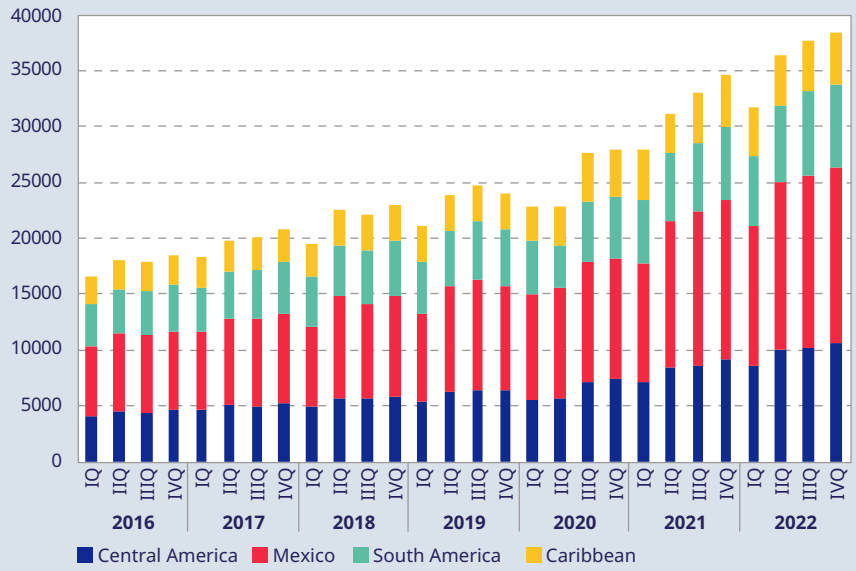


Source: World Bank and CPB Netherlands Bureau for Economic Policy Analysis.

Remittances from emigrant workers, which constitute a crucial source of resources for many Caribbean and Central American countries, have grown steadily since the second half of 2020, resuming the upward trend observed for several years.

After the reduction observed in the first half of 2020, which interrupted a sustained growth trend, remittances began to increase again, in line with the recovery of the economies that receive most of the region's emigrants, as well with the pandemic aid the governments of these countries granted. If income projections for this concept are confirmed in 2022, remittances to the region will more than double the levels recorded in 2016.

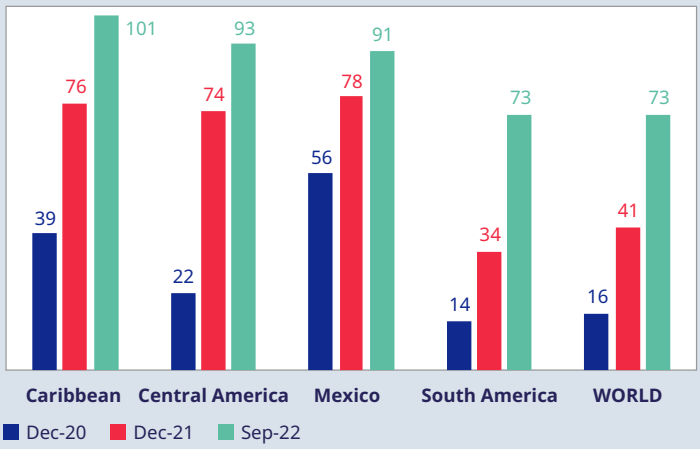
▶ **Figure 1.18** Latin America and the Caribbean. Workers' remittances in thousands of dollars



Source: IDB.

Finally, tourim is also recovering steadily, and the arrival of tourists exceeds pre-pandemic levels in the Caribbean, which concentrates the economies that most depend on this activity. As Figure 1.19 shows, tourist receipts in the region are recovering faster than the world average and are close to 2019 levels in the case of Central America and Mexico. Tourist receipts in South America are recovering more slowly, but these economies experienced the fastest growth in the first nine months of 2022.

▶ **Figure 1.19** Latin America and the Caribbean. Tourist arrivals (December 2019=100)



Source: UNWTO Tourism Recovery Tracker.

1.3 Outlook for Latin America and the Caribbean: slower growth, reduced fiscal space and rising inflation continue

The outlook for the region follows global trends of slower growth of economic activity and concern about rising inflation. **The growth rate of Latin America and the Caribbean is expected to be significantly lower in 2023 compared with 2022 projections, and this slowdown will affect all subregions.**

The impact of the war between Russia and Ukraine on international prices gave rise in the first part of 2022 to more favourable terms of trade for South American economies, which are largely concentrated in commodity exports. This trend is expected to stabilize in the best of cases. Additionally, the increase in energy and food prices are the main drivers of rising inflation rates, which negatively impacts the region given that it affects the ability of macroeconomic policy to address the probable decline in growth rates. From a financial standpoint, this situation has augmented volatility and generated a lower appetite for riskier assets which, coupled with the increase in interest rates in advanced economies, reduces financing capacity for emerging economies in general and for Latin America and the Caribbean in particular, in addition to driving up financing costs.

“The outlook for the region follows global trends of slower growth of economic activity and concern about rising inflation.

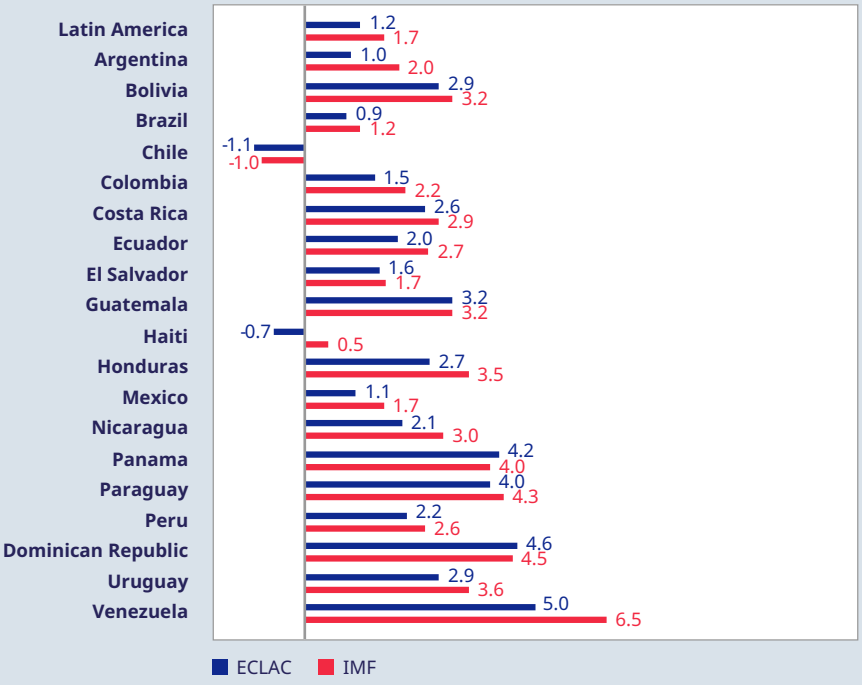
Moreover, the lower levels of economic activity expected in nearly all countries worldwide will negatively affect external demand. In particular, China’s reduced economic activity will affect demand for South American exports given that more than a third of total exports of many of that region’s economies are destined for the Chinese market. The slowdown in the US economy will have a negative impact on exports from Central America and Mexico, which mainly export to the North American market. It is likely that slower economic growth in the USA will also have a negative impact on remittances from emigrant workers and will reduce tourism flows, which are the main source of external income for many Caribbean economies.

Furthermore, rising food and energy prices have a negative impact on income distribution given that this increase has a greater effect on the consumption baskets of the poorest population segments. This will adversely affect household consumption, which was one of the drivers of the recovery in 2021 and part of 2022.

The virtual standstill of the drivers of the post-pandemic recovery will occur in a context of severe limitations of macroeconomic policy to apply a countercyclical strategy. Fiscal space, which was already reduced, will contract even more because the economic slowdown will affect tax revenues and because increasing international interest rates will put pressure on spending, especially in the more indebted countries. Additionally, as noted above, concern about rising inflation rates has led the region’s central banks to tighten monetary policy, following the global trend. Finally, the increase in US interest rates and stronger demand for lower-risk assets are leading to an appreciation of the US dollar, which may have negative effects on commodity prices and capital flows to emerging and developing economies.

ECLAC expects growth in Latin America to fall from 3.7 per cent in 2022 to 1.3 per cent in 2023, while the IMF estimates the growth rate to decline from 3.3 per cent to 1.6 per cent. As noted above, all subregions are expected to experience a reduction in GDP growth: South America from 3.7 per cent in 2022 to 1.0 per cent in 2023 (ECLAC) and from 3.6 per cent to 1 .6 per cent (IMF); Central America and Mexico from 3.3 per cent to 1.6 per cent (ECLAC) and from 2.6 per cent to 1.6 per cent (IMF).

Figure 1.20 Latin America. Expected growth rates for 2023 (percentage)

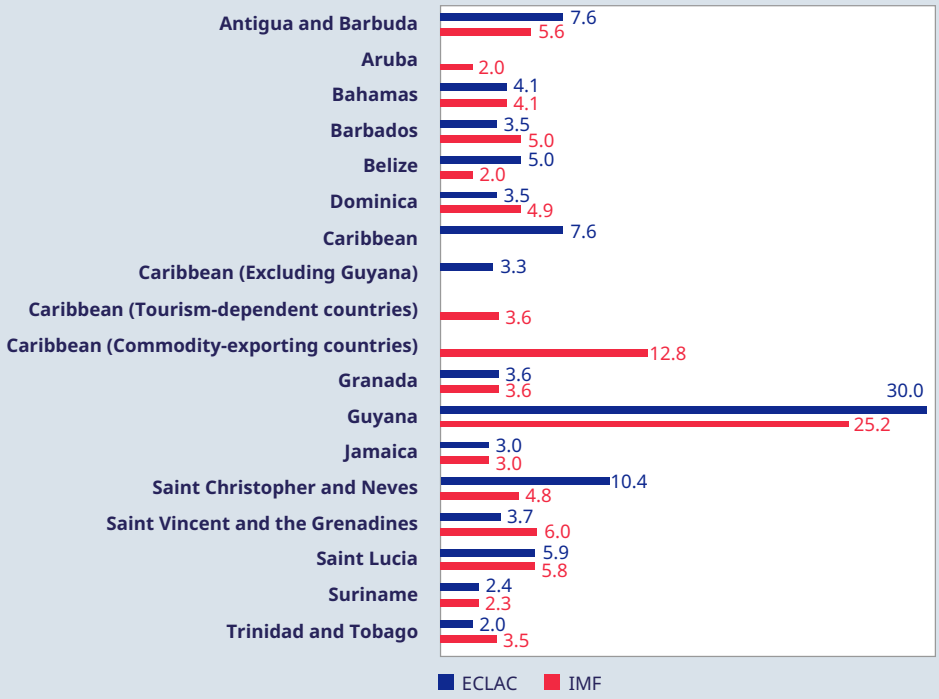


Source: ECLAC and IMF.

Moreover, ECLAC projects a growth rate for the Caribbean region of 3.3 per cent in 2023 (excluding Guyana), compared with the estimated 4.5 per cent for 2022, while GDP growth in Guyana is expected to fall from 52 per cent to 30 per cent. The IMF projects a growth rate of 3.6 per cent for Caribbean tourism-dependent economies in 2023, compared with the 5.2 per cent expected for 2022 and a growth rate of 12.8 per cent for Caribbean commodity-exporting countries for 2023, compared with the 24.6 per cent estimated for 2022.[6]

6 See footnote 4.

Figure 1.21 Caribbean. Expected growth rates for 2023 (percentage)



Source: ECLAC and IMF.

These projections are highly uncertain given the international context. They are influenced by both economic factors and by others unrelated to the economy, even though they may have a major impact on global economic activity trends and on commodity and financial markets. Among the former is the inflationary pressure and government measures to contain inflation. The latter include the war between Russia and Ukraine and new COVID-19 outbreaks and response measures, especially in China.

The outcome of events associated with the war is uncertain. The continuation of the conflict and its possible escalation, beyond the humanitarian and political repercussions, will adversely affect GDP and international trade and commodity and financial markets, which may hinder anti-inflationary strategies, as well as generate greater volatility in asset markets. By contrast, the possibility of an end to the conflict could significantly boost economic activity, especially in Europe.

The possibility of a new COVID-19 outbreak is also a significant threat in the short and medium term. This is particularly relevant in China, which for several years has been a major driver of the world economy, is the main source of inputs for many value chains and is one of the main destination markets for several economies in the region, especially in South America. China's zero-COVID strategy has slowed economic growth, affected the availability of basic inputs and negatively affected commodity prices. Better control of the health situation and a shift towards a less restrictive strategy would ease discomfort among the Chinese population. This could have a positive impact on Chinese economic growth, which would in turn have positive repercussions on global growth and commodity prices.

The worldwide increase in inflation rates and the strategies governments are adopting to control it have generated and continue to generate discussions in academic and political circles on the duration of the phenomenon as a whole and the most effective measures to address it. There is consensus that inflation was triggered by the simultaneous supply shocks, the impact of which may take time to be absorbed by the markets. A similar situation occurred in the 1970s when oil prices skyrocketed, which gave rise to the term "stagflation" to refer to persistent high inflation combined with stagnation or a decline in the level of economic activity.

> The worldwide increase in inflation rates and the strategies governments are adopting to control it have generated and continue to generate discussions in academic and political circles on the duration of the phenomenon as a whole and the most effective measures to address it.

The widespread adoption of contractionary monetary policies to contain inflation also raised questions about whether those measures are the most effective way to deal with the issue. An increase in interest rates in the context of a negative supply shock will likely generate recessionary effects. However, if economic agents have confidence in the determination and capacity of the monetary authority to combat inflation, this will help avoid excess inflation expectations which, if they occurred, would further complicate the anti-inflationary strategy. If inflation expectations remain stable and governments can reduce inflation relatively quickly, the world economy could experience a "soft landing" scenario, with a lower growth rate, but avoiding a recession. On the other hand, a misalignment of inflation expectations may make it more difficult to reduce inflation rapidly and require a greater tightening of monetary policy that could lead to a recession. To a large extent, it is a question of timing and the reputation of the monetary authorities.

Bearing in mind the effect that US monetary policy has on financial and exchange markets around the world, the position adopted by the Federal Reserve will have a considerable impact on emerging and developing economies. This is not only because the policy may lead to a further slowdown in GDP growth and world trade, but also because of the impact that a higher international interest rate and a stronger US dollar may have on capital flows, especially in a context in which many countries have substantially raised their debt levels.

At the same time, the countries of the region maintain high levels of poverty and inequality. According to the latest ECLAC projections, in 2022, 32.1 per cent of the Latin American population lives below the poverty line, a percentage that exceeds that estimated before the pandemic. The increase in food and energy prices places 13.1 per cent of the population below the extreme poverty line, the highest percentage in at least the past 22 years.

This creates an extremely complex short-term scenario for the economies of Latin America and the Caribbean, in which social demands that are difficult to delay will coexist with a limited space for public policies, conditioned by the anti-inflation strategy, high indebtedness levels and less liquidity of international financial markets. There will be a narrow gorge to navigate to address social issues without neglecting macroeconomic balances. This will require increasing fiscal space by introducing a greater redistributive capacity in public accounts, that is, increasing the tax burden on the highest income strata to finance policies targeting the lower strata. Additionally, international financial organizations will need to finance programmes with a high social impact in the region.

2. Labour force participation rate, employment-to-population ratio and the unemployment rate

2.1 Labour market trends in Latin America and the Caribbean amid multiple crises: full recovery of employment and partial recovery of the labour supply

As has been extensively analysed in previous reports (ILO, 2020, 2022a; ECLAC-ILO, 2021, 2022a, 2022b; Maurizio, 2021a, 2021b, 2022), the impact of the COVID-19 pandemic on Latin America and the Caribbean was most pronounced during the first half of 2020 through unprecedented reductions in the level of economic activity, employment and hours worked, in the sharp deterioration of the production structure, in the closure of enterprises, in the significant contraction of average income and in increases in poverty and extreme poverty.

Following this critical period, **the gradual recovery of labour indicators beginning in mid-2020 has enabled the employment-to-population ratio to return to pre-pandemic levels three years after the onset of the health crisis**. In the second quarter of 2022, the employment rate achieved the level recorded in the same quarter of 2019.

Job creation was strongly associated with economic recovery. During 2021, employment-output elasticity (change in the level of employment in relation to the change in GDP) surpassed 1, confirming that economic growth was a significant driver of the increase in employment.

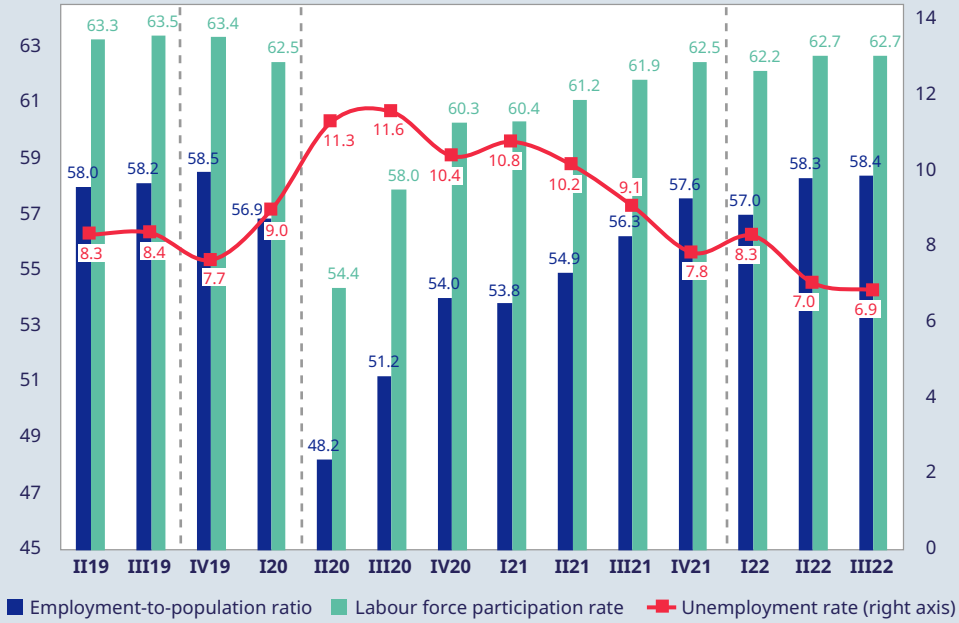
As indicated in the previous section, in 2022, the economies of Latin America and the Caribbean continued the recovery that began in 2021, as the impact of the pandemic eased. At the same time, during the first three quarters of 2022, the regional employment rate grew 5 per cent compared with the same period of the previous year, continuing the positive response to economic growth, which during 2022 weakened significantly compared with the previous year. The region is expected to grow by just over 3 per cent this year, a high rate in historical terms but representing just half the growth rate recorded in 2021.

Unlike the employment-to-population ratio, **the regional labour force participation rate remains slightly below pre-pandemic levels.** As a result of the full recovery of employment and the partial recovery of the labour supply, **the unemployment rate is significantly lower than in 2019** (Figure 2.1).

In 2022 the labour markets in Latin America and the Caribbean **continued the recovery that began in 2021,** as the effects of the health emergency linked to the COVID-19 pandemic were being left behind.

	Employment-to-population ratio	Labour force participation rate	Unemployment rate
2022 III Quarter	58.4	62.7	6.9
2021 III Quarter	56.3	61.9	9.1

Figure 2.1 Quarterly trends in the employment-to-population ratio, unemployment rate and labour force participation rate. Latin America and the Caribbean (15 countries). II quarter 2019 - III quarter 2022



Source: ILO, based on SIALC/ILO.

> After a slight reduction in the employment-to-population ratio and a rise in the unemployment rate in the first quarter of 2022, labour indicators again began to improve in the second quarter of that year. However, in the third quarter of 2022, the indicators remained largely unchanged with respect to the previous quarter.

The recovery of labour indicators has passed through different phases. Following the increase in employment and the labour supply and the reduction in unemployment during the second half of 2020, these positive trends stagnated at the regional level in early 2021. In the first quarter of that year, rates for these indicators remained largely unchanged compared with those observed in the previous quarter. The new waves of infections and the measures to contain them given inadequate vaccination coverage, uncertainty regarding macroeconomic and sectoral developments, the greater reaction of working hours to job creation and the difficulties facing many enterprises, particularly smaller ones, were some of the factors associated with the weak labour demand experienced in those months. Additionally, some of these changes may have reflected the seasonal trends usually observed in the first quarter of each year.

Subsequently, to the extent that the region resumed the path of economic recovery from mid-2021 (depending on the country) together with a higher vaccination rate and increased control of the health situation, both employment and the labour participation rate resumed positive trends in the second, third and fourth quarters of 2021, while unemployment continued to decline.

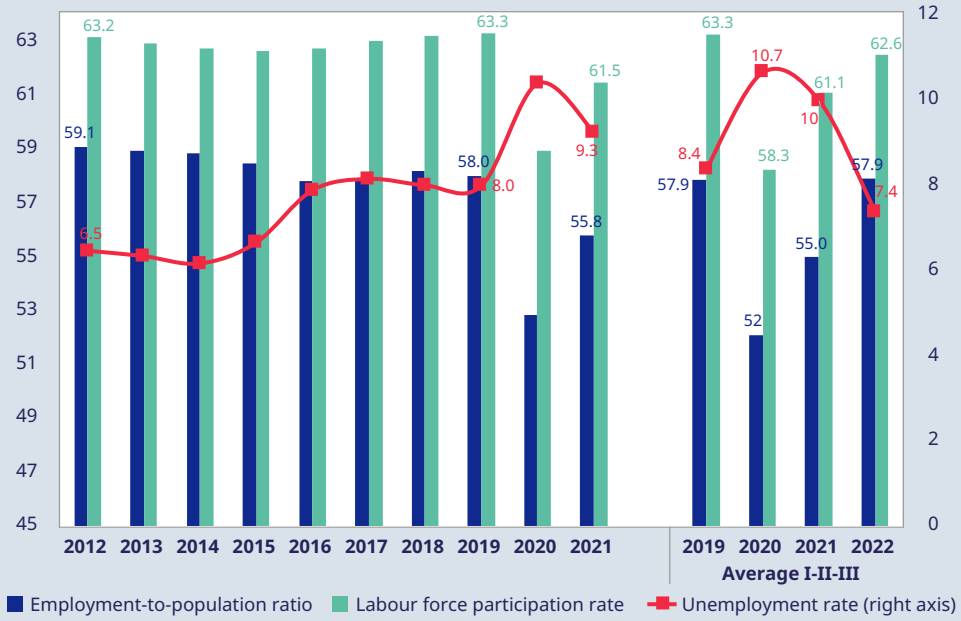
Finally, after a slight reduction in the employment-to-population ratio and a rise in the unemployment rate in the first quarter of 2022, labour indicators again began to improve in the second quarter of that year. However, in the third quarter of 2022, the indicators remained largely unchanged with respect to the previous quarter. These trends likely reflect the negative impacts of the war between Russia and Ukraine, especially in the first months of this year, and the subsequent slowdown in the economic recovery process.

In the third quarter of 2022, the regional employment-to-population ratio was 58.4 per cent, the labour force participation rate was 62.7 per cent, and the unemployment rate was 6.9 per cent.

Comparing the averages of the first three quarters of each year, in 2022, the employment-to-population ratio equalled that of the same period in 2019 (57.9 per cent). However, as discussed, the labour force participation rate only partially recovered (62.6 per cent for the average of the first three quarters of 2022, compared with 63.3 in the same period of 2019). Owing to the more vigorous recovery of employment than of the labour supply, the unemployment rate of 7.4 for the average of the three quarters is one percentage point lower than that observed during the same period of 2019 (Figure 2.2).

Expanding the period of analysis, the employment-to-population ratio is similar to the rates recorded in the 2016-2019 period but continues to be lower (by slightly more than one percentage point) than a decade ago, in 2012. The latter is also true for the labour force participation rate. The unemployment rate, for its part, exceeds the rate for that year by 1 percentage point (Figure 2.2).

Figure 2.2 Trends in the employment-to-population ratio, unemployment rate and labour force participation rate. Latin America and the Caribbean (15 countries). 2012-2022



Source: ILO, based on SIALC/ILO.

In addition to the regional unemployment rate of around 7 per cent, the duration of unemployment is another relevant indicator in the recovery phase. By way of example, Figure 2.3 shows that in three countries of the region, **the percentage of the unemployed population for at least a year is on the rise.** In the first quarters of 2020, massive worker outflows (partially) translated into inflows into unemployment, increasing the ranks of the unemployed with fewer than three months without a job. During the second half of 2020, the percentage of short-term unemployed decreased while the following segment –between three months and one year– increased. During 2021, there was an increase in the proportion of long-term unemployed – those without work for over a year. Although this percentage stabilized or decreased slightly in 2022, in the selected countries, this group accounted for a significantly higher portion of the total number of unemployed than that observed three years ago. In Argentina and Brazil, this was reflected in lower unemployment rates than those of the same quarter in 2019.

This scenario is even more worrying when considering that most of the newly unemployed were informal workers without access to contributory unemployment insurance. This implies, in most cases, the loss or reduction of the most important individual and household source of income. Additionally, long periods of unemployment can erode the worker's human capital and thus further reduce the chances of finding a job, especially a quality job, in the future.

In addition to the regional unemployment rate of around 7 per cent, the duration of unemployment is another relevant indicator in the recovery phase. By way of example, Figure 2.3 shows that in three countries of the region, the percentage of the unemployed population for at least a year is on the rise.

Figure 2.3 Distribution of unemployed according to unemployment duration. Selected countries of Latin America. I quarter 2019-II quarter 2022 (percentage)

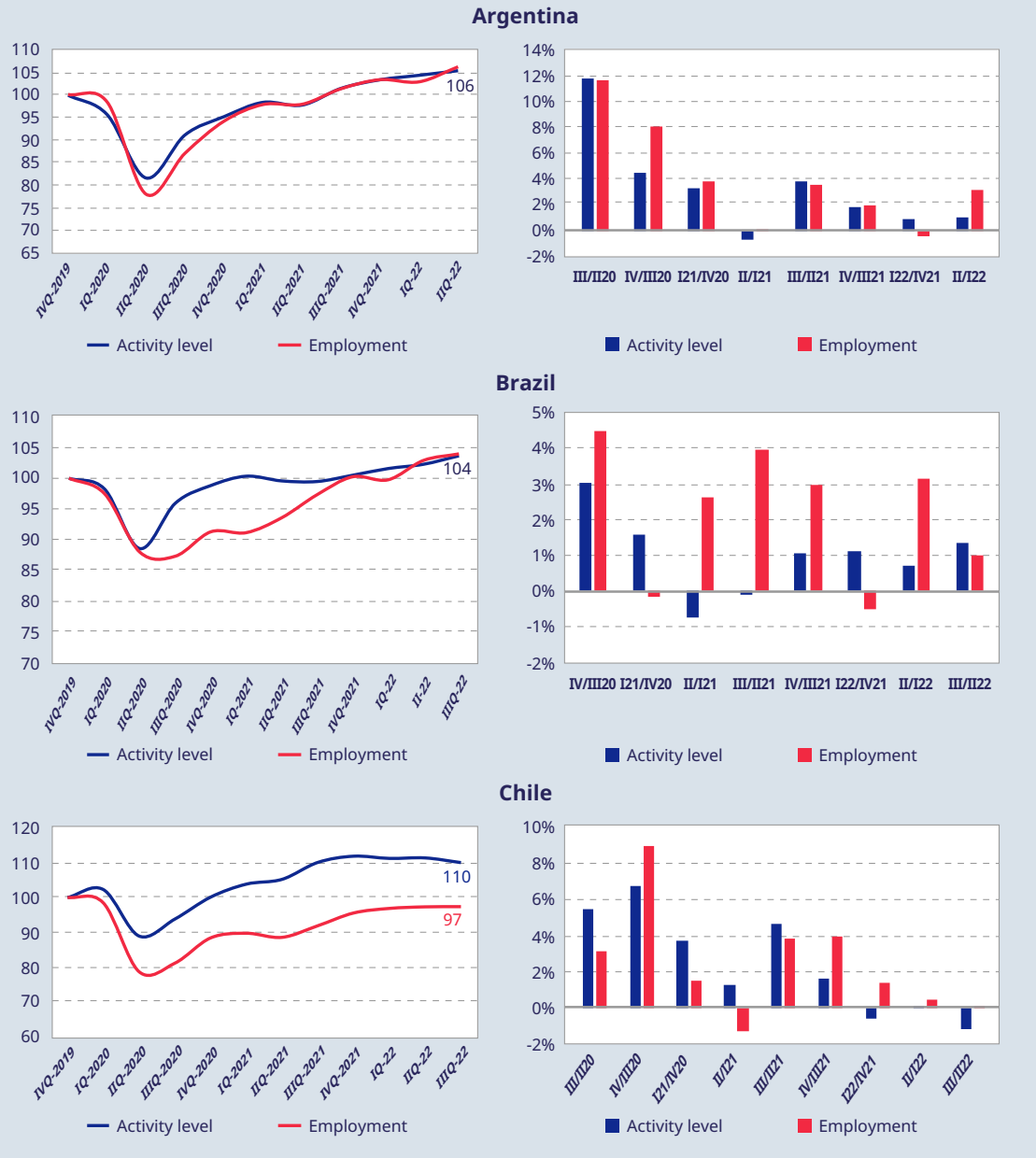
Source: ILO, based on SIALC/ILO.

2.2 The labour performance of the countries: similarities and differences

At the regional level, in all countries considered in Figure 2.4, **employment recovered at a pace similar to or more rapidly than did the level of economic activity.** In several of these countries, both indicators –employment and economic activity– had similar values even when the initial contraction of employment significantly exceeded that of output.

At any rate, **several of these countries experienced a slowdown in both economic activity and employment.** By way of example, in Chile, employment grew 4 per cent between the third and fourth quarters of 2021 but was less than one per cent in more recent quarters. In Mexico, employment grew 4 per cent between the first and second quarters of 2021 to less than one per cent between the second and third quarters of 2022. Paraguay experienced a decline in employment between the end of 2021 and the beginning of 2022, followed by increases of 1 per cent and 2 per cent, respectively, over the next two quarters.

▶ **Figure 2.4** Change in the level of economic activity and employment. Selected countries of Latin America. IV quarter of 2019-III quarter of 2022



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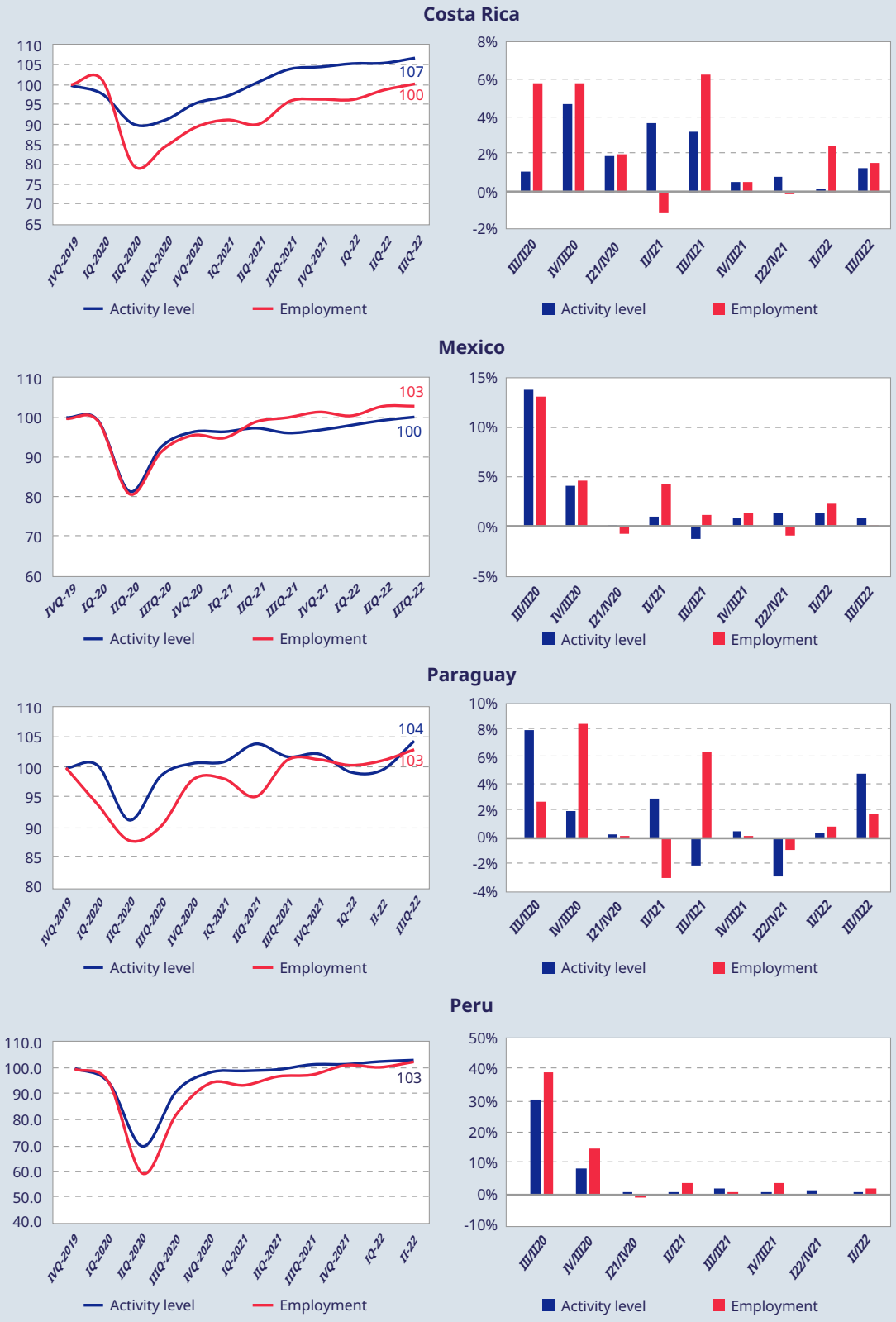
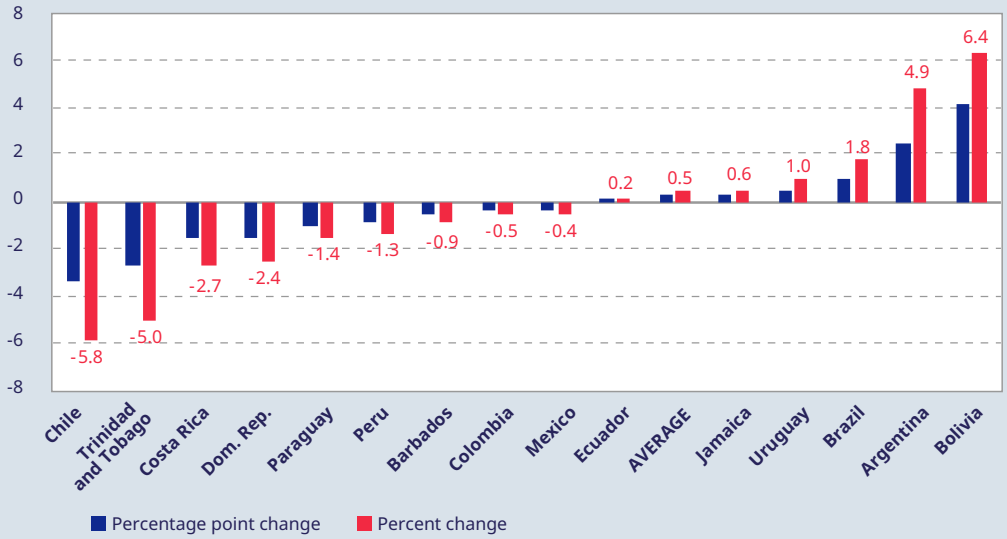


Source: ILO, based on household surveys and employment surveys, and official data on the level of economic activity.

This trend is even more concerning given that the full recovery of the regional employment rate results from the average of two contrasting situations between the countries: in **nine of the 15 countries, the employment-to-population ratio in the third quarter of 2022 remained below the rate observed three years earlier (Figure 2.5).**

This contrast also occurred between the two largest countries in the region and is partly associated with diverse economic trends. Brazil had a higher employment rate than in 2019 while the opposite occurred in Mexico.

▶ **Figure 2.5** Change in the employment-to-population ratio. Selected countries of Latin America and the Caribbean. III quarter 2019-III quarter 2022



Source: ILO, based on SIALC/ILO.

Only two (Argentina and the Plurinational State of Bolivia) of the 15 selected countries had labour force participation rates in the third quarter of 2022 that exceeded the levels of the third quarter of 2019. In some of the remaining countries, the gap in the labour supply was 3 percentage points.

Finally, the lowest regional unemployment rate between the two periods occurred in 11 of the 15 countries. In Colombia and Costa Rica, the unemployment rate exceeded 10 per cent, while in Argentina, Barbados, Brazil, Chile and Uruguay, it ranged from 7 to 9 per cent (Table 2.1).

▶ **Table 2.1.** Key labour market indicators. Selected countries of Latin America and the Caribbean. III quarter 2019 and III quarter 2022

Countries	Participation rate		Employment-to-population ratio		Unemployment rate	
	III 2019	III 2022	III 2019	III 2022	III 2019	III 2022
Argentina	59.2	60.3	53.4	56.0	9.7	7.1
Bolivia	69.3	73.7	66.3	70.6	4.3	4.2
Brazil	63.8	62.7	56.2	57.2	11.9	8.7
Chile	62.9	59.7	58.3	54.9	7.3	8.0
Colombia	64.2	63.7	57.1	56.8	11.1	10.8
Costa Rica	61.8	60.5	54.7	53.3	11.4	12.0
Ecuador	67.8	67.4	64.5	64.7	4.9	4.1

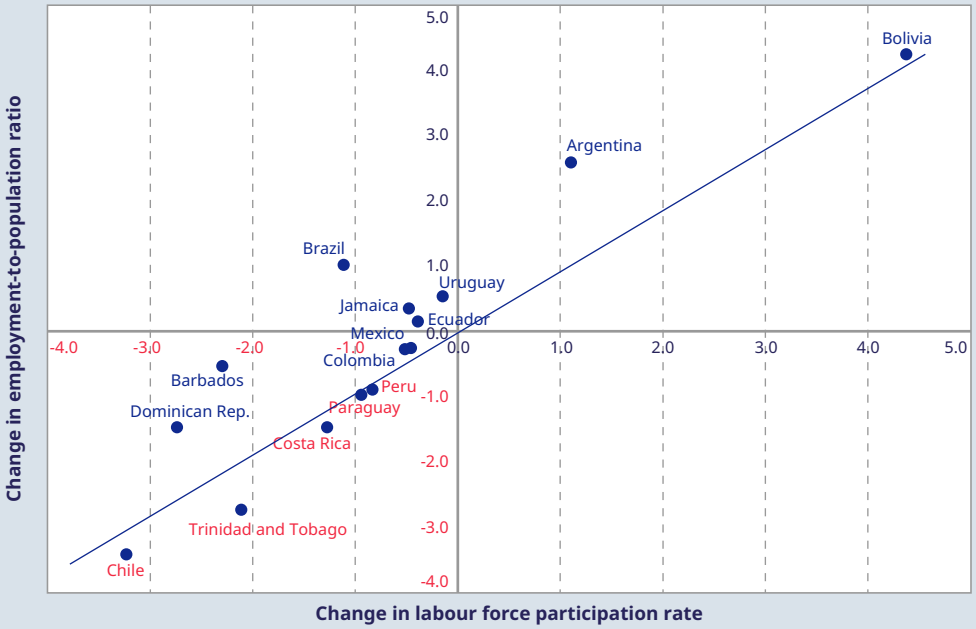
▶ Continues...

Countries	Participation rate		Employment-to-population ratio		Unemployment rate	
	III 2019	III 2022	III 2019	III 2022	III 2019	III 2022
Mexico	60.4	59.9	58.1	57.9	3.7	3.4
Paraguay	71.8	70.8	67.3	66.3	6.2	6.3
Peru	72.3	71.5	69.6	68.8	3.7	4.0
Uruguay	61.9	61.7	56.2	56.7	9.2	8.1
Dominican Rep.	64.9	62.1	60.6	59.2	6.5	4.8
Barbados	65.2	62.9	59.0	58.4	9.5	7.1
Jamaica	65.2	64.7	60.1	60.5	7.8	6.6
Trinidad and Tobago	57.3	55.2	54.9	52.2	4.1	5.4
Average	**63.3**	**62.7**	**58.2**	**58.4**	**8.3**	**6.9**

Source: ILO, based on SIALC/ILO.

Figure 2.6 illustrates the changes in the employment-to-population ratio and the labour force participation rate in the countries of the region between the third quarter of 2019 and the same quarter of 2022. The 45-degree line indicates that the change in both indicators is of equal magnitude. Accordingly, in the countries located above the line, the employment-to-population ratio experienced greater increases or smaller declines than the labour force participation rate, which caused the unemployment rate to decrease. This occurred in Argentina, Barbados, the Plurinational State of Bolivia, Brazil, Colombia, the Dominican Republic, Ecuador, Jamaica, Mexico and Uruguay. In the remaining five countries located below or above the 45- degree line, the increase in the unemployment rate reflected a greater or similar (incomplete) recovery of the labour participation rate in relation to the employment-to-population ratio.

Figure 2.6 Change in the labour force participation rate and the employment-to-population ratio. Selected countries of Latin America and the Caribbean. III quarter 2019 - III quarter 2022 (percentage points)



Source: ILO, based on SIALC/ILO.

The fact that the labour force participation rate has not yet fully recovered in most of the countries in the context of an expected economic slowdown and, consequently, a decline in job creation, increases the likelihood that the unemployment rate will rise in the near future.

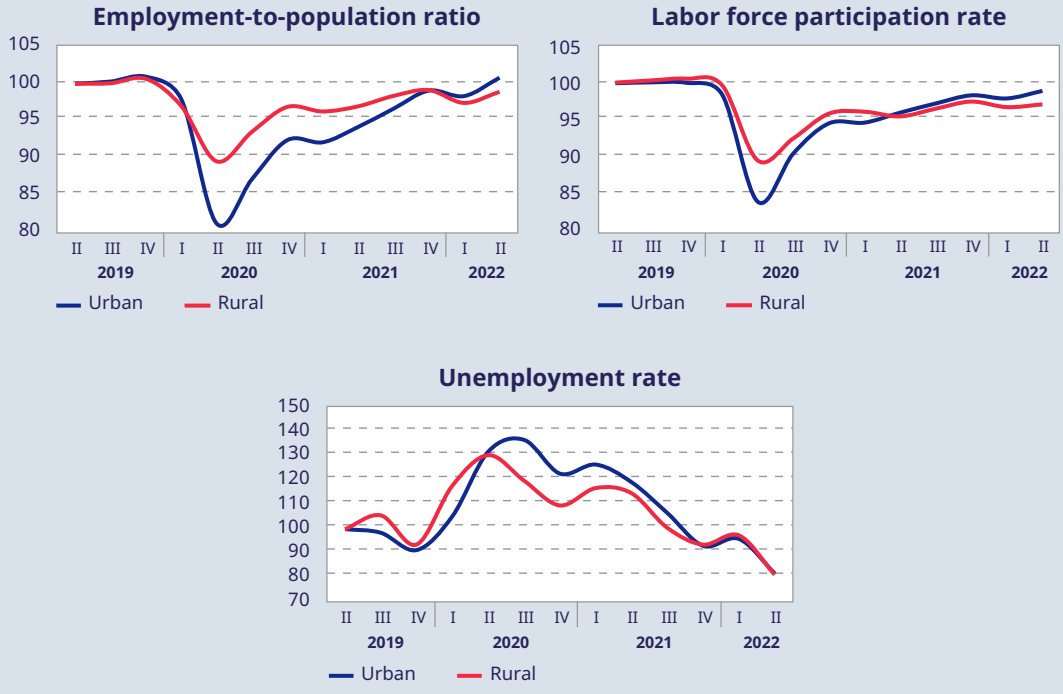
2.3 Labour trends in urban and rural areas: stronger recovery in urban areas

Following the increased contraction of the employment-to-population ratio and the labour force participation rate, and the sharper rise in the unemployment rate in urban areas in relation to rural areas, the recovery of these indicators was also stronger in the former compared to the latter (Figure 2.7).

Both the employment-to-population ratio and the labour force participation rate in urban areas exceed those of rural areas in 2022. While urban employment fully recovered and returned to 2019 values, rural employment has fallen short. The labour force participation rate, as previously mentioned, remains below pre-pandemic levels in both areas, but the gap is wider in rural areas.

Finally, owing to the more vigorous recovery in employment than in the labour supply, the urban unemployment rate declined more than the rural rate. In both areas, this indicator is some 20 per cent lower than the 2019 level.

▶ **Figure 2.7** Change in the employment-to-population ratio, unemployment rate and labour force participation rate in urban and rural areas. Latin America and the Caribbean (10 countries). II quarter 2019-II quarter 2022. (II quarter 2019=100)



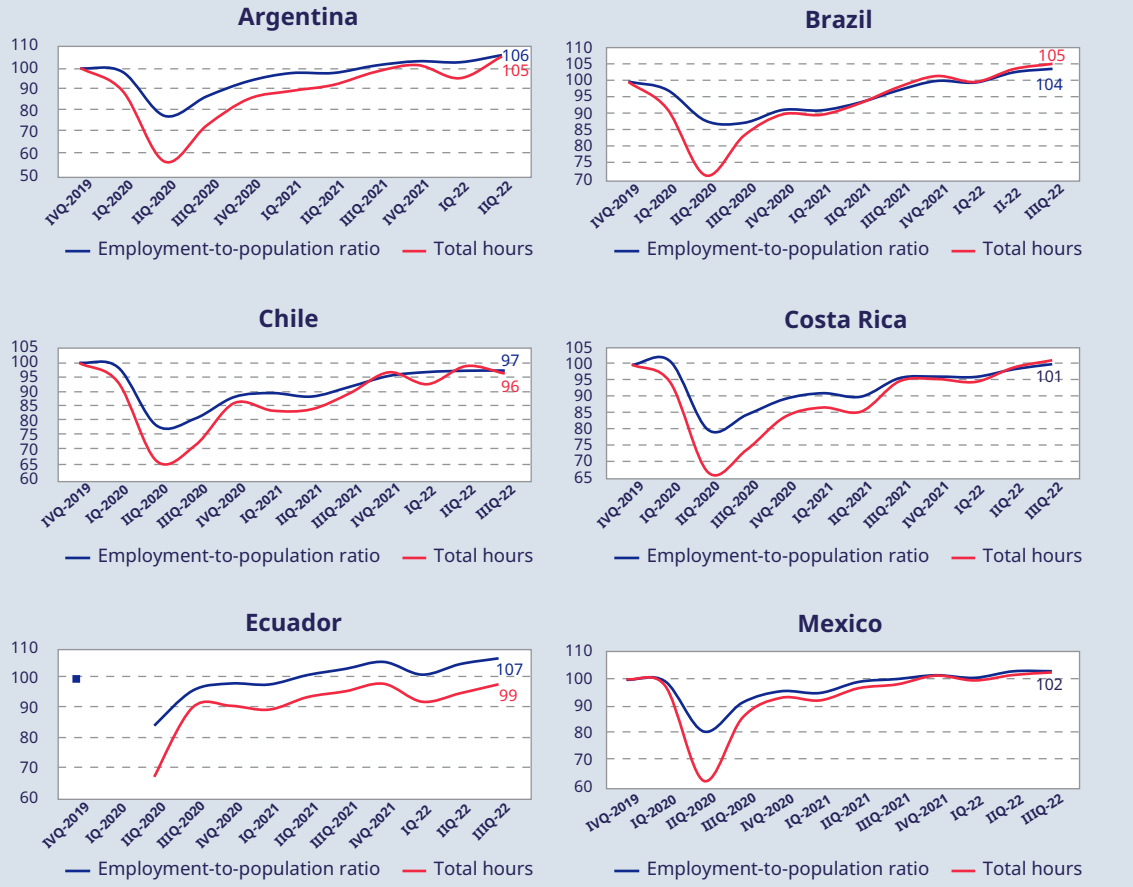
Source: ILO, based on SIALC/ILO.

3. Trend in hours worked: recovery with variations among groups of workers

Coupled with the recovery of employment, the rate of total hours worked experienced an upward trend beginning in mid-2020, which was even more pronounced than that of employment (Figure 3.1). This trend was expected given that the use of labour generally increases in recovery phases through the more intense use of the existing labour force, as well as through the creation of new jobs. Both the employment rate and hours worked recorded similar values in the third quarter of 2022.

Of the selected countries, only in Chile has the number of employed persons and hours worked remained below 2019 levels. Although in the other countries, the absolute values of both indicators are higher than pre-pandemic figures, the increase in the volume of employment implied an increase in the employment-to-population ratio in only a few countries. In the remainder of the countries, this growth did not surpass the increase in the working-age population, which explains why the employment rate in the third quarter of this year has not yet fully recovered from the impact of the pandemic. Likewise, as with employment, there are signs of a slowdown in this indicator in several countries.

Figure 3.1 Change in total employment and total hours worked. Selected countries of Latin America. IV quarter 2019- III quarter 2022



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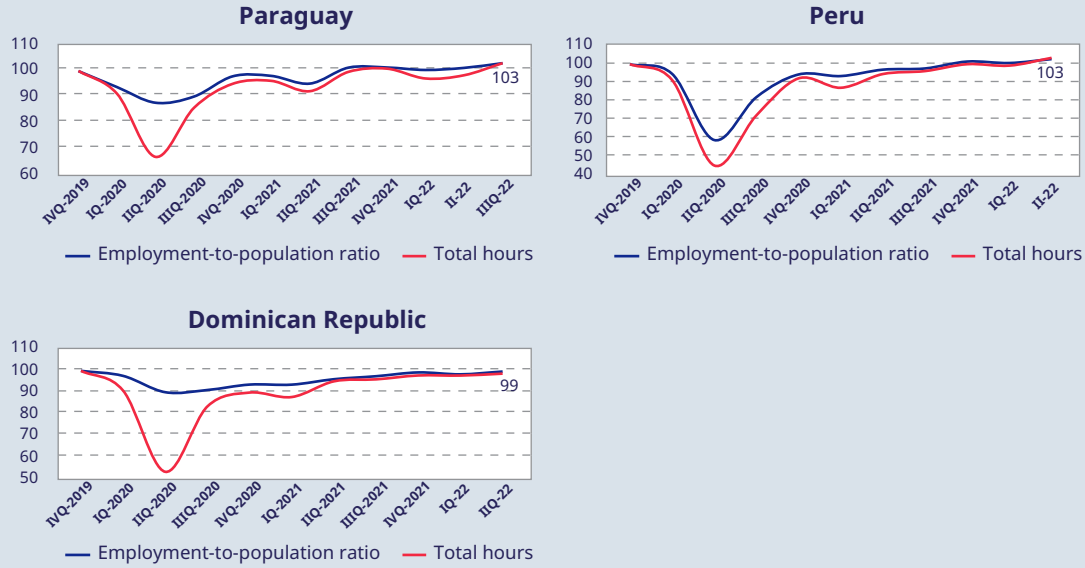


Source: ILO, based on SIALC/ILO.

Variations are observed within this overall trend in the region. Figure 3.2 shows that in the third quarter of 2022, the average hours women worked exceeded the figure three years earlier in all countries except Peru. This increase is widespread among countries and in all cases higher than the rate among men.

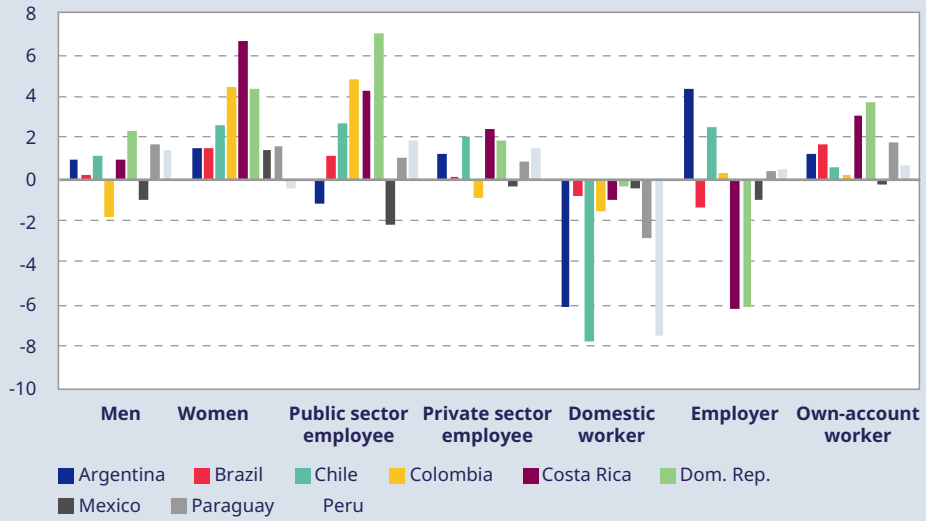
In terms of status in employment, an increase in hours is observed among both public and private sector wage and salaried workers, the former group working more hours. Additionally, the average hours worked by own-account workers in the third quarter of 2022 exceeded the hours worked by this group in the same quarter of 2019 in nearly all countries. In the case of employers, the situation is more diverse.

However, in the overall context of recovery of hours worked, domestic work experienced the opposite trend. Figure 3.2 shows an overall reduction in the average weekly hours worked in this sector in comparison to three years ago. In some countries, these declines were especially pronounced at 7 to 8 per cent. For example, in this sector in Chile, the average weekly hours fell from 33.5 to 31; in Peru, they declined from 43.7 to 40.5 hours.

The reduction in hours worked in domestic work has major implications for female employment, particularly for employment among less educated workers. As will be discussed, this sector is a key source of employment for this segment of women and partly explains why these workers are lagging in the post-pandemic employment recovery phase.

This trend has several possible explanations. From a demand standpoint, working from home, which, as will be discussed later, continues to remain above pre-pandemic levels, even among women, reduces the need to hire domestic workers. Furthermore, the lack of full recovery of labour income may limit the purchasing power of households. From a supply standpoint, both restrictions on the return to the labour market and changes in the structure of incentives for the less educated women who generally perform this work may contribute to this trend.

Figure 3.2 Change in the average weekly hours worked, by sex and status in employment. Selected countries of Latin America and the Caribbean. III quarter 2019- III quarter 2022



Source: ILO, based on SIALC/ILO.

4. Composition of the labour market

4.1 Employment by status in employment and sector of activity

Consistent with the above, employment trends in the recovery phase also varied for the different groups of workers defined based on their situation in employment. **In the regional comparison between the average of the first three quarters of 2022 and the same period of 2021, the stronger performance of wage employment stands out, with an average increase of around 8 per cent compared with the 5.1 increase in non-wage employment.** With few exceptions, this scenario is observed in all the selected countries. Nearly all of them recorded an increase in employment in both groups of employed persons, with a sharper increase among wage and salaried workers than among own-account workers. This contrasts with the stronger-growth trend in non-wage employment observed in the recovery during 2021, following the sharper decline in 2020.

Within the first group, only private sector wage and salaried workers recorded an increase that occurred across all selected countries in the region. Wage and salaried workers in the public sector, for their part, remained relatively stable at the regional level. This situation is the net result of reductions in some countries and increases in others.

Within the group of independent workers, in 2022, employers experienced significantly higher growth than own-account workers. Once again, this is observed in most of the selected countries.

Table 4.1.1 Change in employed persons by status in employment. Average I - III quarter of 2019, 2021 and 2022. Selected countries of Latin America and the Caribbean (percentages)

Countries	Total employed		Total employee		Public		Private		Total non-employee		Employer		Own-account worker		Other	
	2022/2021	2022/2019	2022/2021	2022/2019	2022/2021	2022/2019	2022/2021	2022/2019	2022/2021	2022/2019	2022/2021	2022/2019	2022/2021	2022/2019	2022/2021	2022/2019
Argentina	5.5	6.7	7.5	6.4	-5.9	11.8	12.5	4.8	0.8	8.2	-2.5	-3.7	1.3	10.2	-16.3	-12.5
Bolivia	3.7	12.3	6.6	2.4	-2.5	-3.1	9.8	4.2	6.4	20.2	8.9	-14.8	6.2	23.7	-7.6	9.2
Brazil	8.6	4.0	10.8	3.9	3.7	3.6	12.5	3.9	5.3	5.7	13.1	-2.3	4.1	7.2	-8.5	-14.8
Chile	7.9	-1.2	7.9	0.6	2.2	1.5	9.1	0.4	8.6	-5.1	14.7	-21.6	7.7	-1.9	-9.9	-35.6
Colombia	8.8	3.5	11.8	8.6	-8.3	8.7	14.0	8.6	7.0	0.4	32.6	-21.1	5.6	2.3	-16.2	-33.4
Costa Rica	6.4	-1.1	7.3	-1.0	1.5	-6.2	8.7	0.2	4.8	0.8	11.0	-15.4	4.1	3.3	-9.5	-28.4
Ecuador	3.4	3.5	7.4	-0.6	-0.4	-10.1	8.8	1.2	3.6	6.4	15.4	-2.0	2.8	7.1	-8.1	9.8
Mexico	4.2	4.0	3.9	4.3	-1.8	7.1	5.0	3.8	4.9	5.4	9.2	12.1	4.0	4.0	3.6	-7.4
Paraguay	0.6	3.2	4.6	5.5	9.2	9.0	3.7	4.7	-1.5	2.4	5.5	-20.9	-2.5	7.4	-18.8	-10.2
Peru	5.8	4.2	8.6	3.0	4.2	-7.2	9.5	5.4	5.8	5.1	14.3	-10.3	5.1	6.8	-7.1	6.2
Dominican Rep.	3.5	0.5	5.5	-1.6	0.5	0.6	7.2	-2.3	1.1	3.7	16.8	14.4	-0.2	2.8	-5.7	-2.1
Uruguay	3.0	2.2	2.2	1.4	-5.5	4.5	4.6	0.6	4.5	2.5	2.2	-9.4	4.8	4.3	15.2	43.2
Average	**6.6**	**4.0**	**8.2**	**4.0**	**0.7**	**3.8**	**9.8**	**4.0**	**5.1**	**5.1**	**12.1**	**-1.9**	**4.2**	**6.2**	**-5.9**	**-5.3**

Source: ILO, based on SIALC/ILO.

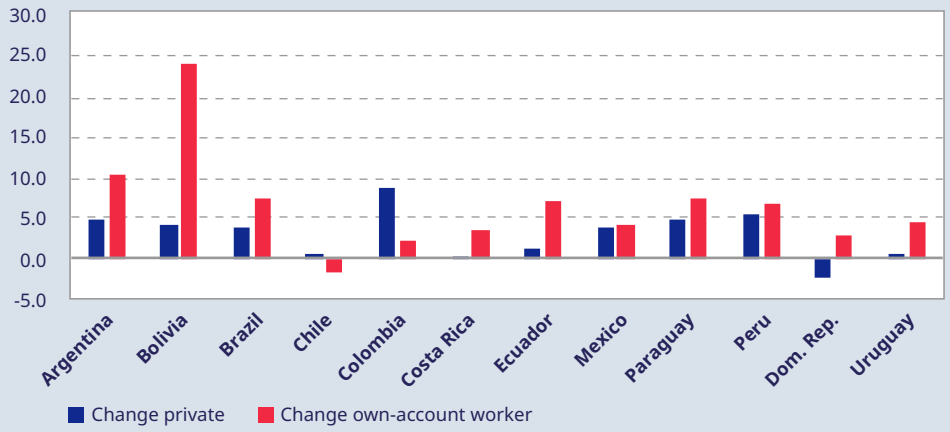
> It is interesting to compare the variation in the number of wage and salaried workers in the private sector and own-account workers between 2019 and 2022. Figure 4.1.1 shows that in nine of the 12 countries, the positive net balance in the second group exceeds that of the first.

The scenario changes when the current situation is compared with that observed three years ago. All groups of employed persons except employers recorded an increase in the number of workers. The group of employers declined by approximately 2 per cent despite the increase between 2021 and 2022. At the other extreme, own-account workers experienced the largest increase at 6.2 per cent. This explains the **higher net growth of non-wage workers (5.1 per cent) compared with wage workers (4 per cent) between 2019 and 2022.**

It is interesting to compare the variation in the number of wage and salaried workers in the private sector and own-account workers between 2019 and 2022. Figure 4.1.1 shows that in nine of the 12 countries, the positive net balance in the second group exceeds that of the first. This shift caused the **proportion of own-account workers in total employment to increase to an average of 29 per cent in the selected countries.** In some of them, this percentage rose to between 36 and 40 per cent (Ecuador, Colombia, Peru, the Dominican Republic) and even 50 per cent (Plurinational State of Bolivia). This varied pace of recovery is consistent with that occurring in the hours worked in several of the countries of the region.

This situation may be a cause for concern given that it is a consequence of workers becoming self-employed in response to the insufficient creation of dependent employment by the private sector, especially considering that most own-account employment has high levels of informality and job insecurity.

Figure 4.1.1 Change in the percentage of private sector wage workers and own-account workers. Average I-III quarter of 2019 and 2022. Selected countries of Latin America and the Caribbean (percentages)

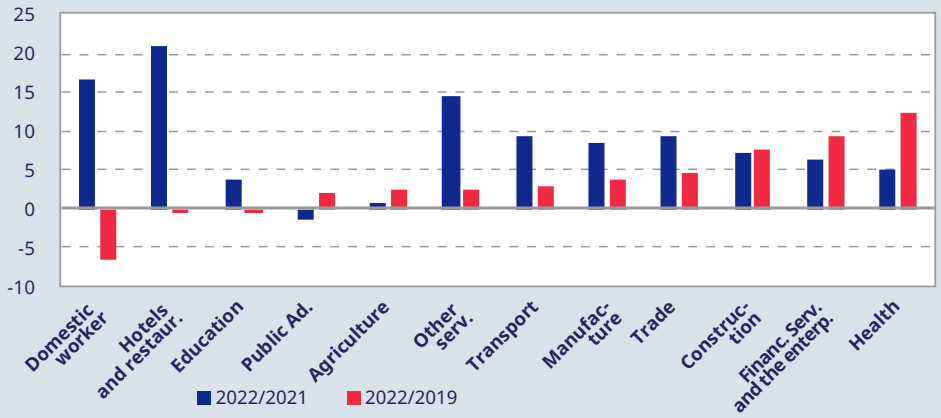


Source: ILO, based on SIALC/ILO.

Employment has also exhibited differences at the sectoral level. Except for employment in the public administration, the other sectors had positive trends between 2021 and 2022. In this context, the increase in employment in domestic work and restaurants and hotels stands out given that these are two sectors strongly affected by the pandemic. There were also significant increases in employment in

the transport sector and personal services. In those sectors, the level of economic activity grew above average in the recovery phase.

Figure 4.1.2 Change in the employed population by branch of activity. Latin America and the Caribbean (10 countries). Average I - III quarter of 2019, 2021 and 2022. (percentages)



Source: ILO, based on SIALC/ILO.

However, **when the current employment situation is compared with that observed three years ago, a clear lag is observed in domestic work in relation to the other sectors.** In the average of the selected countries, employment in that sector is 7 per cent lower than pre-pandemic levels. This insufficient recovery of this sector is compounded by the decline in the average weekly hours worked. At the other extreme, construction, financial and business services and health services all recorded increases.

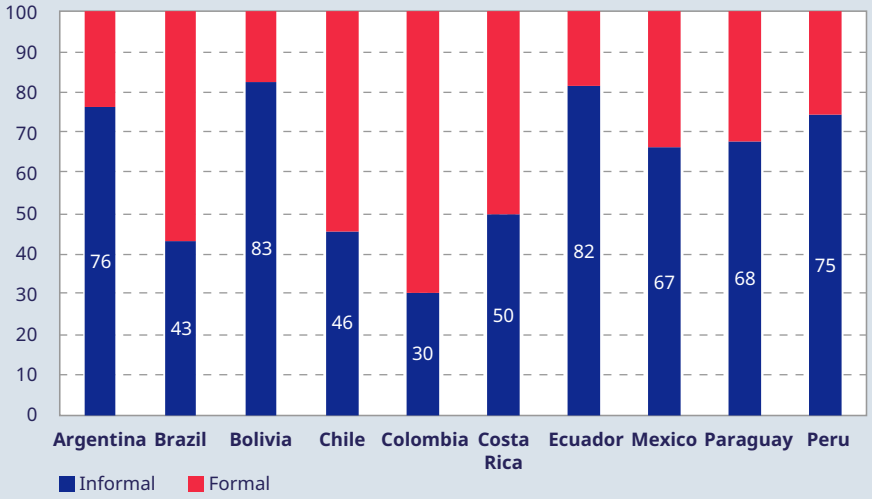
This varying pace of sector recovery of employment has a direct impact on the job opportunities of men and women, on the one hand, and of workers with different skill levels, on the other. Specifically, domestic work accounts for about 10 per cent of regional female employment while construction employs a similar percentage of men. Both proportions rise significantly among the least educated women and men. Therefore, as will be discussed, the more rapid recovery in construction and the lag in employment in domestic work partly explain why less-educated women comprise the group with the largest employment gap with respect to the pre-pandemic situation, even when compared with men of the same educational level.

4.2 Formal and informal employment: recovery led by informal employment in a diverse regional context

Since mid-2020, the recovery of jobs has been driven by the growth of informal employment. Figure 4.2.1 shows that informal jobs accounted for between 40 and 80 per cent of the net job increase between the third quarter of 2020 and the third quarter of 2022.

This situation reflects that the increase in the level of economic activity did not require new formal workers given that enterprises initially augmented production by increasing the hours worked, including the return to work of wage and salaried workers who had been furloughed and temporarily absent. On the other hand, own-account workers –the group with the highest net increase compared with 2019–, many of them informal, had the opportunity to resume activities that had been interrupted due to mobility restrictions. The increase in the number of informal wage jobs can also be associated, to some extent, with the reopening of small enterprises that generally have a higher incidence of informality.

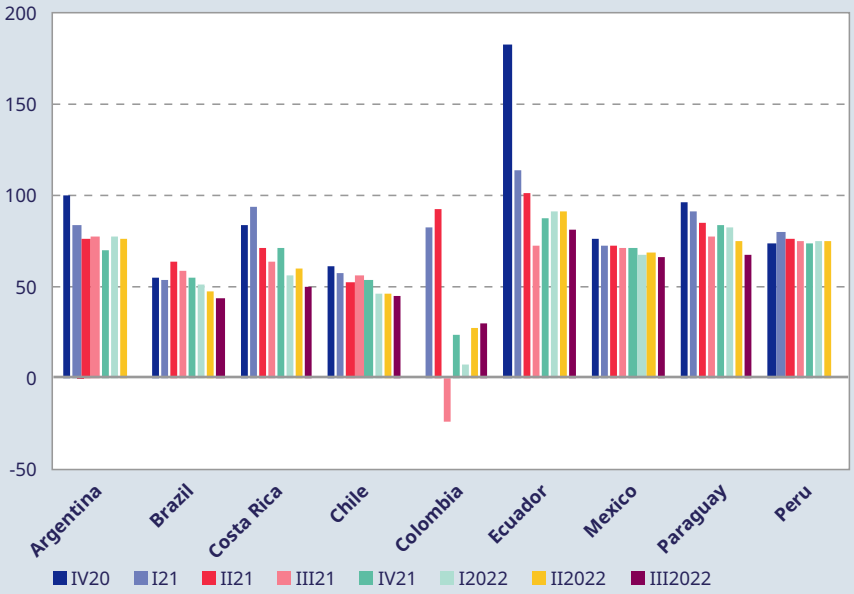
Figure 4.2.1 Contribution of formal employment and informal employment to the recovery of total employment. Selected countries of Latin America. III quarter 2020-III quarter 2022



Source: ILO, based on SIALC/ILO.

However, **a quarter-over-quarter analysis since the end of 2020 reveals that the contribution of informal jobs has been declining in most of the countries,** albeit with fluctuations (Figure 4.2.2). The simple average of the contribution of informal employment in these countries fell from about 90 per cent in the fourth quarter of 2020 to approximately 60 per cent in the third quarter of 2022.

Figure 4.2.2 Cumulative contribution of informal employment in the recovery of total employment. Selected countries of Latin America. IV quarter 2020-III quarter 2022

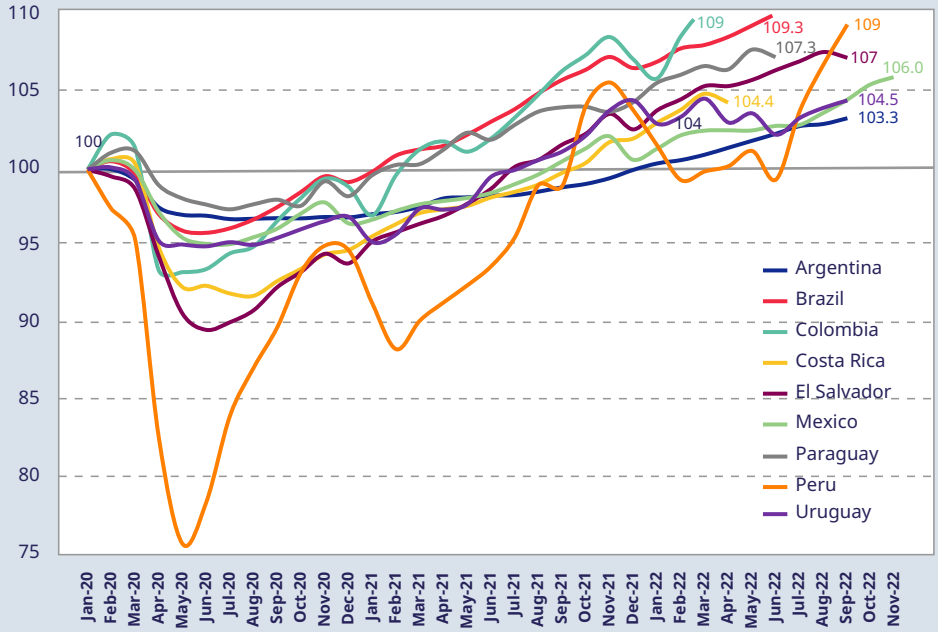


Source: ILO, based on SIALC/ILO.

In part, this decrease was associated with the vigour of private formal wage employment, as shown in Figure 4.2.3. In all the countries, the most recent percentages are higher than those recorded in early 2020. As previous studies have reported (ILO, 2020, 2022a; ECLAC-ILO, 2021; Beccaria et al, 2022; Maurizio,

2021b) countries of the region initially implemented strategies to sustain the formal wage relationship; subsequently, especially in 2021, some countries implemented specific measures to encourage the creation of new formal jobs. The feature articles of this report provide an in-depth analysis of this and other policies implemented since the onset of the pandemic in the region.

▶ **Figure 4.2.3** Monthly change in formal employment in the private sector. Selected countries of Latin America. (January 2020=100)



Source: ILO, based on administrative records.

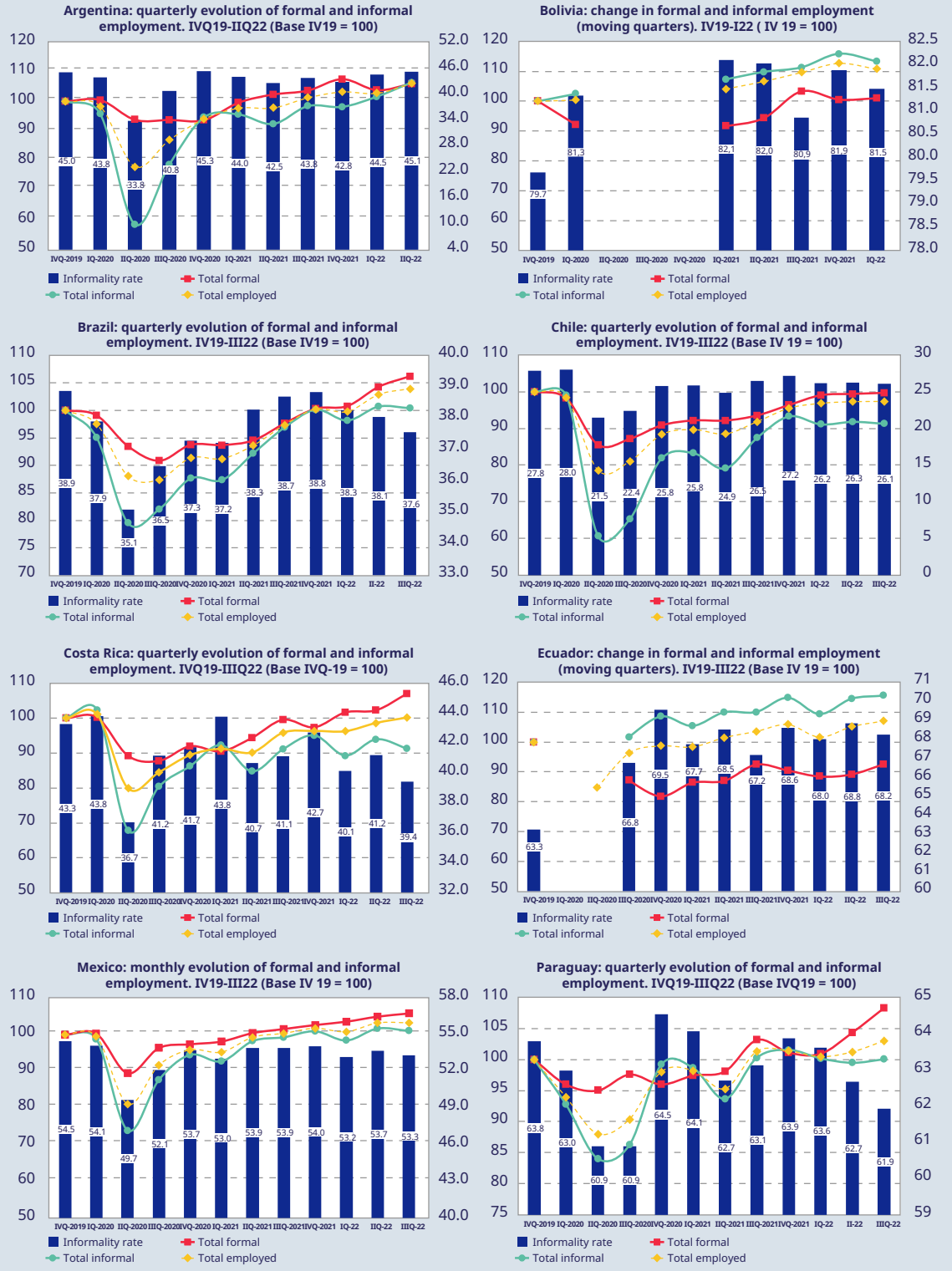
Despite this favourable performance, **it is concerning that in the second or third quarter of 2022, several countries in the region had informality rates similar to or higher than those observed in the fourth quarter of 2019** (Figure 4.2.4). This occurred in half of the ten selected countries. Some of those countries recovered to pre-pandemic levels of full employment while others did not. The countries can be divided into four groups.

Within the first group, where the recovery of the employment rate was complete, only Brazil recorded a lower labour informality rate compared with 2019. In Argentina, the informality rate of 45.1 per cent in the second quarter of 2022 was equal to the rate of the fourth quarter of 2019 and higher than the record of 43.8 per cent of the second quarter of that year. The latest data of the National Statistics and Census Institute (INDEC) indicates that 37.4 per cent of wage and salaried workers did not contribute to a retirement account (they did not have social security coverage) in the third quarter of 2022, 2.4 percentage points higher than the same quarter three years ago. In the Plurinational State of Bolivia, at the beginning of this year, the informality rate was some 2 percentage points higher than that observed during the same period of 2019. In Ecuador, this indicator increased 5 percentage points compared to the pre-pandemic level.

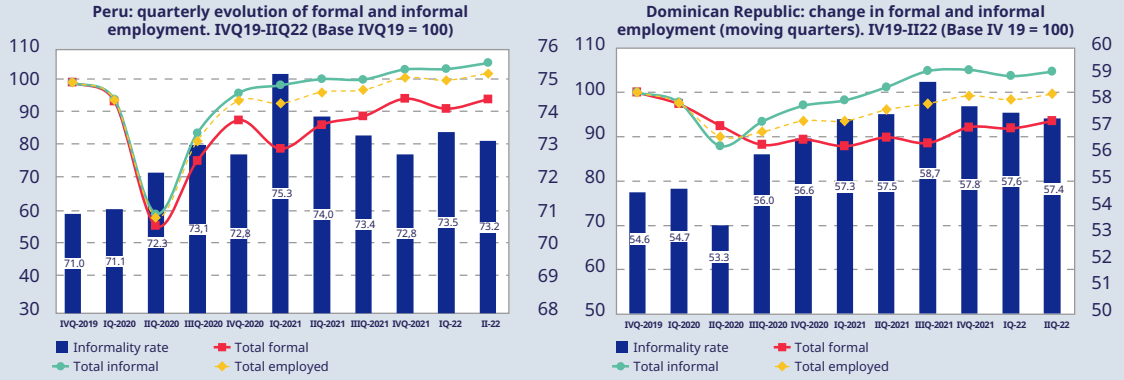
Within the second group of countries, with incomplete recovery of the employment rate, two different situations were observed. Some countries had the highest rates of informality. For example, in the Dominican Republic, the informality rate of 57.4 per cent observed in the second quarter of 2022 exceeded that of the same quarter of 2019 by more than 2 percentage points, and the percentage at year-end by almost 3 percentage points. In Peru, the informality rate rose by around 2 percentage points during the same period.

The group of countries including Chile, Costa Rica, Mexico and Paraguay recorded the lowest rate of informality in a context of insufficient recovery of total employment. Consequently, these countries may potentially close this gap with higher informality rates than those observed in 2019.

▶ **Figure 4.2.4** Quarterly change in formal employment, informal employment, total employment and the labour informality rate. Selected countries of Latin America and the Caribbean. IV quarter 2019-III quarter 2022



▶ Continues...

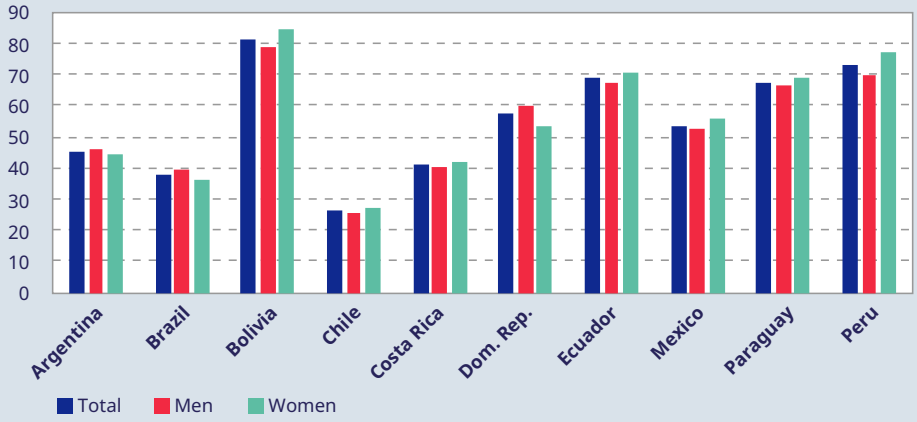


Source: ILO, based on household surveys and employment surveys.

Thus, the regional context remains complex, even more so considering that certain sectors with a high incidence of informality still record significant lags in the recovery of employment. In mid-2022, the regional informality rate (average of 11 countries) approached 50 per cent, close to the 2019 level. This means that nearly one in two workers in the region is informal.

In half the countries in Figure 4.2.5, the informality rate is even higher at 60 per cent or more. In most cases, informal employment is higher among women than among men.

▶ **Figure 4.2.5** Total labour informality rate by sex. Selected countries of Latin America and the Caribbean. II quarter 2022



Source: ILO, based on household surveys and employment surveys.

Given that formal job creation is insufficient to meet the demands of the population that remains out of the labour force, there is a risk that labour informality will continue to rise. This becomes even more critical in the current context of considerable uncertainty and slower economic growth. **This underscores the importance of implementing or scaling up policies both to sustain formal employment and to support the creation of new formal jobs in the region.**

Labour market evolution by gender

Female employment has recovered more quickly than male employment in the region, after experiencing more intensely the negative impacts of the crisis at the regional level.

Increase in the EMPLOYMENT RATE

Between the second quarter of 2020 and the third quarter of 2022

WOMEN **24.4%**

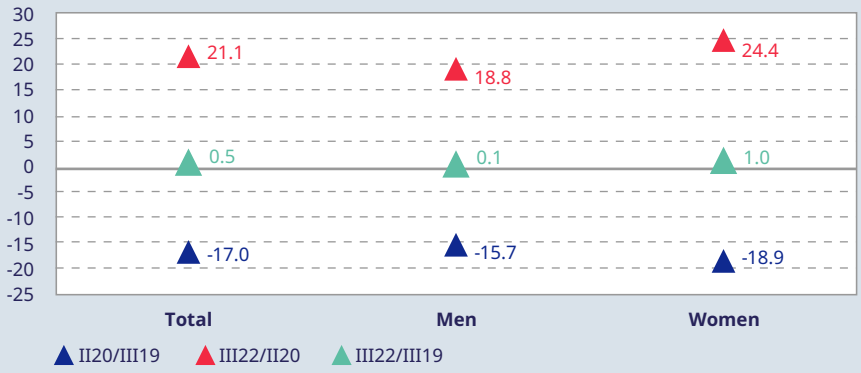
MEN **18.8%**

4.3 Change in the labour market by sex : stronger recovery among women and reduction of gaps[7]

4.3.1 Regional overview and variations across countries

After experiencing the negative impacts of the crisis more intensely (ILO, 2020, 2022a; Maurizio, 2021a, 2001b, 2022; ECLAC-ILO, 2021), **female employment has recovered more quickly than male employment in the region** (Figure 4.3.1): the employment rate for women increased 24.4 per cent between the second quarter of 2020 and the third quarter of 2022 while that for men rose 18.8 per cent.

Figure 4.3.1 Change in the employment rate, by sex (individuals ages 15 and above). Latin America and the Caribbean (15 countries). III quarter 2019-III quarter 2022 (percentage)



Source: ILO, based on SIALC/ILO.

7 This section is based on Fernández (2022).

This positive performance meant that in the third quarter of 2022, the employment rate for women exceeded the rate for the same quarter in 2019 by 1 per cent, while the employment rate for men was the same in both quarters.

This situation is even more evident when comparing the average values of the first three quarters of each year (Table 4.3.1): the employment rate for women in the first nine months of 2022 slightly exceeded that for the same period three years ago (46.9 per cent and 46.4 per cent, respectively) while the employment rate for men is somewhat lower (69.8 per cent and 70.3 per cent, respectively).

▶ **Table 4.3.1** Employment rate by sex (individuals aged 15 and over). Latin America and the Caribbean (15 countries). Average I-II-III quarter (percentage)

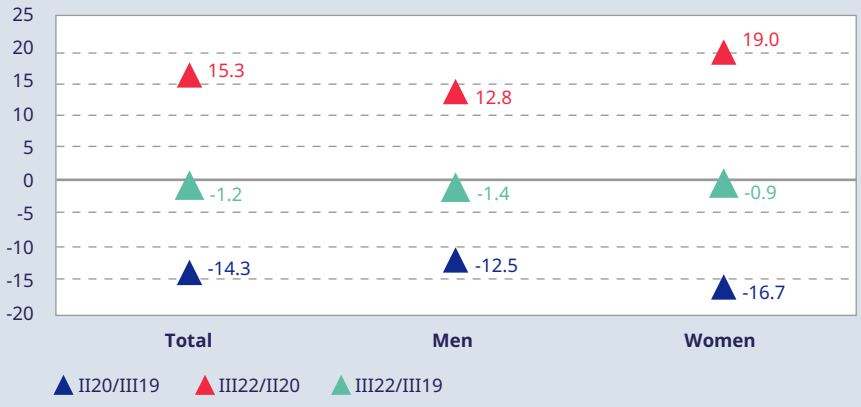
	2019	2020	2021	2022
Total	**57.9**	**52.1**	**55.0**	**57.9**
Men	70.3	63.8	67.3	69.8
Women	46.4	41.3	43.6	46.9

Source: ILO, based on SIALC/ILO.

Similarly, **the recovery of the female labour supply was also more robust than the male labour supply** (19 per cent and 12.8 per cent respectively, as shown in Figure 4.3.2). This meant that although the labour force participation rate in the third quarter of 2022 still fell below that recorded in 2019, the gap was greater in the case of men (-1.4 per cent) in relation to women (-0. 9 per cent).

In addition to the recovery of jobs in the economic sectors hardest hit by the pandemic and with a concentration of women, the greater recovery in the female labour supply was potentially associated with the gradual easing of difficulties for reconciling paid employment with family responsibilities following the reopening of educational and childcare services that had been closed during the pandemic.

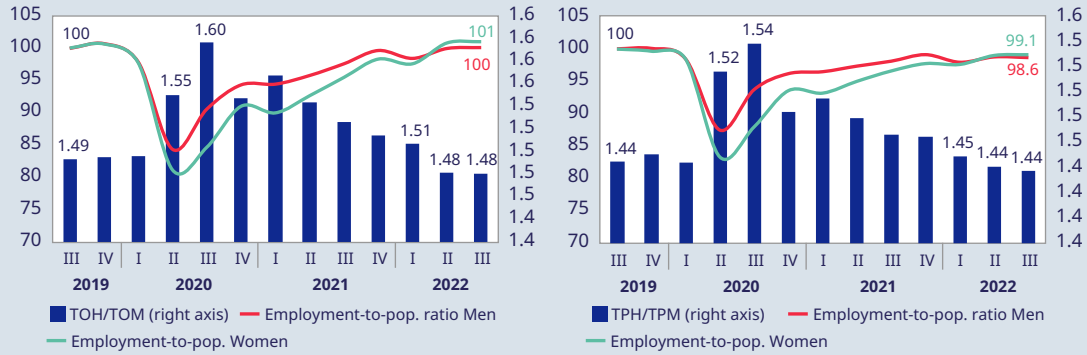
▶ **Figure 4.3.2** Change in the labour force participation rate by sex (individuals ages 15 and above). Latin America and the Caribbean (15 countries). III quarter 2019-III quarter 2022 (percentages)



Source: ILO, based on SIALC/ILO.

Thus, following the widening of the gap between men and women in the employment-to-population ratio and in the labour force participation rate, both indicators returned to pre-pandemic values. However, despite this positive trend, the labour force participation rate of men is 45 per cent higher than that of women, just as it was in the third quarter of 2019. The gap between male and female employment-to-population ratios is even higher at 50 per cent (Figure 4.3.3).

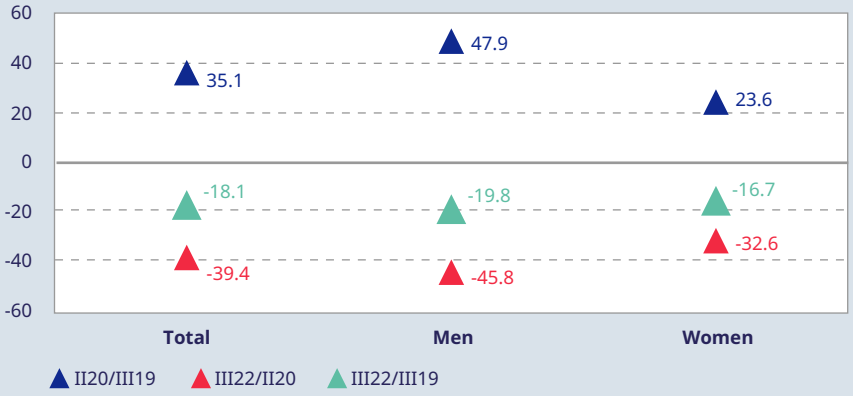
Figure 4.3.3 Employment-to-population ratios and labour force participation rates by sex, and gaps between men and women. Latin America and the Caribbean (15 countries). III quarter 2019-III quarter 2022 (I quarter 2019=100)



Source: ILO, based on SIALC/ILO.

As previously mentioned, as a result of the stronger recovery of the employment-to-population ratio than labour force participation, the unemployment rate contracted sharply in recent quarters. This occurred in both sexes. However, given the more modest increase in the labour force participation among men, the decline in the unemployment rate between the second quarter of 2020 and the third quarter of 2022 was more pronounced among men (-46 per cent) than among women (-33 per cent). This led to a significant reduction in this indicator compared with 2019: the regional male unemployment rate for the third quarter of 2022 of about 6 per cent was 20 per cent lower than that of the same quarter of 2019. The female unemployment rate of 8.4 per cent was 17 per cent lower than the pre-pandemic rate (Figure 4.3.4).

Figure 4.3.4 Change in the unemployment rate by sex (individuals ages 15 and above). Latin America and the Caribbean (15 countries). III quarter 2019-III quarter 2022 (percentage)



Source: ILO, based on SIALC/ILO.

In the third quarter of 2022, the regional labour force participation rate among women was 51.8 per cent, 23 percentage points lower than that among men (74.5 per cent). The employment-to-population ratio among women was 47.5 per cent, nearly 23 percentage points lower than that among men (70.3 per cent). The unemployment rate was 8.4 per cent and 5.7 per cent, respectively.

Figure 4.3.5 illustrates that the regional trend of female and male employment occurs in most of the countries. In all the countries –except Barbados and the Dominican Republic– female employment made a stronger recovery than male employment.

Figure 4.3.5 Change in the employment-to-population ratio by sex (individuals ages 15 and above). Selected countries of Latin America and the Caribbean. III quarter 2019-III quarter 2022 (percentage)

Source: ILO, based on SIALC/ILO.

However, when the employment-to-population ratio of both groups of workers in the third quarter of 2022 is compared with the same period three years ago, variations among countries emerge. A first group –Argentina and the Plurinational State of Bolivia– had a higher employment-to-population ratio for both women and men, but with a higher rate for women. In a second group of countries –Brazil and Uruguay– both employment-to-population ratios are similar and higher than those observed in 2019. In a third group –Ecuador, Jamaica, Mexico, Paraguay and Trinidad and Tobago– only the female employment-to-population ratio exceeds that observed in 2019. In a fourth group –Barbados– the opposite is true. A fifth group of countries –Chile, Costa Rica, the Dominican Republic and Peru– had an incomplete recovery for both sexes, but with a greater lag in the case of women. Finally, in Colombia, the employment gap compared to 2019 is similar for both sexes.

In terms of labour force participation, from mid-2020 to the third quarter of 2022, all countries except for Barbados experienced a more robust recovery among women than among men (Figure 4.3.6). However, like the employment-to-population ratio, the comparison between this period and the same quarter of 2019 shows a mixed scenario. Only in Argentina and the Plurinational State of Bolivia did both sexes record a larger labour supply than before the pandemic, but with greater intensity among women. The outlook is also relatively favourable for women in Jamaica, Mexico, Paraguay and Trinidad and Tobago, where the labour force participation rate among women is similar to or higher than in 2019 while the reverse is observed for the labour force participation rate among men. In Barbados, Colombia and Uruguay, only the labour force participation rate among men recovered to pre-pandemic levels. Finally, in Brazil, Chile, Colombia, Costa Rica and the Dominican Republic, neither sex recovered to 2019 levels, although the gap is wider among women.

Figure 4.3.6 Change in the labour force participation rate by sex (individuals ages 15 and above). Selected countries of Latin America and the Caribbean. III quarter 2019-III quarter 2022 (percentage)

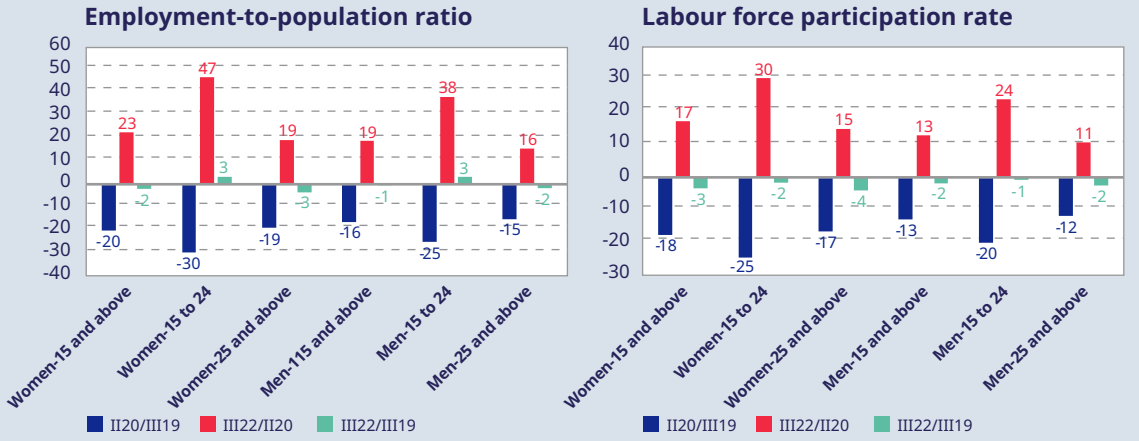
Source: ILO, based on SIALC/ILO.

4.3.2 Labour trends among women and men by age groups

Combining sex and age variables reveals diverse performance in the contractionary and recovery phases of labour indicators in the region.

Young women ages 15 to 24 experienced the sharpest decline in the employment-to-population ratio between 2019 and mid-2020 (30 per cent), followed by men of the same age (25 per cent). Older women also showed a more marked contraction in the employment-to-population ratio (19 per cent) compared to their male counterparts (15 per cent). The decline in employment among young women (the most affected group) was almost double that observed among adult men (the least affected group) (Figure 4.3.7).

▶ **Figure 4.3.7** Change in the employment-to-population ratio and labour force participation rate by sex and age. Latin America and the Caribbean (15 countries). III quarter 2019-III quarter 2022 (percentage)



Source: ILO, based on SIALC/ILO.

In the recovery between mid-2020 and mid-2022, trends follow those previously observed. **Young women experienced the most robust recovery (47 per cent) given that by the third quarter of 2022, their employment rate surpassed that recorded for the same quarter of 2019** (33.4 per cent versus 32.3 per cent). Men up to age 24 had the second strongest recovery. That group also surpassed the pre-pandemic employment-to-population ratio by 3 per cent after a 38 per cent recovery. Differences in the pace of recovery are also observed between women and men ages 25 and above (19 per cent and 16 per cent, respectively): three years after the onset of the pandemic, both groups had employment-to-population ratios slightly lower than those prior to the outbreak of the health crisis.

Women over age 24 experienced the greatest lags in the employment-to-population ratio with respect to the pre-pandemic situation (3 per cent). This group accounts for the global gap observed in the female employment-to-population ratio.

A similar trend occurred in the labour force participation rate. Between 2019 and 2020, the largest declines in this rate occurred among young women, followed by men of the same age (Figure 4.3.7). Within that age group, the decline in labour force participation among men was 5 percentage points greater than that among young men. Among people ages 25 and above, the gap in the decrease in labour force participation between men and women widened, as 41 per cent more women than men left the labour force (17 per cent and 12 per cent, respectively).

In the recovery phase, young women had the highest rate of re-entry into the labour market, higher than that observed among men of the same age. This enabled both groups to nearly recover to pre-pandemic levels, as the labour force participation rates in the third quarter of 2022 were 1 or 2 per cent below those recorded three years earlier.

> In the recovery phase, young women had the highest rate of re-entry into the labour market, higher than that observed among men of the same age. This enabled both groups to nearly recover to pre-pandemic levels

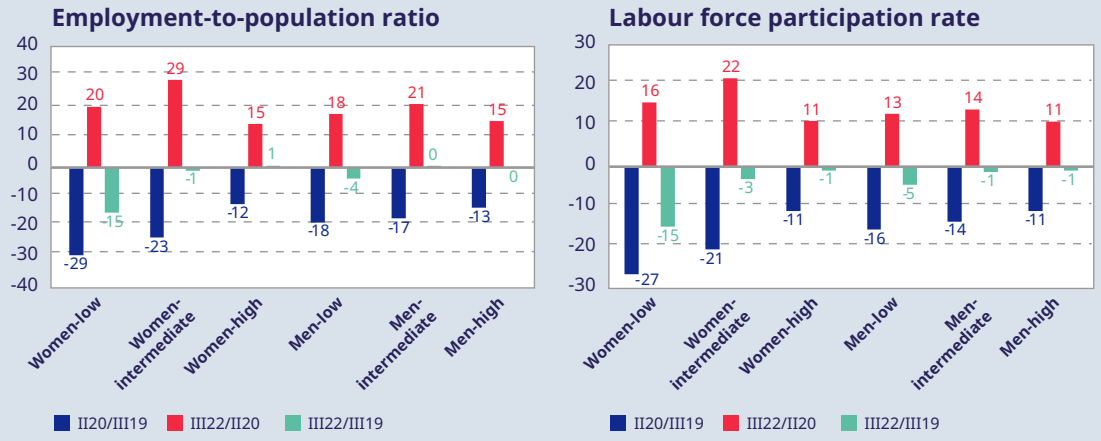
By contrast, workers ages 25 and above remain 4 per cent and 2 per cent below 2019 rates, respectively. Within this group, women returned to the labour force at higher rates; however, recovery rates are lower among women than among men of this age group.

Clearly, then, age is a key factor to explain the gaps in the employment-to-population ratios and labour force participation rates within each sex. Among both men and women, the gaps observed in both indicators in relation to pre-pandemic levels are mainly the result of trends among workers over age 24. Adult women lag the furthest behind in the recovery of the labour supply and employment in the region.

4.3.3 Labour trends among women and men by educational level

Educational level is another variable that has acquired relevance in labour trends during the pandemic. As previous studies (ILO, 2021, 2022a; Maurizio, 2022) have reported, in the contraction phase, decreases were more pronounced for both men and women with the lowest educational levels. Women have experienced more marked contractions in employment compared to men with low and medium levels of education while no significant differences are observed in employment declines among workers with high educational levels.

Figure 4.3.8 Change in the employment-to-population ratios and labour force participation rates by sex and educational level. Latin America and the Caribbean. III quarter 2019-III quarter 2022 (percentages)



Source: ILO, based on SIALC/ILO.

During the recovery phase, the increase in the employment-to-population ratio among women with a medium and low educational level was higher, although somewhat less for the low educational level. Men with a low level of education, who also suffered a significant loss of employment, showed a less robust recovery than women with the same educational level.

When the entire period is considered, there is an evident negative correlation between educational level and the gap with respect to the pre-pandemic situation, both among men and among women. However, this association is stronger among women. **In the third quarter of 2022, less educated women continued to fall significantly behind the employment level of the same quarter in 2019 (-15 per cent) compared to all other groups of employed persons. The employment gap among less educated men was 4 per cent. At the other extreme, the employment rate among men with medium and high levels of education reached the levels observed three years ago.**

> During the recovery phase, the increase in the employment-to-population ratio among women with a medium and low educational level was higher, although somewhat less for the low educational level. Men with a low level of education, who also suffered a significant loss of employment, showed a less robust recovery than women with the same educational level.

The labour force participation rate experienced a similar trend: during the recovery phase, women with medium and low educational levels had the highest levels of labour re-entry as their labour force participation rates increased 16 and 22 per cent, respectively. However, this did not offset the sharp decline in the labour supply these groups experienced early in the pandemic. Consequently, **the net effect on women with a lower educational level is a labour force participation rate 15 per cent lower than that observed before the onset of the pandemic. Neither was the recovery complete among women with a medium and high educational level; nevertheless, their 2022 labour force participation rates were closer to those of three years earlier, at approximately 3 per cent and 1 per cent lower, respectively** (Figure 4.3.8).

The labour force participation rate among men was more homogeneous. Among those with a medium and high level of education, the net loss in this rate was just under 1 per cent. Among those with a lower educational level, the 2022 rate was 5 per cent lower than that of 2019.

4.3.4 Labour trends among women and men by branch of activity

As previously indicated, employment recovery in the different sectors varied, which affected female and male employment differently. Certain sectors that were severely affected during the pandemic recorded the highest recovery rates compared to 2019. Sectors with the highest growth that concentrate a significant volume of employment include hotels and restaurants (accounting for about 10 per cent of female employment and 5 per cent of male employment); construction (accounting for 12 per cent of male employment); and trade (concentrating 22 per cent of female employment and 18 per cent of male employment). The 10 fastest-growing sectors during the recovery phase are responsible for approximately 49 per cent of female employment and 56 per cent of male employment.

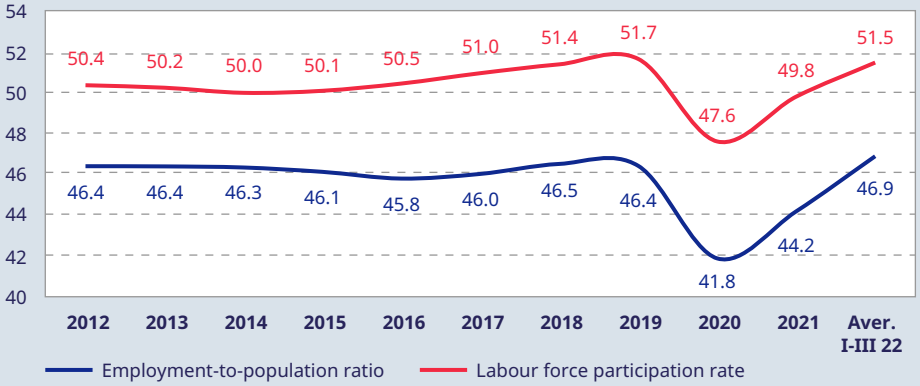
Construction and domestic work illustrate two extremes of employment distribution by sex, the former with a high male concentration and the latter with a high percentage of female workers. Both sectors require low-skilled work. While the first sector is among the three fastest growing compared to 2019, domestic work is among the slowest. **The higher growth in construction compared with that of domestic work explains the faster recovery of employment among men with a low educational level as compared with women of the same educational level.**

4.3.5 An overview: long-term trends and labour gaps by sex

The analysis of the performance of the labour supply and employment over the past decade reveals that **the recovery following the height of the pandemic enabled the 2022 employment-to-population ratio among women (average of the first three quarters) to exceed the maximum figures recorded since 2012 and the labour force participation rate to reach its highest level of the 10-year period** (Figure 4.3.9).

This trend is highly positive since it indicates that the potential long-term negative impacts of the pandemic on these two labour indicators are not confirmed –at least for the regional average and for all women. However, on, both series demonstrate the relative stagnation that employment among women and the female labour supply had been experiencing over the past decade, which suggests that women experienced significant employment difficulties prior to the pandemic.

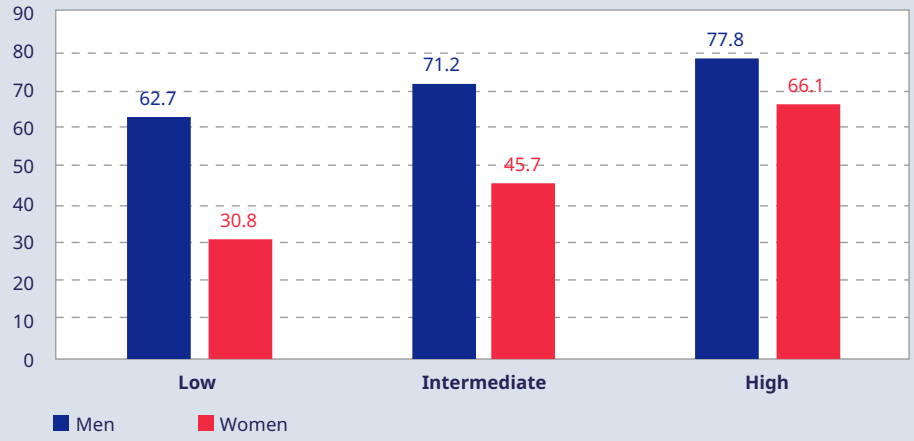
▶ **Figure 4.3.9** Change in the employment-to-population ratio and the labour force participation rate among women. Latin America and the Caribbean (15 countries). 2012-2022



Source: ILO, based on SIALC/ILO.

Likewise, when employment-to-population ratios combining sex and educational level are compared, large gaps emerge between men and women of the same educational level, but also within each sex between the different educational levels (Figure 4.3.10). The two dimensions are mutually reinforcing. In the region, the **employment-to-population ratio among men with a tertiary education is 12 percentage points higher than that among women with the same educational level. However, the gender gap is even wider among workers of low educational levels, at 32 percentage points. Overall, the employment-to-population ratio among men with a tertiary education (78 per cent) is almost 54 percentage points higher than among women with a low educational level (31 per cent).**

Figure 4.3.10 Employment rate by sex and educational level. Latin America and the Caribbean (11 countries). II quarter 2022



Source: ILO, based on SIALC/ILO.

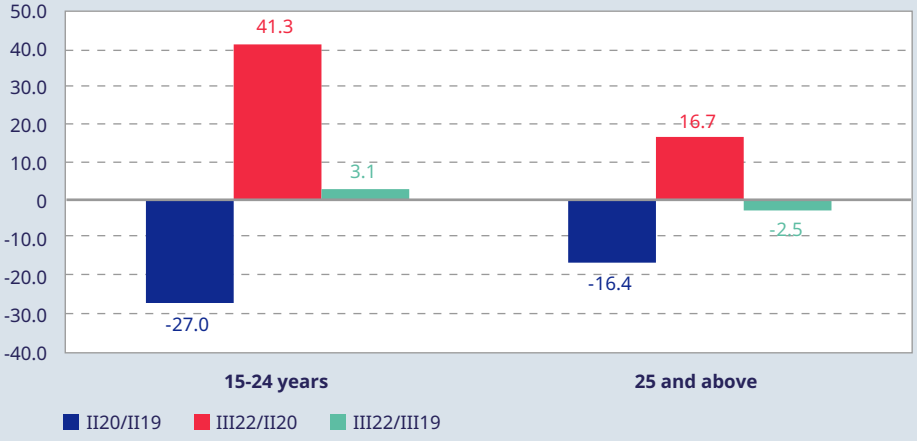
This situation makes it imperative to adopt labour policies with a gender perspective to eliminate the barriers to entry into the labour market and to expand the range of employment opportunities for women overall, and especially for less educated women.

4.4 Recovery of youth employment

As discussed in the previous section, young women and men were the groups that recorded the largest proportional job losses at the onset of the pandemic. This negative trend was associated with both the higher degree of informality among employed persons under age 25 and with the less favourable trends among youth in all occupations during the first half of 2020.

However, **during the recovery phase, youth returned to employment more quickly than adults.** Furthermore, the net balance is more favourable for youth than adults. The regional youth employment rate in the third quarter of 2022 was 3 per cent higher than that of the same period in 2019, while that of adults declined by just over 2 per cent (Figure 4.4.1).

Figure 4.4.1 Change in the employment-to-population ratio by age. Latin America and the Caribbean (ten countries). III quarter 2019-III quarter 2022 (percentage)



Source: ILO, based on SIALC/ILO.

Recovery of youth employment

During the recovery phase **young people returned to employment faster than adults.**

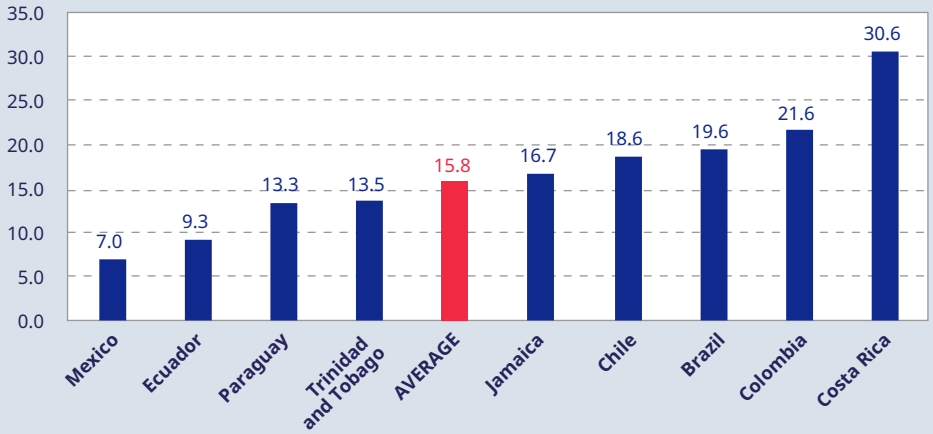
The regional employment rate of young people in the third quarter of 2022 was 3% HIGHER than in the same period of 2019

An analysis of the recovery of youth and adult employment in the nine countries with available information to the third quarter of 2022 reveal that the net increase in the percentage of employment favoured youth over adults in all countries except Costa Rica.

The regional youth employment rate (nine countries) in the third quarter of 2022 was 41.8 per cent, 20.4 percentage points lower than that of adults (62.2 per cent).

Likewise, although the average youth unemployment rate began to fall after a maximum of 24.5 per cent in mid-2020, it continues to be extremely high at 15.8 per cent. Some countries in the region record even higher rates, from 22 to 31 per cent (Figure 4.4.2).

Figure 4.4.2 Youth (ages 15-24) unemployment rate. Selected countries of Latin America and the Caribbean (nine countries). III quarter of 2022



Source: ILO, based on SIALC/ILO.

The reduction in the regional youth unemployment rate of nearly 4 percentage points between the third quarter of 2019 and the same period of 2022 occurred in six of the nine countries. The exceptions were Chile, Paraguay and Trinidad and Tobago.

The regional youth informality rate stands at approximately 60 per cent, significantly higher than the 47 per cent among adults.

Additionally, the difficulties youth have traditionally faced in the labour markets of the region persist. **They experience higher levels of labour market intermittency partly because of their more frequent exits from and re-entries into the labour market.** Their higher level of occupational instability, in turn, is associated with their higher participation in informal, precarious, low-skill jobs. For adolescents who enter the job market early and in general for young people with little work experience and fewer work skills, the high occupational turnover threatens their chances of accumulating specific skills. This makes it difficult to forge a career path. Additionally, their limited experience reduces the likelihood of finding a job, especially in contexts of low labour demand, and increases the chances of being laid off. This situation may increase the discouragement effect that results in fewer incentives, both to search for employment and to start or continue with studies.

These challenges could become more serious in a context of technological transformation. As indicated in ILO (2022a), although it may seem like the generational digital divide puts young people at an advantage given their ability to adapt to the demands for digital skills from a labour market that increasingly relies on the intensive use of information and communication technologies, the results in terms of employment do not necessarily reflect this situation. The pandemic revealed the digital divide that exists between regions and countries and within countries among young people with different educational, skill, and socioeconomic backgrounds, as well as among young people residing in different areas. By way of example, the risk of automation is greater for jobs that employ young people with a low educational level than for jobs held by people who have completed university studies. Among the occupations at greatest risk for automation are those that employ the largest number of young people, which are in less dynamic, low-productivity sectors. Additionally, as will be discussed, young people may have engaged in teleworking less than adults since the onset of the pandemic.

In this context of growing demand for digital skills, vocational training is essential to reduce the digital and skills gap among youth, as well as to guarantee their increased employability and access to decent jobs.

▶ 5. Teleworking: three years after the onset of the pandemic, this type of work remains more prevalent than in 2019

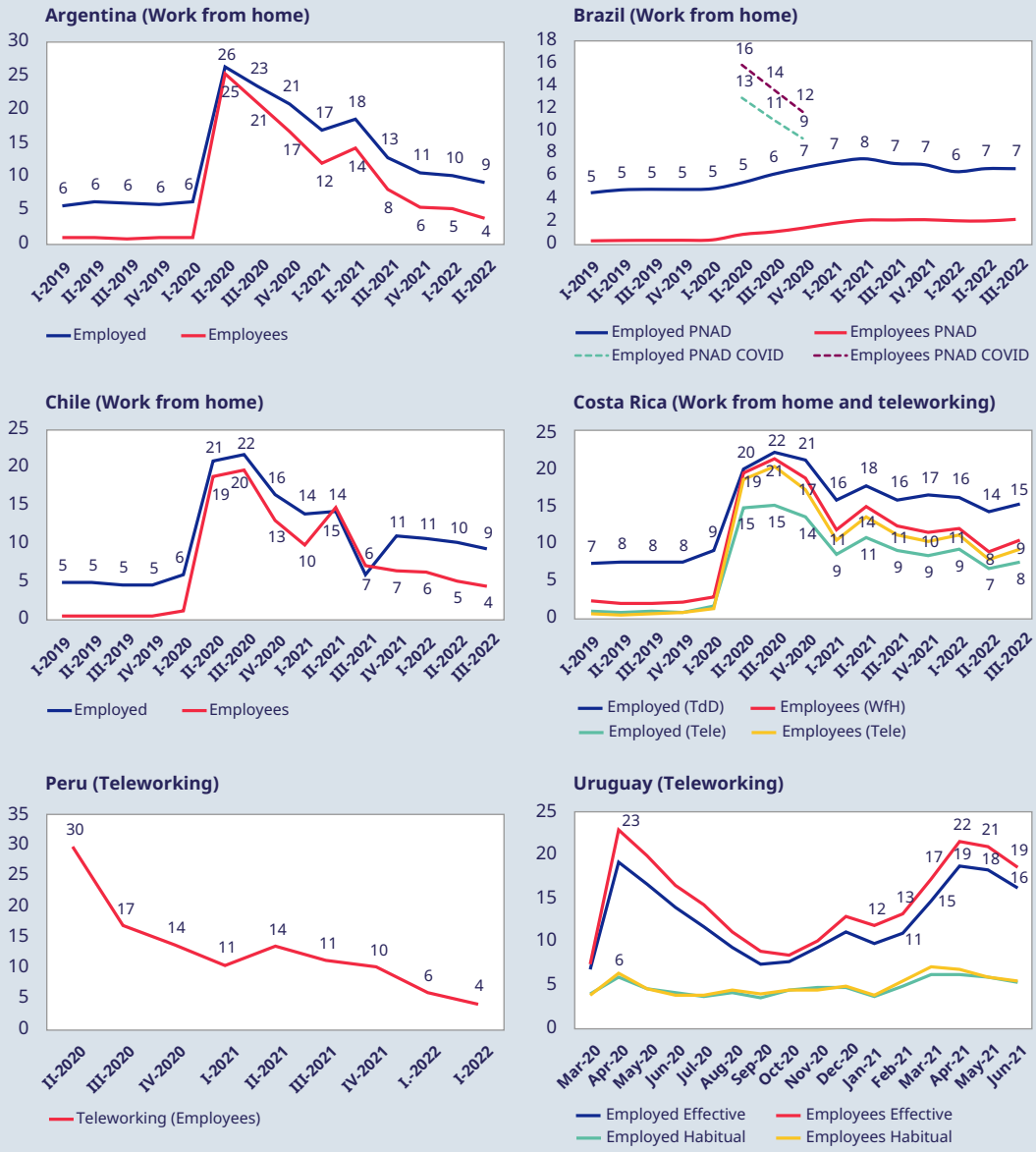
Working from home and especially teleworking became more widespread during the pandemic (Maurizio, 2021c). Most economic activities carried out at home rely on information and communication technologies (ICTs), which enabled a significant increase in teleworking.[8]

Figure 5.1 shows the change from early 2019 to the third quarter of 2022 of working from home for the countries of the region with available information, both for the total employed and specifically for wage and salaried workers. As is apparent, following the outbreak of the pandemic in the region, the proportion of employed people working from home rose sharply. Wage and salaried workers experienced an even greater increase.

❝ Most economic activities carried out at home rely on information and communication technologies (ICTs), which enabled a significant increase in teleworking.

8 For more information on the concepts used and the identification of this type of employment in employment surveys, see Maurizio (2021c).

Figure 5.1 Trends in working from home and teleworking. Selected Latin American countries



Source: ILO, based on household surveys.

After the maximum values observed between the second and third quarters of 2020, a downward trend began in the second half of that year, associated with the partial easing of health restrictions and, consequently, with increased possibilities for returning to in-person work.

Nevertheless, this trend was interrupted towards the second quarter of 2021 (April in the case of Uruguay) by a rebound in the use of this modality[9] in response to the new waves of Covid-19 in the region and the measures adopted to contain it.

9 In the case of Uruguay, the increase was confirmed a few months earlier, in February 2021.

Beginning in mid-2021, the proportion of workers – particularly wage and salaried workers – working from home begin to decline. Once again, this trend coincided with the easing of measures restricting the physical movement of people.

At any rate, by mid-2022, the percentage of remote work continued to exceed that recorded before the pandemic in the region. In Argentina and Chile, some 9 per cent of employed persons and 4 per cent of wage and salaried workers continue to work remotely; in Costa Rica, those figures were even higher.

As noted in previous reports (ILO, 2022a; Maurizio, 2021c), the incidence of remote work varied among the different groups of workers. Table 5.1 lists the percentage of this phenomenon in each of them. More educated workers, formal workers, women, those ages 25-44 and workers in professional, technical and managerial occupations are more likely to work remotely nearly three years after the onset of the pandemic.

▶ **Table 5.1** Working from home and teleworking in different groups of wage and salaried workers (percentage). II/III quarter 2022. Selected Latin American countries*

	Agentina	Brazil	Chile	Costa Rica	Peru
Education					
HSI	1.5	0.5	0.7	2.5	0.3
SC/UI	4.2	1.6	2.5	12.9	2.1
UC	6.2	5.6	8.4	24.1	8.9
Type of occupation					
Prof/Tech.	7.1	5.8	9.4	26.7	10.6
Administ.	5.7	2.7	6.8	20.6	13.8
Other	1.6	0.5	0.8	2.4	0.4
Formality					
Formal	4.0	2.3	4.5	11.8	7.7
Informal	3.7	1.9	3.5	6.9	2.0
Sex					
Men	3.6	2.2	3.8	8.5	3.4
Women	4.3	2.3	5.2	13.6	5.7
Age					
15-24	3.9	2.0	2.4	13.1	3.1
25-44	4.7	2.8	5.1	11.4	4.9
+45	2.7	1.2	3.6	7.9	3.9

Source: ILO, based on household surveys.
* IHS= incomplete high school; SC/IU=complete high school/incomplete university; UC=complete university.

Given the acceleration of digitization processes and the use of information technologies, hybrid forms of in-person-teleworking employment will likely become more common than in the past. That is why it is necessary to ensure the protection of the labour rights, health and well-being of workers participating in this modality, while identifying good practices that enable enterprises to take advantage of it productively.

6. Trends in minimum wages, average income and distributional effects

6.1 The loss of purchasing power of average wages and minimum wages in the face of rising inflation

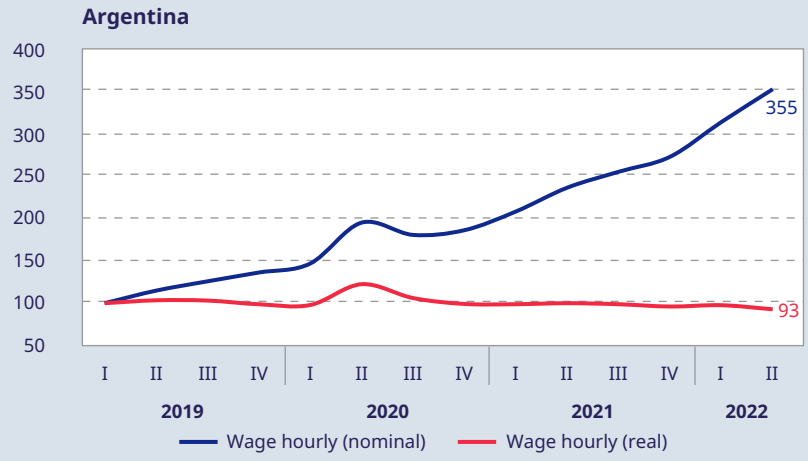
The real income earned in the main occupation performed in an unexpected way in the context of the pandemic in the region: during the initial phase of declining employment, in several countries, real income demonstrated positive variations. This reflected the major changes in the composition of employment because of the greater loss of lower-income occupations.

The composition effect also had an impact on average figures during the early recovery period, but in this case because of the more rapid growth of informal employment, especially during the months following the height of the crisis. In several countries, this led to declines (or smaller increases) in average wages owing to the entry of relatively low-wage workers.

At the same time**, the outlook for the recovery of real income from employment since 2021 has become increasingly complex given rising inflation and its negative impact on the purchasing power of wages.** This is a global phenomenon (ILO, 2022b).

By way of example, Figure 6.1.1 demonstrates how the gap between nominal and real mean values has widened in a group of countries in the region as a result of rising prices. **In nearly all those countries, real average hourly wages are lower than those recorded before the pandemic.**

Figure 6.1.1 Change in nominal and real average hourly wages. Selected countries of Latin America and the Caribbean (I quarter 2019=100). I quarter 2019 – III quarter 2022



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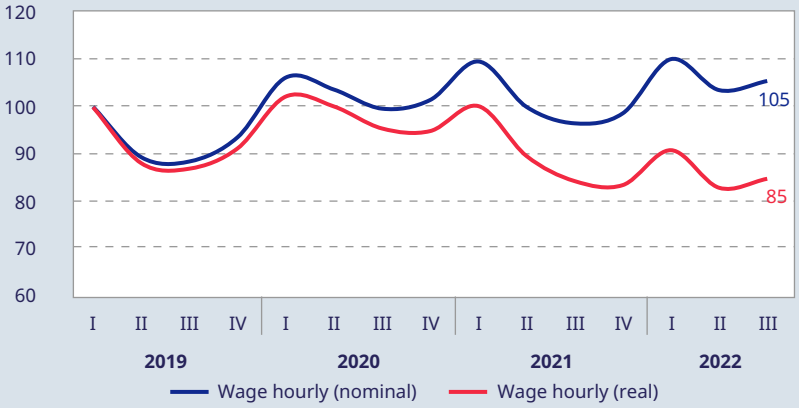
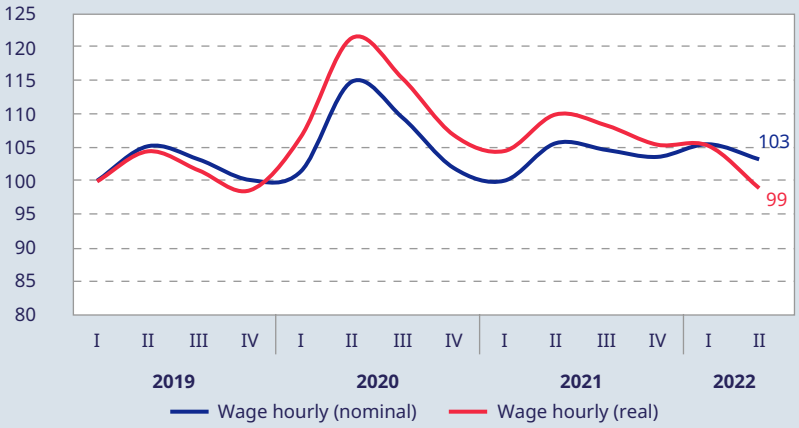
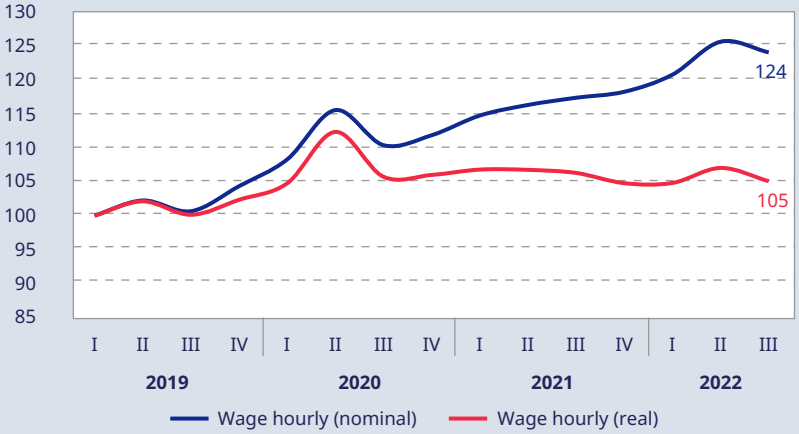
Brazil



Costa Rica



Mexico



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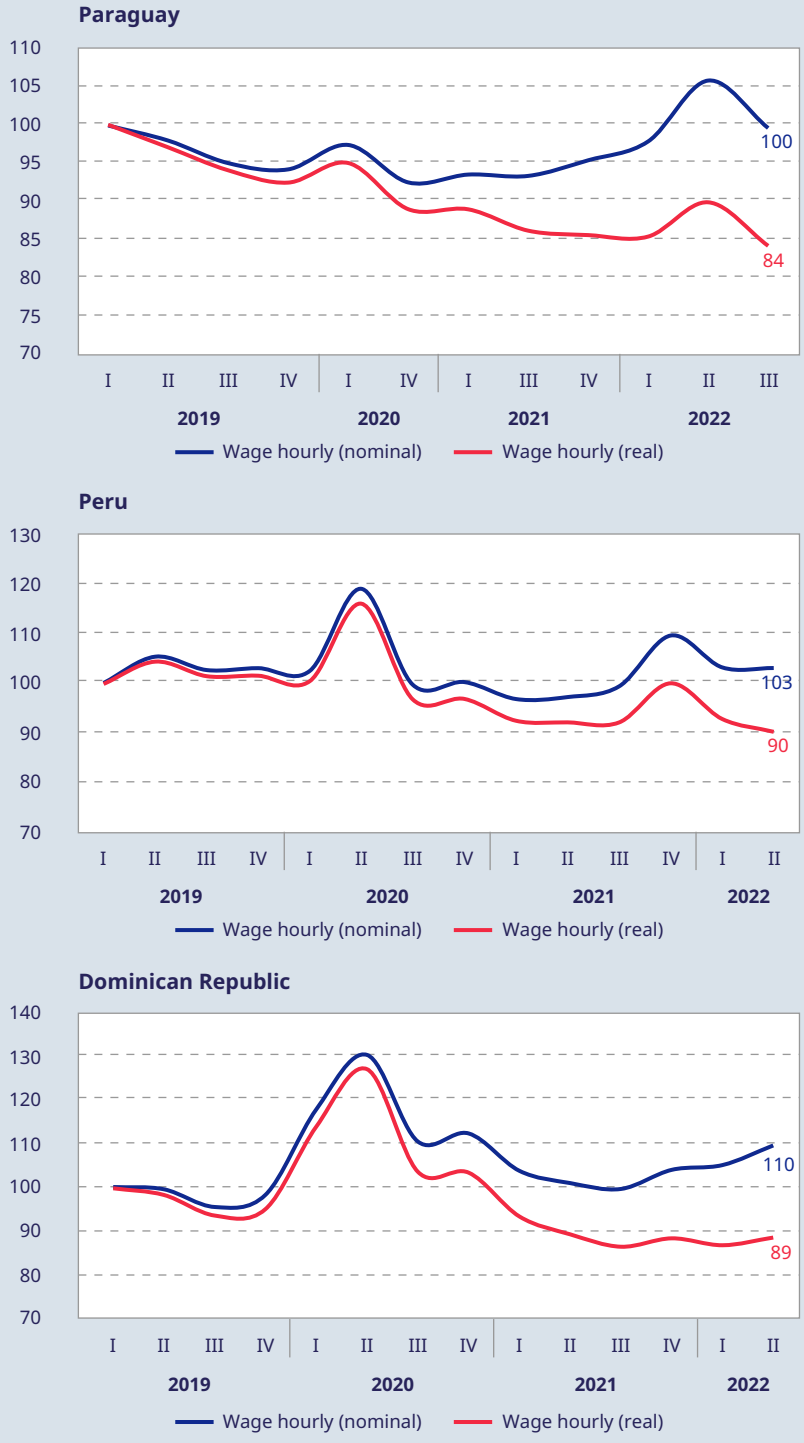
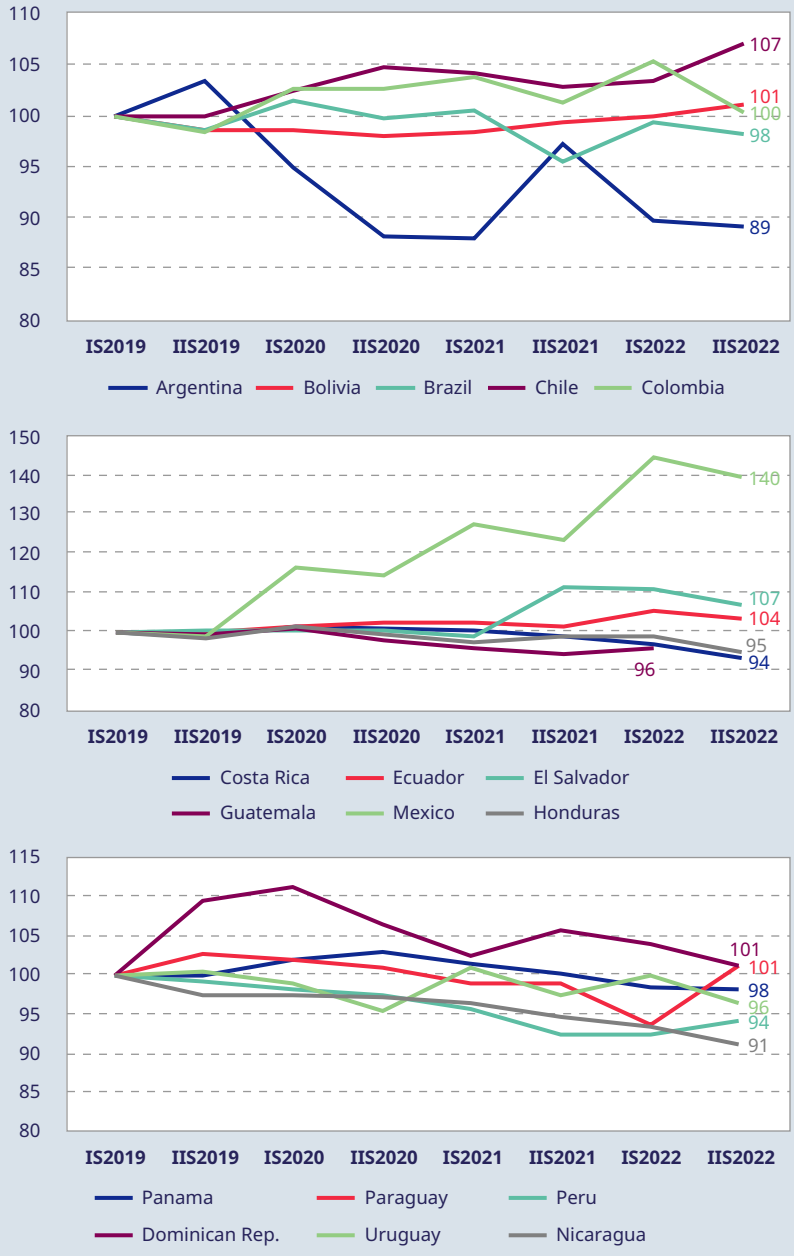


Source: ILO, based on SIALC/ILO.

In Chile, the nominal wage index published by the National Institute of Statistics (INE) indicated a near 11 per cent increase between November 2021 and the same month of 2022; however, this did not offset the inflation recorded during that period, for which reason the index fell by approximately 2 per cent in real terms.

Accelerating inflation also negatively affected real minimum wages in the region. As Figure 6.1.2 shows, in nine of the 17 selected countries, the real value of this indicator in the second half of 2022 fell below that of the first half of 2019. Minimum wages in some countries of the region lost from six to 11 per cent of their purchasing power. In the remaining four countries, the real minimum wage remains at levels similar to three years ago. Thus, in only four of the 17 countries is the real value of the minimum wage significantly higher than in 2019. Mexico stands out given its policy of substantially increasing the purchasing power of this wage.

▶ **Figure 6.1.2** Change in the real minimum wage. Selected countries of Latin America and the Caribbean. Index (I semester 2019=100), I semester 2019 – II semester quarter 2022



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

6.2 Trends in aggregate labour income

Jointly analysing performance of employment and the purchasing power of individual labour income helps assess the aggregate of real labour income per capita of the employed as a whole (including those who did not work for even an hour).

After the sharp decline in this indicator between the fourth quarter of 2019 and the second quarter of 2020 –which had a much greater impact on informal workers–, the subsequent recovery of employment implied increases in aggregate labour income per capita. Stronger growth in total income from an informal job in relation to a formal one (observed in nearly all the countries) confirms that informal employment played a crucial role in the recovery of total employment (Table 6.2.1).

Table 6.2.1 Change in real labour income per capita. Selected countries of Latin America. IV quarter 2019- III quarter 2022 (percentage)*

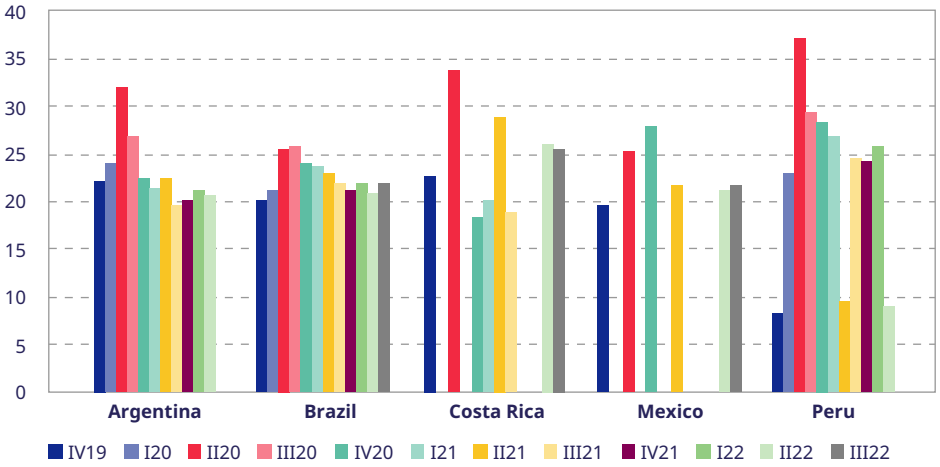
	Contraction phase (IVQ2019-IIQ2020)	Recovery phase (IIQ2020-IIIQ2022)	Net change
Argentina			
Total labour income	-21.7	20.6	-5.6
Employed, formal	-11.1	7.1	-4.8
Employed, informal	-50.7	87.3	-7.7
Brazil			
Total labour income	-7.5	7.5	-0.6
Employed, formal	-4.6	4.1	-0.7
Employed, informal	-18.3	22	-0.3
Costa Rica			
Total labour income	-23	48	14
Employed, formal	-15.9	49.3	25.5
Employed, informal	-45	42.2	-21.8
Mexico			
Total labour income	-21.7	34.1	5
Employed, formal	-19.8	31.9	5.7
Employed, informal	-24.2	37.3	4.1
Peru			
Total labour income	-64.9	152.6	-11.3
Employed, formal	-59.2	98.5	-19.1
Employed, informal	-72.8	267	-0.3

Source: ILO, based on household surveys and employment surveys.
* In Argentina and Peru, the latest income data available that can be used to construct these indicators corresponds to the second quarter of 2022.

Despite this upward trend, **total real labour income in the third quarter of 2022 had yet to reach the levels observed at the end of 2019 in several of the countries, including those where total employment has recovered to pre-pandemic values.** This reflects the loss of real value of individual labour income.

Additionally, Figure 6.2.1 shows that after the significant increase in the proportion of households without labour income, especially in the second quarter of 2020, the increase in employment caused this percentage to decline, with some variations. Nevertheless, **in the second and third quarters of 2022, all the countries except Argentina recorded a higher percentage of households without labour income than prior to the pandemic.**

▶ **Figure 6.2.1** Proportion of households without labour income. Selected countries of Latin America. IV quarter of 2019- III quarter of 2022*



Source: ILO, based on household surveys and employment surveys.
* In Argentina and Peru, the latest income data available that can be used to construct these indicators corresponds to the second quarter of 2022.

6.3 Trends in household income inequality

Trends in labour markets and household income have been accompanied by significant distributional changes in most of the countries of the region. In several of those countries, the inequality of household income per capita increased –substantially in some cases– during the first phase of the crisis. Following the maximum values recorded in the second quarter of 2020, inequality levels fell. **An encouraging sign is that in all countries, this positive trend offset the initial worsening of this indicator given that the levels of household income inequality were below those of 2019.**

▶ **Table 6.2.2** Inequality (Gini index) in the distribution of total household income per capita. Selected Latin American countries

	IV19	II20	II21	II22
Argentina	0.441	0.462	0.436	0.415
Brazil	0.544	0.513	0.517	
Costa Rica	0.524	0.524	0.536	0.514
Peru	0.463	0.672	0.505	0.453

Source: ILO, based on household surveys and employment surveys.
Note: The data for Costa Rica for each period corresponds to June of each year. In the figures for Brazil, II21 corresponds to IV21.

The trend in household income inequality results from the uneven performance of the sources that compose it. As Figure 7.4 shows that **during the contraction phase of the crisis, the labour market contributed significantly to inequality**, a trend that will be further analysed in the feature article**.** This was associated with the greater contraction of informal, low-skill jobs, which are located at the lower end of the household income distribution. **However, public cash-transfer policies implemented mainly during 2020 to support vulnerable households helped reduce (or reverse) the negative impact of the contraction of employment and labour income.**

This situation changed during the recovery phase, however. The growth in employment, especially in informal jobs, enabled a large group of households located at the lower end of the distribution to increase their labour income, thereby contributing to a reduction in total inequality. However, the progressive elimination of cash transfer policies meant that this source of income contributed to inequality or was less equalising than in the previous phase.

These findings are especially relevant considering the high inequality and poverty levels in the region in a context in which economic and labour projections (shown below) indicate an increasing demand for labour and income policies. Incorporating the gender perspective in the design and implementation of these policies is crucial, especially considering the lag that less educated women have been experiencing in the recovery phase.

7. The labour market outlook for the region

The world and especially Latin America and the Caribbean are experiencing multiple crises that are reflected (among other ways) in a sharp decline in the rate of economic growth. The most recent ECLAC estimates (2022) point to a regional growth rate of 3.7 per cent for 2022 and 1.3 per cent for 2023.

This significant slowdown in growth has a negative impact on the pace of job creation. Although regional employment has reached 2019 levels, not all people who left the labour market at the height of the pandemic have returned.

The divergent pace of recovery of employment and labour supply sharply reduced the unemployment rate. The average rate of the first three quarters of 2022 (7.4 per cent) was significantly lower than the rate for the same period of 2021 (10 per cent) and 1 percentage point lower than that of 2019 (8.4 per cent). Projections for this indicator for the last quarter of 2022 must consider different factors that have conflicting effects. On the one hand, seasonal effects, where the unemployment rate for the fourth quarter is historically much lower than the average for the first three quarters. On the other, the performance of economic activity and jobs. A growth slowdown could lead to an upward trend in this indicator; however, the insufficient recovery of the labour participation rate will produce a change in the opposite direction. Considering all these factors,

“The divergent pace of recovery of employment and labour supply sharply reduced the unemployment rate. The average rate of the first three quarters of 2022 (7.4 per cent) was significantly lower than the rate for the same period of 2021 (10 per cent) and 1 percentage point lower than that of 2019 (8.4 per cent).

the estimated 2022 average will be approximately 7.2 per cent, with a range between 7 per cent and 7.3 per cent. For 2023, the unemployment rate is expected to be between 7.2 and 7.5 per cent.

These projections have a high level of uncertainty associated with factors that may significantly impact global and regional economic activity and balances in the goods and financial markets, and therefore labour markets and income in the region.

Thus, in addition to trends in the unemployment rate, expectations regarding inflationary pressure and labour informality are relevant in this context. The loss of purchasing power of labour income resulting from price hikes has increased the percentage of poor workers. The so-called "working poor phenomenon" –meaning that people may live in a situation of poverty even if they have a job– has become more prevalent in the region. Even more so considering that while employment levels in several countries have returned to pre-pandemic levels or are approaching them, the aggregate of real labour and household income is still lower than before the health crisis.

Accordingly, forecasts are grim, particularly considering that informal jobs drove job creation during the recovery phase. By the third quarter of 2022, the informality rate had reached nearly 50 per cent, close to the figure for 2019 and for that of 2012. This means that nearly one in two workers in the region is informal. The stability of the trend of extremely high levels of informality over almost a decade indicates that labour informality continues to pose a daunting challenge for the region's labour markets. In some countries, informality rates exceed those observed in 2019. In the context of the significant slowdown in economic growth projected for 2023, job creation may continue to be concentrated in informal jobs.

This highly complex scenario requires the implementation and strengthening of diverse policies. First, policies to sustain and create more and better jobs, especially formal jobs, are needed. Second, inflationary pressures demand the strengthening of labour institutions, especially the minimum wage and collective bargaining. Social dialogue plays a leading role in advancing down this path to meet the needs and potential of workers and employers. This is even more crucial in a changing context in terms of the organization of work, where persistent labour gaps must be closed to enhance the positive effects of a digital, demographic and just transition. Finally, policies are needed to advance the provision of income guarantees, with a stronger link to active labour market policies.

Given the growing relevance of the working poor and its association with precarious working conditions, on the one hand, and of the policies implemented to sustain employment and income implemented since the onset of the pandemic, on the other, the feature articles in this edition of the *Labour Overview* provide a detailed analysis of these issues in the region.

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2022 LABOUR OVERVIEW

Latin America and the Caribbean

Special Topics

Three years after the onset of the pandemic: poverty, the working poor and policies to sustain employment and income in Latin America and the Caribbean

Special Topic 1. Poverty and the working-poor phenomenon

During the new millennium, before the outbreak of the pandemic, poverty in the region had fallen by 15 percentage points while extreme poverty had declined 8.5 percentage points. Despite this significant reduction, 30.4 per cent of the region's population lived in poverty in 2019, and 11.4 per cent in extreme poverty (ECLAC, 2022). In that year, the region's labour markets exhibited structural deficits given that one in two employed persons was informal, a significant proportion of workers earned low wages, and both horizontal and vertical wage gaps were high.

In this already complex labour and social context, **the COVID-19 pandemic had a major impact on labour, income distribution and poverty. In addition to the loss of jobs and hours worked, the loss of purchasing power of labour income resulting from rising inflation has given greater visibility to the working poor – employed individuals who live in poverty, even those with a formal job.**

This feature article seeks to contribute to the understanding of the relationship between working conditions and poverty in Latin America. Specifically, it analyses the working poor in the countries of the region before and during the COVID-19 pandemic. For a group of countries, it further explores the characteristics of the individual (demographic and employment) and the households in which the working poor live.

The overall analysis focuses on ten countries in the region (Argentina, the Plurinational State of Bolivia, Brazil, Colombia, Costa Rica, the Dominican Republic, Ecuador, Paraguay, Peru and Uruguay), while it more closely examines the situation in Argentina, Brazil and Paraguay. To study the effect of the COVID-19 pandemic as well as to provide a longer-term view, three years are considered: 2012, 2019 and 2021. National indicators are used in all countries except Argentina, where the household survey had only urban coverage.

1.1 Methodology for measuring the working poor in the region

This report uses the absolute poverty approach, in which a household is considered poor when its total income is insufficient to cover a basket of goods and services to satisfy the basic food and non-food needs of the household.

The poverty lines and the methodology for estimating poverty are those regularly used by the Economic Commission for Latin America and the Caribbean (ECLAC). The urban and rural poverty lines calculate the expenditure in local currency required to purchase a basket of food that will meet established nutritional requirements and to acquire an assortment of non-food items and services that reflect the reference population's spending patterns (ECLAC, 2018, p. 19). [10]

Once the poverty situation of a household has been determined, all employed persons living in a poor household are considered as working poor (Nola and Marx, 1999). Thus, the initial definition of working poor encompasses all workers belonging to a poor household, even if their earned income covers their own basic needs. [11]

A second definition of the working poor emphasises the individual needs of the worker in comparison to his or her own income. These workers are known as the 'individual' working poor to distinguish them from the working poor of the first definition. Any worker is considered poor if his or her labour income is below the individual poverty line. This enables the working poor to be identified individually regardless of whether they belong to a poor household.

10 For more detail on the methodological decisions adopted by ECLAC in measuring poverty in the countries of the region, see ECLAC (2018).

11 Households of the working poor are distinguished from households that are also poor but that have no employed members because they are retired, unemployed or inactive.

Table 1.1 presents a double entry matrix to demonstrate the combination of the two definitions and the four groups of workers identified as a result.

Workers who are individually poor and live in a poor household comprise Group 1. Group 2 includes workers who are individually poor and live in households that are not considered poor. Group 3 is made up of individually non-poor workers who belong to poor households. Group 4 includes non-poor workers who live in non-poor households. In other words, the two definitions coincide on the diagonal while variations exist outside it, depending on the definition used.

▶ Table 1.1 Definitions I and II of the working poor

		Household	
		Poor	Non-poor
Workers	Individually poor	Working poor, definition 1 Working poor, definition 2 (Group 1)	Non-poor workers, definition 1 Working poor, definition 2 (Group 2)
	Individually not poor	Working poor, definition 1 Non-poor workers, definition II (Group 3)	Non-poor workers, both definitions (Group 4)

Source: ILO.

Taking both definitions into account, the working poor in the selected countries was analysed in different ways. First, the composition and specific incidence of in-work poverty is studied considering both household and individual characteristics of the working poor. The second analysis characterizes the working poor according to employment characteristics, with a focus on labour informality and hours worked. The third analysis examines the distribution of individually poor workers in poor and non-poor households in accordance with the categorization of workers in Table 1. Finally, this study analyses the role of the labour market and household non-labour income in in-work poverty. To this end, it estimates the working poor in terms of the labour income of working households only. It then calculates the reduction in the in-work poverty rate by first adding income from pensions and then income from cash transfers.

1.2 Trends in total poverty and poverty among workers

Figure 1.1 demonstrates that in the period between 2012 and 2019, the poverty rate fell in most –eight out of ten– of the selected countries. Some countries experienced a sharp decline of around 50 per cent. The in-work poverty rate of most of the countries also experienced a downward trend. In several cases, in-work poverty decreased at higher rates than the total poverty rate.

Figure 1.1 Change in the total poverty rate and the in-work poverty rate (Definition I). Selected countries of Latin America and the Caribbean

Source: ECLAC, based on household surveys of the countries. Household Survey Data Bank (BADEHOG). The information for Argentina was obtained from the *Social Panorama* (2022), together with ILO based on information from the Permanent Household Survey.

During the first phase of the pandemic in 2020, both the incidence of poverty and in-work poverty increased in all countries except Brazil, in some cases significantly (with increases of up to 80 per cent). This increase reflected the massive loss of jobs and hours worked, especially during the first half of 2020. This decline in employment and working hours had the greatest impact on informal jobs and low-skilled jobs. Workers in those jobs were therefore located at the bottom of the labour income distribution. Given that labour income accounts for a large share of total household income, the negative impacts of the crisis on the labour market increased both inequality and poverty rates. These increases occurred even though countries implemented diverse policies to support employment and income, as discussed below. These interventions managed to reduce the impact of the crisis although they did not completely reverse the negative effects of the deteriorating labour conditions on inequality during 2020 (except in Brazil).

Following the most critical stage of the crisis, the economic and labour recovery enabled households to increase their labour and total income. This reduced total poverty levels in 2021 in relation to 2020 in nearly all the selected countries. In-work poverty also contracted between 2020 and 2021. Only Brazil and the Dominican Republic experienced the reverse trend.

> During the first phase of the pandemic in 2020, both the incidence of poverty and in-work poverty increased in all countries except Brazil, in some cases significantly (with increases of up to 80 per cent).

When comparing the figures for 2019 and 2021, however, it becomes clear that despite declining poverty rates between 2020 and 2021, in all countries – except for the Plurinational State of Bolivia – poverty levels exceeded pre-pandemic rates. A similar trend occurred with in-work poverty, where most of the countries recorded higher levels in 2021 compared with 2019. In some cases, the levels even exceeded those observed a decade ago, in 2012.

This is particularly relevant considering that the employment-to-population ratio and the levels of inequality, after the sharp increase in mid-2020, returned to pre-pandemic levels in several countries. However, the aggregate of total real household income has not yet fully recovered, which explains the abovementioned trend. One factor contributing to this result is the rising inflation observed in recent years, both globally and regionally.

1.3 Characterization of the working poor

Table 1.2 presents poverty rates among different groups of workers categorized according to their individual attributes and the composition of their households. Results are presented for Argentina, Brazil and Paraguay.

A common feature that emerges here is that workers who live in households where there are people under age 15 are overrepresented among those in poverty. In Argentina, for example, the specific poverty rate of households with children and adolescents in 2021 was approximately 27.2 per cent, compared with 19 per cent for households without children and adolescents. In Paraguay, these rates were 24 per cent and 9.5 per cent, respectively. In 2021, from 75 to 80 per cent of the working poor lived in households where children and adolescents also resided in the three countries.

The positive correlation between poverty, both total and in-work, and the presence of children and adolescents has been identified in previous studies in the region. This research demonstrated that the presence of minors in the household decreases the likelihood of escaping poverty and at the same time increases the risk of becoming poor (Beccaria et al. 2012; Maldonado and Prieto, 2015; Machado et al., 2010). This association reflects the increased needs of the households and the limitations, especially among women, to entering and remaining in the labour market owing to family and care responsibilities. The pandemic exacerbated this situation.

A more in-depth analysis of household types indicates that in households with children and adolescents, poverty incidence is even higher among those where only the mother is present. Table 1.2 demonstrates not only that the presence or absence of minors influences the likelihood that the worker lives in a poor household, but also that the number of minors is positively and strongly correlated with this probability.

Single-parent households headed by a woman and where there are children and adolescents have a significantly higher incidence of poverty than other groups of households. In 2021, the poverty rate in this group reached 31 per cent in Brazil and Paraguay and 40 per cent in Argentina. In that year, rates ranged from 3 to 6 per cent in single-person households as a whole.

Table 1.2 also lists the individual characteristics of workers that help explain the variable incidence of poverty among them. As several studies have found, education is a key determinant of labour income and distribution inequality in the region (Messina and Silva, 2021; Cornia, 2014). As expected, the

results of this study also found a negative correlation between the educational level of workers and the likelihood of living in a poor household. For example, in 2021, in Argentina, Brazil and Paraguay, the percentage of the working poor with a primary education was 30.5 per cent, 21.3 per cent, and 29.3 per cent, respectively, while the poverty rate among workers who had completed tertiary education was 8.4 per cent, 2.0 per cent and 4.3 per cent, respectively.

When studying the relationship between worker age and poverty, a negative correlation is observed for 2021 in Argentina and Brazil, but not in Paraguay, where in-work poverty is higher among workers over age 45 than among other age groups. In Argentina and Brazil, workers under age 25 experience a higher incidence of poverty than other age groups. The literature provides two explanations for this. First, younger workers tend to earn lower wages than other workers (Novella et al., 2016; ILO, 2013). Second, poor households tend to incorporate their young members into the labour market early, thus reflecting an inverse causality.

Finally, Table 1.2 shows the results of the working poor by gender. Employed women are less likely to live in poor households, in contrast to certain empirical evidence for the region (Paz, 2022; Arriagada, 2005). However, these results should be interpreted with caution because the measure of the working poor excludes those who are unemployed in the household and more women than men are outside of the labour force. Additionally, women who head households with the presence of children and adolescents have higher poverty rates than all other groups of employed persons.

Table 1.2 Composition and specific incidence of in-work poverty, by household and individual characteristics

Characteristics of the working poor	Argentina				Brazil				Paraguay			
	Composition		Incidence		Composition		Incidence		Composition		Incidence	
	2019	2021	2019	2021	2019	2021	2019	2021	2019	2021	2019	2021
Total of working poor	**100**	**100**	**19.0**	**17.9**	**100**	**100**	**10.3**	**11.8**	**100**	**100**	**13.6**	**13.7**
Household characteristics: Children in the household												
Household with children	73.6	77.7	28.3	27.2	76.7	74.8	20.6	23.4	79.0	80.2	20.6	24.0
Household without children	26.4	22.3	9.1	9.0	23.3	25.2	4.1	5.5	21.0	19.8	9.9	9.5
Household characteristics: Type of household												
Single	3.5	2.1	7.8	4.6	2.5	1.8	4.1	3.3	1.5	1.5	5.5	6.0
Single-parent (woman) with children < age 18	13.5	13.6	46.6	38.8	12.4	12.9	25.7	30.6	11.5	13.2	25.6	31.7
Single-parent (woman) without children < age 18	9.4	10.1	14.9	15.2	7.1	8.4	6.9	9.1	9.7	8.8	15.8	14.3
Single-parent (man) with and without children	5.5	3.9	18.1	10.5	3.1	3.3	6.6	7.4	4.2	3.3	12.3	11.5
Two-parent without children	16.0	14.2	9.6	8.9	16.1	16.6	4.7	5.8	18.5	21.0	12.0	14.0
Two-parent with one child < age 18	15.0	15.4	17.0	16.9	19.6	20.4	9.1	11.3	14.8	13.3	12.5	13.3
Two-parent with two or more children < age 18	36.3	40.3	36.4	32.8	38.7	36.3	23.3	26.0	39.8	38.9	25.4	28.5

▶ Continues...

Characteristics of the working poor	Argentina				Brazil				Paraguay			
	Composition		Incidence		Composition		Incidence		Composition		Incidence	
	2019	2021	2019	2021	2019	2021	2019	2021	2019	2021	2019	2021
Individual characteristics: Education												
No education	0.4	0.6	26.8	45.3	5.9	4.3	28.9	29.7	3.7	2.1	38.8	30.8
Primary	29.3	24.9	34.3	30.5	55.5	48.3	18.5	21.3	73.7	70.1	28.0	29.3
Secondary	57.1	55.1	24.9	22.3	35.4	42.4	8.7	12.0	17.5	21.4	10.8	14.6
Tertiary	13.2	19.4	6.3	8.4	3.3	5.0	1.3	2.0	5.0	6.5	3.1	4.3
Individual characteristics: Age												
< 25 years	15.7	15.1	27.5	25.5	18.1	15.6	12.2	13.5	19.6	19.5	16.9	18.6
25-44	52.9	55.2	20.4	19.6	57.3	58.7	11.1	13.2	42.9	46.9	14.7	17.7
45 and above	31.3	29.6	15.0	13.5	24.7	25.7	7.6	9.0	37.5	33.5	19.9	19.2
Individual characteristics: Sex												
Men	57.2	56.2	19.4	17.8	62.2	63.4	11.0	12.8	60.8	61.1	17.4	19.0
Women	42.8	43.8	18.5	17.9	37.8	36.6	8.9	10.4	39.2	38.9	15.9	17.5

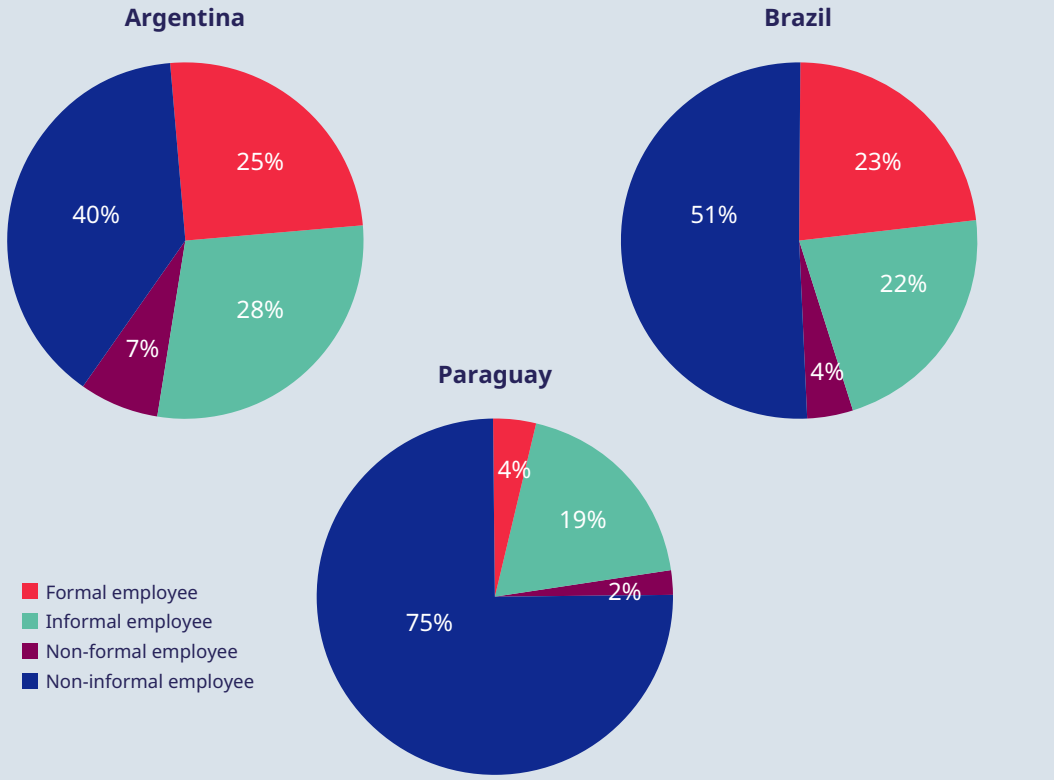
Source: ILO, based on household surveys.

In addition to the individual and household attributes of the working poor, the characteristics of their status in employment are also factors associated with the incidence of this phenomenon. Figure 1.2 shows the distribution of the working poor in 2021 by status in employment (formal wage and salaried worker, informal wage and salaried worker, formal non-wage worker and informal non-wage worker). Informal non-wage workers represent the largest portion of the working poor, although this percentage varies by country. While in Paraguay, three in four working poor are informal non-wage workers, in Brazil that proportion is half and in Argentina it is two in five working poor.

In all countries, informal wage and salaried workers have the next highest rates. In Argentina, informal wage and salaried workers account for 28 per cent of in-work poverty, in Brazil, 22 per cent and in Paraguay, 19 per cent. Accordingly, **the correlation between informality and poverty is extremely high. Together, informal salaried workers and non-wage workers account for 68 per cent of the working poor in Argentina, 73 per cent in Brazil and 94 per cent in Paraguay.**

However, this also demonstrates that there is a proportion of formal workers living in poor households. In Paraguay, some 6 per cent of the working poor are formal, mostly wage and salaried workers. The figure is even higher for Argentina, 32 per cent, and Brazil, 27%.

▶ **Figure 1.2** Composition of in-work poverty by status in employment, 2021



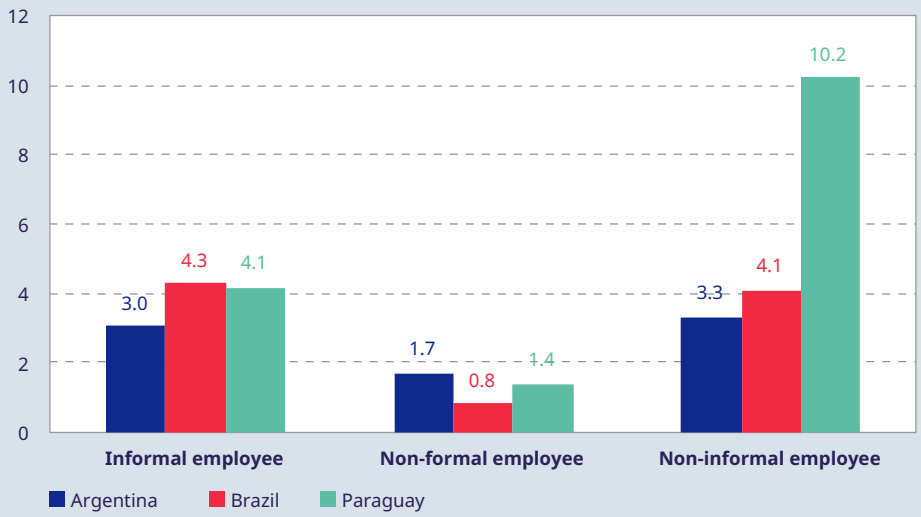
Source: ILO, based on household surveys.

The composition of in-work poverty depends on two factors. First, the composition of total employment according to those characteristics. Second, the specific incidence of poverty in each employment status. Regarding the latter, Figure 1.3 shows the specific rates of in-work poverty by status in employment compared with the incidence among formal wage and salaried workers (comparison group). This shows that that **the poverty rate among informal salaried workers in Brazil and Paraguay is almost four times higher than the poverty rate among formal salaried workers. Argentina also demonstrates a wide gap of three times higher. For informal non-wage workers, the difference is ten times in Paraguay, four times in Brazil and three times in Argentina.**

> The poverty rate among informal salaried workers in Brazil and Paraguay is almost four times higher than the poverty rate among formal salaried workers. Argentina also demonstrates a wide gap of three times higher. For informal non-wage workers, the difference is ten times in Paraguay, four times in Brazil and three times in Argentina.

Thus, in all countries, informal wage and salaried workers and informal non-wage workers are clearly overrepresented among the working poor. Given the prevalence of labour informality in the total employed, which is higher in Paraguay and Argentina than in Brazil, this means that most of the working poor are informal.

Figure 1.3 Specific poverty rate by status in employment (baseline = formal wage and salaried workers), 2021



Source: ILO, based on household surveys.

Finally, Table 1.4 shows that in the three countries, the incidence of poverty in both 2019 and 2021 was higher for part-time workers in relation to those who work full-time or who worked more than 45 hours weekly. In Argentina and Brazil, the likelihood of living in poverty is even higher when part-time work is performed involuntarily. In all cases, this result shows that **time-related underemployment –which in many cases results in low wages– has negative effects on the ability of workers to earn enough income to escape poverty.**

Table 1.3. Composition and specific incidence of the working poor by employment characteristics

Employment characteristics of the working poor	Argentina				Brazil				Paraguay			
	Composition		Incidence		Composition		Incidence		Composition		Incidence	
	2019	2021	2019	2021	2019	2021	2019	2021	2019	2021	2019	2021
Total of working poor	**100**	**100**	**19.0**	**17.9**	**100**	**100**	**10.3**	**11.8**	**100**	**100**	**13.6**	**13.7**
Type of employment by situation in employment												
Formal employee	22.3	24.7	9.1	9.0	20.0	23.4	4.1	5.5	2.9	3.7	2.1	3.2
Informal employee	28.3	28.3	28.3	27.2	24.0	21.5	20.6	23.4	15.0	19.4	9.5	13.0
Non-formal employee	8.0	6.9	18.0	15.2	3.1	4.5	2.8	4.3	1.5	2.0	3.3	4.4
Non-informal employee	41.4	40.2	30.3	29.6	52.9	50.6	19.7	22.4	80.6	74.9	31.4	32.2
Type of employment by hours worked												
Part-time, voluntary	21.3	22.2	17.1	15.4	15.6	13.2	9.9	10.9	9.0	6.0	22.2	27.9
Part-time, involuntary	25.5	21.2	34.3	33.2	21.6	22.5	30.1	34.5	25.9	23.3	11.4	13.7
Full-time	26.1	27.4	11.8	11.5	46.7	50.5	6.3	7.7	22.7	26.4	5.4	8.2
More than 45 hours per week	27.1	29.2	16.2	15.9	16.0	13.8	7.2	8.4	42.5	44.3	6.2	9.5

Source: ILO, based on household surveys.

1.4 Individually poor / non-poor workers and household poverty

This study has examined the trends and characteristics of workers living in poor households. Below is a description of the link between household poverty and individual poverty defined based on the income of the employed. Table 1.4 lists the distribution of workers in the four groups previously defined according to this dual categorization.

Group 4, made up of workers who are not poor based on their own income and who also live in non-poor households, constitutes the largest proportion of employed persons. In both 2019 and 2021, this group accounted for about 50 per cent of the total number of workers in Argentina, 80 per cent in Brazil and approximately 70 per cent in Paraguay.

At the other extreme, Group 1 –corresponding to the individual working poor living in poor households – constitutes the smallest group in Brazil and Paraguay. In 2021, this group accounted for 12 per cent of the total employed in Argentina, 8 per cent in Paraguay and approximately 5 per cent in Brazil.

Apart from these two cases where both definitions coincide, the other two groups of employed also represent significant percentages, underscoring the importance of jointly analysing the two approaches to in-work poverty.

In 2021, the group of individual working poor living in households that are not poor (Group 2) accounted for some 30 per cent of the total in Argentina –a sharp increase compared to 2019–, 10 per cent in Paraguay and 7 per cent in Brazil. These cases reflect the contribution of other income sources from household members other than those of the worker themselves to ensure that they do not live poverty even when their labour income is insufficient to cover the cost of the basic food and non-food basket.

Table 1.4 Individually poor/non-poor workers, and workers living in poor/non-poor households

Distribution of workers by individual and household poverty	Argentina		Brazil		Paraguay	
	2019	2021	2019	2021	2019	2021
Group 1: Individual working poor in poor households	11.9	11.7	4.3	4.8	9.0	7.8
Group 2: Individual working poor in non-poor households	24.4	30.0	6.6	6.6	9.6	10.2
Group 3: Individual non-poor workers in poor households	7.1	6.1	5.8	7.1	7.8	10.6
Group 4: Non-poor individual workers in non-poor households	56.6	52.2	83.3	81.6	73.6	71.4

Source: ILO, based on household surveys.

Finally, Group 3, which corresponds to individual non-poor workers who live in poor households, accounted for between 6 and 11 per cent of the total employed in 2021, with increases recorded in Brazil and Paraguay in relation to 2019. In this group, the generation of income by the worker is insufficient to offset the deficit of monetary resources of other members with respect to the total needs of the household. This, in turn, is linked to the composition of the household, particularly the presence of people outside the labour force (mostly minors) and the low labour and non-labour income of the economically active members.

1.5 Final comments

Despite the recovery of labour indicators, the incidence of poverty among workers was higher in 2021 than in 2019. Therefore, the phenomenon of the working poor has become even more relevant in this context and suggests that having a job in the region is no guarantee of escaping poverty.

This scenario has become even more complex given the projected sharp slowdown in the regional growth rate in both 2022 and 2023; a regional labour informality rate approaching 50 per cent (with some countries' rates already exceeding those of 2019); the strong correlation between informality, low income and in-work poverty; and the fact that the labour market is the main source of household income.

All of this indicates that the weaker growth in labour demand, coupled with the negative impact of rising inflation on real income, may fuel increases in the incidence of total poverty and poverty among workers.

As will be discussed in the following feature article, since 2020, the countries of the region have implemented different policies to sustain employment and income, especially for the vulnerable population. Although these policies played a crucial role, especially early in the health crisis, they require a broader scope and coverage to compensate for the expected weak performance of labour markets at least partially –and consequently, labour income– over the next few years in the countries of the region.

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Special Topic 2. National policies to sustain employment and income and to promote the creation of formal jobs

Since the onset of the COVID-19 pandemic in the region, governments have implemented numerous direct actions to support enterprises, maintain employment, reduce the loss of household income (especially vulnerable households whose members generally work in the informal economy) and create new jobs. The magnitude, scope, pace and specific characteristics of this crisis have demanded coordinated health, labour and economic responses, as well as social protection measures. To this end, the countries relied on existing mechanisms yet also implemented new responses to address the specifics of the situation and the need to cover a broader population than in previous crises.

The policy measures implemented shifted in response to the changing situation of the labour market, particularly in relation to employment and real income. Initially, the countries reacted quickly to alleviate negative economic and labour effects, offering programmes to protect formal employment and compensate for the loss of labour and household income, especially among workers participating in the informal economy.

As the labour market began to recover, employment protection measures became less necessary and those designed to create new jobs became more frequent. At the same time, governments implemented income support measures throughout this period, first to help overcome the loss of labour income resulting from the deterioration of employment in the most critical phase of the pandemic, and subsequently to address rising inflation and the consequent loss of purchasing power of labour and household income.

Within this framework, the ILO has compiled and systematized this type of response –at the national, regional and global levels– while conducting a wide range of research on the changes in these responses (ECLAC/ILO, 2020; ECLAC/ILO, 2021; ILO, 2020f; ILO, 2021a; ILO, 2021b; ILO, 2021c; ILO, 2023). These studies have served as valuable reference materials during the three years since the pandemic began.

This feature article of the *2022 Labour Overview* updates and expands on these studies by incorporating a more detailed regional perspective with greater coverage of countries and policies, and with the inclusion of new study dimensions and indicators. These data help identify and systematize the lessons learned in terms of employment and income protection that contribute to the adequate design, scope and coverage of these policies in the region.

The following section summarizes the phases and distinctive characteristics of key policies at the regional level. It then describes each in detail based on a typology established according to their main objectives and analyses the impact of some of these policies on the distribution of household income in selected countries of the region. The section concludes with a discussion on the progress made and pending challenges.

2.1 Chronology and general characteristics of the policy responses in the region

The chronological and content classification of the policies implemented in the region beginning in 2020 can be separated into three stages. During early 2020, the unexpected outbreak of the crisis led governments to rapidly implement measures to maintain formal employment and income, both for unemployed people and for vulnerable workers, especially informal ones. Given the urgent nature of the policy responses during this period, governments relied on existing programmes by expanding them or making them more flexible to reach more beneficiaries. Rather than being specifically targeted, these programmes sought to achieve more universal coverage, which in practice depended on the fiscal resources available.

During 2020, economic security programmes for families and households in the informal economy were the most common type of programme implemented, partly justified by the high rates of informality in the region. Most of these programmes were first launched between the first and second quarters of 2020. However, several of these initiatives were added to existing programmes in the region, especially conditional cash transfer programmes for households with children and adolescents. The magnitude of the crisis demanded both the extension of coverage of these programmes and the implementation of new ones to lessen the devasting impact of the pandemic on household income.

In addition to the above, employment maintenance policies were prevalent in 2020 and sought mainly to benefit all formal workers. These instruments were implemented beginning in the second quarter of 2020 and were mostly new, although they were similar to others launched to support employment in previous crises.

During the first half of 2020, both the entry requirements and the duration of existing unemployment insurance schemes were made more flexible, while the benefit amounts increased. Beginning in the second and third quarters of 2020, some countries implemented incentive measures for job creation, which consisted of hiring subsidies and tax incentives.

During a second phase, which lasted from late 2020 through 2021, policies to sustain formal employment declined, while income protection programmes tended to become more targeted. Incentives for job creation increased during this period.

Lastly, during 2022, the programmes and policies implemented had more planning in their design. As in 2021, the most prevalent types of policies tended to provide income protection –many had been used/created in 2020 but now focused on mitigating the effects of accelerating inflation– and incentives for job creation, including public employment programmes. Thanks to the recovery of the labour market, like in 2021, programmes during this period relied less on unemployment insurance and measures to support existing formal employment.

2.2 Description of the measures implemented three years after the pandemic began

The main policies described above can be classified into five groups: I. strategies to sustain labour relations; II. unemployment benefits; III. programmes to guarantee the economic security of individuals and households most affected by the crisis (who did not have formal wage employment and/or who were not covered by contributory social security programmes); IV. incentives for the creation of formal employment; and V. training policies (Table 2.1).

The policies and instruments described below do not include all public interventions; they were also expressed as active fiscal responses; flexible monetary policies; direct actions in specific economic sectors; credit and financial support for enterprises, especially for micro-, small and medium-sized enterprises (MSMEs); support for micro-enterprises; workplace protections for workers; teleworking laws; and the use and strengthening of social dialogue mechanisms to build consensus.

▶ **Table 2.1** Types of main policies implemented to sustain employment and income since the onset of the pandemic

Maintenance of Employment	Economic Security for the Unemployed	Economic Security for Households of Individuals in the Informal Economy	Incentives for Creating Formal Salaried Employment
▶ Payroll subsidies ▶ Unemployment insurance for suspension or reduction of workday ▶ Other support to enterprises on the condition that they maintain employment	▶ Unempleyment Insurance (contributory)	▶ Conditional benefits ▶ Unconditional benefits (emergency) ▶ Other cash and non-cash benefits	▶ Access to financing ▶ Payroll subsidies ▶ Temporary public employment programmes ▶ Fiscal incentives
▶ Recipients: ▶ Formal employed (full- and part-time, absent)	▶ Recipients ▶ Unemployed with previous contributions to unemployment insurance	▶ Recipients ▶ Unemployed, workers and inactive persons in the informal economy ▶ Individuals without income or with low income regardless of their employment status	▶ Recipients ▶ Employers ▶ Unemployed youth, women ▶ Workers in affected sectors
▶ Examples: ▶ Argentina: ATP ▶ Uruguay: unemployment insurance ▶ Chile: severance insurance ▶ Paraguay: IPS subsidy ▶ Cuba: wage guarantee	▶ Examples: ▶ Uruguay, Chile, Brazil, Argentina, Colombia, Mexico City	▶ Examples: ▶ Chile: *Bono COVID-19, IFE* ▶ Argentina: *IFE* ▶ Brazil: *Auxilio Emergencial* ▶ Costa Rica: *Bono Proteger*	▶ Examples: ▶ Guatemala: *Fondo de Crédito para capitales de Trabajo* ▶ Chile: *Línea regresa* ▶ Guyana: Part-time Jobs Initiative ▶ Bermuda: Assistance for New Contracts

Source: ILO.

I. Strategies to sustain the job relationship

Support measures and incentives to maintain the job relationship were crucial. On the one hand, they prevented the loss of job-specific and general skills, as well as future job search costs for both parties of the employment relationship. On the other, maintaining this relationship was intended to expedite economic recovery. As mentioned, these measures were implemented mostly at the beginning of the pandemic and become less prevalent in 2021 and 2022.

In this area, the region implemented several innovations and programmes that provided payments to the enterprise or the worker, financed mainly by income taxes, social security contributions or a combination of both. This payment was made through a variety of channels, including social security institutions, the tax authority and other entities. Two main types of interventions were used: payroll subsidies and the extension of unemployment insurance to provide coverage for situations beyond unemployment owing to layoffs.

I.1 Payroll subsidies

Most of the payroll subsidies responded to the initial furloughs resulting from isolation measures. These subsidies sought to cover formal wage and salaried workers in general. Ministries of labour and social

security institutions were largely responsible for these subsidies, which partnered with government banks to process them. Social security and national government budgets financed them.

These measures were mostly implemented for two- to three-month periods, or in a single transfer. In some cases, these subsidies were extended on several occasions, covering a period longer than the average. Because these were emergency measures, they were mostly approved through decrees. For example, in Colombia, Decree No. 639 of 8 May 2020 established the Formal Employment Support Programme (PAEF) and in Peru, Emergency Decree No. 034-2021 established the Economic Benefit for Emergency Social Protection in response to the COVID-19 Pandemic.

Within this group, in April 2020, Paraguay established a subsidy for formal wage and salaried workers with labour income of up to two minimum wages, and whose work contracts were suspended owing to the cessation of activities because of the pandemic. The subsidy amounted to 50 per cent of the minimum wage and was financed by the national government through an increase in resources allocated to the Social Welfare Institute (ILO, 2020e). This subsidy was implemented until June 2022.

Colombia allowed enterprises, legal entities, natural persons, consortia and temporary unions that could prove a reduction of at least 20 per cent in their income to request a subsidy amounting to 40 per cent of the minimum wage for every worker for whom they contributed to the Integrated Contribution Form (PILA), as long as this number did not exceed the number of employees on the payroll in February 2020 (ILO, 2020c). This subsidy was in force until August 2020.

In Peru, the labour suspension mechanism (SPL) –a temporary pause in the obligations of workers to their enterprises, during which time workers were not paid but the employment relationship remained valid – continued to offer healthcare coverage (EsSalud) until 2 October 2021. This benefit was granted even to workers who had not made contributions for five months, as established by law. Additionally, private sector employers received a subsidy of up to 35 per cent of gross monthly wages of employees whose remuneration did not exceed PEN 1,500 (USD 424). In August 2020, EsSalud implemented the Emergency Social Protection Economic Benefit in Response to the COVID-19 Pandemic, which benefited enterprises with a maximum of 100 workers. The benefit was set at PEN 760 per month (USD 195.30) and benefited SPL workers who received a gross salary of up to PEN 2,400 (USD 617.5) for each 30-workday period the SPL continued for a maximum of three months. The measure was extended to cover the 2021 fiscal period.

The Dominican Republic launched the Employee Solidarity Assistance Fund (FASE), a cash transfer programme to support employment in the sectors most affected by the pandemic and where the government contributed 70 per cent of the salary from a minimum value of DOP 5,000 (USD 92) to a maximum of DOP 8,500 (USD 156) per month for each worker. It also covered 100 per cent of the salary of workers with a salary equal to or less than DOP 5,000 (USD 92) (ILO, 2020a). This initiative was implemented in April 2020 and extended during the first quarter of 2021, granting the benefit to workers with an active suspension approved by the Ministry of Labour and who were beneficiaries of the first phase of the programme. Phase II of the programme was implemented from April to December 2020. The programme targeted MSMEs of the manufacturing sector that continued to operate, that did not lay off workers and that experienced a reduction in sales owing to the pandemic.

In Argentina, the national government launched the Programme for Emergency Assistance to Work and Production (ATP), which offered a 95 per cent reduction in employer contributions to the Argentine Integrated Pension System (SIPA) and provided wage compensation for private enterprises. According to the 2021 report on Emergency Measures in Response to the Pandemic of the Social Programmes Information, Evaluation and Monitoring System (SIEMPRO), the ATP benefited some three million people, who were granted at least one salary during 2020. It also prohibited layoffs without just cause or for reasons of a lack of or decrease in work and force majeure and suspensions for those causes. This measure was implemented in March 2020 and has been extended several times, the last time until June 2022 (ILO, 2020b).

Argentina also implemented REPRO II in November 2020, which was in force until April 2022. This programme provided a fixed sum to individual workers and was financed by remunerations paid by employers in the programme. It included enterprises outside the critical sectors defined in the ATP but which had experienced billing and production decreases owing to the pandemic. To access the subsidy,

an analysis was carried out based on a series of indicators that measured level of activity, solvency and liquidity, among others. The amount of the subsidy granted varied according to the category defined for the enterprise sector (non-critical, critical or health). Data from the Ministry of Labour indicate that REPRO II benefited 48,381 enterprises with at least one monthly payment during the period between November 2020 and April 2022. In that period, 862,099 dependent workers benefited at least once from the total allocation of ARS 81.4 billion (USD 840.8 million). ATP beneficiaries began to migrate in November 2020 to the REPRO II programme and in 2021 had been fully absorbed into that programme. In 2022, the government merged the Productive Recovery Programme (REPRO) and the REPRO II Programme to create the Production Recovery and Sustainability Programme. This merger occurred within the framework of the reactivation of economic activity and employment. This programme assisted private sector enterprises in a critical situation as a result of their activity or due to external factors. For this, the Evaluation and Monitoring Committee analysed equity, financial and economic indicators. The objective of the programme was to establish a payroll subsidy for member enterprises, which was delivered in the form of an individual allocation to workers. Employer payments of salaries financed this programme. The amount of the allowance was 50 per cent of the total remuneration up to a maximum of 50 per cent of the minimum wage. To access the benefit, workers had to earn a total remuneration of at least four minimum wages.

In Brazil, the *Benefício Emergencial de Preservação do Emprego e da Renda* also supported the income of formal wage and salaried workers whose contracts had been suspended or whose working hours and labour income had been reduced. The programme calculated the benefit amount based on the employee's salary for the previous three months and corresponded to a percentage of the unemployment insurance the worker would be entitled to in the event of dismissal. Between April and December 2020, 20.1 million agreements were signed, benefiting 9.8 million workers of 1.5 million enterprises. Between May and August 2021, with the temporary extension of the programme, 3.3 million agreements covered some 2.6 million workers in 635,000 enterprises. The programme disbursed BRL 33.5 billion (USD 6.2 billion) in benefits in 2020 and BRL 6.9 billion (USD 1.3 billion) in 2021. Service enterprises (especially education, hospitality and food, and administrative services) accounted for 51.5 per cent of the agreements signed, followed by those in the trade (24.4 per cent) and manufacturing sectors (20.8 per cent).

In April 2020, Chile established a monthly tax subsidy for dependent workers subject to normal working hours of more than 30 hours a week through the Guaranteed Minimum Income Law. Eligible workers had to receive a gross monthly salary of less than USD 445 and belong to a household in the lowest nine deciles according to the socioeconomic categories of Article 5 of Law No. 20,379. This subsidy covered 59.35 per cent of the difference between the worker's gross monthly remuneration and CLP 308,537 (lower limit of gross monthly income for subsidy eligibility). This bill had been introduced prior to the COVID-19 pandemic but was approved during it. This programme is still in effect.

In El Salvador in October 2020, the government established a subsidy of 50 per cent of the monthly payroll for wage and salaried workers of MSMEs registered as employers with the Salvadoran Social Security Institute (ISSS), to the National Commission for Micro and Small Businesses (CONAMYPE) and/or to the Registry of Value Added Tax (VAT) Taxpayers. This subsidy was granted for a two-month period. In Guatemala, a daily subsidy of GTQ 75 (USD 9.40) was granted to private sector workers employed by enterprises outside the exceptional cases established within the guidelines of the state of public disaster.

Another example was Honduras, which approved a temporary solidarity contribution in April 2020 for employees suspended due to the emergency and affiliated with the Private Contributions Regime (RAP) or the Maquila Industry (free trade zones). In the case of workers contributing to the RAP, employers contributed up to HNL 2,000 (USD 79.60), the RAP contributed HNL 3,000 (USD 119.40) and the government provided HNL 1,000 (USD 39.8). In the case of workers in free trade zones not affiliated with the RAP, employers contributed HNL 2,500 (USD 99.50) and the government provided HNL 3,500 (USD 139.30). This programme was in effect until December 2020.

In Cuba, the government's prioritized relocating workers when production processes shut down. When this was not possible, the government granted workers 100 per cent of the basic salary for the first month. This guaranteed income was reduced to 60 per cent beginning in the second month and until the workers were relocated or production resumed. This provision was in force for two years (May 2020-May 2022).

Other subsidies in the region were designed to discourage enterprises from laying off workers and to continue their operations. In the Dominican Republic, through the FASE II programme, beneficiaries included MSMEs in the manufacturing sector that continued to operate, that had not laid off workers and that had a reduction in sales owing to the pandemic. Aruba implemented wage subsidies for employers who maintained the employment relationship through the FASE programme.

Finally, some countries provided payroll subsidies to specific sectors or populations. For example, Colombia and Argentina offered that type of assistance. In 2020, Colombia provided payroll subsidies to the agricultural sector as part of the Support Programme for the Payment of the Service Premium (PAP). The objective of this subsidy was to cover the PAP social benefit to legal entities that work and produce in agriculture and that could prove a decrease of 20 per cent or more in their income. The contribution to employees totalled COP 220,000 (USD 45.10), financed with general revenue. A subsidy was also granted to notaries[12] that hired young people ages 18 to 28. For its part, Argentina provided a subsidy to enterprises of the independent gastronomy sector registered with the Federal Administration of Public Revenues (AFIP) under the Simplified Regimes for Small Taxpayers and Self-Employment. The subsidy consisted of a single payment of up to ARS 18,000 (USD 108.70) from April 2021 to March 2022. It was extended to workers and independent workers in critical sectors, to the hotel sector, and to fruit producers in specific regions of the country in May 2021.

I.2 Unemployment insurance for temporary suspension or reduction in working hours

Unemployment insurance in some countries was extended to cover both the total suspension and the reduction of working hours or partial suspension of activities. To authorize these mechanisms required adjustments or adaptations to the regulations in some countries, such as in Chile, as will be discussed. Some insurance schemes already included these situations, such as that of Uruguay, while other countries incorporated them. This made it possible to adapt the schemes to the diverse situations faced by the different economic sectors and their enterprises with respect to confinement measures, closing of activities and reduction in demand.

Uruguay has a contributory unemployment insurance scheme that made entry conditions more flexible or extended the duration of benefits in response to the health emergency. To this end, a special unemployment subsidy regime complemented the existing regime. This regime covered workers who were covered by the general unemployment subsidy regime; workers who reached the maximum of the general subsidy regime at the time of the resolution (March 18, 2020); and workers covered by the unemployment subsidy through the Unemployment Insurance Law and Unemployment Insurance Administered by the Social Protection Bank. The programme extended the benefit to workers with partial suspension, with a partial reduction in working hours (at least 50 per cent of the workday) and to workers in activities with total suspension of activities (subject to compliance with certain requirements), maintaining the employment relationship. This extension was known as the Special Regime for the Partial Unemployment Subsidy and was in effect from March 2020 until 31 December 2022. Unemployment insurance received the largest number of applications (86,000) in March 2020, compared to a maximum of 16,000 monthly applications in previous years. This number subsequently decreased to around 47,000 in August 2020. Of this total, 68 per cent were for partial unemployment insurance and the remaining 32 per cent for total unemployment insurance. Within this group, 41 per cent corresponded to suspensions, 25 per cent to layoffs and 34 per cent to reduction of working hours. In July 2022, the number of workers covered by this insurance fell to the lowest figure since the beginning of the pandemic (43,367). Of this group, 80.8 per cent were under the total unemployment scheme and 19.2 per cent were under the partial unemployment insurance scheme. As of November 2022, 44,103 workers were receiving unemployment insurance, of which 90 per cent were for total unemployment and the remaining 10 per cent for partial unemployment.

In April 2020, through the Employment Protection Law (LPE) in Chile, additional resources were injected into the Unemployment Solidarity Fund and the eligibility criteria for the insurance were temporarily modified. These modifications implied that the benefits were retroactively valid from August to October 2020. Special circumstances to access this benefit included the temporary closure of enterprises,

12 Notaries are offices in which notary publics legalize deeds, documents, declarations, facts and manifestations carried out freely by the public.

suspensions of personnel or temporary reductions in working hours. In this way, employees maintained the employment relationship while receiving unemployment insurance while employers continued to pay employees' social security and health contributions. To calculate the benefit, average wages of the last three months were considered (the last 12 months are used to calculate unemployment insurance in the event of layoff). While the replacement rates in the case of contract suspension were the same as in the case of layoffs, in the case of reduced working hours, the employer paid the part worked and the insurance covered half of the part not worked (Montt et al., 2020).

In late 2020 in Chile, benefits to the Individual Unemployment Account fund were increased (70 per cent for the first month, 55 per cent from the second to the fifth month and 50 per cent for the sixth and subsequent months) and the Unemployment Solidarity Fund (a maximum of five benefits based on the same percentages as the Individual Unemployment Account). Likewise, the benefits of the LPE were modified until October 2020, when benefits were increased by the same percentages and amounts of the funds of the Individual Unemployment Account and the Unemployment Solidarity Fund. Benefits also could be extended for up to five, six or seven additional months from their expiration date when in compliance with Ministry of Finance parameters on health conditions, the labour market and regional realities. The fifth transfer could be up to 55 per cent, with a cap of CLP 513,038 (USD 12,000). The sixth and seventh payments could not exceed 45 per cent of the average remuneration percentage.

II. Unemployment insurance

In the proposed categories, "pure" unemployment benefits are those provided by unemployment insurance. Modifications made to contributory insurance schemes in the framework of this crisis to expand the horizontal and/or vertical coverage include the modification of certain access requirements, the extension of the duration of benefits, increase in replacement rates, increase in benefit amounts and the use of individual accounts for reasons other than those originally contemplated.

In Argentina, unemployment insurance grants wage and salaried workers contributing to social security who have been laid off without just cause a monthly payment, family allowances and medical coverage while they are unemployed. Within the framework of the crisis, in April 2020, the minimum and maximum amounts were raised to ARS 6,000 (USD 90) and ARS 10,000 (USD 150), respectively. This represented an increase of 36.5 per cent of the minimum payment and 59.2 per cent of the maximum payment in effect in October 2019. In response to the prolongation of the quarantine, the Ministry of Employment, Labour and Social Security extended the expiration of benefits until 31 December 2020 (after the one established in March and May) for all cases expiring between 30 August and 30 November 2020. The number of beneficiaries remained relatively constant, at around 120,000.

In Chile in July 2020, the national government announced a bill for temporary modifications to unemployment insurance. Access requirements were relaxed by reducing from six to three contributions made in the past 12 months. Workers with available balances in their individual accounts were able to access their funds regardless of the number of months they contributed. Replacement rates were also raised from month two onwards. Additionally, the insurance scheme created the benefit for independent workers, which included a subsidy and an interest-free loan to independent workers who issued invoices for at least three months in the past year or for six months in the past two years and who –in the month that they requested the benefit– experienced a decline of at least 30 per cent compared to the period April 2019-April 2020. The subsidy, which was not considered income and, therefore, was not subject to taxes or considered for pension purposes, covered a maximum of 70 per cent of the reduction in income, with this percentage decreasing as the amount of income increased (Montt et al., 2020). In September 2020, through Law 21,269, private home workers (also known as domestic workers) were automatically incorporated into the unemployment insurance scheme. Thus, workers in that employment situation, with its high concentration of women, were granted access to the benefits of the solidarity pillar of the unemployment insurance scheme, which was financed with 3.0 per cent of the taxable remuneration paid by the employer, regardless of the duration of the employment contract.

In Ecuador, through the enactment of the Humanitarian Support Law (22 June 2020), workers in a dependent relationship who were laid off between April and July 2020 could apply for unemployment insurance beginning on their tenth day of unemployment instead of the 60 days normally required.

In Colombia, temporary modifications to the subsidy of the Unemployment Protection Mechanism were implemented for two years (June 2020 to June 2022). The mechanism relaxed the contribution period required to access it. During the period of modifications, the insurance scheme continued to cover unemployed dependent and independent workers with income of up to four minimum wages, but with the requirement that beneficiaries made contributions to family compensation funds for a year or five non-consecutive years. The regular and current conditions of the mechanism establish that applicants must have contributed at least 12 months for the past five years. Persons eligible under this modality could receive the benefit for a maximum of three months rather than the six months established in Law 1636 of 2013. Beneficiaries also received a cash transfer amounting to two minimum wages divided into three monthly instalments. This benefit was viewed as economic assistance granted to the applicant who had not received benefits from the Solidarity Fund for the Promotion of Employment (FOSFEC) for the past three years.

In Costa Rica, the Law for the Delivery of the Labour Capitalization Fund was approved in April, which permits the withdrawal of the Labour Capitalization Fund in the event of suspension of the employment contract or reduction of the workday that implies a salary decrease (ILO, 2020d). In Colombia, during the health emergency (12 March 2020 to 31 June 2022), employees who continued with the employment relationship but suffered income cuts could make monthly withdrawals from their severance pay account to compensate for the reduction (ILO, 2020c).

In Peru, workers were given free access to up to PEN 2,400 (USD 617.5) from their compensation funds for length of service (CTS) and were allowed to make an extraordinary withdrawal of up to four tax units[13] from their private pension funds. Similarly, in Brazil, Provisional Measure No. 946 of April 2020 granted holders of accounts linked to the Guarantee Fund for Time of Service (FGTS) the possibility of an extraordinary withdrawal of funds up to BRL 1,045 (USD 200) per worker between June 2020 and December 2020.

Finally, in Mexico City between April and August 2020, the Ministry of Labour and Promotion of Employment through the General Directorate of Employment implemented the social action known as "Support Mexico City residents who lost their formal employment during the COVID-19 emergency". The programme provided cash transfers to reduce the economic impact of formal job loss. Beneficiaries received MXN 1,500 (USD 79.70) for a period of two months. Eligible workers were Mexico City residents ages 18 to 67 who had lost a job in Mexico City for reasons beyond their control and who had not received unemployment insurance benefits.

III. Cash transfer programmes

A key strategy during this period was to at least partially compensate vulnerable households for the loss of income. Most of the instruments used in this group were unconditional cash transfer policies, although a few countries implemented in-kind transfers. Most of the countries opted to expand these transfers to cover a larger population than in previous crises. As mentioned, during 2020, these programmes attempted to offset the decline in labour income resulting from the abrupt contraction of employment. Beginning in mid-2021 and mainly during 2022, governments implemented these programmes to avoid or compensate for the loss of purchasing power of income, including labour, in a context of rising inflation.

In Argentina in March 2020, the government doubled the Universal Allocation for Children (AUH) and the Universal Allocation for Pregnancy (AUE) and made an additional disbursement of ARS 13.4 billion (USD 208 million). Additionally, a bonus of up to ARS 3,000 (USD 46) was granted to 4.6 million retirees and pensioners who received a single pension payment of up to ARS 18,892 (USD 293), which required a disbursement of approximately ARS 13.8 billion (USD 214 million). However, the largest cash transfer measure was the Emergency Family Income (IFE) created in late March 2020. The IFE was paid through the National Social Security Administration (ANSES), and targeted informal workers from private households and social *monotributistas* of the first two groups, as well beneficiaries of the AUH, AUE and the PROGRESAR programme. The IFE amount was ARS 10,000 (USD 155), representing 59.3 per cent of the minimum wage. Three transfers were made, the first between April and May 2020, the second

13 Value in PEN established by the government to determine taxes, violations, fines and other tax charges. More information at https://www.gob.pe/435-valor-de-la-uit

between June and July, and the last one during August and September. There were some nine million beneficiaries, as compared with 4.3 million children and adolescents who receive the AUH. During 2022, ANSES approved two additional transfers known as IFE 4 and IFE 5, which were more targeted. The Income Reinforcement Bonus or IFE 4, focused on domestic workers, unregistered informal workers, Category A and B *monotributistos*, social *monotributistos* and the unemployed. Beneficiaries received ARS 18,000 (USD 150) paid in two instalments in May and June 2022. The IFE 5 or "Food Reinforcement" consisted of two payments of ARS 22,500 (USD 134) granted in November and December 2022. This transfer targeted adults without income in a situation of extreme vulnerability, according to a previously established socioeconomic assessment.

Colombia already had two conditional cash transfer programmes: *Familias en Acción* and *Jóvenes en Acción*. During the early months of the pandemic, the national government authorized the payment of two extraordinary transfers, one in March and the other in May to reinforce both programmes. Additionally, an unconditional transfer of COP 80,000 was established for the beneficiaries of the Senior Colombia programme for three months. In April 2020, *Progreso Social* created the Solidarity Income Programme for families living poverty and economic vulnerability that were not beneficiaries of other social programmes such as Families in Action, Youth in Action, Protection for the Elderly, Sales Tax Refund and Senior Colombia. The programme prioritized households living in extreme poverty according to the results of the survey of the IV System for the Identification of Potential Beneficiaries of Social Programmes (Sisbén). During March and April 2022, coverage increased from three million to 4.85 million beneficiary households. This programme continued until December 2022.

Ecuador, through its Ministry of Economic and Social Inclusion, established the Emergency Family Protection Bonus in April 2020, which consisted of two transfers of USD 30 each during April and May 2020 (USD 60 in total). This transfer targeted individuals without access to social security and who had incomes below the unified basic salary (SBU), as well as beneficiaries of the peasant insurance scheme and the Unpaid Home Work regime of social security (ECLAC, 2023). In the Plurinational State of Bolivia, the Family Bonus was delivered in 2020, a single transfer of BOB 500 (USD 70) to low-income households with children attending pre-school, primary or secondary school. In 2020, the government issued the Free Family Basket transfer for BOB 400 (USD 57) that benefited older adults who, although they were beneficiaries of the Dignified Income programme, did not have access to another source of income or retirement, as well as mothers who were beneficiaries of the Juana Azurduy Bonus and individuals who accessed the Disability Bonus. This programme was in effect from April to November 2020.

In Uruguay in 2020, contributions to the Uruguay Social programme and the Equity Plan were increased. These programmes focused on protecting households living in poverty (ECLAC, 2023). Costa Rica implemented the PROTEGER Bonus in 2020, which consisted of a temporary cash transfer, according to the individual's labour vulnerability resulting from the pandemic emergency. The programme benefited 735,630 people, 53.7 per cent of whom were women. The amount disbursed totalled CRC 259.6 billion (USD 425.2 million). El Salvador granted a compensation bonus, a single payment of USD 300 per household for individuals not in an employment relationship, who lacked permanent income and were financially affected by the pandemic. This subsidy was in force between March and April 2020. Panama implemented the Panama Solidarity Plan from March 2020 to December 2022, which consisted of a bonus of USD 80 distributed in four monthly payments. This bonus was granted in the main cities of the country's interior to minimize job losses and support informal workers. The Panama Solidarity Plan was extended three times. In its first extension, it included a co-responsibility component in which bed to choose beneficiaries had to choose between community service or training for life and work, through the National Institute of Vocational Training and Training for Human Development (INADEH).

Honduras implemented the Single Bond of USD 82 from October 2020 until December 2021, with the objective of reaching the most vulnerable population affected by the pandemic. This transfer was considered innovative in the region because it was an electronic voucher that could be exchanged for food, medicine and/or medical supplies in authorized establishments nationwide.

In Paraguay in April 2020, the Social Fund provided a subsidy of 25 per cent of the minimum wage up to two times for independent or informal wage workers of MSMEs. The first phase of the *Pytyvõ* programme reached some 1.2 million beneficiaries by mid-June 2020. In September 2020, a new phase of the programme was launched, *Pytyvõ 2.0*, which focused on people residing along the country's borders.

Pytyvõ 2.0 had 764,000 beneficiaries. The two phases of the programme cost nearly 1 per cent of the country's GDP, with a total of five payments until December 2020, when the programme ended. In 2020, Paraguay expanded coverage of its *Tekoporá* and Older Adults programmes (Reinecke et al., 2020).

Peru also implemented several measures to reach the most vulnerable population. In March 2020, the government launched the *Yo Me Quedo en Casa* bonus, a cash subsidy for households living in poverty. In April 2020, it implemented the *Independiente* bonus for households with low-income independent workers affected by the pandemic. Additionally, in March 2020, a rural bonus was granted to rural families living in poverty or extreme poverty and the *Bono Familiar Universal* (May 2020 to September 2021) for vulnerable households not covered by the previous bonuses, as well as the *Contigo* programme for people with severe disabilities living in poverty, which provided an advance for the two-month payment in March-April 2020.

In Chile, the *Bono de Emergencia Covid-19* and the *Ingreso Familiar de Emergencia* bonuses were created in 2020. The first granted a one-time subsidy to households that receive the single-family subsidy (SUF), to households that receive other transfers from the Securities and Opportunities system (SSyOO) and to households that belong to the 60 per cent of most vulnerable households according to the Social Registry of Households (RSH). Households where a member received a retirement pension or was a formal worker were excluded. The *Ingreso Familiar de Emergencia* was a monthly cash transfer initially issued to households belonging to the 90 per cent most vulnerable households registered with the RSH. This programme was expanded given that it initially only covered households with no or low formal income. In April 2021, this programme migrated to the expanded IFE, which covered the 80 per cent most vulnerable households according to RSH. At this stage, the transfer totalled CLP 100,000 (USD 108.4) per person, although this amount decreased after the fifth member of the household. In June 2021, the programme became the IFE Universal, which set the benefits to between CLP 88,700 (USD 108.40) per member for a household of 10 people and CLP 177,000 (USD 216.80) for a one-person household.

Brazil implemented the *Auxílio Emergencial* in April 2020, a cash transfer programme for informal workers, individual micro-entrepreneurs, own-account workers and the unemployed belonging to households whose monthly income per person did not exceed half of the monthly minimum wage (BRL 522.50 or USD 96), or whose total household income was up to three minimum wages (BRL 3,135 or USD 577). Households benefiting from the *Bolsa Família* programme received the benefit automatically. Initially, transfers were divided into five payments of BRL 600 (USD 110) and doubled in the case of mothers of single-parent households. In September 2020, the programme was extended until December, but in the amount of BRL 300 (USD 55). The programme remained in effect until October 2021 but with lower amounts and fewer beneficiaries. In 2022, the *Auxílio Brazil* programme replaced the *Bolsa Família* (BF) programme and provided a temporary supplement that replaced the *Auxílio Emergencial* programme. This programme expanded the target population, which included students ages 18 to 21. Households served increased from 14.7 million between August and October 2021, to 17.6 million in January 2022 and 20.2 million in August 2022. This last month, owing to the international crisis, which strongly affected energy and food prices in the country, the programme approved a temporary supplement to the household benefit, valid until the end of 2022, and which increased the benefit to BRL 600 (USD 110).

In Trinidad and Tobago, the Salary Aid Subsidy granted TTD 1,500 (USD 220) for three months to workers in a dependent employment relationship who had been affected by the pandemic during 2020. This programme was implemented in 2021 and continues in 2022. In Saint Kitts and Nevis, a monthly subsidy for XCD 1,000 (USD 370) was implemented beginning in July 2021 and was extended for three additional months in 2022 for people who were unemployed as a result of the pandemic.

Finally, most Caribbean countries implemented policies for cash transfers and food distribution or food vouchers. In Honduras, rations of the basic food basket were distributed during the first and third quarters of 2020 to low-income families and workers in sectors affected by the pandemic.

IV. Incentives and programmes for the creation of formal employment

Following the initial response to the crisis, whose main objective was to sustain formal employment and compensate for the loss of income of both formal workers and the vulnerable population, governments implemented activities to promote job creation and continue to do so. This type of incentive can be

divided into three groups: 1) payroll subsidies for hiring or benefiting the worker; 2) temporary public employment programmes; and 3) tax incentives.

In general, this group of policies in the region was implemented mainly beginning in 2021, which coincided with the partial recovery of economic activity and labour indicators. These incentives and programmes had more planning and more defined targeting because they were not rapid-response policies to contain the initial decline in employment. Many of the incentives implemented are modifications of existing programmes to serve a larger population or to include the most vulnerable groups.

The first group of policies includes incentives that benefit both labour demand and labour supply. On the one hand, wage subsidies were granted for new hires, some of which targeted certain groups. For example, in Ecuador, the *Empleo Joven* Project provided subsidies of 50 per cent of wages and 100 per cent of the employer's contribution to social security for the hiring of inexperienced youth ages 18 to 26. This subsidy continued until December 2021.

In Chile, during 2021 the *Línea Regresa* programme granted a monetary benefit to employers for each worker reinstated after suspension under the Employment Protection Law. This benefit is part of the employment subsidy, created to contain falling employment during the pandemic. Monthly benefits of *Línea Regresa* amounted to CLP 160,000 (USD 182) for reinstated male workers and CLP 200,000 (USD 228) for the reinstatement of 1) women (no age limit); 2) youth ages 18 to 24; 3) men over age 55; 4) people with disabilities; and 5) disability pensioners. Additionally, through the *Línea Contrato*, also part of the employment subsidy, benefits were granted to employers for the hiring and permanence of new workers. When the new hire was a man ages 25 to 55, the subsidy was 50 per cent of the gross monthly salary, up to a maximum of CLP 250,000 per month (USD 285). In the case of women (no age limit), youth ages 18 to 24, men over age 55, people with a certified disability and beneficiaries of a disability pension, the benefit was 65 per cent of the monthly gross salary, up to CPL 290,000 per month (USD 330).

In 2021, Uruguay implemented a temporary subsidy for the hiring of youth ages 15 to 29 who had been unemployed for 12 consecutive months or had experienced discontinuous unemployment for more than 15 months (24 months before hiring). The maximum amount of the subsidy was UYU 9,000 (USD 233), with a maximum duration of one year. Subsidies were also offered for hiring youth ages 15 to 24 without work experience. The subsidy amounted to UYU 6,000 (USD 155) for male hires and UYU 7,500 (USD 194) for female hires.

Argentina also implemented this type of incentive through three different programmes. The 2022 *Te Sumo* programme promotes youth employment (ages 18 to 24) in SMEs. The subsidy covers between 50 per cent and 90 per cent of the starting salary of the new employee for 12 months. For its part, the *Puente al empleo* programme, also from 2022, offers benefits for hiring new workers who participate in social programmes. One benefit is a cash contribution to workers' salaries deposited in their accounts; employers only need to pay the difference to complete the salary during this period. Moreover, 100 per cent of employer contributions corresponding to the social security subsystems are reduced. Finally, the *Registradas* programme granted a subsidy ranging from 30 per cent to 50 per cent of the salary of newly registered paid domestic workers who worked at least 12 hours a week between October 2021 and December 2022. The maximum subsidy of ARS 15,000 (USD 30) was in effect for six months. The Youth and MIPYMES programme provides a non-reimbursable contribution for each enterprise that has hired dependent workers.

The *Oportunidades* programme was implemented in late 2021 in El Salvador. It seeks to support youth ages 18 to 21 without work experience and people over age 40 who have been furloughed for more than 18 months to participate in training programmes and receive a wage subsidy of USD 200 for three months, which employers must supplement to reach the worker's minimum wage. This intervention is expected to benefit 7,000 people directly.

The programme also helped workers to obtain new employment contracts to encourage their return to the labour market. In 2021, in Chile, the *IFE Laboral* programme provided benefits to workers with new employment relationships as of August 1, 2021. The objective of this programme was to promote their incorporation into the formal labour market and provide support for their re-entry into the labour market, with a focus on women. To access this benefit, applicants had to have a labour income of less than three minimum wages, have a new employment contract and have been unemployed for the month prior

to the start of the new contract. For women, the subsidy was 60 per cent of the salary for a maximum of CLP 250,000 (USD 285), and for men, 50 per cent of their salary for a maximum of CLP 200,000 (USD 228). According to data from the Chilean Ministry of Labour, as of October 2021, more than 500,000 workers had received at least one IFE payment. Of the total beneficiaries, 46.2 per cent were women, 10.3 per cent were youth ages 18 to 24, 5.7 per cent were men over age 55, and 0.3 per cent were people with disabilities. This programme was extended during 2022, with a duration of up to three months.

Additionally, countries took advantage of public employment programmes to mitigate the effects of the employment crisis caused by the pandemic. These programmes focused on serving the most affected and vulnerable population in the labour markets or were expanded to cover other activities. Most of these programmes offer temporary jobs in the construction sector. In Peru, the *Lurawi Peru* programme (formerly *Trabaja Peru*) was restructured in August 2022 to focus on vulnerable areas and populations (the disabled, victims of gender violence, unemployed people living in poverty). This programme finances or co-finances immediate interventions or basic, social and economic infrastructure projects, intensive in unskilled labour, which are submitted and implemented by local and regional governments. In October 2022, the Ministry of Labour and Social Promotion (MTPE) approved a transfer of PEN 298,000 (USD 76,800) to implementing public agencies to cover the costs of three agreements for immediate interventions.

Caribbean countries also launched this type of intervention. In Guyana, the government implemented the Part-time Work Initiative in early 2022. Under this new programme, people can work 10 days per month at different government agencies and ministries (health centres, schools, administrative offices, etc.). The labour income offered by the programme has a maximum of GYD 40,000 (USD 182.50). According to government data, in Region 3 (Essequibo Islands/West Demerara), 2,000 jobs had been created by July 2022. The second initiative is the Community-based Employment Stimulus Programme (CESP). This programme was first implemented in 2020 as a job creation programme for vulnerable communities but was expanded to cover local infrastructure repairs and rehabilitation works carried out by local contractors, who in turn employ local residents.

In Saint Vincent and the Grenadines, the Labour-intensive Employment Programme (LITE) was expanded in 2022. This programme allocated XCD 8 million (USD 3 million) to hire local labour to carry out short-term community projects in response to flood threats to repair damaged roads and compromised infrastructure. The Turks and Caicos Islands launched the Temporary Employment Programme in 2022 to facilitate access to employment of unemployed persons in the construction industry. This programme was extended to give ex-convicts employment opportunities and to enable them to register for the Chance for Change programme.

Finally, some countries have implemented a series of tax incentives to attract investment to the country linked to job creation. Ecuador created the *Contratos de Inversión* incentive for government-private firm contracts. This initiative grants tax benefits to firms that are party to the contract. These incentives include a five-point reduction in the income tax rate, exemption from the foreign currency outflow tax (ISD) on the import commodities and capital goods for investment, and exemption from foreign duties on the import of commodities and capital goods for investment projects. Throughout 2021 and during the first quarter of 2022, investment contracts for USD 2.578 billion were approved. The Strategic Committee for the Promotion and Attraction of Investments (CE-PAI) evaluates the investment contracts based on an estimate of direct and indirect sources of employment resulting from the investment.

In Bermuda, the New Hire Relief programme was expanded in 2020 to target international firms and large local employers to create jobs and employ more people. The programme applies to employers whose gross annual payroll is between USD 500,000 and USD 1 million and that have more full-time employees than during the reference period of January to March 2020. The part of employees' remuneration corresponding to the payroll tax paid by employers is not subject to taxation.

V. Training policies

During the pandemic, vocational training institutes (VTIs) in some countries of the region shifted from face-to-face to distance training to continue or start new training programmes. A key challenge in this transition was the insufficient connectivity that characterizes the region and certain geographic areas

and population groups. Additionally, new training contents were incorporated to reduce the gap between the supply of and demand for current and future skills.

Regarding the connectivity issue, according to the study "The role of vocational training in confronting the effects of COVID-19 in Latin America", carried out by the Inter-American Centre for Knowledge Development in Vocational Training (CINTERFOR) "...many VTIs in the region have expanded their quotas for distance learning courses, or offer new courses through their training platforms, or have contracted with outside vendors the MOOCs they offer, usually free and open to the whole population. Several of these new courses being offered are short, generally linked to soft skills or to topics related to handling information and communication technologies (ICTs)." (CINTERFOR, 2020: p.1). For example, according to data presented in CINTERFOR/CAF (2022), in Brazil's National Industrial Learning Service (SENAI), 34 per cent of all students were enrolled in distance learning in 2019; in 2020, that figure had risen to 62 per cent.

In Chile, the National Training and Employment Service (SENCE) developed a distance training strategy in 2020. This training was free and consisted of 46 courses in ICT, promoting entrepreneurship and soft skills. In addition to the above, an agreement with the *Fundación de las Familias* allowed participants to access computer and wi-fi service in 84 Digital Family Centres nationwide.

In Argentina, VTIs have adapted by offering classes remotely through virtual campuses and different platforms. The Ministry of Labour, Employment and Social Security has implemented online professional training courses since May 2020 and has regulated key components of that system. This regulation promoted the adaptation and formulation of distance learning courses. In 2021, almost half of professional training were offered online. Young people accounted for almost half of the participants in those courses, especially in computer skills and digital technology. Another relevant advance was the development of an e-learning platform in the Ministry of Education (formar.gob.ar), where all future vocational training courses can be accessed.

Along with the development of online vocational training, countries have had to address limitations associated with the development of their technological infrastructure. In this sense, CINTERFOR (2020) highlights the "good prior preparation among VTIs, since the vast majority have learning management systems (LMS) that have enabled them to react faster. Some VTIs are moving to offer the contents of their face-to-face plans online. Others have contracted external providers to offer existing training packages; these are generally short courses and many of them focus on soft skills" (CINTERFOR, 2020: p. 2).

The study "New normal and vocational training, Contributions from the experience of four training institutions" (CINTERFOR/CAF, 2022), analyses four VTIs in the region. These include the National Industrial Learning Service (SENAI) in Brazil, the National Learning Service (SENA) in Colombia, the National Learning Institute (INA) in Costa Rica, and the National Institute for Technical Vocational Training (INFOTEP) in the Dominican Republic. These VTIs used different LMS: SENA used Google Classroom, Blackboard and Territorium, while SENAI used LMS Enabley, INA used Teams and CISCO, and INFOTEP mainly used Moodle.

In addition to the LMS, the VTIs analysed also took advantage of other tools such as videoconferences between teachers and students, simulators, virtual learning environments, blogs and podcasts. The VTIs used most of these tools prior to the pandemic.

Another area where VTIs had to intervene was in the operation of the dual training modality, which was affected by the interruption of face-to-face training. In response, the INA of Costa Rica relocated students to the teleworking modality, while in Colombia, VTIs were encouraged to help students migrate to production projects and support household production units directly controlled by the training centres.

To strengthen household production units, training in the region also focused on improving the employability of certain groups. In Jamaica, in 2020 the HEART/NSTA Digital Literacy Programme increased its population coverage until September 2022. This programme sought to improve computer skills using Tech$ense, a digital literacy programme of the Human Employment and Resources Training Trust of the National Training Agency (HEART/NSTA).

Between September and December 2020, Costa Rica implemented the *Plan Habilidades Proteger*. This plan was designed to reactivate employment through scholarships to 50,000 beneficiaries who received online training for jobs of the future.

In 2022, in Dominica, Work Online Dominica offered a 12-week programme on how to begin working online, find new sources of employment and increase financial stability. The programme was open to individuals ages 18 to 45 with internet access and a digital device.

As a final example, in the Caribbean, three countries offered training to improve the employability of workers in the tourism sector. During the second half of 2022, Curaçao provided training to individuals who wanted to acquire skills to work in the tourism sector. Jamaica also provided training to workers in the tourism sector, who received training in customer service, product knowledge, culture and environmental awareness. HEART/NSTA was responsible for this training. Lastly, in October 2021, the programme offered training in becoming a tour guide, tour operator and taxi driver.

2.3 Distributional effects of cash transfer policies

Cash transfer policies have had a significant distributional impact since the beginning of the pandemic.

Table 2.2 presents the results of the decomposition of the change in the Gini index for selected countries. The change in inequality of household income resulted from the contrasting performance of the sources comprising it. As discussed previously, during the contraction phase of this crisis, the labour market was highly uneven given the contraction of informal and low-skilled jobs, which are located at the bottom of the household income distribution. In some countries, the contraction of employment, hours worked and real wages led to an increase in the Gini index of 4 or 5, or even 15 percentage points during the first half of 2020.

However, public cash transfer policies implemented mainly during 2020 reduced (or reversed) the negative impact of the decrease in employment and labour income. For example, in Argentina and Costa Rica, these policies managed to reduce the inequality indicator by approximately 3 percentage points. In Brazil, the positive impact of these policies more than offset the uneven impact on the labour market, which explains the decline in the Gini index during that period. In Costa Rica, the index remained unchanged, while inequality rose in the remainder of the countries because the positive role of cash transfers did not compensate for the negative labour market trends during the height of the pandemic.

This scenario was reversed, however, during the recovery phase. The growth in employment, especially in informal jobs, enabled many households located at the bottom of the income distribution to increase their labour income, thereby contributing to the reduction in total inequality. This decline was significant in all selected countries except for Brazil. Nevertheless, the reduction in the scope and coverage of transfer policies made the performance of this source uneven or less equalising than in the previous phase. The net effect of both trends was a reduction in inequality in Argentina, Colombia, Peru and Uruguay, and an increase in Brazil and Costa Rica.

▶ **Table 2.2** Decomposition of the change in the Gini index by income source. Selected Latin American countries

Contraction Phase

Source	Argentina	Brazil	Colombia	Costa Rica	Peru	Uruguay
Total labour income	4.4	0.5	4.2	2.2	14.9	5.4
Transfers	**-2.3**	**-3.1**	**-0.4**	**-2.3**	**-1.0**	**-0.5**
Pensions	0.9	-0.3	1.2	0.4	1.1	0.1
Other income	-1.0	-0.5	-0.4	-0.3	5.7	-0.2
Change in Gini Index (pp)	2.0	-3.3	4.6	-0.1	20.6	4.8

Recovery Phase

Source	Argentina	Brasil	Colombia	Costa Rica	Perú	Uruguay
Total labour income	-3.2	0.4	-1.4	-1.3	-14.3	-5.0
Transfers	**1.9**	**2.3**	**-0.4**	**2.4**	**1.3**	**0.8**
Pensions	-1.0	-0.3	-1.7	-0.3	-1.1	1.7
Other income	0.4	0.2	-0.2	0.4	-3.0	0.2
Change in Gini Index (pp)	-1.9	2.5	-3.7	1.3	-17.0	-2.4

Source: ILO, based on employment and household surveys.

> The crisis created the opportunity to restructure labour and social protection institutions to advance in strategies for a labour guarantee and more permanent social protection floors, as well as to develop a comprehensive employment policy that accompanies or forms part of the economic recovery strategy.

2.4 Progress and pending challenges

Three years after the outbreak of the pandemic, it is possible to identify progress in relation to the employment and income protection policies implemented in the region. Important challenges persist, however.

In terms of progress, given the magnitude of the crisis, the countries reacted rapidly, in some cases overcoming existing bureaucratic obstacles. The pandemic demonstrated that these problems could be overcome by clearly prioritizing social objectives in response to the health and economic crisis. Additionally, because governments needed to urgently implement employment policies, several programmes were extended and became more flexible. Several unemployment insurances schemes in the region temporarily made access to benefits more flexible, covering a larger group of workers. Many social programmes also expanded their coverage and/or increased benefit amounts.

The rapid and timely intervention not only curtailed the immediate loss of income and the lack of access to basic goods and services, but also avoided the intensification of these negative shocks in the medium term. On the one hand, the lesser impact of the crisis on formal jobs was partly the result of the policies to sustain the employment relationship implemented in a group of countries. On the other, the cash transfer policies contributed significantly to limiting the loss of income among the most vulnerable population, tempering the increase in both inequality and poverty levels.

The crisis created the opportunity to restructure labour and social protection institutions to advance in strategies for a labour guarantee and more permanent social protection floors, as well as to develop a comprehensive employment policy that accompanies or forms part of the economic recovery strategy. The adaptation of some labour institutions such as unemployment insurance already represents a major institutional advance. Unemployment protection systems that included the suspension or reduction of the workday as a condition for receiving benefits improved coverage and at the same time maintained

the employment relationship. These measures will likely be useful in future systemic or sectoral crises that the economies of the region may face.

Likewise, the pandemic promoted national discussions related to priority issues in the labour market in the region. Although not all discussions have reached an institutionally defined conclusion, such as the enactment of national regulations, precedents were set with their inclusion in the national discussion. In Paraguay in March 2020, the Ministry of Employment and Social Security and the Social Welfare Institute submitted a bill to Congress to establish an unemployment insurance scheme. In July 2022, a bill for the Expansion of the Social Security System through the Universal Basic Salary (SBU) was submitted in Argentina. According to this bill, the SBU would be granted to people from vulnerable sectors, which includes the unemployed, low-income workers and workers in the informal economy. At the same time, a group of countries passed or modified laws on teleworking.[14]

Despite these advances, the region faces several challenges that have become more daunting in the current context. A key challenge is the need to have progressively greater income protection, both for the unemployed and for those employed in the informal economy. When the pandemic began, the region already had a wealth of experience in terms of social protection programmes of conditional and unconditional cash transfers, although in most cases with strict targeting criteria, reaching mainly the bottom income deciles of the income distribution of the population. However, inflationary pressures, coupled with insufficient job recovery in some countries, require the expansion of the vertical and horizontal coverage of these programmes.

The countries of the region have diverse active labour market policies in terms of design, requirements and target populations, which are implemented from different government agencies. These could achieve the dual objective of providing income to people with greater difficulties in entering the labour market while contributing to their quality labour insertion. However, the scope of these policies is inadequate, and their impact is limited in terms of enabling these people to obtain formal employment after participating in cash transfer programmes. This challenge is even greater given the slowdown in economic growth projected for the next few years in the region.

Finally, the region faces significant limitations with respect to fiscal space and institutional capacity, including aspects such as the coordination among different levels of government and between public and private institutions, as well as technological and logistical capacities to provide goods, services and economic benefits to the most vulnerable populations.

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14 For example, the 2020 Law for the Regulation of Telework in El Salvador; the 2020 Special Law for Economic Progress and Social Protection against the Effects of the Coronavirus in Honduras (Article 8: Authorization for Telework); Resolution No. 23/2020 on the regulation of teleworking as a special work modality in the Dominican Republic; Supreme Decree No. 4218, 14 April 2020 of the Plurinational State of Bolivia; Law No. 19978 Uruguay of 2021; Law No. 2088 in Colombia of 2021; Law No. 14.442 in Brazil of 2022 ; Law 27555 Legal Regime of the Telework Contract in Argentina of 2020; and Law 6738 in Paraguay of 2021.

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2022 LABOUR OVERVIEW

Latin America and the Caribbean

Explanatory Note

Explanatory Note

The ILO prepares the statistical information published in the Labour Overview using information from different official sources of statistics of Latin America and the Caribbean. The first edition of the *Labour Overview,* published in 1994, presented a statistical series limited to urban areas given that most household surveys of the countries were limited to those areas, some of which were restricted to the countries' leading cities or urban centres.

In the 2015 edition, the Labour Overview incorporated a series with national data to complement the urban series, and while the content of the publication always considered a gender perspective, all key indicators contained in the statistical annexes have been disaggregated by sex since that year. In the 2016 edition, the ILO carefully revised and updated the national and urban coverage series (see the Explanatory Note of the *2016 Labour Overview*).

In 2018, when the *Labour Overview* commemorated 25 years of uninterrupted publication, the ILO Regional Office for Latin America and the Caribbean convened a work team to conduct a methodological review of the statistical process. The goal was to improve the statistical quality and consistency of the indicators on which the publication is based, as well as to harmonize these indicators with other indicators of ILO publications. This was especially relevant given that national statistics institutes of the region had been proactively updating their survey systems, adapting them to changing national realities and incorporating recent resolutions that adopt international standards.

This meeting resulted in significant adjustments to the statistical annex in terms of both content and form. These include the definition and adoption of a new set of weighting factors to estimate regional averages, the strengthening of a series of indicators with national coverage, the revision of wage indicators and the introduction of a new series of indicators to complement the national series, among others.

In 2020, the COVID-19 pandemic triggered an unprecedented crisis in the labour market. That year, the Labour Overview included a technical note on the impact of the pandemic on the generation and availability of statistical data required for tracking labour market indicators and decision-making in this field (see the Explanatory Note of the 2020 Labour Overview). Effects identified included:

1. Impacts related to the availability of indicators.
2. Interruptions in statistical series.
3. Effects on the quality and accuracy of the estimates. These effects are related, among other aspects, to the increase in the non-response rate, which was influenced by the switch to telephone operations, sample distribution and others.

By 2021, most of the countries of the region had relaxed the measures adopted during 2020 to contain the COVID-19 pandemic, enabling interviewers to resume in-person surveys in some countries, while in others, interviewers conducted both in-person and telephone surveys. This improved the availability of indicators disaggregated by geographic coverage, population structure (sex and age), education and relevant labour market variables such as hours worked, income and informality, which were limited during 2020.

The changes applied in survey collection methods and in sample designs mean that the data for 2020 and part of 2021 cannot be considered strictly comparable with the series existing until 2019. Consequently, the indicators presented should serve for reference purposes only. In 2022, all surveys in all countries will be conducted face-to-face.

Below is a glossary of the definitions used, the information sources utilized, the international comparability of the data, the reliability of the estimates and the general considerations of the estimates published in the Statistical Annex. This information refers to the national area, unless otherwise stated.

▶ I. Concepts and Definitions

The national definitions of several statistical concepts applied 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 19th 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 (1983). 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 (which can be a week, a month or a quarter) were employed for at least one hour in: (i) 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 (ii) 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, (i) are not employed; (ii) are actively searching for a job; and (iii) 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.

Labour force includes all individuals who, being of at least a specified minimum age, fulfil the requirements to be included in the category of employed or unemployed individuals. In other words, it is the sum of the 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 and 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.

Average monthly real wage considers the monthly wage in cash or in kind, including overtime hours and bonuses, earned by urban employees ages 15 and above in their main occupation, which is deflated by the Consumer Price Index (CPI) at the national level (the same one used for the deflation of the minimum wage series). Coverage of the average monthly real wage includes employees of the private, public and domestic sectors, disaggregated by sex and youth ages 15 to 24. It includes all employees who in the reference period of the survey declared that they received a monetary and/or in-kind payment, and with few exceptions, corresponds to the gross wage, in other words, before deductions. The average monthly real wage index is constructed using 2012 as the base year.

Real minimum wages are defined as the value of the monthly nominal minimum wage deflated using the CPI on the national scale. Most of the countries have a single minimum wage. However, in some countries, the minimum wage is differentiated by industry and/or occupation, in which case the minimum-minimorum wage of the industry is used as the reference. The real minimum wage index was constructed using 2012 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 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 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 harmonization of key labour 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 harmonization and 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 Producción y Trabajo (www.argentina.gob.ar/produccion).

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

Barbados
Ministry of Labour (https://labour.gov.bb), Barbados Statistical Service (http://www.barstats.gov.bb/) and The Central Bank of Barbados (www.centralbank.org.bb).

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

Bolivia
Instituto Nacional de Estadísticas –INE– (www.ine.gob.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 Desarrollo Social (www.ministeriodesarrollosocial.gob.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), 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 Ministerio de Trabajo (www.ministeriodetrabajo.gov.do).

Ecuador
Instituto Nacional de Estadística y Censo (www.ecuadorencifras.gob.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) y Ministerio de Trabajo y Previsión Social (www.mtps.gob.sv).

Granada
Central Statistics Office (www.finance.gd/index.php/central-statistics-office).

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 y Geografía –INEGI– (www.inegi.org.mx) and Secretaría del Trabajo y Previsión Social (www.stps.gob.mx).

Nicaragua
Instituto Nacional de Información de Desarrollo –INIDE– (www.inide.gob.ni), 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
Dirección General de Estadística, Encuesta y Censo (www.dgeec.gov.py) and Banco Central del Paraguay –BCP– (www.bcp.gov.py).

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

Saint Lucia
The Central Statistical Office of Saint Lucia (www.stats.gov.lc).

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

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

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

IV. General considerations

The information on labour indicators and data on the employment structure indicators for Latin American and Caribbean countries presented in the *Labour Overview* are obtained from national household surveys and 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 have adjusted the sampling frame and weighting factors, for which reason the contents of the series may have experienced variations, which may affect the comparability of information across years. The most significant changes occurred in Mexico (2005, 2010, 2014); Argentina (2003); Bolivia (Pluri. State of) (2016); Brazil (2002, 2012, 2021); Colombia (2007, 2021); Nicaragua (2009); Costa Rica and Chile (2010); Guatemala (2010-2011) and Paraguay (2010-2017); Ecuador and El Salvador (2014); Uruguay (2014, second semester of 2021); and the Dominican Republic (2015).

These breaks in the statistical series are indicated in the tables with a double red line to facilitate reading. The most recent changes occurred in Colombia given that the redesign process of the Integrated Household Survey (GEIH) began in 2019 to update the sample, operational and conceptual designs, with information from the National Population and Housing Census (2018 CNPV) and current labour market and monetary poverty guidelines. Within the framework of this process, the collection of the 2018 GEIH framework began in parallel with the 2005 GEIH framework. In December 2021, the parallel collection was completed and beginning in January 2022, the 2018 GEIH framework has been used to collect labour market information. In November 2022, the spliced series of the labour market based on the population projections of the 2018 CNPV and the change in the minimum age of the Working Age Population (WAP) to 15 years and over was published. This exercise enables data to be compared over time and is available for the national total, total capitals, total population centres and rural areas, as well as for each of the 23 cities and metropolitan areas by frequency of publication (monthly or quarterly), for which reason there is no break in the series.

In Uruguay,[15] beginning in July 2021, the INE resumed face-to-face household surveys and introduced a change in the survey methodology, which entailed discarding the traditional methodology of in-person household surveys. Until 2019, the household survey consisted of independent monthly samples of households; since 2021, a monthly rotating panel survey has been used.

To harmonize the data and facilitate international comparability, the estimates of the average regional series of the unemployment and labour force participation rates exclude hidden unemployment in Colombia, Ecuador, Jamaica and Panama.

15 See the methodological annex of the survey at: https://www.ine.gub.uy/c/document_library/get_file?uuid=c9e02101-536c-41ff-8a96-52eb2bd5d80c&groupId=10181

Following recommendations of the National Statistics and Census Institute of Argentina (INDEC), given the "statistical emergency" declared in 2016, beginning with that year's edition of the *Labour Overview,* statistics on labour market indicators of Argentina for the period 2007-2015 have not been included.[16]

▶ V. 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 because samples are used rather than censuses and vary depending on the sample selected but are within certain reliability margins. 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 per cent confidence interval.

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, errors in the questionnaires, 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 (respondent errors) and errors occurring during data collection and processing.

16 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).

International Labour Organization

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2022 LABOUR OVERVIEW

Latin America and the Caribbean

Statistical Annex National

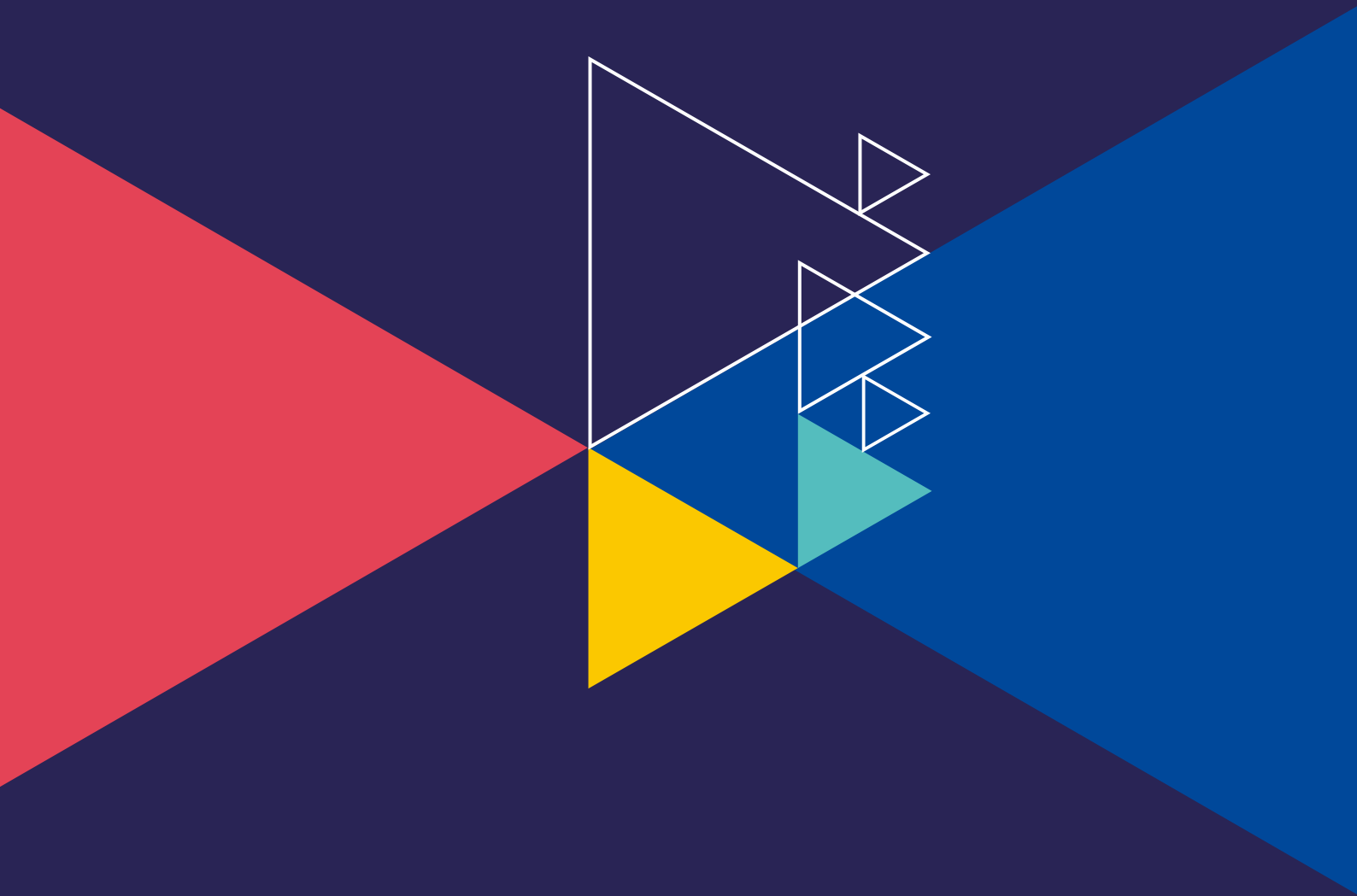

Table 1. LATIN AMERICA AND THE CARIBBEAN: NATIONAL UNEMPLOYMENT RATE BY YEAR, COUNTRY AND SEX. 2012 - 2022 (average annual rates)

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
Latin America																		
Argentina a/	...	...	...	...	8.5	8.4	9.2	9.8	11.5	8.7	10.2	7.0	9.6	6.9	8.2	7.1	9.3	7.0
Men	...	...	...	...	7.8	7.5	8.2	9.2	10.8	7.9	8.5	5.9	9.0	6.1	7.7	6.5	8.4	6.2
Women	...	...	...	...	9.4	9.5	10.5	10.7	12.4	9.9	12.3	8.3	10.4	7.8	9.0	7.8	10.6	8.0
Bolivia (Pluri. State of) b/	**2.3**	**2.9**	**2.3**	**3.5**	**3.5**	**3.6**	**3.5**	**5.0**	**8.3**	**6.9**	**8.7**	**5.9**	**7.6**	**4.5**	**6.3**	**4.2**	**7.5**	**4.9**
Men	1.6	2.3	1.7	3.0	3.1	3.3	3.4	4.7	8.0	6.3	8.1	5.1	6.9	3.8	5.6	3.5	6.8	4.1
Women	3.1	3.5	3.1	4.2	4.0	4.0	3.6	5.4	8.8	7.7	9.4	6.9	8.5	5.3	7.1	5.0	8.3	5.7
Brazil c/	**7.4**	**7.2**	**6.9**	**8.6**	**11.6**	**12.8**	**12.4**	**12.0**	**13.8**	**13.2**	**14.9**	**11.1**	**14.2**	**9.3**	**12.6**	**8.7**	**13.9**	**9.7**
Men	6.0	5.8	5.8	7.3	10.1	11.2	10.8	10.1	11.8	10.7	12.2	9.1	11.6	7.5	10.1	6.9	11.3	7.9
Women	9.4	9.1	8.5	10.4	13.7	14.9	14.5	14.4	16.3	16.5	18.5	13.7	17.7	11.6	15.9	11.0	17.4	12.1
Chile d/	**6.6**	**6.1**	**6.5**	**6.3**	**6.7**	**7.0**	**7.4**	**7.2**	**10.8**	**8.9**	**10.4**	**7.8**	**9.5**	**7.8**	**8.4**	**8.0**	**9.4**	**7.9**
Men	5.6	5.4	6.1	5.8	6.3	6.5	6.7	6.7	10.6	8.6	9.9	7.2	9.3	7.4	8.3	7.9	9.2	7.5
Women	8.1	7.1	7.1	7.0	7.2	7.5	8.3	8.0	11.0	9.2	11.0	8.7	9.7	8.4	8.6	8.3	9.8	8.4
Colombia e/	**10.6**	**9.9**	**9.4**	**9.2**	**9.5**	**9.7**	**10.0**	**10.9**	**16.5**	**13.8**	**15.9**	**13.2**	**15.1**	**11.0**	**12.6**	**10.8**	**14.6**	**11.7**
Men	8.1	7.6	7.3	7.0	7.4	7.5	7.7	8.5	13.3	11.3	13.0	10.4	12.8	8.9	10.1	8.8	12.0	9.3
Women	14.0	13.0	12.2	12.1	12.4	12.6	13.0	14.0	21.0	17.5	20.2	17.1	18.5	14.0	16.3	13.5	18.3	14.9
Costa Rica	**10.2**	**9.4**	**9.6**	**9.6**	**9.5**	**9.1**	**10.3**	**11.8**	**19.6**	**16.4**	**18.7**	**13.6**	**18.1**	**11.7**	**15.3**	**12.0**	**17.4**	**12.4**
Men	8.9	8.3	8.1	8.0	8.0	7.5	8.4	9.3	15.6	12.7	13.7	10.9	13.7	9.1	12.2	8.9	13.2	9.6
Women	12.2	11.1	11.9	12.2	12.1	11.6	13.2	15.3	25.7	22.0	26.1	17.5	24.6	15.4	19.8	16.5	23.5	16.5
Ecuador f/	**4.1**	**4.0**	**4.3**	**4.3**	**5.4**	**4.4**	**4.1**	**4.4**	**8.1**	**4.8**	**4.9**	**4.8**	**5.1**	**4.0**	**4.9**	**4.1**	**5.0**	**4.3**
Men	3.6	3.5	3.7	3.5	4.3	3.5	3.4	3.7	6.8	3.8	3.9	4.3	4.0	3.7	3.9	3.5	3.9	3.8
Women	4.9	4.9	5.2	5.5	6.8	5.7	5.0	5.5	10.0	6.1	6.4	5.5	6.7	4.5	6.2	4.8	6.4	4.9

Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
El Salvador	**6.1**	**5.9**	**7.0**	**7.0**	**7.1**	**7.0**	**6.3**	**6.3**	**6.9**	**6.3**	...	...	...	...	...	...	...	...
Hombre	7.3	6.8	8.6	8.4	8.1	8.3	7.3	7.0	7.1	6.3	...	...	...	...	...	...	...	...
Women	4.3	4.7	4.7	5.0	5.3	5.2	4.9	5.4	6.6	6.3	...	...	...	...	...	...	...	...
Guatemala g/	**2.9**	**3.1**	**2.9**	**2.6**	**2.7**	**2.5**	**2.4**	**2.2**	**...**	**2.2**	...	...	...	...	...	...	...	...
Men	2.4	2.7	2.6	2.0	2.2	2.0	2.1	4.7	...	1.8	...	...	...	...	...	...	...	...
Women	3.6	3.7	3.5	3.6	3.5	3.5	2.9	1.4	...	2.9	...	...	...	...	...	...	...	...
Honduras h/	**3.6**	**3.9**	**5.3**	**7.3**	**7.4**	**6.7**	**5.7**	**5.7**	**10.9**	**8.6**	...	...	...	...	...	...	...	...
Men	2.9	3.3	4.5	4.4	5.1	4.0	4.5	4.2	8.7	7.0	...	...	...	...	...	...	...	...
Women	5.0	4.9	6.7	11.8	10.7	10.8	7.4	8.1	13.7	10.7	...	...	...	...	...	...	...	...
Mexico i/	**4.9**	**4.9**	**4.8**	**4.3**	**3.9**	**3.4**	**3.3**	**3.5**	**4.5**	**4.1**	**4.4**	**3.5**	**4.2**	**3.2**	**4.2**	**3.4**	**4.3**	**3.4**
Men	4.9	4.9	4.8	4.3	3.8	3.3	3.2	3.5	4.7	4.1	4.4	3.5	4.2	3.2	4.1	3.3	4.3	3.3
Women	4.9	5.0	4.9	4.5	3.9	3.6	3.4	3.5	4.1	4.2	4.2	3.4	4.2	3.2	4.4	3.6	4.3	3.4
Nicaragua	**5.9**	**5.8**	**6.6**	**5.9**	**4.5**	**3.7**	**5.5**	**5.4**	**5.0**	**4.5**	**4.9**	**3.8**	**5.1**	**3.1**	**4.3**	**...**	**4.8**	**3.5**
Men	5.4	5.6	6.2	5.6	4.2	3.5	5.4	5.4	5.2	4.6	5.2	4.2	5.2	3.2	4.3	...	4.9	3.7
Women	6.6	6.0	7.0	6.3	4.8	3.8	5.5	5.5	4.7	4.4	4.6	3.2	4.9	2.9	4.4	...	4.6	3.1
Panama j/	**4.0**	**4.1**	**4.8**	**5.1**	**5.5**	**6.1**	**6.0**	**7.1**	**18.5**	**11.3**	...	...	...	**9.9**	**11.3**	**...**	**11.3**	**9.9**
Men	3.5	3.3	4.0	4.2	4.7	5.0	4.8	5.8	13.6	11.0	...	...	...	8.8	11.0	...	11.0	8.8
Women	4.9	5.3	6.0	6.2	6.7	7.7	7.6	8.8	24.7	11.8	...	...	...	11.5	11.8	...	11.8	11.5
Paraguay k/	**4.6**	**5.0**	**6.0**	**5.4**	**6.0**	**6.1**	**6.2**	**6.6**	**7.7**	**7.5**	**8.1**	**8.5**	**8.6**	**6.7**	**6.5**	**6.3**	**7.7**	**7.2**
Men	3.7	4.5	4.6	4.9	5.0	5.0	5.4	5.5	5.9	5.9	6.7	7.5	6.6	5.9	5.5	5.4	6.3	6.3
Women	5.8	5.7	8.1	6.1	7.5	7.6	7.4	8.0	10.2	9.7	10.2	9.8	11.2	7.9	7.9	7.6	9.8	8.4
Peru l/	**3.7**	**4.0**	**3.7**	**3.5**	**4.2**	**4.1**	**3.9**	**4.1**	**7.9**	**5.7**	**7.5**	**6.0**	**5.5**	**4.0**	**5.3**	**4.0**	**6.1**	**4.7**
Men	3.2	3.4	3.4	3.4	3.9	3.8	3.5	3.7	7.9	5.1	6.8	4.9	4.6	3.5	4.7	3.1	5.4	3.8
Women	4.4	4.7	4.0	3.6	4.6	4.4	4.4	4.6	7.7	6.4	8.4	7.2	6.6	4.7	6.0	5.1	7.0	5.7

Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
Uruguay m/	**6.5**	**6.5**	**6.6**	**7.5**	**7.8**	**7.9**	**8.3**	**8.9**	**10.3**	**9.3**	**10.5**	**7.5**	**9.8**	**8.0**	**9.6**	**8.1**	**10.0**	**7.9**
Men	4.9	5.0	5.1	6.4	6.5	6.6	6.9	7.4	8.6	7.9	8.6	6.3	8.3	6.9	8.5	7.2	8.5	6.8
Women	8.3	8.2	8.3	8.9	9.4	9.5	10.1	10.8	12.4	11.0	12.6	8.8	11.4	9.4	11.0	9.1	11.7	9.1
Venezuela (Bol. Rep. of)	**8.1**	**7.8**	**7.2**	**7.0**	**7.3**	**7.2**	**6.8**	**6.8**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
Men	7.4	7.1	6.7	6.6	7.0	6.3	5.9	6.4	...	...	...	...	...	...	...	...	...	...
Women	9.0	8.8	8.0	7.7	7.8	8.4	8.1	7.5	...	...	...	...	...	...	...	...	...	...
Spanish-speaking Caribbean																		
Cuba	**3.5**	**3.3**	**2.7**	**2.5**	**2.0**	**1.7**	**1.7**	**1.2**	**1.4**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
Men	3.4	3.1	2.4	2.4	1.9	1.7	1.6	1.2	1.3	...	...	...	...	...	...	...	...	...
Women	3.6	3.5	3.1	2.6	2.2	1.6	1.8	1.2	1.6	...	...	...	...	...	...	...	...	...
Dominican Republic n/	**6.7**	**7.4**	**6.7**	**7.3**	**7.1**	**5.5**	**5.7**	**6.2**	**5.9**	**7.4**	**8.0**	**6.4**	**7.6**	**5.2**	**6.8**	**4.8**	**7.5**	**5.5**
Men	5.1	5.3	4.8	5.2	4.8	4.0	3.5	3.9	3.9	3.9	4.6	4.1	4.1	3.0	3.5	2.7	4.1	3.3
Women	9.2	10.5	9.7	10.5	10.5	7.8	8.8	9.3	8.7	12.1	12.9	9.6	12.5	8.1	11.2	7.7	12.2	8.5
English-speaking Caribbean																		
Bahamas o/	**14.4**	**15.8**	**14.6**	**13.4**	**12.2**	**10.0**	**10.3**	**9.5**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
Men	15.0	15.6	13.5	11.8	10.3	9.0	10.1	9.2	...	...	...	...	...	...	...	...	...	...
Women	13.7	16.0	15.8	15.0	14.2	11.0	10.6	9.9	...	...	...	...	...	...	...	...	...	...
Barbados p/	**11.6**	**11.6**	**12.3**	**11.3**	**9.7**	**10.0**	**10.1**	**9.6**	**15.8**	**14.1**	**17.2**	**9.0**	**15.9**	**9.3**	**12.4**	**7.1**	**15.2**	**8.5**
Men	10.9	11.7	11.8	12.3	9.3	9.8	9.9	11.0	15.7	13.7	16.9	8.3	14.1	8.6	12.4	7.2	14.5	8.0
Women	12.3	11.6	12.8	10.3	10.1	10.2	10.3	8.2	15.8	14.5	17.6	9.6	17.8	10.0	12.4	6.9	15.9	8.8
Belize q/	**15.3**	**14.3**	**11.6**	**10.1**	**9.5**	**9.3**	**9.4**	**9.0**	**13.7**	**10.2**	**...**	**...**	**11.2**	**...**	**9.2**		**10.2**	**...**
Men	10.5	10.6	6.3	6.8	5.6	5.9	5.6	5.9	11.6	6.8	...	...	7.0	...	6.7		6.8	...
Women	22.3	20.0	19.9	15.4	15.6	14.6	14.9	13.5	17.0	15.2	...	...	17.4	...	13.0		15.2	...

▶ Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter [v/]		II Quarter [v/]		III Quarter [v/]		Average I - III Quarter [v/]	
Curaçao	**14.6**	**13.0**	**12.6**	**11.7**	**13.3**	**14.1**	**13.4**	**17.4**	**19.1**		...	...	...	...	...	...	...	...
Men	11.3	10.5	11.3	10.5	11.8	12.9	11.3	16.0	17.6		...	...	...	...	...	...	...	...
Women	17.7	15.4	13.8	12.8	14.6	15.2	15.4	18.7	20.3		...	...	...	...	...	...	...	...
Grenada [r/]	**...**	**32.2**	**29.3**	**29.0**	**28.2**	**23.6**	**19.0**	**15.4**	**22.8**	**17.6**	**19.5**		**15.7**		**...**	**...**	**17.6**	**...**
Men	...	27.0	28.0	26.0	25.6	20.6	15.8	13.6	18.9	14.7	17.4		12.0		...	...	14.7	...
Women	...	38.1	30.9	32.3	31.2	26.8	22.5	17.5	27.1	21.0	21.9		20.0		...	...	21.0	...
Cayman Islands	**6.2**	**6.3**	**4.6**	**4.2**	**4.2**	**4.9**	**2.8**	**3.5**	**5.2**	**5.7**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
Men	7.1	6.7	4.7	3.3	4.9	4.3	2.8	3.4	4.2	5.1	...	...	...	...	...	...	...	...
Women	5.3	5.8	4.6	5.2	3.5	5.5	2.8	3.5	6.2	6.3	...	...	...	...	...	...	...	...
Jamaica [s/]	**13.9**	**15.2**	**13.7**	**13.5**	**13.2**	**11.7**	**9.1**	**7.7**	**10.2**	**8.4**	**8.9**	**6.2**	**9.0**	**6.0**	**8.5**	**6.6**	**8.8**	**6.3**
Men	10.5	11.2	10.1	9.9	9.6	8.4	6.7	5.8	8.7	6.7	7.6	4.8	7.5	4.7	6.3	5.2	7.1	4.9
Women	18.1	20.1	18.1	17.9	17.4	15.4	11.9	9.9	12.0	10.3	10.4	7.9	10.8	7.6	11.1	8.2	10.8	7.9
Saint Lucia	**21.2**	**23.3**	**24.5**	**24.1**	**21.3**	**20.2**	**20.2**	**16.9**	**21.7**	**23.1**	**23.1**	**16.1**	**23.1**	**17.5**	**...**	**...**	**23.1**	**16.8**
Men	19.1	21.3	21.1	21.3	19.4	18.1	18.5	14.9	18.6	21.3	21.8	13.8	20.9	15.9	...	...	21.3	14.8
Women	23.5	25.5	28.4	27.4	23.5	22.4	22.1	19.0	24.9	24.9	24.5	19.0	25.3	19.3	...	...	24.9	19.1
Trinidad and Tobago [t/]	**4.9**	**3.7**	**3.3**	**3.4**	**4.0**	**4.8**	**3.9**	**4.3**	**5.7**	**5.4**	**6.5**	**5.1**	**4.7**	**4.5**	**5.4**	**5.4**	**5.5**	**5.0**
Men	4.1	3.0	2.8	2.9	3.9	4.2	3.2	3.7	5.4	4.8	5.7	4.4	4.4	3.9	4.4	4.8	4.9	4.4
Women	6.2	4.6	4.0	4.2	4.0	5.6	4.9	5.0	6.0	6.1	7.4	6.0	5.1	5.2	6.5	6.2	6.3	5.8
Weighted UR - Total[u/]	**6.5**	**6.3**	**6.2**	**6.7**	**7.9**	**8.2**	**8.0**	**8.0**	**10.4**	**9.3**	**10.8**	**8.3**	**10.2**	**7.0**	**9.1**	**6.9**	**10.0**	**7.4**
Weighted UR - Men[u/]	**5.5**	**5.4**	**5.4**	**5.7**	**6.9**	**7.0**	**6.9**	**6.9**	**9.1**	**7.8**	**9.1**	**6.9**	**8.6**	**5.9**	**7.5**	**5.7**	**8.4**	**6.2**
Weighted UR - Women[u/]	**7.5**	**7.7**	**7.3**	**8.0**	**9.4**	**9.8**	**9.6**	**9.6**	**12.2**	**11.4**	**13.2**	**10.2**	**12.4**	**8.6**	**11.2**	**8.4**	**12.2**	**9.0**

Continues...

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

a/ 31 urban clusters. In the context of the statistical emergency declared in 2016, INDEC recommends excluding the series published between 2001 and 2015 for comparison and analysis of labour market data for Argentina. 2016 annual data are the average of the II, III and IV quarters.
b/ New measurement beginning in 2016 based on the ECE, data not comparable with previous years. Annual 2020 data are for urban coverage. For comparability purposes, the quarterly data presented in the table of 2019, 2020 and 2021 are for urban coverage.
c/ New measurement beginning in 2012 based on the PNADC, data not comparable with previous years. New reweighted series published by IBGE.
d/ Series based on projections of the 2017 census.
e/ New spliced series; up to 2020, data are reprojected based on 2018 CNPV projections. The WAP corresponds to age 15 and above. Includes hidden unemployment.
f/ Includes hidden unemployment. The survey of the I quarter (March) of 2020 was not implemented, average data of the II quarter of 2020 correspond to May and June.
g/ Beginning in 2011, the WAP increased from 10 to 15 years, which may affect the comparability of the data.
h/2020 data are preliminary and correspond to a telephone survey conducted in November and December.
i/ Data until the I quarter of 2020 originate from ENOE, those of the II quarter of 2020 from ETOE and beginning in the III quarter of 2020, information corresponds to the new edition of the ENOE.
j/ Includes hidden unemployment. 2020 data correspond to the telephone survey conducted in September and October and the 2021 survey corresponds to October. For 2022 the data correspond to CNPV multipurpose household surveys.
k/ Beginning in 2017, data correspond to EPHC, data not comparable with previous years.
l/ 2022 data are preliminary.
m/ Data from quarter I of 2020 are from ECH of January and February; from March 2020 to June 2021 they are from ECH-Telephone. Beginning in July 2021, they correspond to 2021 ECH, which includes a methodological change to a monthly rotating panel survey.
n/2011-2014 series based on reweighted ENFT. New measurement beginning in 2015 based on ENCFT; data not comparable with previous years.
o/ 2019 data are preliminary and correspond to May.
p/ 2020 data correspond to the average of the III and IV quarters. The survey was not carried out for the I and II quarters of 2020.
q/2019 and 2021 data correspond to the average of April and September and 2020 to September.
r/ Survey was not carried out for the II quarter of 2020.
s/ Includes hidden unemployment. The survey for the II quarter (April) of 2020 was not implemented; the annual average of 2020 corresponds to data from the I, III and IV quarters.
t/ The annual average of 2019 corresponds to the I, II and IV quarters; the survey was not conducted for the III quarter of 2019.
u/ Weighted average. Excludes hidden unemployment in Colombia, Ecuador, Jamaica and Panama.
v/ 2020 and 2021 data may present comparability issues with 2019 data given the modifications made to statistical processes that statistics and census institutes made due to the pandemic. Preliminary data.

‖ Years during which a country modified the survey or important variables may result in a possible break in data comparability.

Table 2. LATIN AMERICA AND THE CARIBBEAN: NATIONAL UNEMPLOYMENT RATE BY YEAR, COUNTRY AND AGE GROUP. 2012 - 2022
(average annual rates)

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter [v/]		II Quarter [v/]		III Quarter [v/]		Average I - III Quarter [v/]	
Latin America																		
Argentina [a/]	...	...	...	...	8.5	8.4	9.2	9.8	11.5	8.7	10.2	7.0	9.6	6.9	8.2	7.1	9.3	7.0
15 - 24	...	...	...	...	23.9	22.6	23.7	25.8	30.5	23.2	26.1	19.2	23.8	17.2	23.0	...	24.3	18.2
25 and above	...	...	...	...	5.9	6.0	6.9	7.4	8.9	6.7	7.8	5.3	7.5	5.5	6.2	...	7.2	5.4
Bolivia (Pluri. State of) [b/]	**2.3**	**2.9**	**2.3**	**3.5**	**3.5**	**3.6**	**3.5**	**5.0**	**8.3**	**6.9**	**8.7**	**5.9**	**7.6**	**4.5**	**6.3**	**4.2**	**7.5**	**4.9**
15 - 24	4.3	6.9	5.5	8.0	7.3	8.3	8.7	9.4	14.6	11.0	14.4	9.7	12.1	...	9.9	...	12.1	9.7
25 and above	1.9	2.0	1.6	2.6	2.6	2.6	2.9	4.1	7.0	5.9	7.3	5.0	6.6	...	5.4	...	6.4	5.0
Brazil [c/]	**7.4**	**7.2**	**6.9**	**8.6**	**11.6**	**12.8**	**12.4**	**12.0**	**13.8**	**13.2**	**14.9**	**11.1**	**14.2**	**9.3**	**12.6**	**8.7**	**13.9**	**9.7**
15 - 24	16.0	15.8	15.6	19.5	26.5	28.4	27.8	27.0	30.3	28.4	31.7	24.4	30.0	21.0	27.3	19.6	29.7	21.7
25 and above	5.2	5.1	4.8	6.1	8.2	9.3	8.9	8.7	10.4	10.1	11.5	8.4	11.0	6.9	9.6	6.5	10.7	7.2
Chile [d/]	**6.6**	**6.1**	**6.5**	**6.3**	**6.7**	**7.0**	**7.4**	**7.2**	**10.8**	**8.9**	**10.4**	**7.8**	**9.5**	**7.8**	**8.4**	**8.0**	**9.4**	**7.9**
15 - 24	16.4	16.0	16.4	15.3	15.5	17.4	17.7	18.6	24.7	20.0	23.5	17.0	22.7	17.1	17.0	18.6	21.1	17.6
25 and above	5.1	4.7	5.1	5.2	5.6	5.8	6.2	6.1	9.6	7.9	9.2	6.9	8.4	7.0	7.7	7.1	8.4	7.0
Colombia [e/]	**10.6**	**9.9**	**9.4**	**9.2**	**9.5**	**9.7**	**10.0**	**10.9**	**16.5**	**13.8**	**15.9**	**13.2**	**15.1**	**11.0**	**12.6**	**10.8**	**14.6**	**11.7**
15 - 24	21.1	19.8	19.3	18.3	19.2	19.3	20.5	21.6	28.4	25.6	28.8	25.0	27.1	21.3	24.0	21.6	26.6	22.7
25 and above	8.1	7.6	7.2	7.2	7.5	7.7	7.8	8.8	14.3	11.7	13.5	11.1	13.0	9.3	10.6	9.0	12.4	9.8
Costa Rica	**10.2**	**9.4**	**9.6**	**9.6**	**9.5**	**9.1**	**10.3**	**11.8**	**19.6**	**16.4**	**18.7**	**13.6**	**18.1**	**11.7**	**15.3**	**12.0**	**17.4**	**12.4**
15 - 24	23.1	22.5	25.1	23.0	23.1	22.6	26.8	31.9	42.4	39.4	43.8	34.2	39.4	30.4	38.1	30.6	40.4	31.7
25 and above	7.3	6.5	6.3	6.8	6.8	6.5	7.2	8.3	15.8	12.5	13.9	10.2	14.3	8.8	11.5	9.1	13.3	9.4
Ecuador [f/]	**4.1**	**4.0**	**4.3**	**4.3**	**5.4**	**4.4**	**4.1**	**4.4**	**8.1**	**4.8**	**4.9**	**4.8**	**5.1**	**4.0**	**4.9**	**4.1**	**5.0**	**4.3**
15 - 24	10.7	10.9	11.3	10.4	11.9	9.7	9.4	10.1	14.7	9.6	8.8	8.3	10.2	9.9	11.1	9.3	10.1	9.1
25 and above	2.7	2.6	2.9	3.1	4.0	3.3	3.0	6.8	6.8	3.7	4.0	4.0	4.0	2.8	3.5	3.1	3.8	3.3

Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
El Salvador	**6.1**	**5.9**	**7.0**	**7.0**	**7.1**	**7.0**	**6.3**	**6.3**	**6.9**	**6.3**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
15 - 24	12.4	12.4	15.0	14.0	14.2	14.4	13.6	13.4	14.7	14.0	...	...	...	...	...	...	...	...
25 and above	4.4	4.2	4.9	5.1	5.2	5.2	4.6	4.7	5.1	4.6	...	...	...	...	...	...	...	...
Guatemala g/	**2.9**	**3.1**	**2.9**	**2.6**	**2.7**	**2.5**	**2.4**	**2.2**		**2.2**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
15 - 24	4.9	5.7	6.1	5.7	5.8	5.1	5.0	4.7		4.0	...	...	...	...	...	...	...	...
25 and above	2.1	2.1	1.7	1.3	1.4	1.5	1.4	1.4		1.6	...	...	...	...	...	...	...	...
Honduras h/	**3.6**	**3.9**	**5.3**	**7.3**	**7.4**	**6.7**	**5.7**	**5.7**	**10.9**	**8.6**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
15 - 24	6.9	7.1	9.4	14.2	15.9	13.5	11.0	11.3	17.7	14.4	...	...	...	...	...	...	...	...
25 and above	2.5	2.9	4.0	4.6	4.1	3.9	4.0	4.1	8.9	6.4	...	...	...	...	...	...	...	...
Mexico i/	**4.9**	**4.9**	**4.8**	**4.3**	**3.9**	**3.4**	**3.3**	**3.5**	**4.5**	**4.1**	**4.4**	**3.5**	**4.2**	**3.2**	**4.2**	**3.4**	**4.3**	**3.4**
15 - 24	9.4	9.5	9.5	8.6	7.7	6.9	6.9	7.2	8.2	7.9	8.5	6.4	8.3	6.4	7.7	7.0	8.2	6.6
25 and above	3.8	3.9	3.8	3.4	3.1	2.7	2.6	2.7	3.8	3.4	3.6	2.9	3.4	2.6	3.5	2.7	3.5	2.7
Nicaragua	**5.9**	**5.8**	**6.6**	**5.9**	**4.5**	**3.7**	**5.5**	**5.4**	**5.0**	**4.5**	**4.9**	**3.8**	**5.1**	**3.1**	**4.3**	**...**	**4.8**	**3.5**
15 - 24	9.0	...	...	...	...	...	...	...	...	...	..	...	..	...	..	...	..	...
25 and above	4.8	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Panama j/	**4.0**	**4.1**	**4.8**	**5.1**	**5.5**	**6.1**	**6.0**	**7.1**	**18.5**	**11.3**	**...**	**...**	**...**	**9.9**	**11.3**	**...**	**11.3**	**9.9**
15 - 24	10.3	10.8	12.6	13.1	13.7	16.5	15.7	18.1	40.1	23.9	..	...	..	23.6	23.9	...	23.9	23.6
25 and above	2.8	2.7	3.3	3.5	3.9	4.1	4.0	4.9	14.1	9.0	...	...	...	7.4	9.0	...	9.0	7.4
Paraguay k/	**4.6**	**5.0**	**6.0**	**5.4**	**6.0**	**6.1**	**6.2**	**6.6**	**7.7**	**7.5**	**8.1**	**8.5**	**8.6**	**6.7**	**6.5**	**6.3**	**7.7**	**7.2**
15 - 24	10.4	10.4	12.3	11.8	12.9	13.7	14.2	14.8	17.1	16.2	19.1	18.4	18.5	14.6	12.8	13.3	16.8	15.5
25 and above	2.6	3.3	4.0	3.3	3.9	3.9	4.0	4.3	5.3	5.2	5.1	5.9	5.9	4.8	4.9	4.6	5.3	5.1
Peru l/	**3.7**	**4.0**	**3.7**	**3.5**	**4.2**	**4.1**	**3.9**	**4.1**	**7.9**	**5.7**	**7.5**	**6.0**	**5.5**	**4.0**	**5.3**	**4.0**	**6.1**	**4.7**
15 - 24	9.1	9.0	9.9	8.4	10.7	10.5	10.6	10.9	14.6	12.0	16.2	13.2	11.3	9.0	10.8	...	12.7	11.1
25 and above	2.1	2.7	2.0	2.3	2.6	2.6	2.4	2.6	6.3	4.3	5.5	4.1	4.3	3.1	4.1	...	4.6	3.6

▶ Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
Uruguay m/	**6.5**	**6.5**	**6.6**	**7.5**	**7.8**	**7.9**	**8.3**	**8.9**	**10.3**	**9.3**	**10.5**	**7.5**	**9.8**	**8.0**	**9.6**	**8.1**	**10.0**	**7.9**
15 - 24	18.5	19.2	19.4	22.5	23.8	24.7	25.9	28.0	33.1	31.2	33.9	23.5	35.1	24.2	31.4	...	33.5	...
25 and above	4.1	4.0	4.2	4.7	5.0	4.9	5.3	5.6	6.8	6.0	6.8	5.1	6.0	5.7	6.3	...	6.4	...
Venezuela (Bol. Rep. of)	**8.1**	**7.8**	**7.2**	**7.0**	**7.3**	**7.2**	**6.8**	**6.8**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
15 - 24	17.2	16.4	15.0	15.2	15.6	16.3	17.1	15.5	...	...	..	...	..	...	..	...	..	...
25 and above	6.3	6.1	5.8	5.7	5.9	5.7	5.5	2.8	...	...	...	...	...	...	...	...	...	...
Spanish-speaking Caribbean																		
Cuba	3.5	3.3	2.7	2.5	2.0	1.7	1.7	1.2	1.4	...	...	...	...	...	...	...	...	...
15 - 24	...	...	...	...	...	...	...	...	...	...	..	...	..	...	..	...	..	...
25 and above	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Dominican Republic n/	6.7	7.4	6.7	7.3	7.1	5.5	5.7	6.2	5.8	7.4	8.0	6.4	7.6	5.2	6.8	4.8	7.5	5.5
15 - 24	14.9	17.4	13.4	16.0	16.4	12.8	14.5	15.7	14.3	16.7	18.8	15.8	16.8	12.8	15.5	...	17.0	14.3
25 and above	4.8	5.0	5.2	5.4	4.9	3.9	3.8	4.2	4.3	5.5	6.0	4.5	5.8	3.7	5.0	...	5.6	4.1
English-speaking Caribbean																		
Bahamas o/	**14.4**	**15.8**	**14.6**	**13.4**	**12.2**	**10.0**	**10.3**	**9.5**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
15 - 24	...	...	...	...	...	...	...	...	...	...	..	...	..	...	..	...	..	...
25 and above	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Barbados p/	**11.6**	**11.6**	**12.3**	**11.3**	**9.7**	**10.0**	**10.1**	**9.6**	**15.8**	**14.1**	**17.2**	**9.0**	**15.9**	**9.3**	**12.4**	**7.1**	**15.2**	**8.5**
15 - 24																		
25 and above																		

Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
Belize q/	**15.3**	**14.3**	**11.6**	**10.1**	**9.5**	**9.3**	**9.4**	**9.0**	**13.7**	**10.2**	**...**	**...**	**11.2**	**...**	**9.2**	**...**	**10.2**	**...**
15 - 24	27.7	21.8	22.9	21.2	21.3	19.4	21.3	19.0	23.0	19.6	..	...	20.6	...	18.6	...	19.6	...
25 and above	11.2	11.9	7.9	6.7	5.9	6.2	5.7	5.8	11.0	7.4	...	...	8.4	...	6.4	...	7.4	...
Curaçao	**14.6**	**13.0**	**12.6**	**11.7**	**13.3**	**14.1**	**13.4**	**17.4**	**19.1**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
15 - 24	...	...	...	...	...	...	...	...	...	...	..	...	..	...	..	...	..	...
25 and above	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Grenada r/	**29.2**	**32.2**	**29.3**	**29.0**	**28.2**	**23.6**	**19.0**	**15.4**	**22.8**	**17.6**	**19.5**	**...**	**15.7**	**...**	**...**	**...**	**17.6**	**...**
15 - 24	...	52.5	45.1	41.7	50.4	39.9	33.5	30.0	37.6	36.4	42.9	...	29.9	...	..	...	36.4	...
25 and above	...	27.5	25.6	26.3	23.5	20.3	16.2	12.8	20.3	18.1	23.0	...	13.2	...	...	...	18.1	...
Cayman Islands	**6.2**	**6.3**	**4.6**	**4.2**	**4.2**	**4.1**	**...**	**3.5**	**5.2**	**5.7**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
15 - 24	...	...	...	...	...	...	...	...	...	...	..	...	..	...	..	...	..	...
25 and above	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Jamaica s/	**13.9**	**15.2**	**13.7**	**13.5**	**13.2**	**11.7**	**9.1**	**7.7**	**10.1**	**8.4**	**8.9**	**6.2**	**9.0**	**6.0**	**8.5**	**6.6**	**8.8**	**6.3**
15 - 24	33.5	37.8	34.3	32.8	31.8	28.2	24.2	20.6	25.5	22.4	22.8	17.7	24.0	15.5	23.9	16.7	23.6	16.6
25 and above	10.4	11.1	10.1	10.1	9.7	8.6	6.4	5.4	7.4	5.9	6.4	4.2	6.4	4.3	5.7	4.8	6.1	4.5
Saint Lucia	**21.2**	**23.3**	**24.5**	**24.1**	**21.3**	**20.2**	**20.2**	**16.9**	**21.7**	**23.1**	**23.1**	**16.1**	**23.1**	**17.5**	**...**	**...**	**23.1**	**16.8**
15 - 24	40.6	44.4	51.2	49.6	46.2	48.0	38.6	33.1	46.0	49.2	49.2	...	..	...	..	...	49.2	...
25 and above	16.5	17.2	18.4	18.6	16.3	13.9	16.0	13.7	17.1	19.5	19.5	...	...	...	...	...	19.5	...
Trinidad and Tobago t/	**4.9**	**3.7**	**3.3**	**3.4**	**4.0**	**4.8**	**3.9**	**4.3**	**5.7**	**5.4**	**6.5**	**5.1**	**4.7**	**4.5**	**5.4**	**5.4**	**5.5**	**5.0**
15 - 24	11.4	8.9	8.0	8.5	10.6	10.1	10.2	10.7	13.5	14.1	21.3	12.1	12.8	9.8	11.5	13.5	15.2	11.8
25 and above	3.9	2.9	2.6	2.7	3.1	4.2	3.1	3.5	4.8	4.3	4.9	4.3	3.8	3.9	4.6	4.5	4.4	4.3

▶ Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
Weighted UR - Total u/	6.5	6.3	6.2	6.7	7.9	8.2	8.0	8.0	10.4	9.3	10.8	8.3	10.2	7.0	9.1	6.9	10.0	7.4
Weighted UR - 15 - 24 u/	13.9	13.9	13.8	15.0	18.1	18.6	18.6	18.3	22.6	19.4	23.1	18.0	21.4	15.9	19.5	15.8	21.3	16.4
Weighted UR - 25 and above u/	4.8	4.7	4.6	5.0	5.9	6.2	6.1	6.0	8.6	7.4	8.7	6.5	8.2	5.6	7.2	5.6	8.0	5.9

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

a/ 31 urban clusters. In the context of the statistical emergency declared in 2016, INDEC recommends excluding the series published between 2001 and 2015 for comparison and analysis of labour market data for Argentina. 2016 annual data are the average of the II, III and IV quarters.
b/ New measurement beginning in 2016 based on the ECE, data not comparable with previous years. Annual 2020 data are for urban coverage. For comparability purposes, the quarterly data presented in the table of 2019, 2020 and 2021 are for urban coverage.
c/ New measurement beginning in 2012 based on the PNADC, data not comparable with previous years. New reweighted series published by IBGE.
d/ Series based on projections of the 2017 census.
e/ New spliced series; up to 2020, data are reprojected based on 2018 CNPV projections. The WAP corresponds to age 15 and above. Includes hidden unemployment.
f/ Includes hidden unemployment. The survey of the I quarter (March) of 2020 was not implemented, average data of the II quarter of 2020 correspond to May and June.
g/ Beginning in 2011, the WAP increased from 10 to 15 years, which may affect the comparability of the data.
h/2020 data are preliminary and correspond to a telephone survey conducted in November and December.
i/ Data until the I quarter of 2020 originate from ENOE, those of the II quarter of 2020 from ETOE and beginning in the III quarter of 2020, information corresponds to the new edition of the ENOE.
j/ Includes hidden unemployment. 2020 data correspond to the telephone survey conducted in September and October and the 2021 survey corresponds to October. For 2022, the data correspond to multipurpose household surveys.
k/ Beginning in 2017, data correspond to EPHC, data not comparable with previous years.
l/ 2022 data are preliminary.
m/ Data from quarter I of 2020 are from ECH of January and February; from March 2020 to June 2021 they are from ECH-Telephone Beginning in July 2021, they correspond to 2021 ECH, which includes a methodological change to a monthly rotating panel survey.
n/2011-2014 series based on reweighted ENFT. New measurement beginning in 2015 based on ENCFT; data not comparable with previous years.
o/ 2019 data are preliminary and correspond to May.
p/ 2020 data correspond to the average of the III and IV quarters. The survey was not carried out for the I and II quarters of 2020.
q/2019 and 2021 data correspond to the average of April and September and 2020 to September.
r/ Survey was not carried out for the II quarter of 2020.
s/ Includes hidden unemployment. The survey for the II quarter (April) of 2020 was not implemented; the annual average of 2020 corresponds to data from the I, III and IV quarters.
t/ The annual average of 2019 corresponds to the I, II and IV quarters; the survey was not conducted for the III quarter of 2019.
u/ Weighted average. Excludes hidden unemployment in Colombia, Ecuador, Jamaica and Panama.
v/ 2020 and 2021 data may present comparability issues with 2019 data given the modifications made to statistical processes that statistics and census institutes made due to the pandemic. Preliminary data.

‖ Years during which a country modified the survey or important variables may result in a possible break in data comparability.

▶ **Table 3.** LATIN AMERICA AND THE CARIBBEAN: NATIONAL LABOUR FORCE PARTICIPATION RATE, BY YEAR, COUNTRY AND SEX. 2012 - 2022 (average annual rates)

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
Latin America																		
Argentina a/	...	...	...	...	**57.5**	**57.8**	**58.5**	**59.1**	**54.9**	**59.1**	**58.9**	**59.1**	**58.4**	**60.6**	**59.3**	**60.3**	**58.9**	**60.0**
Men	...	...	...	...	69.4	69.7	69.6	69.9	64.9	69.4	69.7	68.6	69.1	70.1	69.0	70.3	69.3	69.7
Women	...	...	...	...	46.9	47.6	48.7	49.4	45.9	49.5	49.0	50.2	48.4	51.7	50.4	51.1	49.3	51.0
Bolivia (Pluri. State of) b/	**61.1**	**63.4**	**65.8**	**61.0**	**66.0**	**67.4**	**70.9**	**68.6**	**65.8**	**72.6**	**70.9**	**73.7**	**71.7**	**73.5**	**73.6**	**73.7**	**72.1**	**73.6**
Men	70.4	72.6	75.0	72.1	76.4	76.8	79.1	76.8	74.4	79.7	78.2	80.4	79.2	80.0	80.3	80.1	79.2	80.2
Women	52.6	54.8	57.1	50.4	56.1	58.3	63.0	60.6	57.6	65.9	63.8	67.4	64.6	67.4	67.2	67.5	65.2	67.4
Brazil c/	**62.7**	**62.6**	**62.4**	**62.7**	**62.8**	**63.1**	**63.2**	**63.6**	**59.3**	**61.3**	**59.8**	**62.1**	**60.8**	**62.6**	**61.9**	**62.7**	**60.8**	**62.5**
Men	74.5	74.4	74.0	74.0	73.8	73.6	73.4	73.5	69.8	71.6	70.3	72.3	71.3	72.6	72.2	72.6	71.3	72.5
Women	51.6	51.6	51.5	52.2	52.4	53.3	53.6	54.3	49.5	51.6	50.0	52.6	50.9	53.2	52.3	53.4	51.1	53.1
Chile d/	**61.5**	**61.6**	**61.9**	**62.0**	**62.1**	**62.7**	**63.0**	**62.8**	**56.1**	**57.2**	**57.3**	**59.5**	**55.9**	**59.7**	**57.1**	**59.7**	**56.8**	**59.6**
Men	74.5	74.2	74.1	74.4	74.1	74.3	74.2	73.6	67.3	68.5	69.0	70.3	67.1	70.1	68.5	70.2	68.2	70.2
Women	49.1	49.6	50.2	50.3	50.7	51.6	52.3	52.5	45.3	46.4	46.1	49.2	45.0	49.7	46.2	49.7	45.8	49.5
Colombia e/	**68.6**	**67.8**	**67.4**	**67.5**	**66.9**	**66.4**	**65.7**	**64.8**	**60.3**	**61.5**	**61.6**	**63.4**	**61.2**	**63.7**	**61.1**	**63.7**	**61.3**	**63.6**
Men	81.2	80.3	80.0	79.8	79.1	78.7	78.3	77.3	73.5	75.7	75.9	76.5	75.5	76.6	75.3	76.3	75.6	76.5
Women	56.9	56.1	55.8	56.0	55.5	55.1	54.0	53.2	48.1	48.4	48.5	51.4	48.0	51.7	47.9	52.1	48.1	51.7
Costa Rica	**62.8**	**62.3**	**62.5**	**61.2**	**58.4**	**58.8**	**60.7**	**62.5**	**60.2**	**60.3**	**60.8**	**59.6**	**59.5**	**59.6**	**61.0**	**60.5**	**60.4**	**59.9**
Men	75.9	75.1	75.9	74.3	72.4	73.0	74.3	74.4	72.2	71.8	72.3	70.8	71.2	71.1	72.0	72.1	71.8	71.3
Women	49.5	49.3	49.0	48.1	44.3	44.5	46.9	50.6	48.1	48.7	49.3	48.4	47.6	48.0	49.8	48.8	48.9	48.4
Ecuador f/	**63.0**	**62.9**	**63.1**	**66.2**	**68.2**	**68.6**	**67.0**	**66.6**	**63.0**	**65.9**	**63.8**	**64.9**	**65.8**	**66.4**	**66.7**	**67.4**	**65.5**	**66.3**
Men	78.1	77.6	78.8	80.5	81.0	81.0	79.7	78.7	75.9	78.5	77.5	77.5	78.5	78.9	78.8	78.6	78.3	78.3
Women	48.8	48.9	48.5	52.7	56.2	56.9	55.0	55.0	50.6	54.0	50.8	53.0	53.7	54.5	55.2	56.7	53.2	54.7

▶ Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
El Salvador	**63.2**	**63.6**	**62.8**	**62.1**	**62.2**	**61.9**	**61.3**	**62.2**	**61.4**	**61.7**	...	...	...	...	...	...	...	...
Men	81.4	80.7	80.7	80.2	80.1	80.6	79.5	80.5	79.0	79.8	...	...	...	...	...	...	...	...
Women	47.9	49.3	47.8	46.7	47.3	46.3	46.1	46.8	46.6	46.9	...	...	...	...	...	...	...	...
Guatemala g/	**65.4**	**60.6**	**60.9**	**60.7**	**60.8**	**61.0**	**60.6**	**59.2**	**...**	**63.0**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
Men	87.6	83.4	83.8	84.7	84.0	85.3	85.0	83.7	...	85.6	...	...	...	...	...	...	...	...
Women	45.7	40.6	40.6	38.9	40.1	39.2	39.1	37.9	...	43.3	...	...	...	...	...	...	...	...
Honduras h/	**50.8**	**53.7**	**56.1**	**58.1**	**57.5**	**59.0**	**60.4**	**57.3**	**59.8**	**60.7**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
Men	69.2	72.1	73.6	74.0	74.0	76.0	76.3	75.1	73.9	74.3	...	...	...	...	...	...	...	...
Women	33.8	37.2	40.5	43.9	43.0	43.8	46.0	41.4	47.9	48.7	...	...	...	...	...	...	...	...
Mexico i/	**60.4**	**60.3**	**59.8**	**59.8**	**59.7**	**59.3**	**59.6**	**60.1**	**55.6**	**58.8**	**57.1**	**58.7**	**59.0**	**59.9**	**59.4**	**59.9**	**58.5**	**59.5**
Men	78.8	78.5	78.3	78.0	77.7	77.6	77.4	77.2	71.7	75.7	74.2	75.8	75.9	76.5	76.3	76.6	75.5	76.3
Women	43.9	43.9	43.1	43.4	43.4	43.0	43.5	44.7	41.0	43.6	41.7	43.6	43.9	45.1	44.2	45.1	43.3	44.6
Nicaragua	**76.8**	**75.8**	**74.0**	**72.4**	**73.6**	**73.5**	**71.6**	**71.1**	**69.1**	**67.4**	**69.5**	**66.7**	**66.5**	**66.4**	**66.6**	**...**	**67.5**	**66.6**
Men	87.7	87.2	85.8	84.6	84.9	84.7	82.6	82.3	80.5	79.7	80.7	78.9	79.1	79.6	79.1	...	79.6	79.3
Women	66.6	65.1	63.0	60.9	63.1	63.2	61.6	61.0	58.7	56.4	59.4	55.8	55.0	54.7	55.2	...	56.5	55.3
Panama j/	**63.5**	**64.1**	**64.0**	**64.2**	**64.4**	**64.0**	**65.4**	**66.5**	**63.0**	**60.4**	**...**	**...**		**62.3**	**60.4**	**...**	**60.4**	**62.3**
Men	80.1	79.7	79.4	78.4	78.6	77.6	78.8	78.8	74.0	74.4	...	...		76.0	74.4	...	74.4	76.0
Women	48.2	49.4	49.8	50.8	51.1	51.2	52.8	55.0	53.2	47.3	...	...		49.7	47.3	...	47.3	49.7
Paraguay k/	**64.4**	**62.4**	**62.3**	**62.1**	**62.6**	**71.0**	**71.9**	**72.4**	**70.2**	**72.1**	**72.9**	**71.2**	**72.0**	**70.2**	**71.4**	**70.8**	**72.1**	**70.8**
Men	75.1	74.0	74.6	74.1	74.5	84.4	84.6	84.8	83.5	84.4	85.2	82.7	84.2	82.2	84.0	82.3	84.5	82.4
Women	53.7	52.7	50.1	50.2	50.8	57.8	59.4	60.2	57.4	60.1	60.8	60.0	60.1	58.6	59.1	59.6	60.0	59.4
Peru l/	**73.6**	**73.2**	**72.2**	**71.6**	**72.2**	**72.4**	**72.3**	**72.4**	**63.6**	**70.9**	**70.0**	**72.9**	**70.7**	**72.4**	**70.7**	**71.5**	**70.5**	**72.3**
Men	82.4	82.0	81.3	81.0	81.2	81.0	80.7	80.6	73.2	79.5	79.0	81.1	79.2	80.0	79.2	79.7	79.1	80.2
Women	64.8	64.5	63.2	62.3	63.3	64.0	64.0	64.3	54.2	62.5	61.0	64.8	62.3	64.8	62.4	63.4	61.9	64.3

Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
Uruguay m/	**64.0**	**63.6**	**64.7**	**63.8**	**63.4**	**62.9**	**62.4**	**62.1**	**60.5**	**61.8**	**61.5**	**62.1**	**60.9**	**61.7**	**62.2**	**61.7**	**61.5**	**61.9**
Men	73.5	73.9	74.3	73.0	72.2	71.6	70.7	70.1	67.9	69.1	68.5	69.9	67.9	69.8	70.1	69.8	68.8	69.8
Women	55.6	54.4	55.9	55.4	55.4	55.0	54.9	54.9	53.8	55.1	55.0	55.0	54.6	54.3	55.0	54.3	54.9	54.5
Venezuela (Bol. Rep. of)	**64.0**	**64.3**	**65.1**	**63.7**	**64.0**	**66.3**	**67.9**	**65.1**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
Men	77.9	78.2	79.1	77.9	77.9	80.0	81.0	79.4	...	...	...	...	...	...	...	...	...	...
Women	50.2	50.6	51.3	49.8	50.2	52.8	55.0	50.9	...	...	...	...	...	...	...	...	...	...
Spanish-speaking Caribbean																		
Cuba	**74.2**	**72.9**	**71.9**	**67.1**	**65.2**	**63.4**	**63.8**	**65.2**	**66.4**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
Men	89.5	87.1	86.2	80.4	78.2	76.2	76.9	76.0	76.8	...	...	...	...	...	...	...	...	...
Women	57.4	57.3	56.3	52.6	50.9	49.4	49.5	53.3	54.9	...	...	...	...	...	...	...	...	...
Dominican Republic n/	**59.4**	**59.3**	**59.5**	**61.8**	**62.3**	**62.2**	**63.6**	**65.1**	**60.2**	**63.0**	**61.7**	**63.5**	**62.8**	**63.1**	**63.1**	**62.1**	**62.5**	**62.9**
Men	74.1	73.9	74.2	76.3	76.6	76.1	77.8	78.4	74.0	75.7	75.3	76.9	75.3	77.0	75.8	76.4	75.5	76.7
Women	45.3	45.1	45.4	48.1	48.9	49.0	50.4	52.6	47.6	51.2	49.2	51.3	51.1	50.7	51.5	49.3	50.6	50.4
English-speaking Caribbean																		
Bahamas o/	**72.5**	**73.2**	**73.7**	**74.3**	**77.1**	**80.5**	**82.8**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
Men	75.8	76.9	77.8	79.5	81.7	83.6	85.5	...	...	...	...	...	...	...	...	...	...	...
Women	69.5	70.1	70.1	71.7	73.1	75.1	76.7	...	...	...	...	...	...	...	...	...	...	...
Barbados p/	**66.2**	**66.7**	**63.9**	**65.1**	**66.5**	**65.4**	**64.8**	**63.8**	**60.6**	**61.2**	**58.7**	**62.6**	**62.6**	**64.5**	**62.3**	**62.9**	**61.2**	**63.3**
Men	71.9	72.0	67.7	68.7	70.4	69.7	69.3	68.1	64.8	65.3	62.1	65.9	67.6	68.5	66.7	69.8	65.5	68.1
Women	61.0	62.0	60.4	61.7	62.8	61.5	60.6	59.9	56.7	57.6	55.6	59.6	58.1	60.7	58.3	56.5	57.3	58.9
Belize q/	**65.8**	**64.2**	**63.6**	**63.2**	**64.0**	**64.1**	**65.5**	**68.2**	**55.1**	**60.8**	**...**	**...**	**59.7**	**...**	**61.9**	**...**	**60.8**	**...**
Men	79.2	78.4	78.2	77.8	78.0	78.2	78.3	80.6	68.7	74.5	...	...	72.9	...	76.1	...	74.5	...
Women	52.6	50.1	49.2	48.8	50.2	50.2	52.9	56.0	42.4	47.6	...	...	47.0	...	48.2	...	47.6	...

▶ Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
Curaçao	**58.9**	**59.9**	**54.8**	**55.7**	**59.0**	**57.1**	**55.6**	**59.7**	**56.4**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
Men	63.7	65.2	59.3	60.3	63.9	60.5	60.3	62.2	59.4	...	...	...	...	...	...	...	...	...
Women	55.2	55.8	51.3	52.1	55.1	54.4	51.7	57.7	54.0	...	...	...	...	...	...	...	...	...
Grenada r/	**...**	**66.7**	**67.8**	**68.8**	**68.2**	**65.8**	**67.6**	**68.4**	**65.0**	**67.4**	**67.4**	**...**	**67.5**	**...**	**...**	**...**	**67.4**	**...**
Men	...	70.9	71.5	74.5	73.3	71.3	73.1	74.6	71.7	71.6	72.0	...	71.2	...	...	...	71.6	...
Women	...	62.6	64.1	63.4	63.1	60.6	62.5	62.7	58.9	63.1	62.8	...	63.5	...	...	...	63.1	...
Cayman Islands	**83.7**	**83.0**	**82.4**	**82.8**	**83.4**	**81.4**	**85.3**	**82.8**	**80.4**	**82.1**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
Men	86.6	85.6	85.0	84.6	86.1	84.1	88.0	85.9	83.4	85.5	...	...	...	...	...	...	...	...
Women	81.0	80.6	80.1	81.0	80.8	78.6	82.7	79.8	77.4	78.8	...	...	...	...	...	...	...	...
Jamaica s/	**61.9**	**63.0**	**62.8**	**63.1**	**64.8**	**65.1**	**64.0**	**64.6**	**63.0**	**63.2**	**62.8**	**64.0**	**63.3**	**64.4**	**63.4**	**64.7**	**63.2**	**64.4**
Men	69.2	70.0	70.0	70.3	71.2	71.3	70.4	71.0	69.5	69.7	69.3	70.1	69.6	70.5	70.3	70.5	69.7	70.4
Women	54.9	56.3	55.9	56.3	58.6	59.1	57.9	58.5	56.7	57.0	56.6	58.0	57.2	58.5	56.7	59.2	56.8	58.6
Saint Lucia	**70.6**	**71.0**	**72.2**	**72.2**	**72.8**	**71.4**	**71.4**	**71.0**	**68.8**	**69.9**	**69.6**	**70.4**	**70.2**	**72.0**	**...**	**...**	**69.9**	**71.2**
Men	75.3	76.2	77.1	78.3	78.3	76.5	77.8	74.5	73.7	75.0	74.6	78.5	75.3	79.3	...	...	75.0	78.9
Women	66.1	66.0	67.4	66.0	67.4	66.8	65.2	68.4	64.4	65.5	65.1	62.7	65.8	65.6	...	...	65.5	64.1
Trinidad and Tobago t/	**61.9**	**61.4**	**61.9**	**60.6**	**59.7**	**59.2**	**59.1**	**57.4**	**55.9**	**54.8**	**56.3**	**55.9**	**55.4**	**54.4**	**53.4**	**55.2**	**55.0**	**55.2**
Men	72.1	71.6	72.2	71.2	69.5	68.9	68.4	66.4	64.8	63.1	64.5	63.5	64.0	62.8	60.6	62.0	63.0	62.8
Women	51.7	51.1	51.8	50.0	50.1	49.5	49.9	48.4	47.2	46.8	48.6	48.3	47.0	46.3	46.5	48.5	47.4	47.7
Weighted UR - Total u/	**63.2**	**63.0**	**62.8**	**62.7**	**62.8**	**63.0**	**63.3**	**63.3**	**59.0**	**61.5**	**60.4**	**62.2**	**61.2**	**62.7**	**61.9**	**62.7**	**61.1**	**62.6**
Weighted UR - Men u/	**77.0**	**76.6**	**76.5**	**76.2**	**76.0**	**76.1**	**76.0**	**75.9**	**71.2**	**74.1**	**72.8**	**73.9**	**73.5**	**74.6**	**74.1**	**74.5**	**73.5**	**74.4**
Weighted UR - Women u/	**50.4**	**50.2**	**50.0**	**50.1**	**50.5**	**51.0**	**51.4**	**51.7**	**47.6**	**49.8**	**48.7**	**51.0**	**49.7**	**51.8**	**50.5**	**51.8**	**49.6**	**51.5**

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

a/ 31 urban clusters. In the context of the statistical emergency declared in 2016, INDEC recommends excluding the series published between 2001 and 2015 for comparison and analysis of labour market data for Argentina. 2016 annual data are the average of the II, III and IV quarters.
b/ New measurement beginning in 2016 based on the ECE, data not comparable with previous years. Annual 2020 data are for urban coverage. For comparability purposes, the quarterly data presented in the table of 2019, 2020 and 2021 are for urban coverage.
c/ New measurement beginning in 2012 based on the PNADC, data not comparable with previous years. New reweighted series published by IBGE.
d/ Series based on projections of the 2017 census.
e/ New spliced series; up to 2020, data are reprojected based on 2018 CNPV projections. The WAP corresponds to age 15 and above. Includes hidden unemployment.
f/ Includes hidden unemployment. The survey of the I quarter (March) of 2020 was not implemented, average data of the II quarter of 2020 correspond to May and June.
g/ Beginning in 2011, the WAP increased from 10 to 15 years, which may affect the comparability of the data.
h/2020 data are preliminary and correspond to a telephone survey conducted in November and December.
i/ Data until the I quarter of 2020 originate from ENOE, those of the II quarter of 2020 from ETOE and beginning in the III quarter of 2020, information corresponds to the new edition of the ENOE.
j/ Includes hidden unemployment. 2020 data correspond to the telephone survey conducted in September and October and the 2021 survey corresponds to October. For 2022, the data correspond to multipurpose household surveys.
k/ Beginning in 2017, data correspond to EPHC, data not comparable with previous years.
l/ 2022 data are preliminary.
m/ Data from quarter I of 2020 are from ECH of January and February; from March 2020 to June 2021 they are from ECH-Telephone Beginning in July 2021, they correspond to 2021 ECH, which includes a methodological change to a monthly rotating panel survey.
n/2011-2014 series based on reweighted ENFT. New measurement beginning in 2015 based on ENCFT; data not comparable with previous years.
o/ 2019 data are preliminary and correspond to May.
p/ 2020 data correspond to the average of the III and IV quarters. The survey was not carried out for the I and II quarters of 2020.
q/2019 and 2021 data correspond to the average of April and September and 2020 to September.
r/ Survey was not carried out for the II quarter of 2020.
s/ Includes hidden unemployment. The survey for the II quarter (April) of 2020 was not implemented; the annual average of 2020 corresponds to data from the I, III and IV quarters.
t/ The annual average of 2019 corresponds to the I, II and IV quarters; the survey was not conducted for the III quarter of 2019.
u/ Weighted average. Excludes hidden unemployment in Colombia, Ecuador, Jamaica and Panama.
v/ 2020 and 2021 data may present comparability issues with 2019 data given the modifications made to statistical processes that statistics and census institutes made due to the pandemic. Preliminary data.

‖ Years during which a country modified the survey or important variables may result in a possible break in data comparability.

Table 4. LATIN AMERICA AND THE CARIBBEAN: NATIONAL LABOUR FORCE PARTICIPATION RATES BY YEAR, COUNTRY AND AGE GROUP. 2012 - 2021 (average annual rates)

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
Latin America																		
Argentina a/	**59.3**	**58.9**	**58.3**	**57.7**	**57.5**	**57.8**	**58.5**	**59.1**	**54.9**	**59.1**	**58.9**	**59.1**	**58.4**	**60.6**	**59.3**	**60.3**	**58.9**	**60.0**
15 - 24	40.6	40.2	38.7	37.1	38.3	39.0	39.5	39.0	33.0	37.0	38.0	36.8	37.1	37.5	36.1	...	37.1	37.1
25 and above	66.2	65.8	65.8	65.1	64.4	64.4	65.1	65.7	62.1	66.4	66.0	66.3	65.6	68.2	66.9	...	66.2	67.2
Bolivia (Pluri. State of) b/	**61.1**	**63.4**	**65.8**	**61.0**	**66.0**	**67.4**	**70.9**	**68.6**	**65.8**	**72.6**	**70.9**	**73.7**	**71.7**	**73.5**	**73.6**	**73.7**	**72.1**	**73.6**
15 - 24	45.3	46.8	51.8	44.6	51.2	42.7	41.5	47.9	44.2	56.3	53.8	56.9	55.2	...	57.4	...	55.4	56.9
25 and above	78.1	77.9	79.1	75.9	78.1	77.1	76.7	78.1	75.6	80.4	79.0	81.6	79.5	...	81.3	...	79.9	81.6
Brazil c/	**62.7**	**62.6**	**62.4**	**62.7**	**62.8**	**63.1**	**63.2**	**63.6**	**59.3**	**61.3**	**59.8**	**62.1**	**60.8**	**62.6**	**61.9**	**62.7**	**60.8**	**62.5**
15 - 24	57.2	56.1	55.2	55.0	55.2	56.0	56.1	57.0	51.4	54.8	52.1	56.8	54.2	57.1	56.1	56.5	54.1	56.8
25 and above	65.9	66.1	66.0	66.3	66.3	66.4	66.3	66.6	62.5	64.0	62.9	64.5	63.6	65.1	64.5	65.3	63.7	65.0
Chile d/	**61.5**	**61.6**	**61.9**	**62.0**	**62.1**	**62.7**	**63.0**	**62.8**	**56.1**	**57.2**	**57.3**	**59.5**	**55.9**	**59.7**	**57.1**	**59.7**	**56.8**	**59.6**
15 - 24	37.3	36.4	36.7	36.0	35.1	35.1	34.3	32.5	26.3	26.6	27.3	30.6	25.3	28.8	25.8	29.1	26.1	29.5
25 and above	68.0	68.2	68.3	68.4	68.5	69.0	69.3	69.3	62.3	63.3	63.4	65.2	62.0	65.7	63.4	65.6	62.9	65.5
Colombia e/	**68.6**	**67.8**	**67.4**	**67.5**	**66.9**	**66.4**	**65.7**	**64.8**	**60.3**	**61.5**	**61.6**	**63.4**	**61.2**	**63.7**	**61.1**	**63.7**	**61.3**	**63.6**
15 - 24	54.3	52.7	52.2	52.0	50.6	49.7	48.7	47.3	43.0	43.9	45.3	45.7	43.2	44.5	42.9	44.4	43.8	44.8
25 and above	73.2	72.6	72.3	72.3	71.8	71.4	70.6	69.8	65.2	66.3	66.1	68.1	66.1	68.7	66.0	68.8	66.1	68.6
Costa Rica	**62.8**	**62.3**	**62.5**	**61.2**	**58.4**	**58.8**	**60.7**	**62.5**	**60.2**	**60.3**	**60.8**	**59.6**	**59.5**	**59.6**	**61.0**	**60.5**	**60.4**	**59.9**
15 - 24	48.3	48.0	48.2	45.9	43.2	43.4	46.1	45.2	44.5	45.3	48.3	43.4	45.5	41.7	44.8	42.5	46.2	42.5
25 and above	67.2	66.7	66.8	65.8	62.8	63.1	64.5	66.8	64.0	63.9	64.0	63.4	62.8	63.8	64.8	64.8	63.9	64.0
Ecuador f/	**63.0**	**62.9**	**63.1**	**66.2**	**68.2**	**68.6**	**67.0**	**66.6**	**63.0**	**65.9**	**63.8**	**64.9**	**65.8**	**66.4**	**66.7**	**67.4**	**65.5**	**66.3**
15 - 24	43.9	42.2	41.1	43.5	45.6	45.9	44.7	44.6	43.2	45.7	43.6	45.5	44.9	47.0	47.3	45.0	45.3	45.8
25 and above	69.3	69.9	71.0	74.1	76.1	76.4	74.6	73.8	69.6	72.9	70.9	71.4	73.1	73.0	73.3	74.6	72.5	73.0

Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
El Salvador	**63.2**	**63.6**	**62.8**	**62.1**	**62.2**	**61.9**	**61.3**	**62.2**	**61.4**	**61.7**	...	...	...	...	...	...	...	...
15 - 24	50.3	49.6	49.1	45.8	48.5	49.0	48.5	49.2	50.6	51.6	...	...	...	...	...	...	...	...
25 and above	68.0	68.8	67.7	66.9	67.0	66.3	65.5	66.2	64.6	64.6	...	...	...	...	...	...	...	...
Guatemala g/	**65.4**	**60.6**	**60.9**	**60.7**	**60.8**	**61.0**	**60.6**	**59.2**	**...**	**63.0**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
15 - 24	58.3	50.3	51.8	52.4	52.6	52.5	52.5	51.4	...	55.1	...	...	...	...	...	...	...	...
25 and above	68.8	65.7	65.3	64.8	64.7	64.9	64.3	62.6	...	66.2	...	...	...	...	...	...	...	...
Honduras h/	**50.8**	**53.7**	**56.1**	**58.1**	**57.5**	**59.0**	**60.4**	**57.3**	**59.8**	**60.7**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
15 - 24	48.1	51.6	52.3	56.6	55.5	56.7	57.8	75.1	73.9	74.3	...	...	...	...	...	...	...	...
25 and above	63.7	66.4	68.3	69.0	67.7	68.9	70.4	41.4	47.9	48.7	...	...	...	...	...	...	...	...
Mexico i/	**60.4**	**60.3**	**59.8**	**59.8**	**59.7**	**59.3**	**59.6**	**60.1**	**55.6**	**58.8**	**57.1**	**58.7**	**59.0**	**59.9**	**59.4**	**59.9**	**58.5**	**59.5**
15 - 24	47.3	46.4	45.6	44.8	44.2	43.8	43.8	44.8	39.9	44.3	41.6	43.2	44.6	44.2	45.9	45.0	44.0	44.1
25 and above	65.0	65.0	64.4	64.6	64.6	64.2	64.4	64.7	59.9	62.9	61.5	63.2	63.1	64.4	63.3	64.2	62.6	63.9
Nicaragua	**76.8**	**75.8**	**74.0**	**72.4**	**73.6**	**73.5**	**71.6**	**71.1**	**69.1**	**67.4**	**69.5**	**66.7**	**66.5**	**66.4**	**66.6**	**...**	**67.5**	**66.6**
15 - 24	71.2	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
25 and above	80.5	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Panama j/	**63.5**	**64.1**	**64.0**	**64.2**	**64.4**	**64.0**	**65.4**	**66.5**	**63.0**	**60.4**	**...**	**...**	**...**	**62.3**	**60.4**	**...**	**60.4**	**62.3**
15 - 24	46.3	46.9	45.2	43.9	44.2	44.5	46.5	47.0	50.0	41.4	...	...	...	44.4	41.4	...	41.4	44.4
25 and above	68.6	69.5	69.8	70.4	70.8	69.9	71.2	72.4	66.6	65.7	...	...	...	67.3	65.7	...	65.7	67.3
Paraguay k/	**64.4**	**62.4**	**62.3**	**62.1**	**62.6**	**71.0**	**71.9**	**72.4**	**70.2**	**72.1**	**72.9**	**71.2**	**72.0**	**70.2**	**71.4**	**70.8**	**72.1**	**70.8**
15 - 24	60.1	59.6	58.1	55.1	58.6	58.0	58.3	58.9	56.1	59.5	61.3	57.2	60.0	55.3	57.8	56.1	59.7	56.2
25 and above	77.8	76.2	74.6	75.4	75.2	75.8	76.8	77.1	75.2	76.3	76.9	76.0	76.0	75.2	76.0	75.7	76.3	75.6
Peru l/	**73.6**	**73.2**	**72.2**	**71.6**	**72.2**	**72.4**	**72.3**	**72.4**	**63.6**	**70.9**	**70.0**	**72.9**	**70.7**	**72.4**	**70.7**	**71.5**	**70.5**	**72.3**
15 - 24	58.9	57.9	56.1	53.7	53.7	53.9	53.2	52.3	45.0	53.6	55.9	58.3	52.7	50.1	52.2	...	53.6	54.2
25 and above	80.4	80.3	79.4	79.4	80.1	80.1	80.0	80.4	69.0	77.5	75.5	78.5	77.6	80.8	77.7	...	76.9	79.6

▶ Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
Uruguay m/	**64.0**	**63.6**	**64.7**	**63.8**	**63.4**	**62.9**	**62.4**	**62.1**	**60.5**	**61.8**	**61.5**	**62.1**	**60.9**	**61.7**	**62.2**	**61.7**	**61.5**	**61.9**
15 - 24	48.9	48.7	48.6	46.5	45.2	43.8	43.4	47.2	43.1	44.9	44.4	45.5	42.2	43.7	46.2	...	44.3	...
25 and above	68.1	67.7	68.9	68.5	68.4	68.1	67.6	67.3	66.1	67.0	66.8	67.1	66.9	67.0	67.1	...	66.9	...
Venezuela (Bol. Rep. of)	**64.0**	**64.3**	**65.1**	**63.7**	**64.0**	**66.3**	**67.9**	**65.1**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
15 - 24	40.7	40.9	41.6	39.0	38.4	42.5	43.8	43.4	...	...	...	...	...	...	...	...	...	...
25 and above	71.8	72.0	72.6	71.4	71.8	73.4	73.7	70.3	...	...	...	...	...	...	...	...	...	...
Spanish-speaking Caribbean																		
Cuba	**74.2**	**72.9**	**71.9**	**67.1**	**65.2**	**63.4**	**63.8**	**65.2**	**66.4**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
25 and above	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Dominican Republic n/	**59.4**	**59.3**	**59.5**	**61.8**	**62.3**	**62.2**	**63.6**	**65.1**	**60.2**	**63.0**	**61.7**	**63.5**	**62.8**	**63.1**	**63.1**	**62.1**	**62.5**	**62.9**
15 - 24	41.2	41.0	40.9	43.8	44.6	43.3	44.4	45.3	39.0	45.3	42.8	45.7	45.4	45.4	45.6	...	44.6	45.5
25 and above	66.2	66.1	66.2	68.2	68.6	68.6	69.9	71.4	66.8	68.3	67.5	68.9	68.1	68.3	68.4	...	68.0	68.6
English-speaking Caribbean																		
Bahamas o/	**72.5**	**73.2**	**73.7**	**74.3**	**77.1**	**80.5**	**82.8**	**82.8**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
25 and above	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Barbados p/	**66.2**	**66.7**	**63.9**	**65.1**	**66.5**	**65.4**	**64.8**	**63.8**	**60.6**	**61.2**	**58.7**	**62.6**	**62.6**	**64.5**	**62.3**	**62.9**	**61.2**	**63.3**
15 - 24																		
25 and above																		
Belize q/	**65.8**	**64.2**	**63.6**	**63.2**	**64.0**	**64.1**	**65.5**	**68.2**	**55.1**	**60.8**	**...**	**...**	**59.7**	**...**	**61.9**	**...**	**60.8**	**...**
15 - 24	49.5	46.3	46.6	44.7	44.9	45.6	45.4	50.3	42.2	47.1	...	...	45.5	...	48.7	...	47.1	...
25 and above	73.9	73.4	73.0	73.0	73.8	73.5	75.8	77.3	60.5	66.5	...	...	65.6	...	67.4	...	66.5	...

Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
Curaçao	**58.9**	**59.9**	**54.8**	**55.7**	**59.0**	**57.1**	**55.6**	**59.7**	**56.4**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
25 and above	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Grenada r/	68.1	66.7	67.8	68.8	68.2	65.8	67.6	68.4	65.0	67.4	67.4	...	67.5	...	...	...	67.4	...
15 - 24	...	53.4	55.2	56.6	52.9	52.5	56.6	55.1	45.6	51.0	50.5	...	51.4	...	...	...	51.0	...
25 and above	...	70.9	71.6	72.1	72.6	69.3	70.3	71.6	69.8	71.4	71.5	...	71.3	...	...	...	71.4	...
Cayman Islands	**83.7**	**83.0**	**82.4**	**82.8**	**83.4**	**81.4**	**85.3**	**82.8**	**80.4**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
25 and above	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Jamaica q/	**61.9**	**63.0**	**62.8**	**63.1**	**64.8**	**65.1**	**64.0**	**64.6**	**63.0**	**63.2**	**62.8**	**64.0**	**63.3**	**64.4**	**63.4**	**64.7**	**63.2**	**64.4**
15 - 24	33.6	34.7	33.3	34.0	36.7	36.5	34.2	34.9	33.9	33.7	33.7	33.5	33.6	34.4	34.3	35.1	33.9	34.3
25 and above	73.0	74.1	74.4	74.5	75.8	76.3	75.7	76.3	74.5	74.8	74.3	75.9	74.9	76.2	74.7	76.4	74.7	76.1
Saint Lucia	**70.6**	**71.0**	**72.2**	**72.2**	**72.8**	**71.4**	**71.4**	**71.0**	**68.8**	**69.9**	**69.6**	**70.4**	**70.2**	**72.0**	**...**	**...**	**69.9**	**71.2**
15 - 24											...	...	...	...	...	...	...	...
25 and above											...	...	...	...	...	...	...	...
Trinidad and Tobago t/	**61.9**	**61.4**	**61.9**	**60.6**	**59.7**	**59.2**	**59.1**	**57.4**	**55.9**	**54.8**	**56.3**	**55.9**	**55.4**	**54.4**	**53.4**	**55.2**	**55.0**	**55.2**
15 - 24	46.7	46.5	45.3	44.9	42.4	42.0	68.1	39.3	35.6	36.9	33.5	35.8	36.7	32.8	38.4	37.0	36.2	35.2
25 and above	65.2	64.4	65.4	63.7	63.1	62.4	49.3	60.6	59.7	58.2	60.5	59.6	58.7	58.3	56.2	58.3	58.5	58.7
Weighted UR - Total u/	**63.2**	**63.0**	**62.8**	**62.7**	**62.8**	**63.0**	**63.3**	**63.3**	**59.0**	**61.5**	**60.4**	**62.2**	**61.2**	**62.7**	**61.9**	**62.7**	**61.1**	**62.6**
Weighted UR - 15 - 24 u/	**51.2**	**49.9**	**49.4**	**48.7**	**48.8**	**49.1**	**49.1**	**50.1**	**45.4**	**49.2**	**47.0**	**49.4**	**48.1**	**48.9**	**49.1**	**49.7**	**48.0**	**49.0**
Weighted UR - 25 and above u/	**68.0**	**67.9**	**67.8**	**67.9**	**67.9**	**67.9**	**67.9**	**67.1**	**62.5**	**64.9**	**64.6**	**66.2**	**65.4**	**66.9**	**66.0**	**65.9**	**65.3**	**66.3**

▶ Continues...

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

a/ 31 urban clusters. In the context of the statistical emergency declared in 2016, INDEC recommends excluding the series published between 2001 and 2015 for comparison and analysis of labour market data for Argentina. 2016 annual data are the average of the II, III and IV quarters.
b/ New measurement beginning in 2016 based on the ECE, data not comparable with previous years. Annual 2020 data are for urban coverage. For comparability purposes, the quarterly data presented in the table of 2019, 2020 and 2021 are for urban coverage.
c/ New measurement beginning in 2012 based on the PNADC, data not comparable with previous years. New reweighted series published by IBGE.
d/ Series based on projections of the 2017 census.
e/ New spliced series; up to 2020, data are reprojected based on 2018 CNPV projections. The WAP corresponds to age 15 and above. Includes hidden unemployment.
f/ Includes hidden unemployment. The survey of the I quarter (March) of 2020 was not implemented, average data of the II quarter of 2020 correspond to May and June.
g/ Beginning in 2011, the WAP increased from 10 to 15 years, which may affect the comparability of the data.
h/2020 data are preliminary and correspond to a telephone survey conducted in November and December.
i/ Data until the I quarter of 2020 originate from ENOE, those of the II quarter of 2020 from ETOE and beginning in the III quarter of 2020, information corresponds to the new edition of the ENOE.
j/ Includes hidden unemployment. 2020 data correspond to the telephone survey conducted in September and October and the 2021 survey corresponds to October. For 2022, the data correspond to multipurpose household surveys
k/ Beginning in 2017, data correspond to EPHC, data not comparable with previous years.
l/ 2022 data are preliminary.
m/ Data from quarter I of 2020 are from ECH of January and February; from March 2020 to June 2021 they are from ECH-Telephone Beginning in July 2021, they correspond to 2021 ECH, which includes a methodological change to a monthly rotating panel survey.
n/2011-2014 series based on reweighted ENFT. New measurement beginning in 2015 based on ENCFT; data not comparable with previous years.
o/ 2019 data are preliminary and correspond to May.
p/ 2020 data correspond to the average of the III and IV quarters. The survey was not carried out for the I and II quarters of 2020.
q/2019 and 2021 data correspond to the average of April and September and 2020 to September.
r/ Survey was not carried out for the II quarter of 2020.
s/ Includes hidden unemployment. The survey for the II quarter (April) of 2020 was not implemented; the annual average of 2020 corresponds to data from the I, III and IV quarters.
t/ The annual average of 2019 corresponds to the I, II and IV quarters; the survey was not conducted for the III quarter of 2019.
u/ Weighted average. Excludes hidden unemployment in Colombia, Ecuador, Jamaica and Panama.
v/ 2020 and 2021 data may present comparability issues with 2019 data given the modifications made to statistical processes that statistics and census institutes made due to the pandemic. Preliminary data.

‖ Years during which a country modified the survey or important variables may result in a possible break in data comparability.

▶ **Table 5.** LATIN AMERICA AND THE CARIBBEAN: NATIONAL EMPLOYMENT-TO-POPULATION RATIOS, BY YEAR, COUNTRY AND SEX. 2012 - 2022
(average annual rates)

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
Latin America																		
Argentina a/	...	...	...	...	**52.6**	**52.9**	**53.1**	**53.3**	**48.6**	**53.9**	**53.0**	**54.9**	**52.8**	**56.4**	**54.4**	**56.0**	**53.4**	**55.8**
Men	...	...	...	...	64.0	64.4	63.9	63.5	57.9	63.9	63.8	64.6	62.9	65.9	63.7	65.7	63.5	65.4
Women	...	...	...	...	42.5	42.7	43.6	44.1	40.2	44.7	43.0	46.0	43.4	47.7	45.9	47.1	44.1	46.9
Bolivia (Pluri. State of) b/	**59.7**	**61.5**	**64.3**	**58.9**	**63.8**	**64.9**	**68.4**	**65.1**	**60.4**	**67.6**	**64.7**	**69.3**	**66.3**	**70.2**	**69.0**	**70.6**	**66.6**	**70.1**
Men	69.2	71.0	73.7	70.0	74.0	74.3	76.4	73.2	68.5	74.7	71.9	76.3	73.7	77.0	75.8	77.3	73.8	76.8
Women	50.9	52.8	55.3	48.2	53.9	56.0	60.8	57.4	52.6	60.9	57.9	62.7	59.1	63.8	62.4	64.1	59.8	63.5
Brazil c/	**58.0**	**58.1**	**58.0**	**57.3**	**55.5**	**55.0**	**55.3**	**56.0**	**51.1**	**53.2**	**50.9**	**55.2**	**52.1**	**56.8**	**54.1**	**57.2**	**52.4**	**56.4**
Men	70.1	70.0	69.7	68.5	66.4	65.3	65.5	66.1	61.5	64.0	61.8	65.7	63.0	67.1	64.9	67.6	63.2	66.8
Women	46.7	46.9	47.1	46.7	45.3	45.3	45.8	46.5	41.4	43.1	40.7	45.3	41.9	47.1	44.0	47.5	42.2	46.7
Chile d/	**57.4**	**57.8**	**57.9**	**58.1**	**58.0**	**58.3**	**58.3**	**58.3**	**50.1**	**52.1**	**51.4**	**54.9**	**50.6**	**55.0**	**52.3**	**54.9**	**51.4**	**54.9**
Men	70.3	70.2	69.6	70.0	69.4	69.4	69.2	68.7	60.3	62.6	62.2	65.3	60.9	64.9	62.8	64.6	61.9	64.9
Women	45.1	46.1	46.7	46.7	47.0	47.7	48.0	48.4	40.4	42.1	41.1	44.9	40.7	45.5	42.2	45.6	41.3	45.3
Colombiae/	**61.3**	**61.0**	**61.1**	**61.3**	**60.5**	**60.0**	**59.1**	**57.7**	**50.4**	**53.1**	**51.8**	**55.0**	**52.0**	**56.7**	**53.4**	**56.8**	**52.4**	**56.2**
Men	74.6	74.2	74.2	74.2	73.3	72.8	72.2	70.7	63.8	67.2	66.0	68.5	65.9	69.9	67.7	69.6	66.5	69.3
Women	48.9	48.9	48.9	49.3	48.6	48.1	47.0	45.7	38.1	40.0	38.7	42.6	39.1	44.5	40.1	45.1	39.3	44.0
Costa Rica	**56.2**	**56.4**	**56.5**	**55.4**	**52.8**	**53.5**	**54.4**	**55.2**	**48.5**	**50.4**	**49.4**	**51.5**	**48.7**	**52.6**	**51.6**	**53.3**	**49.9**	**52.5**
Men	69.2	68.9	69.7	68.3	66.6	67.5	68.0	67.4	61.0	62.7	62.4	63.1	61.4	64.6	63.3	65.7	62.4	64.4
Women	43.5	43.8	43.2	42.2	38.9	39.4	40.7	42.8	35.9	38.0	36.4	39.9	35.9	40.6	39.9	40.8	37.4	40.4
Ecuadorf/	**60.4**	**60.3**	**60.4**	**63.3**	**64.6**	**65.5**	**64.3**	**63.7**	**57.9**	**62.8**	**60.7**	**61.8**	**62.4**	**63.7**	**63.4**	**64.7**	**62.2**	**63.4**
Men	75.3	74.9	75.9	77.6	77.5	78.2	77.0	75.8	70.8	75.5	74.5	74.1	75.4	76.0	75.7	75.9	75.2	75.3
Women	46.5	46.6	46.0	49.8	52.4	53.6	52.2	52.0	45.6	50.7	47.5	50.1	50.1	52.0	51.7	54.0	49.8	52.0

▶ Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter [v/]		II Quarter [v/]		III Quarter [v/]		Average I - III Quarter [v/]	
El Salvador	**59.4**	**59.9**	**58.4**	**57.8**	**57.9**	**57.6**	**57.4**	**58.2**	**57.2**	**57.8**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
Men	75.4	75.1	73.7	73.5	73.6	73.9	73.6	74.9	73.4	74.7	...	...	...	...	...	...	...	...
Women	45.8	47.0	45.5	44.4	44.7	43.9	43.8	44.3	43.5	43.9	...	...	...	...	...	...	...	...
Guatemala[g/]	**63.5**	**58.7**	**59.1**	**59.2**	**59.2**	**59.4**	**59.1**	**57.9**	**...**	**61.6**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
Men	85.5	81.1	81.6	83.0	82.2	83.6	83.2	82.1	...	84.0	...	...	...	...	...	...	...	...
Women	44.1	39.1	39.2	37.5	38.7	37.8	38.0	36.7	...	42.0	...	...	...	...	...	...	...	...
Honduras[h/]	**48.9**	**51.6**	**53.1**	**53.8**	**53.2**	**55.1**	**57.0**	**54.1**	**53.3**	**55.5**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
Men	67.2	69.7	70.3	70.8	70.2	73.0	72.8	71.9	67.5	69.1	...	...	...	...	...	...	...	...
Women	32.2	35.3	37.8	38.8	38.4	39.1	42.6	38.0	41.4	43.5	...	...	...	...	...	...	...	...
Mexico[i/]	**57.5**	**57.3**	**56.9**	**57.2**	**57.4**	**57.3**	**57.6**	**58.0**	**53.1**	**56.4**	**54.6**	**56.7**	**56.6**	**58.0**	**56.9**	**57.9**	**56.0**	**57.5**
Men	74.9	74.6	74.4	74.7	74.7	75.0	74.9	74.5	68.3	72.6	70.9	73.1	72.7	74.0	73.2	74.0	72.3	73.7
Women	41.7	41.7	41.0	41.4	41.7	41.4	42.0	43.1	39.3	41.8	39.9	42.2	42.1	43.7	42.3	43.5	41.4	43.1
Nicaragua	**72.3**	**71.4**	**69.1**	**68.1**	**70.2**	**70.8**	**67.7**	**67.2**	**65.6**	**64.4**	**66**	**64.2**	**63.1085**	**64.3**	**63.7362**	**...**	**64.3**	**64.3**
Men	83.0	82.3	80.5	79.9	81.3	81.7	78.1	77.8	76.4	76.0	76.5	75.7	75.0	77.0	75.7	...	75.7	76.4
Women	62.2	61.2	58.5	57.1	60.1	60.8	58.2	57.7	55.9	53.9	56.7	54.0	52.3	53.1	52.8	...	53.9	53.6
Panama[j/]	**61.0**	**61.5**	**60.9**	**60.9**	**60.8**	**60.1**	**61.5**	**61.8**	**51.3**	**53.5**	**...**	**...**	**...**	**56.1**	**53.5**	**...**	**53.5**	**56.1**
Men	77.4	77.1	76.2	75.0	74.9	73.7	75.0	74.2	64.0	66.2	...	...	...	69.3	66.2	...	66.2	69.3
Women	45.8	46.8	46.8	47.6	47.7	47.2	48.8	50.2	40.1	41.8	...	...	...	44.0	41.8	...	41.8	44.0
Paraguay[k/]	**61.5**	**59.3**	**58.6**	**58.7**	**58.9**	**66.7**	**67.4**	**67.6**	**64.8**	**66.7**	**67.0**	**65.2**	**65.8**	**65.5**	**66.7**	**66.3**	**66.5**	**65.7**
Men	72.4	70.7	71.1	70.5	70.8	80.1	80.0	80.2	78.6	79.4	79.5	76.6	78.6	77.4	79.4	77.9	79.2	77.3
Women	50.6	49.7	46.0	47.2	47.0	53.4	55.0	55.3	51.6	54.2	54.6	54.1	53.4	54.0	54.4	55.1	54.1	54.4
Peru[l/]	**70.8**	**70.3**	**69.6**	**69.1**	**69.2**	**69.5**	**69.4**	**69.4**	**58.8**	**66.9**	**64.7**	**68.6**	**66.8**	**69.4**	**67.0**	**68.8**	**66.2**	**68.9**
Men	79.8	79.2	78.5	78.2	78.1	77.8	77.7	77.6	67.5	75.4	73.6	77.1	75.6	77.2	75.5	77.3	74.9	77.2
Women	61.9	61.5	60.7	60.1	60.4	61.1	61.1	61.3	50.1	58.5	55.9	60.1	58.1	61.8	58.7	60.1	57.6	60.7

Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
Uruguay m/	**59.9**	**59.5**	**60.4**	**59.0**	**58.4**	**57.9**	**57.2**	**56.6**	**54.3**	**56.0**	**55.0**	**57.5**	**55.0**	**56.8**	**56.2**	**56.7**	**55.4**	**57.0**
Men	69.8	70.2	70.5	68.4	67.5	66.9	65.8	64.9	62.1	63.7	62.6	65.4	62.2	65.0	64.1	64.7	63.0	65.0
Women	51.1	50.0	51.3	50.5	50.1	49.8	49.4	49.0	47.1	49.0	48.1	50.2	48.4	49.2	48.9	49.4	48.5	49.6
Venezuela (Bol. Rep. of)	**58.8**	**59.3**	**60.4**	**59.2**	**59.3**	**61.5**	**63.3**	**60.6**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
Men	72.1	72.6	73.8	72.7	72.4	75.0	76.2	74.4	...	...	...	...	...	...	...	...	...	...
Women	45.7	46.1	47.1	46.0	46.3	48.3	50.5	47.1	...	...	...	...	...	...	...	...	...	...
Spanish-speaking Caribbean																		
Cuba	**71.6**	**70.5**	**70.0**	**65.4**	**63.8**	**62.4**	**62.7**	**64.4**	**65.4**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
Men	86.4	84.4	84.2	78.5	76.7	75.0	75.7	75.1	75.8	...	...	...	...	...	...	...	...	...
Women	55.3	55.3	54.6	51.2	49.8	48.6	48.6	52.7	54.0	...	...	...	...	...	...	...	...	...
Dominican Republic n/	**55.4**	**54.9**	**55.5**	**57.3**	**57.9**	**58.7**	**60.0**	**61.0**	**56.7**	**58.3**	**56.8**	**59.4**	**58.0**	**59.9**	**58.9**	**59.2**	**57.9**	**59.5**
Men	70.3	69.9	70.6	72.3	72.9	73.1	75.1	75.3	71.1	72.7	71.9	73.8	72.2	74.6	73.1	74.3	72.4	74.2
Women	41.1	40.4	41.0	43.1	43.8	45.2	45.9	47.8	43.5	45.0	42.9	46.4	44.8	46.5	45.7	45.5	44.5	46.1
English-speaking Caribbean																		
Bahamas o/	**62.0**	**61.6**	**62.9**	**64.4**	**67.7**	**72.5**	**74.2**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
Men	64.4	64.9	67.2	70.1	73.3	76.0	76.9	...	...	...	...	...	...	...	...	...	...	...
Women	59.9	58.8	59.0	61.0	62.7	66.8	68.5	...	...	...	...	...	...	...	...	...	...	...
Barbados p/	**58.5**	**58.9**	**56.0**	**57.7**	**60.0**	**58.9**	**58.3**	**57.6**	**51.1**	**52.6**	**48.6**	**57.0**	**52.6**	**58.5**	**54.6**	**58.4**	**51.9**	**58.0**
Men	64.1	63.6	59.7	60.2	63.9	62.9	62.5	60.6	54.7	56.3	51.6	60.4	58.1	62.6	58.3	64.8	56.0	62.6
Women	53.5	54.8	52.6	55.3	56.5	55.2	54.4	54.9	47.8	49.3	45.8	53.9	47.8	54.6	51.1	52.6	48.2	53.7
Belize q/	**55.7**	**56.7**	**56.3**	**56.8**	**57.9**	**58.1**	**59.4**	**62.0**	**47.6**	**54.6**	**...**	**...**	**53.0**	**...**	**56.2**	**...**	**54.6**	**...**
Men	70.9	72.3	73.3	72.5	73.6	73.6	73.9	75.8	60.7	69.4	...	...	67.8	...	71.0	...	69.4	...
Women	40.9	39.6	39.4	41.2	42.4	42.9	45.1	48.4	35.2	40.4	...	...	38.8	...	41.9	...	40.4	...

▶ Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
Curaçao	**52.2**	**52.1**	**47.9**	**49.2**	**51.1**	**49.1**	**48.1**	**49.3**	**45.6**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
Men	57.7	58.3	52.6	53.9	56.4	52.8	53.5	52.2	48.9	...	...	...	...	...	...	...	...	...
Women	47.9	47.2	44.2	45.5	47.0	46.2	43.8	47.0	43.0	...	...	...	...	...	...	...	...	...
Grenada r/	**...**	**45.3**	**47.9**	**48.9**	**49.0**	**50.3**	**54.8**	**57.9**	**50.4**	**55.6**	**54.2**	**...**	**56.9**		**...**	**...**	**55.6**	**...**
Men	...	51.8	51.5	55.2	54.5	56.6	61.6	64.4	58.4	61.0	59.5	...	62.6		...	...	61.0	...
Women	...	38.7	44.3	42.9	43.4	44.3	48.4	54.0	43.0	49.9	49.0	...	50.8		...	...	49.9	...
Cayman Islands	**78.5**	**77.8**	**78.6**	**79.3**	**79.8**	**77.4**	**82.9**	**80.0**	**76.2**	**77.5**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
Men	80.4	79.9	81.0	81.8	81.9	80.5	85.5	83.0	79.9	81.1	...	...	...	...	...	...	...	...
Women	76.7	75.9	76.4	76.8	77.9	74.3	80.5	77.0	72.6	73.8	...	...	...	...	...	...	...	...
Jamaica s/	**53.3**	**53.4**	**54.2**	**54.6**	**56.2**	**57.5**	**58.2**	**59.7**	**56.6**	**57.9**	**57.3**	**60.0**	**57.6**	**60.5**	**58.0**	**60.5**	**57.6**	**60.3**
Men	61.9	62.1	62.9	63.3	64.3	65.2	65.6	66.9	63.5	65.0	64.1	66.7	64.4	67.2	65.9	66.9	64.8	66.9
Women	45.0	45.0	45.8	46.2	48.4	50.0	51.0	52.7	49.9	51.1	50.7	53.5	51.0	54.1	50.4	54.3	50.7	53.9
Saint Lucia	**55.6**	**54.4**	**54.5**	**54.8**	**57.4**	**57.0**	**57.0**	**59.0**	**53.9**	**53.7**	**53.5**	**59.0**	**54.0**	**59.4**	**...**	**...**	**53.7**	**59.2**
Men	60.9	60.0	60.9	61.6	63.1	62.9	63.4	63.4	60.0	59.0	58.4	67.7	59.5	66.7	...	...	59.0	67.2
Women	50.6	49.1	48.3	47.9	51.6	51.4	50.8	55.6	48.4	49.4	49.5	50.8	49.3	52.9	...	...	49.4	51.9
Trinidad and Tobago t/	**58.8**	**59.1**	**59.9**	**58.5**	**57.4**	**56.3**	**56.8**	**54.9**	**52.8**	**51.9**	**52.7**	**53.0**	**52.8**	**52.0**	**50.5**	**52.2**	**52.0**	**52.4**
Men	69.2	69.5	70.1	69.2	66.8	66.0	66.2	64.0	61.3	60.1	60.8	60.8	61.2	60.4	57.9	59.1	60.0	60.1
Women	48.5	48.8	49.7	47.9	48.0	46.7	47.4	46.0	44.4	43.9	44.9	45.4	44.6	43.9	43.4	45.5	44.3	44.9
Weighted UR - Total u/	**59.1**	**59.0**	**58.9**	**58.5**	**57.9**	**58.0**	**58.2**	**58.3**	**52.9**	**55.8**	**53.8**	**57.0**	**54.9**	**58.3**	**56.3**	**58.4**	**55.0**	**57.9**
Weighted UR - Men u/	**72.8**	**72.5**	**72.4**	**71.8**	**70.8**	**70.8**	**70.8**	**70.7**	**64.7**	**68.4**	**66.3**	**69.1**	**67.2**	**70.2**	**68.5**	**70.3**	**67.3**	**69.8**
Weighted UR - Women u/	**46.4**	**46.4**	**46.3**	**46.1**	**45.8**	**46.0**	**46.5**	**46.7**	**41.8**	**44.2**	**42.3**	**45.8**	**43.5**	**47.4**	**44.9**	**47.5**	**43.6**	**46.9**

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

a/ 31 urban clusters. In the context of the statistical emergency declared in 2016, INDEC recommends excluding the series published between 2001 and 2015 for comparison and analysis of labour market data for Argentina. 2016 annual data are the average of the II, III and IV quarters.
b/ New measurement beginning in 2016 based on the ECE, data not comparable with previous years. Annual 2020 data are for urban coverage. For comparability purposes, the quarterly data presented in the table of 2019, 2020 and 2021 are for urban coverage.
c/ New measurement beginning in 2012 based on the PNADC, data not comparable with previous years. New reweighted series published by IBGE.
d/ Series based on projections of the 2017 census.
e/ New spliced series; up to 2020, data are reprojected based on 2018 CNPV projections. The WAP corresponds to age 15 and above. Includes hidden unemployment.
f/ Includes hidden unemployment. The survey of the I quarter (March) of 2020 was not implemented, average data of the II quarter of 2020 correspond to May and June.
g/ Beginning in 2011, the WAP increased from 10 to 15 years, which may affect the comparability of the data.
h/2020 data are preliminary and correspond to a telephone survey conducted in November and December.
i/ Data until the I quarter of 2020 originate from ENOE, those of the II quarter of 2020 from ETOE and beginning in the III quarter of 2020, information corresponds to the new edition of the ENOE.
j/ Includes hidden unemployment. 2020 data correspond to the telephone survey conducted in September and October and the 2021 survey corresponds to October. For 2022, the data correspond to multipurpose household surveys.
k/ Beginning in 2017, data correspond to EPHC, data not comparable with previous years.
l/ 2022 data are preliminary.
m/ Data from quarter I of 2020 are from ECH of January and February; from March 2020 to June 2021 they are from ECH-Telephone Beginning in July 2021, they correspond to 2021 ECH, which includes a methodological change to a monthly rotating panel survey.
n/2011-2014 series based on reweighted ENFT. New measurement beginning in 2015 based on ENCFT; data not comparable with previous years.
o/ 2019 data are preliminary and correspond to May.
p/ 2020 data correspond to the average of the III and IV quarters. The survey was not carried out for the I and II quarters of 2020.
q/2019 and 2021 data correspond to the average of April and September and 2020 to September.
r/ Survey was not carried out for the II quarter of 2020.
s/ Includes hidden unemployment. The survey for the II quarter (April) of 2020 was not implemented; the annual average of 2020 corresponds to data from the I, III and IV quarters.
t/ The annual average of 2019 corresponds to the I, II and IV quarters; the survey was not conducted for the III quarter of 2019.
u/ Weighted average. Excludes hidden unemployment in Colombia, Ecuador, Jamaica and Panama.
v/ 2020 and 2021 data may present comparability issues with 2019 data given the modifications made to statistical processes that statistics and census institutes made due to the pandemic. Preliminary data.

‖ Years during which a country modified the survey or important variables may result in a possible break in data comparability.

Table 6. LATIN AMERICA AND THE CARIBBEAN: NATIONAL EMPLOYMENT-TO-POPULATION RATIOS, BY YEAR, COUNTRY AND AGE GROUP. 2012 - 2021 (average annual rates)

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
Latin America																		
Argentina[a/]	**55.0**	**54.7**	**54.0**	**53.9**	**52.6**	**52.9**	**53.1**	**53.3**	**48.6**	**53.9**	**53.0**	**54.9**	**52.8**	**56.4**	**54.4**	**56.0**	**53.4**	**55.8**
15 - 24	33.2	32.4	31.4	30.1	29.2	30.2	30.2	28.9	23.0	28.4	28.1	29.7	28.3	31.1	27.8	...	28.1	30.4
25 and above	62.7	62.6	62.3	62.0	60.5	60.6	60.7	60.9	56.6	62.0	60.9	62.8	60.7	64.5	62.7	...	61.4	63.6
Bolivia (Pluri. State of)[b/]	**59.7**	**61.5**	**64.3**	**58.9**	**63.8**	**64.9**	**68.4**	**65.1**	**60.4**	**67.6**	**64.7**	**69.3**	**66.3**	**70.2**	**69.0**	**70.6**	**66.6**	**70.1**
15 - 24	43.3	43.5	49.0	41.0	47.4	39.2	37.9	43.4	37.8	50.1	46.0	51.4	48.5	...	51.7	...	48.8	51.4
25 and above	76.7	76.3	77.8	73.9	76.0	75.2	74.5	74.9	70.3	75.6	73.3	77.5	74.3	...	76.9	...	74.8	77.5
Brazil[c/]	**58.0**	**58.1**	**58.0**	**57.3**	**55.5**	**55.0**	**55.3**	**56.0**	**51.1**	**53.2**	**50.9**	**55.2**	**52.1**	**56.8**	**54.1**	**57.2**	**52.4**	**56.4**
15 - 24	48.1	47.2	46.6	44.3	40.6	40.1	40.5	41.6	35.9	39.3	35.6	42.9	37.9	45.1	40.8	45.4	38.1	44.5
25 and above	62.5	62.7	62.8	62.3	60.8	60.2	60.4	60.8	56.0	57.6	55.7	59.1	56.6	60.6	58.4	61.1	56.9	60.3
Chile[d/]	**57.4**	**57.8**	**57.9**	**58.1**	**58.0**	**58.3**	**58.3**	**58.3**	**50.1**	**52.1**	**51.4**	**54.9**	**50.6**	**55.0**	**52.3**	**54.9**	**51.4**	**54.9**
15 - 24	31.2	30.6	30.6	30.5	29.7	29.0	28.2	26.5	20.0	21.3	20.9	25.4	19.5	23.8	21.4	23.7	20.6	24.3
25 and above	64.5	65.0	64.8	64.9	64.7	65.0	65.0	65.1	56.4	58.3	57.6	60.7	56.8	61.1	58.5	60.9	57.6	60.9
Colombia[e/]	**61.3**	**61.0**	**61.1**	**61.3**	**60.5**	**60.0**	**59.1**	**57.7**	**50.4**	**53.1**	**51.8**	**55.0**	**52.0**	**56.7**	**53.4**	**56.8**	**52.4**	**56.2**
15 - 24	42.8	42.3	42.1	42.5	40.9	40.1	38.8	37.1	30.9	32.6	32.2	34.3	31.5	35.0	32.6	34.8	32.1	34.7
25 and above	67.3	67.0	67.1	67.1	66.5	66.0	65.1	63.6	55.9	58.6	57.1	60.6	57.6	62.4	59.0	62.6	57.9	61.9
Costa Rica	**56.2**	**56.4**	**56.5**	**55.4**	**52.8**	**53.5**	**54.4**	**55.2**	**48.5**	**50.4**	**49.4**	**51.5**	**48.7**	**52.6**	**51.6**	**53.3**	**49.9**	**52.5**
15 - 24	37.1	37.2	36.1	35.3	33.2	33.6	33.7	30.8	25.8	27.4	27.1	28.6	27.6	29.0	27.7	29.5	27.5	29.0
25 and above	62.2	62.4	62.6	61.3	58.6	59.0	59.8	61.2	53.9	56.0	55.1	57.0	53.8	58.2	57.4	58.9	55.4	58.0
Ecuador[f/]	**60.4**	**60.3**	**60.4**	**63.3**	**64.6**	**65.5**	**64.3**	**63.7**	**57.9**	**62.8**	**60.7**	**61.8**	**62.4**	**63.7**	**63.4**	**64.7**	**62.2**	**63.4**
15 - 24	39.2	37.6	36.5	39.0	40.2	41.4	40.5	40.1	36.3	41.3	39.7	41.7	40.3	42.3	42.0	40.8	40.7	41.6
25 and above	67.4	68.1	69.0	71.9	73.1	73.9	72.3	71.3	65.0	70.2	68.1	68.6	70.2	70.9	70.8	72.3	69.7	70.6

Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
El Salvador	**59.4**	**59.9**	**58.4**	**57.8**	**57.9**	**57.6**	**57.4**	**58.2**	**57.2**	**57.8**	...	...	...	...	...	...	...	...
15 - 24	44.0	43.4	41.7	39.4	41.7	41.9	41.9	42.6	43.1	44.3	...	...	...	...	...	...	...	...
25 and above	65.0	66.0	64.4	63.4	63.5	62.9	62.5	63.1	61.3	61.6	...	...	...	...	...	...	...	...
Guatemala g/	**63.5**	**58.7**	**59.1**	**59.2**	**59.2**	**59.4**	**59.1**	**57.9**	**...**	**61.6**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
15 - 24	55.4	47.4	48.6	49.4	49.6	49.8	49.9	49.1	...	52.9	...	...	...	...	...	...	...	...
25 and above	67.4	64.3	64.2	64.0	63.8	63.9	63.4	61.7	...	65.1	...	...	...	...	...	...	...	...
Honduras h/	**48.9**	**51.6**	**53.1**	**53.8**	**53.2**	**55.1**	**57.0**	**54.1**	**53.3**	**55.5**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
15 - 24	44.8	47.9	47.4	48.6	46.7	49.0	51.4	47.9	44.8	48.3	...	...	...	...	...	...	...	...
25 and above	62.1	64.5	65.5	65.8	64.9	66.2	67.6	64.5	56.1	58.5	...	...	...	...	...	...	...	...
Mexico i/	**57.5**	**57.3**	**56.9**	**57.2**	**57.4**	**57.3**	**57.6**	**58.0**	**53.1**	**56.4**	**54.6**	**56.7**	**56.6**	**58.0**	**56.9**	**57.9**	**56.0**	**57.5**
15 - 24	42.8	42.0	41.2	41.0	40.8	40.8	40.7	41.6	36.7	40.8	38.1	40.4	40.9	41.4	42.4	41.8	40.4	41.2
25 and above	62.5	62.4	62.0	62.4	62.6	62.4	62.7	62.9	57.6	60.8	59.3	61.4	61.0	62.7	61.0	62.4	60.4	62.2
Nicaragua	**72.3**	**71.4**	**69.1**	**68.1**	**70.2**	**70.8**	**67.7**	**67.2**	**65.6**	**64.4**	**66**	**64.2**	**63.1085**	**64.3**	**63.7362**		**64.3**	**64.3**
15 - 24	64.8	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
25 and above	76.7	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Panama j/	**61.0**	**61.5**	**60.9**	**60.9**	**60.8**	**60.1**	**61.5**	**61.8**	**51.3**	**53.5**	**...**	**...**	**...**	**56.1**	**53.5**	**...**	**53.5**	**56.1**
15 - 24	41.5	41.8	39.5	38.2	38.2	37.2	39.2	38.5	29.9	31.5	...	...	...	33.9	31.5	...	31.5	33.9
25 and above	66.7	67.7	67.5	67.9	68.0	67.0	68.4	68.8	57.2	59.8	...	...	...	62.3	59.8	...	59.8	62.3
Paraguay k/	**61.5**	**59.3**	**58.6**	**58.7**	**58.9**	**66.7**	**67.4**	**67.6**	**64.8**	**66.7**	**67.0**	**65.2**	**65.8**	**65.5**	**66.7**	**66.3**	**66.5**	**65.7**
15 - 24	53.9	53.4	50.9	48.6	51.0	50.0	50.0	50.2	46.5	49.8	49.5	46.6	49.0	47.2	50.4	48.6	49.6	47.5
25 and above	75.7	73.7	71.7	72.9	72.3	72.9	73.7	73.8	71.2	72.4	72.9	71.5	71.5	71.6	72.3	72.2	72.2	71.8
Peru l/	**70.8**	**70.3**	**69.6**	**69.1**	**69.2**	**69.5**	**69.4**	**69.4**	**58.8**	**66.9**	**64.7**	**68.6**	**66.8**	**69.4**	**67.0**	**68.8**	**66.2**	**68.9**
15 - 24	53.5	52.6	50.6	49.2	48.0	48.2	47.5	46.6	38.5	47.1	46.8	50.6	46.8	45.6	46.6	...	46.7	48.1
25 and above	78.7	78.2	77.8	77.6	78.0	78.1	78.0	78.3	64.9	74.3	71.3	75.3	74.3	78.3	74.5	...	73.4	76.8

▶ Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
Uruguay m/	**59.9**	**59.5**	**60.4**	**59.0**	**58.4**	**57.9**	**57.2**	**56.6**	**54.3**	**56.0**	**55.0**	**57.5**	**55.0**	**56.8**	**56.2**	**56.7**	**55.4**	**57.0**
15 - 24	39.9	39.3	39.1	36.1	34.5	33.0	32.2	34.0	28.8	30.9	29.4	34.8	27.3	33.2	31.7	...	29.5	...
25 and above	65.3	65.0	66.1	65.3	65.0	64.7	64.1	63.5	61.6	63.0	62.2	63.7	62.8	63.1	62.8	..	62.6	...
Venezuela (Bol. Rep. of)	**58.8**	**59.3**	**60.4**	**59.1**	**59.2**	**61.5**	**61.9**	**60.6**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
15 - 24	33.7	34.2	35.4	33.1	32.4	35.6	36.3	36.7	...	...	...	...	...	...	...	...	...	...
25 and above	67.3	67.6	68.4	67.3	67.5	69.2	69.6	66.4	...	...	...	...	...	...	...	...	...	...
Spanish-speaking Caribbean																		
Cuba	**71.6**	**70.5**	**70.0**	**65.4**	**63.8**	**62.4**	**62.7**	**64.4**	**65.4**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
25 and above	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Dominican Republic n/	**55.4**	**54.9**	**55.5**	**57.3**	**57.9**	**58.7**	**60.0**	**61.0**	**56.7**	**58.3**	**56.8**	**59.4**	**58.0**	**59.9**	**58.9**	**59.2**	**57.9**	**59.5**
15 - 24	35.0	33.9	35.4	36.8	37.2	37.7	38.0	38.2	33.3	37.8	34.8	38.4	37.7	39.6	38.6	...	37.0	39.0
25 and above	63.0	62.8	62.7	64.5	65.2	65.9	67.2	68.3	63.9	64.5	63.5	65.8	64.1	65.7	65.0	...	64.2	65.7
English-speaking Caribbean																		
Bahamas o/	**62.0**	**61.6**	**62.9**	**64.4**	**67.7**	**72.5**	**74.2**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
25 and above	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Barbados p/	**58.5**	**58.9**	**56.0**	**57.7**	**60.0**	**58.9**	**58.3**	**57.6**	**51.1**	**52.6**	**48.6**	**57.0**	**52.6**	**58.5**	**54.6**	**58.4**	**51.9**	**58.0**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
25 and above	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Belize q/	**55.7**	**56.7**	**56.3**	**56.8**	**57.9**	**58.1**	**59.4**	**62.0**	**47.6**	**54.6**	**...**	**...**	**53.0**	**...**	**56.2**	**...**	**54.6**	**...**
15 - 24	35.7	35.3	35.9	35.2	35.3	36.7	35.7	40.7	32.5	37.9	...	...	36.1	...	39.7	...	37.9	...
25 and above	65.7	66.5	67.2	68.1	69.4	69.0	71.4	72.8	53.9	61.6	...	...	60.1	...	63.1	...	61.6	...

Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022	2021	2022	2021	2022	2021	2022
											I Quarter v/		II Quarter v/		III Quarter v/		Average I - III Quarter v/	
Curaçao	**52.2**	**52.1**	**47.9**	**49.2**	**51.1**	**49.1**	**48.1**	**49.3**	**45.6**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
15 - 24	...	...	...	...	...	...	...	52.2	48.9	...	...	...	...	...	...	...	...	...
25 and above	...	...	...	...	...	...	...	47.0	43.0	...	...	...	...	...	...	...	...	...
Grenada r/	**48.3**	**45.3**	**47.9**	**48.9**	**49.0**	**50.3**	**54.8**	**57.9**	**50.4**	**55.6**	**54.2**		**56.9**	**...**	**...**	**...**	**55.6**	**...**
15 - 24	...	25.4	30.3	33.0	26.2	31.6	37.6	38.6	28.2	32.4	28.8		36.0	...	...	...	32.4	...
25 and above	...	51.4	53.3	53.1	55.5	55.3	58.9	62.4	55.8	61.2	60.4		61.9	...	...	...	61.2	...
Cayman Islands	**78.5**	**77.8**	**78.6**	**79.3**	**79.8**	**77.4**	**82.9**	**80.0**	**76.2**	**77.5**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
25 and above	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Jamaica s/	**53.3**	**53.4**	**54.2**	**54.6**	**56.2**	**57.5**	**58.2**	**59.7**	**56.6**	**57.9**	**57.3**	**60.0**	**57.6**	**60.5**	**58.0**	**60.5**	**57.6**	**60.3**
15 - 24	22.4	21.6	21.9	22.8	25.0	26.2	25.9	27.7	25.2	26.2	26.0	27.6	25.5	29.1	26.2	29.2	25.9	28.6
25 and above	65.4	65.9	66.9	67.0	68.5	69.8	70.9	72.2	68.9	70.4	69.5	72.7	70.2	72.9	70.5	72.7	70.1	72.7
Saint Lucia	**55.6**	**54.4**	**54.5**	**54.8**	**57.4**	**57.0**	**57.0**	**59.0**	**53.9**	**53.7**	**53.5**	**59.0**	**54.0**	**59.4**	**...**	**...**	**53.7**	**...**
15 - 24	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
25 and above	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Trinidad and Tobago t/	**58.8**	**59.1**	**59.9**	**58.5**	**57.4**	**56.3**	**56.8**	**54.9**	**52.8**	**51.9**	**52.7**	**53.0**	**52.8**	**52.0**	**50.5**	**52.2**	**52.0**	**52.4**
15 - 24	41.3	42.4	41.7	41.0	37.9	37.8	65.9	35.1	30.8	31.8	26.4	31.4	32.0	29.7	34.1	32.0	30.8	31.0
25 and above	62.6	62.6	63.7	62.0	61.1	59.8	47.1	58.4	56.8	55.7	57.6	57.0	56.5	56.0	53.6	55.7	55.9	56.3
Weighted UR - Total u/	**59.1**	**59.0**	**58.9**	**58.5**	**57.9**	**58.0**	**58.2**	**58.3**	**52.9**	**55.8**	**53.8**	**57.0**	**54.9**	**58.3**	**56.3**	**58.4**	**55.0**	**57.9**
Weighted UR - 15 - 24 u/	**44.1**	**43.0**	**42.6**	**41.4**	**40.0**	**39.9**	**40.0**	**40.5**	**34.8**	**39.4**	**36.1**	**40.5**	**37.7**	**41.1**	**39.5**	**41.8**	**38.4**	**41.9**
Weighted UR - 25 and above u/	**64.7**	**64.7**	**64.7**	**64.5**	**63.9**	**63.7**	**63.8**	**63.8**	**57.8**	**60.7**	**59.0**	**61.9**	**60.0**	**63.1**	**61.2**	**62.2**	**60.3**	**63.0**

▶ Continues...

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

a/ 31 urban clusters. In the context of the statistical emergency declared in 2016, INDEC recommends excluding the series published between 2001 and 2015 for comparison and analysis of labour market data for Argentina. 2016 annual data are the average of the II, III and IV quarters.
b/ New measurement beginning in 2016 based on the ECE, data not comparable with previous years. Annual 2020 data are for urban coverage. For comparability purposes, the quarterly data presented in the table of 2019, 2020 and 2021 are for urban coverage.
c/ New measurement beginning in 2012 based on the PNADC, data not comparable with previous years. New reweighted series published by IBGE.
d/ Series based on projections of the 2017 census.
e/ New spliced series; up to 2020, data are reprojected based on 2018 CNPV projections. The WAP corresponds to age 15 and above. Includes hidden unemployment.
f/ Includes hidden unemployment. The survey of the I quarter (March) of 2020 was not implemented, average data of the II quarter of 2020 correspond to May and June.
g/ Beginning in 2011, the WAP increased from 10 to 15 years, which may affect the comparability of the data.
h/2020 data are preliminary and correspond to a telephone survey conducted in November and December.
i/ Data until the I quarter of 2020 originate from ENOE, those of the II quarter of 2020 from ETOE and beginning in the III quarter of 2020, information corresponds to the new edition of the ENOE.
j/ Includes hidden unemployment. 2020 data correspond to the telephone survey conducted in September and October and the 2021 survey corresponds to October. For 2022, the data correspond to multipurpose household surveys.
k/ Beginning in 2017, data correspond to EPHC, data not comparable with previous years.
l/ 2022 data are preliminary.
m/ Data from quarter I of 2020 are from ECH of January and February; from March 2020 to June 2021 they are from ECH-Telephone Beginning in July 2021, they correspond to 2021 ECH, which includes a methodological change to a monthly rotating panel survey.
n/2011-2014 series based on reweighted ENFT. New measurement beginning in 2015 based on ENCFT; data not comparable with previous years.
o/ 2019 data are preliminary and correspond to May.
p/ 2020 data correspond to the average of the III and IV quarters. The survey was not carried out for the I and II quarters of 2020.
q/2019 and 2021 data correspond to the average of April and September and 2020 to September.
r/ Survey was not carried out for the II quarter of 2020.
s/ Includes hidden unemployment. The survey for the II quarter (April) of 2020 was not implemented; the annual average of 2020 corresponds to data from the I, III and IV quarters.
t/ The annual average of 2019 corresponds to the I, II and IV quarters; the survey was not conducted for the III quarter of 2019.
u/ Weighted average. Excludes hidden unemployment in Colombia, Ecuador, Jamaica and Panama.
v/ 2020 and 2021 data may present comparability issues with 2019 data given the modifications made to statistical processes that statistics and census institutes made due to the pandemic. Preliminary data.

‖ Years during which a country modified the survey or important variables may result in a possible break in data comparability.

Table 7. LATIN AMERICA: NATIONAL EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT AND YEARS OF EDUCATION [a/]. 2012- 2021 (percentage)

Year	Years of education[b/]	TOTAL	Situation in employment								
			Employee			Non-employee			Domestic workers	Contributing family workers	Others
			Total	Public	Private	Total	Employers	Own-account			
2012	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	None	4.4	2.3	0.8	2.6	7.7	2.4	8.5	6.0	7.8	2.3
	1 to 6	24.9	16.9	6.0	19.4	35.6	22.2	37.8	40.4	36.9	34.5
	7 to 12	49.3	53.0	36.6	56.7	42.3	44.1	42.0	51.1	47.6	49.9
	13 and over	21.4	27.9	56.6	21.4	14.5	31.3	11.7	2.5	7.7	13.3
2013	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	None	4.2	2.1	0.7	2.4	7.4	2.3	8.2	5.4	7.9	0.5
	1 to 6	24.1	16.2	5.8	18.5	34.7	21.3	36.9	39.6	35.8	21.6
	7 to 12	49.7	53.2	35.9	57.0	42.8	44.3	42.6	52.3	48.1	64.2
	13 and over	22.0	28.5	57.6	22.0	15.0	32.2	12.3	2.8	8.2	13.7
2014	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	None	3.9	1.9	0.6	2.2	7.0	2.3	7.7	5.2	7.6	1.7
	1 to 6	23.5	15.9	5.6	18.1	34.2	21.4	36.2	38.7	35.3	33.9
	7 to 12	50.4	53.6	35.7	57.5	43.7	44.6	43.5	53.6	49.3	50.6
	13 and over	22.2	28.6	58.1	22.1	15.1	31.6	12.6	2.5	7.9	13.7
2015	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	None	3.7	1.9	0.6	2.2	6.5	2.0	7.2	5.0	7.0	1.3
	1 to 6	22.9	15.5	5.1	17.7	33.0	19.6	35.0	37.9	33.8	30.4
	7 to 12	50.5	53.3	34.4	57.4	44.5	44.3	44.5	54.2	50.2	56.6
	13 and over	22.9	29.4	59.9	22.7	16.0	34.1	13.3	2.9	8.9	11.7

Continues...

Year	Years of education[b/]	TOTAL	Situation in employment								
			Employee			Non-employee			Domestic workers	Contributing family workers	Others
			Total	Public	Private	Total	Employers	Own-account			
2016	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	None	3.7	1.9	0.6	2.2	6.3	2.2	6.9	5.0	6.7	2.3
	1 to 6	22.2	15.0	4.9	17.2	31.9	19.3	33.8	36.4	32.5	29.5
	7 to 12	50.3	52.6	33.9	56.7	45.2	44.2	45.3	55.2	51.0	52.8
	13 and over	23.8	30.5	60.6	23.9	16.7	34.4	14.0	3.4	9.8	15.3
2017	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	None	3.5	1.9	0.6	2.1	6.0	2.0	6.6	4.6	6.8	1.0
	1 to 6	21.5	14.4	4.5	16.5	30.9	19.3	32.7	35.0	32.1	27.8
	7 to 12	50.4	52.5	33.6	56.7	45.5	43.7	45.8	56.5	50.7	46.3
	13 and over	24.6	31.2	61.3	24.7	17.6	35.0	14.9	3.9	10.4	24.9
2018	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	None	3.3	1.7	0.5	2.0	5.6	1.9	6.1	4.5	6.4	2.2
	1 to 6	21.0	13.9	4.4	16.0	30.1	18.7	31.9	34.2	32.1	36.9
	7 to 12	50.4	52.3	32.6	56.5	45.9	43.5	46.3	57.1	50.7	43.5
	13 and over	25.4	32.1	62.5	25.5	18.5	35.9	15.7	4.2	10.7	17.4
2019	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	None	3.1	1.7	0.5	1.9	5.2	1.8	5.7	4.4	6.1	1.8
	1 to 6	19.8	13.1	4.0	15.0	28.4	17.6	30.1	33.2	30.6	26.6
	7 to 12	50.7	52.2	31.7	56.6	46.7	44.0	47.1	57.6	51.7	54.4
	13 and over	26.4	33.0	63.7	26.4	19.6	36.6	17.1	4.8	11.5	17.2

Continues...

Year	Years of education[b/]	TOTAL	Situation in employment								
			Employee			Non-employee			Domestic workers	Contributing family workers	Others
			Total	Public	Private	Total	Employers	Own-account			
2020[c/]	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	None	2.4	1.3	0.4	1.5	3.9	1.7	4.2	3.2	5.3	1.3
	1 to 6	17.7	11.2	3.5	13.1	26.1	17.1	27.3	32.7	26.5	15.4
	7 to 12	50.9	51.3	29.9	56.7	48.6	42.5	49.5	58.5	53.6	40.5
	13 and over	29.1	36.2	66.2	28.8	21.4	38.7	19.0	5.6	14.5	42.9
2021[d/]	**Total**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**
	None	2.8	1.5	0.5	1.8	4.6	2.0	4.9	3.9	5.8	1.7
	1 to 6	17.5	11.4	3.5	13.2	25.4	16.9	26.6	29.8	26.4	24.0
	7 to 12	50.6	51.0	30.0	55.8	48.4	43.5	49.0	60.6	53.5	51.5
	13 and over	29.0	36.1	66.0	29.2	21.6	37.5	19.5	5.7	14.2	22.8

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

a/ Selected countries: Argentina, Bolivia (Pluri. State of), Brazil, Chile, Colombia (spliced series), Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Mexico, Panama, Paraguay, Peru and Uruguay. Data correspond to the official WAP of each country.
b/ Those not declaring years of education were excluded.
c/ Does not include Guatemala or Honduras. Ecuador corresponds to the III and IV quarters, Bolivia (Pluri. State of) to the I quarter; Colombia excludes March and April.
d/ Does not include Honduras.

Table 8. LATIN AMERICA: NATIONAL EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT, SUBREGION AND YEARS OF EDUCATION. 2021 (percentage)

Subregion	Years of education a/	TOTAL	Situation in employment								
			Employee			Non-employee			Domestic workers	Contributing family workers	Others
			Total	Público	Privado	Total	Employers	Own-account			
Latin America b/	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	None	2.8	1.5	0.5	1.8	4.6	2.0	4.9	3.9	5.8	1.7
	1 to 6	17.5	11.4	3.5	13.2	25.4	16.9	26.6	29.8	26.4	24.0
	7 to 12	50.6	51.0	30.0	55.8	48.4	43.5	49.0	60.6	53.5	51.5
	13 and over	29.0	36.1	66.0	29.2	21.6	37.5	19.5	5.7	14.2	22.8
Central America c/	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	None	4.4	2.4	0.6	2.8	7.8	4.0	8.5	6.3	6.3	0.0
	1 to 6	21.7	15.9	4.5	18.1	31.0	25.9	32.0	36.9	26.4	0.0
	7 to 12	51.1	53.3	34.7	57.0	45.6	44.1	45.9	53.2	56.3	100.0
	13 and over	22.8	28.4	60.1	22.1	15.6	26.0	13.7	3.7	11.0	0.0
Andean countries d/	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	None	3.4	1.3	0.2	1.5	4.9	1.7	5.1	3.2	6.9	1.9
	1 to 6	23.4	13.7	3.3	15.5	31.9	21.7	32.6	33.2	27.3	24.9
	7 to 12	43.4	42.4	18.5	46.6	42.8	39.9	43.0	52.2	48.4	49.8
	13 and over	29.8	42.6	77.9	36.5	20.4	36.7	19.3	11.4	17.3	23.4
Southern cone e/	Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	None	1.6	1.0	0.5	1.2	2.4	0.7	2.6	2.9	2.7	0.0
	1 to 6	12.3	7.9	3.0	9.2	17.9	8.9	19.2	26.0	24.7	15.4
	7 to 12	53.6	52.3	30.3	58.2	53.7	44.2	55.1	65.4	60.2	68.0
	13 and over	32.6	38.8	66.2	31.4	26.1	46.2	23.1	5.7	12.4	16.6

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

a/ Those not declaring years of education were excluded.
b/ Selected countries: Argentina, Bolivia (Pluri. State of), Brazil, Chile, Colombia, Costa Rica, Dominican Republic, Ecuador, El Salvador, Guatemala, Mexico, Panama, Paraguay, Peru and Uruguay. Data correspond to the official WAP of each country.
c/ Selected countries: Costa Rica, Dominican Republic, El Salvador, Guatemala Mexico and Panama.
d/ Selected countries: Bolivia (Pluri. State of), Colombia, Ecuador and Peru.
e/ Selected countries: Argentina, Brazil, Chile, Paraguay and Uruguay.

▶ **Table 9.** LATIN AMERICA: NATIONAL EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT, COUNTRY, YEAR AND SEX. 2012 - 2021 (percentage)

Country, year, sex		TOTAL	Situation in employment												
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
Latin America [a/]														
2012	**Total**	**100.0**	**58.0**	**10.9**	**13.0**	**34.2**	**30.7**	**3.2**	**1.1**	**2.6**	**23.8**	**5.2**	**5.2**	**0.9**
	Men	100.0	61.6	8.8	15.5	37.3	33.2	4.0	1.4	2.7	25.1	0.6	3.6	1.0
	Women	100.0	52.8	13.9	9.4	29.5	27.0	2.0	0.6	2.3	22.0	11.9	7.7	0.6
2013	**Total**	**100.0**	**58.3**	**10.8**	**12.8**	**34.7**	**30.7**	**3.1**	**1.1**	**2.6**	**23.9**	**5.0**	**5.0**	**0.9**
	Men	100.0	61.6	8.7	15.2	37.7	33.4	3.9	1.4	2.8	25.3	0.6	3.4	1.1
	Women	100.0	53.5	13.8	9.4	30.3	26.8	2.0	0.6	2.4	21.8	11.6	7.5	0.7
2014	**Total**	**100.0**	**58.8**	**10.8**	**12.9**	**35.2**	**30.5**	**3.1**	**1.1**	**2.6**	**23.8**	**5.0**	**4.9**	**0.9**
	Men	100.0	61.8	8.7	15.2	38.0	33.3	3.8	1.4	2.8	25.3	0.5	3.2	1.1
	Women	100.0	54.3	13.8	9.5	31.1	26.3	1.9	0.6	2.3	21.5	11.4	7.2	0.7
2015	**Total**	**100.0**	**58.3**	**10.6**	**13.0**	**34.7**	**30.8**	**3.0**	**1.1**	**2.7**	**24.1**	**5.0**	**4.8**	**1.1**
	Men	100.0	61.3	8.5	15.4	37.5	33.7	3.8	1.4	2.8	25.6	0.6	3.1	1.3
	Women	100.0	54.0	13.8	9.6	30.6	26.7	1.9	0.6	2.4	21.8	11.4	7.2	0.8
2016	**Total**	**100.0**	**57.9**	**10.6**	**13.3**	**34.0**	**31.5**	**3.0**	**1.2**	**2.7**	**24.6**	**5.1**	**4.4**	**1.1**
	Men	100.0	61.0	8.5	15.8	36.7	34.3	3.8	1.5	2.9	26.1	0.6	2.8	1.3
	Women	100.0	53.5	13.6	9.8	30.1	27.5	1.9	0.7	2.6	22.3	11.5	6.7	0.8
2017	**Total**	**100.0**	**57.3**	**10.5**	**13.4**	**33.5**	**32.0**	**3.1**	**1.2**	**2.8**	**24.9**	**5.0**	**4.5**	**1.1**
	Men	100.0	60.3	8.4	15.9	36.0	34.8	3.9	1.5	2.9	26.5	0.6	2.9	1.4
	Women	100.0	53.0	13.4	9.8	29.8	28.0	2.0	0.7	2.6	22.7	11.3	6.8	0.8

▶ Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2018	Total	100.0	57.1	10.4	13.3	33.4	32.3	3.2	1.2	2.9	25.1	5.0	4.5	1.2
	Men	100.0	60.1	8.4	15.8	35.9	35.0	4.0	1.5	2.9	26.5	0.6	2.9	1.4
	Women	100.0	52.8	13.3	9.7	29.8	28.5	2.1	0.7	2.7	23.0	11.1	6.7	0.9
2019	Total	100.0	57.2	10.3	13.5	33.4	32.3	3.1	1.1	3.0	25.0	4.9	4.4	1.2
	Men	100.0	60.3	8.3	16.0	36.0	34.7	3.9	1.4	3.0	26.4	0.6	2.9	1.5
	Women	100.0	52.8	13.2	9.8	29.7	28.8	2.1	0.7	2.9	23.1	11.0	6.5	0.9
2020	Total	100.0	56.9	11.6	13.1	32.3	32.7	2.9	1.1	3.1	25.5	4.4	4.4	1.6
	Men	100.0	59.2	9.2	15.6	34.4	35.5	3.7	1.4	3.2	27.2	0.6	2.8	1.8
	Women	100.0	53.6	15.0	9.5	29.1	28.6	1.9	0.6	3.1	23.0	9.9	6.6	1.2
2021	Total	100.0	56.6	10.9	13.6	32.1	33.2	2.9	1.0	2.7	26.6	4.3	4.3	1.7
	Men	100.0	59.1	8.7	16.2	34.2	35.6	3.7	1.3	2.7	28.0	0.5	2.8	2.0
	Women	100.0	53.0	14.1	9.9	29.0	29.7	1.9	0.6	2.8	24.5	9.7	6.4	1.2
Argentina [b/]														
2012	**Total**	...	...	...	...	...	...	...	...	...	...	...	...	...
	Men	...	...	...	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...	...	...	...
2013	**Total**	...	...	...	...	...	...	...	...	...	...	...	...	...
	Men	...	...	...	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...	...	...	...

Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2014	**Total**	...	...	...	...	...	...	...	...	...	...	...	...	...
	Men	...	...	...	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...	...	...	...
2015	**Total**	...	...	...	...	...	...	...	...	...	...	...	...	...
	Men	...	...	...	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...	...	...	...
2016	**Total**	**100.0**	**61.9**	**17.3**	**12.9**	**31.6**	**23.9**	**2.4**	**1.1**	**4.6**	**15.8**	**7.5**	**0.6**	**6.1**
	Men	100.0	64.9	14.1	14.9	36.0	27.3	3.0	1.4	4.4	18.5	0.2	0.3	7.3
	Women	100.0	57.8	21.7	10.4	25.8	19.3	1.7	0.6	4.9	12.1	17.3	0.9	4.6
2017	**Total**	**100.0**	**62.5**	**17.5**	**12.8**	**32.1**	**24.7**	**2.7**	**1.1**	**4.7**	**16.2**	**7.2**	**0.6**	**5.1**
	Men	100.0	65.5	14.6	14.6	36.3	27.8	3.3	1.5	4.5	18.5	0.2	0.3	6.2
	Women	100.0	58.4	21.6	10.4	26.5	20.4	1.9	0.5	5.1	13.0	16.6	1.0	3.6
2018	**Total**	**100.0**	**62.3**	**17.2**	**13.2**	**31.8**	**24.9**	**2.6**	**1.2**	**4.8**	**16.3**	**7.4**	**0.5**	**4.9**
	Men	100.0	66.0	14.3	15.5	36.2	27.3	3.2	1.6	4.3	18.2	0.2	0.4	6.1
	Women	100.0	57.3	21.0	10.2	26.2	21.8	2.0	0.6	5.4	13.8	16.6	0.8	3.5
2019	**Total**	**100.0**	**61.3**	**16.9**	**12.9**	**31.5**	**25.9**	**2.7**	**1.1**	**5.2**	**16.9**	**7.4**	**0.6**	**4.8**
	Men	100.0	65.0	13.9	15.2	35.9	28.4	3.3	1.5	4.9	18.8	0.3	0.4	5.9
	Women	100.0	56.5	20.8	9.8	25.9	22.6	1.8	0.6	5.7	14.5	16.6	0.8	3.4

▶ Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
	Total	**100.0**	**62.1**	**19.4**	**12.0**	**30.7**	**26.4**	**2.1**	**0.8**	**4.9**	**18.6**	**6.5**	**0.6**	**4.5**
2020	Men	100.0	65.2	15.7	14.5	34.9	28.6	2.7	1.1	4.6	20.2	0.2	0.3	5.7
	Women	100.0	58.1	24.1	8.7	25.2	23.5	1.3	0.4	5.3	16.5	14.5	1.0	2.9
	Total	**100.0**	**61.6**	**19.3**	**11.8**	**30.5**	**27.0**	**2.6**	**0.9**	**2.7**	**20.8**	**5.6**	**0.6**	**5.3**
2021	Men	100.0	63.9	15.2	13.9	34.8	29.1	3.3	1.1	2.5	22.2	0.2	0.3	6.5
	Women	100.0	58.6	24.7	9.1	24.8	24.1	1.7	0.5	2.9	19.0	12.6	0.9	3.8
Bolivia (Pluri. State of) [c/]														
	Total	**100.0**	**36.8**	**9.9**	**11.9**	**15.0**	**42.8**	**5.5**	**1.0**	**2.1**	**34.3**	**2.4**	**17.6**	**0.4**
2012	Men	100.0	42.9	9.5	14.4	19.0	45.9	7.2	1.4	2.5	34.8	0.1	10.7	0.5
	Women	100.0	29.1	10.3	8.7	10.1	39.0	3.4	0.4	1.5	33.7	5.2	26.4	0.3
	Total	**100.0**	**35.9**	**10.5**	**9.9**	**15.5**	**42.2**	**4.4**	**0.9**	**2.7**	**34.2**	**2.1**	**19.6**	**0.1**
2013	Men	100.0	41.9	10.4	12.2	19.4	46.8	5.8	1.3	3.2	36.5	0.1	11.1	0.1
	Women	100.0	28.5	10.7	7.0	10.8	36.5	2.6	0.4	2.0	31.4	4.7	30.3	0.1
	Total	**100.0**	**33.3**	**9.1**	**11.0**	**13.2**	**42.0**	**5.8**	**1.4**	**2.1**	**32.6**	**1.9**	**22.4**	**0.5**
2014	Men	100.0	38.9	8.1	13.9	17.0	46.9	7.6	2.2	2.5	34.7	0.1	13.4	0.6
	Women	100.0	26.1	10.3	7.4	8.4	35.7	3.5	0.5	1.6	30.1	4.1	33.7	0.4
	Total	**100.0**	**36.0**	**8.7**	**12.8**	**14.5**	**45.0**	**3.5**	**0.9**	**2.5**	**38.2**	**1.5**	**17.1**	**0.3**
2015	Men	100.0	41.3	8.2	15.3	17.8	48.7	4.4	1.3	2.9	40.1	0.2	9.7	0.1
	Women	100.0	28.6	9.3	9.2	10.0	39.9	2.1	0.3	1.9	35.5	3.3	27.6	0.6

Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2016	**Total**	**100.0**	**27.8**	**9.4**	**7.0**	**11.4**	**53.7**	**3.7**	**0.9**	**2.8**	**46.3**	**1.8**	**16.3**	**0.4**
	Men	100.0	30.0	8.6	7.5	13.9	61.0	5.0	1.3	3.3	51.3	0.1	8.3	0.6
	Women	100.0	25.0	10.4	6.4	8.2	44.1	1.9	0.3	2.3	39.6	4.1	26.7	0.1
2017	**Total**	**100.0**	**28.6**	**8.6**	**8.2**	**11.9**	**51.0**	**4.4**	**0.8**	**2.5**	**43.2**	**2.0**	**18.2**	**0.3**
	Men	100.0	32.5	7.9	9.9	14.7	57.8	6.2	1.3	2.8	47.5	0.1	9.1	0.4
	Women	100.0	23.8	9.5	6.1	8.2	42.3	2.3	0.2	2.1	37.7	4.3	29.6	0.0
2018	**Total**	**100.0**	**29.0**	**8.0**	**9.7**	**11.3**	**49.3**	**4.3**	**0.6**	**2.6**	**41.9**	**1.8**	**19.5**	**0.4**
	Men	100.0	33.2	7.6	11.5	14.1	56.0	5.9	1.0	3.0	46.1	0.2	9.9	0.7
	Women	100.0	24.0	8.6	7.4	8.0	41.4	2.3	0.2	2.1	36.8	3.6	30.9	0.0
2019	**Total**	**100.0**	**31.0**	**8.3**	**11.3**	**11.4**	**48.5**	**3.7**	**0.5**	**2.7**	**41.6**	**1.9**	**18.3**	**0.3**
	Men	100.0	36.3	7.6	14.0	14.7	52.7	5.1	0.7	3.1	43.7	0.2	10.3	0.5
	Women	100.0	24.7	9.2	7.9	7.5	43.6	2.1	0.2	2.3	39.1	3.9	27.8	0.0
2020	**Total**	**100.0**	**27.2**	**7.1**	**9.8**	**10.3**	**47.7**	**2.9**	**0.3**	**2.8**	**41.7**	**1.8**	**19.4**	**3.9**
	Men	100.0	32.0	6.7	12.2	13.0	52.4	3.9	0.4	3.2	44.9	0.2	11.1	4.3
	Women	100.0	21.5	7.5	6.9	7.1	42.2	1.7	0.1	2.3	38.0	3.7	29.1	3.4
2021	**Total**	**100.0**	**27.9**	**7.6**	**11.0**	**9.3**	**50.0**	**2.8**	**0.4**	**3.2**	**43.6**	**1.7**	**20.0**	**0.3**
	Men	100.0	33.4	7.5	13.9	12.0	53.6	3.9	0.6	3.8	45.3	0.2	12.3	0.6
	Women	100.0	21.7	7.7	7.7	6.3	46.0	1.6	0.2	2.6	41.7	3.5	28.8	0.0

▶ Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
Brazil [d/]														
2012	**Total**	**100.0**	**64.1**	**12.3**	**10.5**	**41.3**	**26.3**	**2.5**	**1.5**	**3.1**	**19.3**	**6.7**	**2.9**	**-**
	Men	100.0	66.3	9.1	12.0	45.1	31.1	3.1	1.8	3.3	22.9	0.8	1.8	-
	Women	100.0	60.9	16.7	8.4	35.9	19.6	1.6	1.0	2.9	14.2	14.9	4.5	-
2013	**Total**	**100.0**	**64.1**	**12.1**	**10.4**	**41.6**	**26.6**	**2.5**	**1.5**	**3.1**	**19.4**	**6.4**	**2.9**	**-**
	Men	100.0	66.0	9.0	11.9	45.1	31.5	3.0	1.9	3.3	23.2	0.8	1.7	-
	Women	100.0	61.4	16.3	8.4	36.7	19.7	1.7	1.0	2.9	14.1	14.3	4.5	-
2014	**Total**	**100.0**	**64.3**	**12.2**	**10.3**	**41.9**	**26.7**	**2.5**	**1.5**	**3.0**	**19.7**	**6.3**	**2.7**	**-**
	Men	100.0	65.9	9.2	11.7	45.0	31.8	3.1	1.9	3.2	23.6	0.7	1.6	-
	Women	100.0	62.2	16.2	8.4	37.5	19.6	1.7	0.9	2.7	14.2	14.0	4.2	-
2015	**Total**	**100.0**	**63.3**	**12.1**	**10.3**	**40.8**	**27.7**	**2.7**	**1.6**	**3.2**	**20.1**	**6.3**	**2.7**	**-**
	Men	100.0	64.6	9.1	11.7	43.8	33.1	3.3	2.1	3.5	24.2	0.7	1.6	-
	Women	100.0	61.5	16.3	8.4	36.8	20.3	1.8	1.0	2.9	14.6	14.0	4.3	-
2016	**Total**	**100.0**	**62.7**	**12.3**	**11.4**	**39.1**	**28.5**	**2.6**	**1.9**	**3.3**	**20.6**	**6.6**	**2.2**	**-**
	Men	100.0	64.2	9.3	13.0	41.8	33.7	3.1	2.4	3.5	24.6	0.8	1.3	-
	Women	100.0	60.8	16.3	9.1	35.4	21.4	1.8	1.3	3.2	15.1	14.5	3.4	-
2017	**Total**	**100.0**	**61.9**	**12.2**	**11.6**	**38.2**	**29.2**	**2.7**	**1.9**	**3.4**	**21.2**	**6.6**	**2.3**	**-**
	Men	100.0	63.5	9.2	13.4	40.9	34.3	3.4	2.3	3.5	25.1	0.9	1.4	-
	Women	100.0	59.7	16.1	9.1	34.5	22.4	1.9	1.2	3.3	16.0	14.4	3.5	-

Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
	Total	**100.0**	**61.5**	**12.3**	**11.3**	**38.0**	**29.7**	**2.9**	**1.8**	**3.4**	**21.5**	**6.6**	**2.2**	**-**
2018	Men	100.0	63.2	9.3	13.2	40.6	34.5	3.5	2.3	3.5	25.2	0.9	1.4	-
	Women	100.0	59.3	16.1	8.7	34.5	23.2	2.0	1.3	3.3	16.6	14.1	3.4	-
	Total	**100.0**	**61.3**	**12.1**	**11.3**	**38.0**	**30.1**	**2.8**	**1.8**	**3.6**	**21.9**	**6.4**	**2.2**	**-**
2019	Men	100.0	62.9	9.2	13.1	40.6	34.8	3.4	2.2	3.6	25.6	0.9	1.4	-
	Women	100.0	59.2	15.9	8.8	34.6	23.8	2.1	1.2	3.6	16.9	13.8	3.2	-
	Total	**100.0**	**61.9**	**13.4**	**10.9**	**37.6**	**30.4**	**2.8**	**1.8**	**3.9**	**21.9**	**5.6**	**2.1**	**-**
2020	Men	100.0	62.7	10.1	12.7	39.9	35.0	3.4	2.3	3.9	25.5	0.8	1.4	-
	Women	100.0	60.8	17.9	8.4	34.5	23.9	1.9	1.2	3.9	16.9	12.2	3.1	-
	Total	**100.0**	**60.8**	**12.4**	**11.4**	**37.0**	**31.4**	**2.5**	**1.6**	**4.2**	**23.1**	**5.7**	**2.1**	**-**
2021	Men	100.0	61.9	9.5	13.3	39.1	36.0	3.1	2.0	4.1	26.8	0.8	1.3	-
	Women	100.0	59.3	16.6	8.7	34.1	25.1	1.7	1.1	4.4	18.0	12.4	3.2	-
Chile														
	Total	**100.0**	**71.6**	**10.8**	**6.7**	**54.1**	**22.7**	**2.5**	**1.6**	**2.3**	**16.2**	**4.5**	**1.2**	**-**
2012	Men	100.0	75.8	8.4	7.5	59.8	23.2	3.1	2.3	2.4	15.3	0.3	0.7	-
	Women	100.0	65.5	14.3	5.5	45.7	21.9	1.6	0.6	2.2	17.5	10.7	1.9	-
	Total	**100.0**	**71.8**	**10.6**	**6.7**	**54.4**	**22.8**	**2.6**	**1.6**	**2.5**	**16.1**	**4.2**	**1.3**	**-**
2013	Men	100.0	75.5	8.3	7.6	59.6	23.5	3.2	2.2	2.6	15.4	0.3	0.7	-
	Women	100.0	66.4	14.0	5.5	46.9	21.8	1.8	0.7	2.2	17.1	9.8	2.0	-

▶ Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2014	**Total**	**100.0**	**71.2**	**11.2**	**6.9**	**53.1**	**23.4**	**2.6**	**1.5**	**2.9**	**16.5**	**4.1**	**1.3**	**-**
	Men	100.0	75.0	8.8	7.8	58.3	24.0	3.3	2.1	3.0	15.6	0.3	0.8	-
	Women	100.0	65.8	14.5	5.6	45.7	22.6	1.7	0.6	2.6	17.7	9.6	2.0	-
2015	**Total**	**100.0**	**71.5**	**11.3**	**7.1**	**53.1**	**23.5**	**2.6**	**1.5**	**2.8**	**16.5**	**3.8**	**1.2**	**-**
	Men	100.0	74.9	8.8	7.9	58.3	24.1	3.2	2.1	3.0	15.8	0.3	0.7	-
	Women	100.0	66.7	15.0	5.8	45.8	22.5	1.8	0.7	2.5	17.5	9.0	1.9	-
2016	**Total**	**100.0**	**70.7**	**10.9**	**7.2**	**52.7**	**24.1**	**2.6**	**1.4**	**2.8**	**17.3**	**3.9**	**1.2**	**-**
	Men	100.0	74.1	8.4	8.0	57.7	24.9	3.3	2.0	2.9	16.8	0.2	0.7	-
	Women	100.0	66.0	14.5	5.9	45.6	23.0	1.6	0.6	2.6	18.1	9.2	1.8	-
2017	**Total**	**100.0**	**70.1**	**11.4**	**7.1**	**51.6**	**25.1**	**2.9**	**1.4**	**3.2**	**17.6**	**3.8**	**1.1**	**-**
	Men	100.0	73.1	8.7	7.9	56.5	26.0	3.5	2.0	3.3	17.2	0.2	0.6	-
	Women	100.0	65.8	15.1	5.9	44.8	23.8	2.1	0.6	2.9	18.1	8.7	1.7	-
2018	**Total**	**100.0**	**70.6**	**11.8**	**6.8**	**51.9**	**24.6**	**2.7**	**1.5**	**3.1**	**17.4**	**3.7**	**1.1**	**-**
	Men	100.0	73.2	8.8	7.8	56.7	25.9	3.3	2.0	3.1	17.5	0.1	0.7	-
	Women	100.0	66.9	16.1	5.5	45.3	22.8	1.8	0.7	3.0	17.3	8.5	1.8	-
2019	**Total**	**100.0**	**70.6**	**12.3**	**6.9**	**51.4**	**24.9**	**2.6**	**1.5**	**3.3**	**17.5**	**3.6**	**1.0**	**-**
	Men	100.0	73.2	9.3	7.9	55.9	26.1	3.3	2.0	3.4	17.4	0.2	0.6	-
	Women	100.0	67.1	16.3	5.5	45.4	23.2	1.7	0.7	3.2	17.5	8.2	1.5	-

Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee							
					Private			Employers		Own-account workers				
			Total	Public	Establishments with a maximum of five workers	Establishments of six or more workers	Total	Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative	Domestic workers	Contributing family workers	Others
2020	**Total**	**100.0**	**70.1**	**14.2**	**7.3**	**48.6**	**22.1**	**2.3**	**1.0**	**2.8**	**16.0**	**2.6**	**0.9**	**4.3**
	Men	100.0	71.0	11.0	8.0	52.0	22.9	2.9	1.4	2.7	16.0	0.2	0.7	5.2
	Women	100.0	68.7	18.7	6.4	43.6	21.0	1.5	0.5	2.9	16.1	6.2	1.1	2.9
2021	**Total**	**100.0**	**68.4**	**13.1**	**6.3**	**48.9**	**23.9**	**2.0**	**1.0**	**3.0**	**17.9**	**2.5**	**0.8**	**4.3**
	Men	100.0	69.2	9.8	7.1	52.2	24.8	2.5	1.4	3.0	18.0	0.2	0.6	5.2
	Women	100.0	67.2	17.9	5.1	44.2	22.7	1.4	0.5	3.1	17.8	5.9	1.1	3.1
Colombia [e/]														
2012	**Total**	**100.0**	**43.0**	**4.1**	**12.4**	**26.4**	**48.7**	**4.3**	**0.7**	**3.7**	**40.0**	**3.5**	**4.7**	**0.1**
	Men	100.0	46.1	3.7	14.7	27.7	50.7	5.5	1.0	3.9	40.4	0.3	2.8	0.1
	Women	100.0	38.5	4.8	9.2	24.5	45.8	2.6	0.4	3.4	39.4	8.1	7.4	0.2
2013	**Total**	**100.0**	**44.0**	**4.2**	**12.3**	**27.5**	**48.1**	**3.9**	**0.7**	**3.9**	**39.6**	**3.4**	**4.4**	**0.1**
	Men	100.0	46.6	3.6	14.5	28.6	50.3	4.9	0.9	4.1	40.4	0.3	2.7	0.1
	Women	100.0	40.4	5.0	9.3	26.1	45.0	2.5	0.4	3.5	38.5	7.7	6.8	0.2
2014	**Total**	**100.0**	**44.9**	**4.1**	**12.0**	**28.9**	**47.5**	**3.5**	**0.7**	**3.9**	**39.4**	**3.3**	**4.2**	**0.1**
	Men	100.0	47.1	3.5	13.8	29.8	50.0	4.4	0.9	4.0	40.6	0.3	2.5	0.1
	Women	100.0	41.9	4.9	9.4	27.6	43.9	2.2	0.4	3.7	37.6	7.5	6.4	0.2
2015	**Total**	**100.0**	**45.3**	**4.0**	**12.0**	**29.2**	**47.4**	**3.5**	**0.6**	**3.8**	**39.4**	**3.3**	**4.0**	**0.1**
	Men	100.0	47.1	3.5	13.7	29.9	50.1	4.4	0.9	4.0	40.9	0.3	2.4	0.1
	Women	100.0	42.7	4.8	9.5	28.4	43.5	2.2	0.3	3.6	37.4	7.4	6.2	0.2

▶ Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2016	**Total**	**100.0**	**45.6**	**4.1**	**11.7**	**29.7**	**47.7**	**3.3**	**0.6**	**4.0**	**39.9**	**3.0**	**3.6**	**0.1**
	Men	100.0	47.1	3.7	13.5	30.0	50.4	4.1	0.7	4.1	41.5	0.3	2.1	0.0
	Women	100.0	43.4	4.8	9.3	29.3	44.0	2.1	0.3	3.7	37.8	6.9	5.6	0.2
2017	**Total**	**100.0**	**45.4**	**3.9**	**11.6**	**29.8**	**48.0**	**3.5**	**0.6**	**4.0**	**40.0**	**3.0**	**3.5**	**0.1**
	Men	100.0	46.7	3.4	13.3	30.1	51.0	4.4	0.8	4.1	41.8	0.2	2.0	0.0
	Women	100.0	43.5	4.7	9.3	29.5	43.8	2.1	0.3	3.7	37.6	6.9	5.7	0.1
2018	**Total**	**100.0**	**45.2**	**4.0**	**11.4**	**29.7**	**48.5**	**3.5**	**0.6**	**4.1**	**40.4**	**2.9**	**3.3**	**0.1**
	Men	100.0	46.1	3.5	12.9	29.7	51.7	4.3	0.8	4.2	42.3	0.3	1.8	0.0
	Women	100.0	43.8	4.7	9.3	29.8	44.0	2.2	0.4	3.9	37.5	6.6	5.4	0.1
2019	**Total**	**100.0**	**47.0**	**4.0**	**12.3**	**30.6**	**46.7**	**3.0**	**0.6**	**4.2**	**39.0**	**3.1**	**3.2**	**0.1**
	Men	100.0	48.8	3.5	14.1	31.1	49.0	3.7	0.8	4.1	40.4	0.3	1.9	0.0
	Women	100.0	44.4	4.7	9.8	30.0	43.5	2.0	0.3	4.2	36.9	7.0	5.1	0.1
2020	**Total**	**100.0**	**45.1**	**4.3**	**11.6**	**29.2**	**48.8**	**2.6**	**0.6**	**4.7**	**40.9**	**2.6**	**3.2**	**0.4**
	Men	100.0	46.5	3.7	13.8	29.0	50.9	3.3	0.8	4.5	42.3	0.4	2.0	0.3
	Women	100.0	42.9	5.3	8.1	29.5	45.6	1.6	0.3	4.9	38.8	6.0	5.1	0.4
2021	**Total**	**100.0**	**48.7**	**4.9**	**12.3**	**31.5**	**46.4**	**2.0**	**0.4**	**2.0**	**42.0**	**2.4**	**2.1**	**0.4**
	Men	100.0	48.6	4.1	14.0	30.5	49.5	2.4	0.5	2.0	44.6	0.2	1.3	0.4
	Women	100.0	49.0	6.2	9.8	32.9	41.5	1.4	0.2	2.0	37.9	5.7	3.3	0.5

Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
Costa Rica														
2012	**Total**	**100.0**	**72.9**	**15.6**	**18.3**	**39.1**	**20.9**	**2.1**	**0.8**	**3.1**	**15.0**	**4.3**	**1.8**	**0.0**
	Men	100.0	75.1	12.9	17.8	44.4	23.9	2.8	1.0	3.4	16.7	0.1	0.9	0.1
	Women	100.0	69.5	19.8	19.1	30.5	16.2	0.9	0.5	2.5	12.3	11.0	3.3	0.0
2013	**Total**	**100.0**	**70.0**	**15.3**	**17.7**	**37.0**	**23.1**	**2.6**	**0.7**	**3.3**	**16.5**	**4.2**	**2.4**	**0.3**
	Men	100.0	71.2	12.2	16.6	42.4	26.8	3.2	1.0	4.0	18.7	0.4	1.3	0.3
	Women	100.0	68.1	20.1	19.6	28.5	17.3	1.7	0.2	2.3	13.1	10.3	4.1	0.2
2014	**Total**	**100.0**	**70.5**	**14.3**	**17.3**	**38.9**	**22.1**	**2.4**	**1.0**	**2.6**	**16.1**	**4.7**	**2.3**	**0.4**
	Men	100.0	72.6	12.0	16.4	44.2	25.1	3.0	1.3	2.9	17.9	0.3	1.4	0.5
	Women	100.0	67.1	18.1	18.9	30.1	17.2	1.5	0.4	2.2	13.1	11.8	3.7	0.2
2015	**Total**	**100.0**	**70.1**	**13.3**	**18.6**	**38.3**	**21.8**	**2.3**	**0.8**	**2.6**	**16.0**	**4.9**	**2.5**	**0.6**
	Men	100.0	72.8	10.9	18.3	43.6	24.7	2.9	1.1	2.9	17.8	0.2	1.6	0.7
	Women	100.0	65.9	17.1	19.2	29.6	17.0	1.4	0.4	2.2	13.0	12.7	4.0	0.4
2016	**Total**	**100.0**	**71.7**	**13.7**	**18.0**	**40.0**	**21.2**	**2.6**	**1.2**	**2.0**	**15.5**	**4.4**	**2.2**	**0.4**
	Men	100.0	73.6	11.1	17.7	44.9	24.5	3.2	1.4	1.9	18.0	0.0	1.4	0.4
	Women	100.0	68.4	18.2	18.7	31.6	15.6	1.6	0.7	2.1	11.1	12.0	3.6	0.3
2017	**Total**	**100.0**	**71.5**	**14.3**	**17.0**	**40.2**	**22.3**	**2.8**	**1.3**	**2.3**	**16.0**	**3.7**	**2.0**	**0.4**
	Men	100.0	73.2	11.8	16.6	44.9	25.0	3.4	1.7	2.3	17.6	0.0	1.3	0.4
	Women	100.0	68.7	18.6	17.8	32.3	17.7	1.8	0.4	2.3	13.1	10.1	3.2	0.4

▶ Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2018	**Total**	**100.0**	**70.4**	**12.7**	**17.0**	**40.7**	**23.4**	**3.0**	**1.1**	**2.2**	**17.1**	**4.1**	**1.7**	**0.3**
	Men	100.0	73.2	10.4	16.3	46.4	25.3	3.9	1.4	2.0	18.0	0.1	1.1	0.4
	Women	100.0	65.8	16.5	18.3	31.0	20.2	1.4	0.6	2.7	15.4	11.0	2.8	0.3
2019	**Total**	**100.0**	**68.4**	**13.9**	**16.5**	**38.0**	**24.7**	**2.8**	**0.6**	**3.3**	**18.0**	**4.6**	**2.0**	**0.4**
	Men	100.0	71.0	11.2	16.0	43.9	27.2	3.3	0.8	3.3	19.7	0.1	1.3	0.4
	Women	100.0	64.3	18.2	17.4	28.7	20.6	1.9	0.2	3.2	15.3	11.7	3.0	0.3
2020	**Total**	**100.0**	**68.6**	**14.9**	**16.1**	**37.6**	**25.2**	**2.5**	**0.7**	**2.6**	**19.5**	**3.7**	**2.0**	**0.5**
	Men	100.0	69.9	11.2	17.0	41.7	28.2	3.0	1.0	2.4	21.9	0.0	1.3	0.6
	Women	100.0	66.5	21.2	14.7	30.5	20.2	1.7	0.2	2.9	15.4	10.0	3.2	0.2
2021	**Total**	**100.0**	**67.1**	**13.7**	**16.4**	**37.0**	**25.8**	**2.3**	**0.7**	**2.6**	**20.3**	**4.3**	**1.6**	**1.2**
	Men	100.0	68.7	10.2	17.5	41.0	28.7	2.8	0.9	2.7	22.3	0.0	1.1	1.5
	Women	100.0	64.3	19.4	14.5	30.3	21.1	1.5	0.4	2.3	17.0	11.4	2.5	0.8
Ecuador f/														
2012	**Total**	**100.0**	**50.7**	**8.7**	**16.5**	**25.5**	**36.7**	**3.5**	**0.5**	**1.5**	**31.2**	**2.6**	**10.0**	**0.0**
	Men	100.0	57.3	7.8	20.7	28.8	37.1	4.4	0.7	1.7	30.3	0.3	5.3	0.0
	Women	100.0	40.6	10.1	10.1	20.4	36.1	2.1	0.2	1.3	32.5	6.1	17.1	0.0
2013	**Total**	**100.0**	**51.8**	**9.1**	**16.7**	**26.0**	**35.7**	**2.7**	**0.7**	**1.4**	**30.9**	**2.8**	**9.7**	**0.0**
	Men	100.0	59.2	8.3	21.0	30.0	35.4	3.4	1.0	1.6	29.4	0.3	5.1	0.0
	Women	100.0	40.5	10.3	10.2	20.0	36.1	1.7	0.3	1.0	33.2	6.7	16.7	0.0

Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2014	**Total**	**100.0**	**54.0**	**9.5**	**17.7**	**26.8**	**34.7**	**2.8**	**0.5**	**1.4**	**29.9**	**3.0**	**8.4**	**0.0**
	Men	100.0	61.6	8.6	22.2	30.8	33.7	3.6	0.7	1.6	27.8	0.3	4.3	0.0
	Women	100.0	42.2	10.9	10.7	20.5	36.1	1.7	0.2	1.0	33.2	7.0	14.7	0.0
2015	**Total**	**100.0**	**52.3**	**9.4**	**17.4**	**25.5**	**34.8**	**2.8**	**0.5**	**1.4**	**30.2**	**2.6**	**10.3**	**0.0**
	Men	100.0	60.5	8.8	21.9	29.8	33.9	3.5	0.7	1.6	28.2	0.3	5.3	0.0
	Women	100.0	40.3	10.2	10.7	19.3	36.1	1.7	0.2	1.1	33.1	6.1	17.5	0.0
2016	**Total**	**100.0**	**48.5**	**9.2**	**16.1**	**23.2**	**36.6**	**2.8**	**0.5**	**1.6**	**31.6**	**2.6**	**12.3**	**0.0**
	Men	100.0	57.2	8.6	20.7	27.9	35.8	3.5	0.6	1.8	29.9	0.2	6.7	0.0
	Women	100.0	36.5	10.0	9.7	16.8	37.5	1.9	0.2	1.3	34.1	5.9	20.0	0.0
2017	**Total**	**100.0**	**47.7**	**9.0**	**16.8**	**21.9**	**36.6**	**2.6**	**0.3**	**1.6**	**32.0**	**2.7**	**13.0**	**0.0**
	Men	100.0	56.6	8.6	21.6	26.5	35.9	3.4	0.5	1.7	30.2	0.3	7.2	0.0
	Women	100.0	35.4	9.6	10.2	15.6	37.6	1.5	0.1	1.5	34.5	6.1	20.9	0.0
2018	**Total**	**100.0**	**47.1**	**8.0**	**16.7**	**22.4**	**37.3**	**2.6**	**0.4**	**2.1**	**32.2**	**2.7**	**13.0**	**0.0**
	Men	100.0	55.8	7.7	21.5	26.6	37.0	3.1	0.6	2.2	31.0	0.3	7.0	0.0
	Women	100.0	34.8	8.4	9.8	16.5	37.7	1.8	0.2	1.8	33.9	6.1	21.4	0.0
2019	**Total**	**100.0**	**45.8**	**7.7**	**16.3**	**21.8**	**38.1**	**2.5**	**0.4**	**2.2**	**33.1**	**2.8**	**13.4**	**0.0**
	Men	100.0	54.5	7.3	21.2	26.0	37.8	3.1	0.5	2.4	31.8	0.2	7.5	0.0
	Women	100.0	33.5	8.2	9.4	15.9	38.6	1.6	0.2	2.0	34.8	6.2	21.6	0.0

▶ Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2020	**Total**	**100.0**	**42.7**	**7.8**	**15.5**	**19.4**	**39.6**	**2.0**	**0.3**	**2.6**	**34.7**	**2.2**	**15.4**	**-**
	Men	100.0	50.9	7.0	20.8	23.1	39.0	2.6	0.4	2.5	33.6	0.5	9.5	-
	Women	100.0	31.1	8.9	7.9	14.2	40.4	1.3	0.1	2.7	36.3	4.7	23.9	-
2021	**Total**	**100.0**	**43.6**	**7.1**	**16.4**	**20.1**	**38.7**	**2.2**	**0.2**	**2.5**	**33.8**	**2.1**	**15.6**	**-**
	Men	100.0	51.7	6.4	21.5	23.8	38.4	2.6	0.3	2.5	33.0	0.2	9.7	-
	Women	100.0	32.2	8.0	9.3	14.9	39.2	1.5	0.1	2.6	35.0	4.7	23.9	-
El Salvador														
2012	**Total**	**100.0**	**53.8**	**8.1**	**17.2**	**28.5**	**34.0**	**3.8**	**0.5**	**1.0**	**28.8**	**4.4**	**7.7**	**0.1**
	Men	100.0	62.2	7.8	22.3	32.1	29.5	4.4	0.6	1.3	23.2	0.6	7.6	0.1
	Women	100.0	42.0	8.6	10.1	23.3	40.3	2.9	0.2	0.6	36.6	9.6	8.0	0.1
2013	**Total**	**100.0**	**53.6**	**8.3**	**16.4**	**28.9**	**34.2**	**3.9**	**0.4**	**1.2**	**28.8**	**4.4**	**7.7**	**0.1**
	Men	100.0	62.6	8.1	21.1	33.3	29.6	4.6	0.6	1.6	22.8	0.6	7.1	0.1
	Women	100.0	41.4	8.6	9.9	22.9	40.4	2.9	0.2	0.7	36.7	9.6	8.5	0.2
2014	**Total**	**100.0**	**55.7**	**8.4**	**17.1**	**30.1**	**32.2**	**3.8**	**0.4**	**0.9**	**27.1**	**4.7**	**7.4**	**0.1**
	Men	100.0	64.3	8.2	21.7	34.4	28.1	4.4	0.5	1.2	21.9	0.5	6.9	0.2
	Women	100.0	44.0	8.8	10.8	24.3	37.7	3.0	0.2	0.5	34.0	10.3	7.9	0.1
2015	**Total**	**100.0**	**55.0**	**7.6**	**17.4**	**29.9**	**33.5**	**4.0**	**0.4**	**1.2**	**27.9**	**4.5**	**6.9**	**0.2**
	Men	100.0	63.7	7.4	22.6	33.7	29.3	4.8	0.5	1.5	22.5	0.6	6.1	0.2
	Women	100.0	42.6	7.9	10.0	24.6	39.3	2.9	0.2	0.7	35.5	9.9	7.9	0.2

Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2016	**Total**	**100.0**	**54.9**	**7.1**	**17.7**	**30.1**	**32.8**	**3.5**	**0.5**	**0.8**	**28.0**	**5.0**	**7.1**	**0.2**
	Men	100.0	64.6	7.2	22.6	34.8	28.6	4.1	0.6	1.1	22.7	0.8	5.8	0.2
	Women	100.0	41.6	7.1	10.8	23.7	38.6	2.6	0.2	0.5	35.3	10.9	8.9	0.1
2017	**Total**	**100.0**	**55.1**	**7.2**	**18.1**	**29.8**	**33.2**	**3.5**	**0.3**	**0.9**	**28.5**	**4.5**	**7.0**	**0.2**
	Men	100.0	64.2	7.1	22.8	34.3	28.7	4.1	0.5	1.1	23.0	0.8	6.2	0.2
	Women	100.0	42.3	7.4	11.6	23.3	39.6	2.8	0.1	0.6	36.1	9.8	8.1	0.2
2018	**Total**	**100.0**	**56.6**	**7.7**	**18.5**	**30.4**	**32.9**	**4.1**	**0.4**	**1.4**	**27.0**	**4.4**	**5.9**	**0.2**
	Men	100.0	65.3	7.3	23.4	34.5	28.7	5.1	0.5	1.5	21.5	0.8	5.0	0.2
	Women	100.0	44.3	8.3	11.7	24.4	38.7	2.5	0.2	1.2	34.8	9.6	7.2	0.1
2019	**Total**	**100.0**	**55.9**	**7.6**	**19.1**	**29.2**	**33.3**	**4.1**	**0.3**	**1.4**	**27.5**	**4.7**	**5.7**	**0.4**
	Men	100.0	65.8	7.4	24.5	34.0	28.6	4.4	0.5	1.6	22.1	0.6	4.6	0.4
	Women	100.0	41.9	8.0	11.4	22.5	40.1	3.7	0.1	1.0	35.3	10.4	7.3	0.4
2020	**Total**	**100.0**	**56.9**	**7.9**	**24.7**	**24.3**	**33.6**	**3.6**	**0.3**	**1.3**	**28.4**	**4.4**	**5.1**	**-**
	Men	100.0	67.2	8.1	31.2	27.9	27.8	4.1	0.4	1.6	21.8	0.7	4.3	-
	Women	100.0	42.2	7.7	15.4	19.1	41.8	3.0	0.2	0.8	37.8	9.7	6.3	-
2021	**Total**	**100.0**	**58.9**	**8.1**	**22.4**	**28.4**	**32.2**	**3.5**	**0.2**	**1.2**	**27.3**	**4.3**	**4.6**	**-**
	Men	100.0	69.1	7.8	28.9	32.4	27.0	4.4	0.3	1.3	21.0	0.5	3.4	-
	Women	100.0	44.6	8.4	13.4	22.8	39.5	2.3	0.1	1.0	36.0	9.6	6.3	-

▶ Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
Guatemala [g/]														
2012	**Total**	**100.0**	**49.3**	**5.3**	**20.8**	**23.1**	**33.6**	**2.5**	**0.3**	**1.2**	**29.6**	**3.5**	**13.7**	**-**
	Men	100.0	59.0	4.3	27.1	27.6	29.4	2.4	0.5	1.1	25.4	0.3	11.3	-
	Women	100.0	32.5	7.0	10.0	15.4	40.9	2.6	0.1	1.3	36.9	9.1	17.6	-
2013	**Total**	**100.0**	**52.8**	**6.3**	**19.5**	**27.0**	**33.7**	**2.3**	**0.4**	**1.4**	**29.6**	**3.6**	**9.8**	**-**
	Men	100.0	59.6	4.8	24.3	30.5	31.5	2.5	0.5	1.4	27.1	0.3	8.6	-
	Women	100.0	40.4	8.9	10.7	20.8	37.7	2.0	0.2	1.4	34.1	9.8	12.1	-
2014	**Total**	**100.0**	**56.5**	**6.5**	**20.9**	**29.1**	**30.7**	**2.6**	**0.3**	**1.0**	**26.7**	**2.8**	**10.1**	**-**
	Men	100.0	63.0	5.2	24.6	33.3	28.3	2.9	0.4	1.0	23.9	0.2	8.4	-
	Women	100.0	44.4	8.9	14.1	21.4	35.1	2.2	0.1	0.8	31.9	7.4	13.1	-
2015	**Total**	**100.0**	**57.4**	**6.2**	**21.1**	**30.1**	**30.0**	**2.5**	**0.2**	**0.8**	**26.5**	**2.9**	**9.7**	**-**
	Men	100.0	64.5	4.5	25.4	34.5	26.9	2.5	0.3	0.8	23.3	0.1	8.4	-
	Women	100.0	43.1	9.5	12.3	21.3	36.1	2.5	0.1	0.7	32.8	8.6	12.3	-
2016	**Total**	**100.0**	**58.7**	**6.3**	**22.2**	**30.3**	**29.2**	**2.7**	**0.4**	**0.9**	**25.2**	**3.6**	**8.4**	**0.0**
	Men	100.0	67.2	5.0	26.8	35.4	25.8	2.9	0.5	0.8	21.5	0.2	6.8	0.0
	Women	100.0	42.7	8.6	13.6	20.4	35.8	2.2	0.1	1.2	32.3	10.1	11.4	-
2017	**Total**	**100.0**	**56.3**	**6.4**	**21.9**	**28.0**	**30.8**	**2.5**	**0.4**	**0.8**	**27.2**	**3.3**	**9.6**	**-**
	Men	100.0	64.0	5.1	26.6	32.3	27.3	2.7	0.5	0.9	23.3	0.2	8.5	-
	Women	100.0	41.0	8.9	12.7	19.3	37.7	2.0	0.1	0.7	34.8	9.4	11.9	-

Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2018	Total	100.0	55.0	6.2	21.4	27.4	30.9	2.4	0.3	0.7	27.5	4.4	9.7	0.0
	Men	100.0	63.2	5.1	26.3	31.7	28.3	2.6	0.4	0.7	24.6	0.1	8.5	0.0
	Women	100.0	39.3	8.2	12.0	19.0	35.9	2.0	0.1	0.6	33.2	12.8	12.1	-
2019	Total	100.0	59.3	6.7	23.9	28.8	28.2	2.5	0.3	0.8	24.6	4.1	8.4	-
	Men	100.0	66.9	5.5	28.7	32.6	26.0	2.8	0.4	0.8	22.0	0.2	7.0	-
	Women	100.0	44.5	8.9	14.4	21.2	32.5	1.8	0.1	1.0	29.6	11.8	11.1	-
2020	Total	100.0	-	-	-	-	-	-	-	-	-	-	-	-
	Men	100.0	-	-	-	-	-	-	-	-	-	-	-	-
	Women	100.0	-	-	-	-	-	-	-	-	-	-	-	-
2021	Total	100.0	50.6	6.0	20.2	24.4	37.7	3.7	0.5	1.0	32.5	3.2	8.5	-
	Men	100.0	58.7	5.2	24.6	28.9	34.6	4.3	0.6	0.9	28.9	0.1	6.6	-
	Women	100.0	36.4	7.3	12.5	16.5	43.1	2.8	0.2	1.1	38.9	8.6	11.9	-
Honduras [h/]														
2012	Total	100.0	39.8	6.6	15.1	18.0	44.7	2.7	0.5	1.4	40.1	2.1	13.3	0.0
	Men	100.0	41.8	4.6	18.8	18.3	43.7	2.9	0.6	1.2	38.9	0.2	14.3	0.0
	Women	100.0	35.9	10.3	8.1	17.5	46.7	2.3	0.3	1.6	42.5	5.8	11.5	0.1
2013	Total	100.0	40.1	5.3	15.8	19.1	44.6	2.6	0.3	1.4	40.3	2.7	12.6	0.0
	Men	100.0	44.1	3.6	20.8	19.7	43.1	2.8	0.3	1.5	38.5	0.2	12.6	0.0
	Women	100.0	33.2	8.3	7.0	17.9	47.2	2.2	0.2	1.4	43.5	7.0	12.7	-

▶ Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2014	**Total**	**100.0**	**44.8**	**6.2**	**16.4**	**22.2**	**40.6**	**3.0**	**0.3**	**1.4**	**35.9**	**3.1**	**11.4**	**0.1**
	Men	100.0	49.9	4.3	22.3	23.4	38.9	3.3	0.4	1.4	33.8	0.4	10.7	0.1
	Women	100.0	36.5	9.4	6.7	20.3	43.4	2.5	0.2	1.3	39.4	7.6	12.5	0.1
2015	**Total**	**100.0**	**44.0**	**6.4**	**16.6**	**21.0**	**40.3**	**2.2**	**0.4**	**1.6**	**36.1**	**2.7**	**12.9**	**0.1**
	Men	100.0	49.1	4.8	22.5	21.8	38.3	2.5	0.5	1.6	33.7	0.3	12.2	0.1
	Women	100.0	35.7	9.0	7.1	19.6	43.6	1.8	0.2	1.5	40.1	6.6	14.0	0.0
2016	**Total**	**100.0**	**47.7**	**6.5**	**16.8**	**24.4**	**38.4**	**2.8**	**0.3**	**1.9**	**33.4**	**2.6**	**11.2**	**0.1**
	Men	100.0	53.3	5.0	22.8	25.5	35.9	3.0	0.3	2.0	30.8	0.3	10.3	0.2
	Women	100.0	38.8	8.9	7.3	22.6	42.3	2.5	0.3	1.8	37.7	6.4	12.6	-
2017	**Total**	**100.0**	**43.0**	**5.5**	**17.8**	**19.8**	**42.1**	**2.8**	**0.3**	**1.7**	**37.3**	**3.3**	**11.5**	**0.0**
	Men	100.0	49.0	3.7	24.7	20.6	39.7	3.0	0.3	1.6	34.8	0.7	10.6	-
	Women	100.0	33.1	8.3	6.4	18.4	46.2	2.6	0.3	1.8	41.5	7.7	12.9	0.1
2018	**Total**	**100.0**	**43.4**	**5.8**	**17.9**	**19.7**	**40.3**	**2.9**	**0.4**	**1.8**	**35.2**	**3.3**	**13.0**	**0.1**
	Men	100.0	50.2	4.2	24.5	21.6	37.3	2.9	0.6	1.8	31.9	0.7	11.7	0.1
	Women	100.0	32.8	8.3	7.8	16.7	45.0	2.9	0.1	1.8	40.2	7.3	14.9	0.1
2019	**Total**	**100.0**	**45.4**	**6.3**	**17.9**	**21.2**	**39.4**	**2.6**	**0.4**	**1.7**	**34.8**	**2.7**	**12.3**	**0.1**
	Men	100.0	50.2	4.2	23.6	22.3	37.4	2.6	0.5	1.5	32.8	0.3	11.9	0.2
	Women	100.0	37.3	9.9	8.1	19.3	42.9	2.7	0.2	1.9	38.2	6.7	13.0	0.0

Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2020	Total	100.0	44.3	6.0	16.9	21.4	45.0	3.0	0.4	2.3	39.3	2.4	6.7	1.6
	Men	100.0	52.5	4.3	22.3	25.9	40.5	3.5	0.6	2.6	33.9	0.2	5.2	1.5
	Women	100.0	33.0	8.3	9.4	15.3	51.2	2.3	0.2	1.9	46.8	5.4	8.6	1.7
2021	Total	100.0	-	-	-	-	-	-	-	-	-	-	-	-
	Men	100.0	-	-	-	-	-	-	-	-	-	-	-	-
	Women	100.0	-	-	-	-	-	-	-	-	-	-	-	-
Mexico														
2012	Total	100.0	59.9	11.2	17.9	30.9	26.8	3.8	0.7	1.6	20.6	4.5	6.1	2.6
	Men	100.0	64.3	9.5	21.7	33.1	27.6	4.8	1.0	1.9	19.9	0.6	4.4	3.0
	Women	100.0	52.9	13.8	11.7	27.4	25.5	2.1	0.3	1.3	21.8	10.9	8.9	1.8
2013	Total	100.0	59.8	11.0	17.2	31.6	27.1	3.7	0.7	1.7	21.0	4.5	5.8	2.8
	Men	100.0	63.6	9.2	20.7	33.7	28.1	4.8	1.0	1.9	20.5	0.7	4.3	3.3
	Women	100.0	53.5	13.8	11.6	28.2	25.5	2.0	0.3	1.4	21.8	10.7	8.2	2.1
2014	Total	100.0	60.2	10.6	17.4	32.2	26.6	3.5	0.6	1.7	20.8	4.6	5.5	3.0
	Men	100.0	64.0	8.9	21.0	34.1	27.8	4.5	0.9	1.9	20.5	0.7	4.0	3.5
	Women	100.0	54.0	13.5	11.6	28.9	24.7	1.9	0.3	1.3	21.3	11.1	8.0	2.2
2015	Total	100.0	59.9	10.3	17.4	32.2	26.7	3.7	0.6	1.8	20.7	4.7	5.3	3.3
	Men	100.0	63.9	8.5	21.0	34.4	27.7	4.7	0.8	2.0	20.1	0.7	3.9	3.8
	Women	100.0	53.4	13.1	11.6	28.7	25.2	2.0	0.3	1.4	21.5	11.3	7.7	2.4

▶ Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2016	**Total**	**100.0**	**60.3**	**9.9**	**17.3**	**33.0**	**26.7**	**3.7**	**0.6**	**1.8**	**20.6**	**4.6**	**4.9**	**3.5**
	Men	100.0	64.2	8.2	20.9	35.1	27.6	4.8	0.9	2.0	19.9	0.7	3.5	4.0
	Women	100.0	53.9	12.8	11.5	29.6	25.3	2.0	0.3	1.5	21.6	10.9	7.2	2.6
2017	**Total**	**100.0**	**60.4**	**9.8**	**17.2**	**33.4**	**26.7**	**3.8**	**0.7**	**1.8**	**20.4**	**4.5**	**4.7**	**3.7**
	Men	100.0	63.8	8.1	20.6	35.1	28.0	4.9	0.9	2.1	20.1	0.6	3.3	4.3
	Women	100.0	54.9	12.6	11.6	30.7	24.6	2.1	0.3	1.5	20.8	10.7	6.9	2.7
2018	**Total**	**100.0**	**60.1**	**9.6**	**17.0**	**33.6**	**27.1**	**4.0**	**0.7**	**1.9**	**20.4**	**4.3**	**4.5**	**4.0**
	Men	100.0	63.3	7.9	20.2	35.2	28.3	5.1	1.0	2.1	20.1	0.6	3.1	4.6
	Women	100.0	54.9	12.3	11.7	30.9	25.1	2.2	0.3	1.6	20.9	10.2	6.7	3.1
2019	**Total**	**100.0**	**59.7**	**9.4**	**17.1**	**33.2**	**27.4**	**4.1**	**0.7**	**2.0**	**20.6**	**4.4**	**4.6**	**4.0**
	Men	100.0	63.3	7.6	20.5	35.1	28.2	5.3	0.9	2.1	19.9	0.7	3.2	4.6
	Women	100.0	54.2	12.2	11.9	30.2	26.0	2.2	0.3	1.7	21.8	10.1	6.7	3.0
2020	**Total**	**100.0**	**60.9**	**11.1**	**17.6**	**32.2**	**26.5**	**4.0**	**0.7**	**1.9**	**19.9**	**4.4**	**4.0**	**4.2**
	Men	100.0	63.5	9.0	20.9	33.6	28.2	5.1	0.9	2.0	20.1	0.7	2.8	4.9
	Women	100.0	56.8	14.3	12.4	30.1	23.8	2.3	0.2	1.7	19.5	10.3	5.8	3.3
2021	**Total**	**100.0**	**59.5**	**10.3**	**17.4**	**31.8**	**27.7**	**4.3**	**0.7**	**1.2**	**21.6**	**3.9**	**4.1**	**4.8**
	Men	100.0	62.2	8.3	20.7	33.2	28.7	5.4	0.9	1.2	21.1	0.6	2.9	5.5
	Women	100.0	55.2	13.3	12.2	29.7	26.1	2.5	0.3	1.1	22.2	9.1	6.1	3.6

Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
Panama														
2012	**Total**	**100.0**	**63.3**	**15.3**	**8.6**	**39.4**	**27.2**	**1.9**	**0.9**	**1.6**	**22.8**	**4.7**	**4.8**	**-**
	Men	100.0	65.1	11.8	10.9	42.4	30.8	2.3	1.1	1.8	25.6	0.8	3.3	-
	Women	100.0	60.6	20.8	5.1	34.8	21.5	1.3	0.5	1.3	18.4	10.7	7.2	-
2013	**Total**	**100.0**	**63.3**	**15.1**	**8.5**	**39.7**	**27.3**	**1.6**	**0.8**	**1.6**	**23.3**	**4.4**	**4.9**	**-**
	Men	100.0	64.9	11.7	11.0	42.2	31.0	2.1	1.1	1.7	26.0	1.0	3.1	-
	Women	100.0	60.8	20.3	4.7	35.8	21.7	0.9	0.3	1.4	19.1	9.7	7.8	-
2014	**Total**	**100.0**	**62.8**	**15.2**	**8.4**	**39.1**	**28.1**	**2.0**	**0.8**	**1.8**	**23.6**	**4.5**	**4.5**	**-**
	Men	100.0	64.0	11.3	11.0	41.7	31.7	2.6	1.1	1.7	26.3	1.0	3.2	-
	Women	100.0	60.9	21.1	4.6	35.3	22.8	1.1	0.4	1.8	19.5	9.8	6.5	-
2015	**Total**	**100.0**	**62.0**	**15.8**	**8.3**	**37.9**	**29.4**	**2.2**	**0.9**	**1.8**	**24.5**	**4.3**	**4.3**	**-**
	Men	100.0	63.1	12.6	10.5	40.0	32.6	2.7	1.3	1.6	27.1	1.0	3.2	-
	Women	100.0	60.2	20.4	5.0	34.8	24.5	1.4	0.4	2.2	20.5	9.2	6.1	-
2016	**Total**	**100.0**	**60.2**	**15.8**	**7.6**	**36.8**	**30.9**	**2.2**	**1.4**	**1.8**	**25.5**	**4.0**	**4.9**	**-**
	Men	100.0	61.6	12.6	9.9	39.1	34.1	2.7	1.8	1.8	27.8	0.9	3.3	-
	Women	100.0	58.1	20.4	4.3	33.3	26.1	1.5	0.7	1.7	22.2	8.6	7.2	-
2017	**Total**	**100.0**	**61.0**	**16.4**	**7.5**	**37.1**	**30.4**	**1.6**	**1.0**	**1.9**	**25.9**	**3.9**	**4.7**	**-**
	Men	100.0	62.0	12.9	9.3	39.8	33.8	2.1	1.3	1.8	28.6	0.9	3.3	-
	Women	100.0	59.6	21.6	4.7	33.2	25.5	1.0	0.5	2.0	22.0	8.4	6.6	-

▶ Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
	Total	**100.0**	**58.5**	**15.7**	**7.7**	**35.1**	**32.7**	**1.9**	**1.2**	**2.0**	**27.5**	**4.0**	**4.7**	**0.0**
2018	Men	100.0	60.4	12.7	9.8	37.9	35.3	2.3	1.6	2.0	29.3	0.8	3.4	0.0
	Women	100.0	55.7	20.0	4.6	31.1	28.9	1.3	0.7	2.1	24.9	8.7	6.6	0.1
	Total	**100.0**	**56.2**	**15.3**	**7.0**	**33.9**	**33.7**	**1.8**	**1.1**	**2.2**	**28.7**	**4.6**	**5.5**	**0.0**
2019	Men	100.0	58.2	12.6	9.4	36.2	37.1	2.1	1.4	2.3	31.3	0.9	3.9	0.0
	Women	100.0	53.3	19.0	3.7	30.6	29.1	1.4	0.7	2.0	25.0	9.9	7.7	0.0
	Total	**100.0**	**51.4**	**19.4**	**7.1**	**24.8**	**39.2**	**1.6**	**0.6**	**1.8**	**35.2**	**4.4**	**5.1**	**0.0**
2020	Men	100.0	51.2	14.4	10.1	26.7	44.1	2.2	0.8	2.0	39.1	1.2	3.5	0.0
	Women	100.0	51.6	26.7	2.9	22.0	32.1	0.8	0.2	1.5	29.6	8.9	7.4	0.0
	Total	**100.0**	**55.0**	**17.2**	**7.7**	**30.0**	**35.9**	**2.1**	**1.0**	**2.4**	**30.4**	**4.2**	**4.9**	**0.0**
2021	Men	100.0	55.7	13.4	10.4	32.0	39.7	2.4	1.3	2.5	33.4	0.8	3.8	0.0
	Women	100.0	53.9	22.9	3.9	27.1	30.4	1.6	0.6	2.3	26.0	9.0	6.7	-
Paraguay														
	Total	**100.0**	**43.1**	**9.2**	**13.9**	**20.0**	**40.4**	**4.4**	**1.2**	**1.3**	**33.5**	**6.4**	**8.6**	**1.5**
2012	Men	100.0	49.7	8.1	17.9	23.7	38.1	5.5	1.6	1.5	29.6	0.8	9.2	2.1
	Women	100.0	33.6	10.8	8.2	14.7	43.6	2.8	0.7	1.1	39.0	14.3	7.8	0.6
	Total	**100.0**	**44.5**	**10.9**	**14.4**	**19.2**	**36.9**	**5.4**	**0.8**	**1.6**	**29.0**	**7.4**	**7.9**	**3.3**
2013	Men	100.0	50.2	9.2	18.5	22.5	36.9	6.7	1.0	1.4	27.8	0.9	7.7	4.3
	Women	100.0	36.4	13.3	8.5	14.6	37.0	3.6	0.6	1.9	30.8	16.6	8.2	1.8

Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2014	**Total**	**100.0**	**46.6**	**9.9**	**14.9**	**21.8**	**36.9**	**5.2**	**1.2**	**1.7**	**28.9**	**6.9**	**6.9**	**2.7**
	Men	100.0	52.8	8.2	19.2	25.4	35.9	6.3	1.4	1.6	26.6	0.7	7.3	3.4
	Women	100.0	37.1	12.7	8.1	16.3	38.5	3.5	0.7	1.9	32.4	16.6	6.2	1.6
2015	**Total**	**100.0**	**45.8**	**11.2**	**14.3**	**20.4**	**34.8**	**3.8**	**0.8**	**1.9**	**28.2**	**7.0**	**8.9**	**3.5**
	Men	100.0	52.1	9.2	18.0	24.8	36.7	5.3	0.9	1.7	28.8	0.6	6.6	4.0
	Women	100.0	36.7	14.1	8.8	13.9	32.0	1.7	0.6	2.3	27.4	16.3	12.2	2.8
2016	**Total**	**100.0**	**46.5**	**9.9**	**15.2**	**21.4**	**36.1**	**4.0**	**1.0**	**2.1**	**29.1**	**6.8**	**8.4**	**2.1**
	Men	100.0	52.7	8.1	19.6	25.0	36.9	5.2	1.2	1.8	28.7	0.8	7.1	2.6
	Women	100.0	37.3	12.5	8.7	16.1	34.9	2.3	0.6	2.4	29.6	15.9	10.5	1.4
2017	**Total**	**100.0**	**45.4**	**9.0**	**14.6**	**21.8**	**36.0**	**4.4**	**0.9**	**1.8**	**28.9**	**7.3**	**8.3**	**2.9**
	Men	100.0	52.3	7.5	19.1	25.8	36.9	5.6	1.1	1.6	28.5	0.8	6.4	3.6
	Women	100.0	35.1	11.3	7.9	15.9	34.7	2.4	0.5	2.1	29.6	17.1	11.2	1.9
2018	**Total**	**100.0**	**46.6**	**10.1**	**13.4**	**23.1**	**35.4**	**4.4**	**0.9**	**1.9**	**28.1**	**7.6**	**8.2**	**2.3**
	Men	100.0	52.8	8.2	17.2	27.5	37.1	5.8	1.3	1.8	28.2	1.0	6.0	3.0
	Women	100.0	37.4	12.9	7.8	16.6	32.8	2.2	0.4	2.2	28.0	17.2	11.3	1.3
2019	**Total**	**100.0**	**45.4**	**10.0**	**13.1**	**22.3**	**35.5**	**4.4**	**0.8**	**2.2**	**28.1**	**7.6**	**8.1**	**3.4**
	Men	100.0	52.0	8.5	17.1	26.5	36.6	5.6	1.1	2.0	27.9	0.9	6.0	4.5
	Women	100.0	36.1	12.2	7.4	16.6	34.0	2.7	0.4	2.5	28.4	17.0	11.0	1.9

▶ Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
	Total	**100.0**	**44.8**	**9.7**	**16.1**	**19.0**	**37.1**	**4.0**	**0.7**	**2.3**	**30.2**	**6.9**	**8.6**	**2.7**
2020	Men	100.0	52.1	8.3	21.5	22.3	37.3	5.4	0.9	1.8	29.2	0.8	6.8	3.0
	Women	100.0	34.2	11.7	8.2	14.3	36.7	1.9	0.3	2.9	31.5	15.7	11.3	2.2
	Total	**100.0**	**45.3**	**9.5**	**15.5**	**20.3**	**36.4**	**3.8**	**0.7**	**2.5**	**29.4**	**6.7**	**8.3**	**3.3**
2021	Men	100.0	51.3	7.5	20.7	23.1	37.2	5.1	0.8	2.2	29.0	0.8	6.8	3.9
	Women	100.0	36.5	12.4	7.9	16.3	35.3	2.0	0.4	2.9	30.0	15.4	10.4	2.3
Peru														
	Total	**100.0**	**45.3**	**9.4**	**12.0**	**23.9**	**40.2**	**4.3**	**1.1**	**1.7**	**33.0**	**2.6**	**11.6**	**0.3**
2012	Men	100.0	51.3	9.5	13.8	28.0	41.6	5.5	1.7	2.2	32.1	0.3	6.5	0.3
	Women	100.0	37.6	9.3	9.6	18.7	38.3	2.7	0.4	1.1	34.2	5.6	18.1	0.3
	Total	**100.0**	**46.6**	**9.1**	**12.7**	**24.7**	**39.4**	**4.0**	**0.9**	**1.7**	**32.8**	**2.6**	**11.4**	**0.1**
2013	Men	100.0	53.2	9.0	14.8	29.4	40.1	5.1	1.4	2.2	31.4	0.2	6.4	0.1
	Women	100.0	38.1	9.2	10.0	18.8	38.5	2.6	0.3	1.1	34.5	5.6	17.7	0.1
	Total	**100.0**	**46.9**	**9.2**	**12.9**	**24.9**	**39.6**	**3.6**	**0.8**	**1.7**	**33.4**	**2.3**	**11.2**	**0.1**
2014	Men	100.0	52.7	8.9	14.9	28.9	40.4	4.7	1.2	2.1	32.5	0.2	6.5	0.1
	Women	100.0	39.4	9.5	10.2	19.7	38.4	2.3	0.3	1.2	34.7	4.9	17.1	0.0
	Total	**100.0**	**47.2**	**9.1**	**13.6**	**24.6**	**39.2**	**3.5**	**0.7**	**1.6**	**33.5**	**2.5**	**11.1**	**0.1**
2015	Men	100.0	53.1	8.7	15.8	28.6	40.7	4.4	1.0	2.0	33.3	0.3	5.9	0.1
	Women	100.0	39.5	9.5	10.7	19.3	37.3	2.3	0.3	1.1	33.7	5.3	17.8	0.0

Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2016	**Total**	**100.0**	**46.8**	**9.1**	**13.6**	**24.1**	**40.2**	**3.7**	**0.6**	**1.6**	**34.3**	**2.4**	**10.5**	**0.1**
	Men	100.0	52.4	8.7	15.8	27.8	41.8	4.8	1.0	2.0	34.1	0.2	5.5	0.1
	Women	100.0	39.7	9.7	10.8	19.2	38.2	2.2	0.3	1.2	34.5	5.1	17.0	0.1
2017	**Total**	**100.0**	**46.5**	**8.8**	**14.0**	**23.7**	**40.9**	**3.4**	**0.6**	**1.9**	**35.1**	**2.4**	**10.1**	**0.1**
	Men	100.0	52.1	8.4	16.1	27.6	42.3	4.3	0.9	2.4	34.7	0.2	5.3	0.1
	Women	100.0	39.5	9.3	11.4	18.8	39.1	2.2	0.2	1.2	35.5	5.2	16.2	0.1
2018	**Total**	**100.0**	**46.4**	**8.7**	**13.9**	**23.8**	**41.4**	**3.4**	**0.6**	**2.0**	**35.4**	**2.3**	**9.8**	**0.0**
	Men	100.0	51.8	8.2	15.9	27.7	42.5	4.3	0.9	2.4	34.9	0.2	5.5	0.0
	Women	100.0	39.7	9.3	11.5	18.9	40.1	2.3	0.3	1.4	36.1	4.9	15.3	0.0
2019	**Total**	**100.0**	**46.4**	**8.7**	**14.1**	**23.6**	**40.9**	**3.3**	**0.6**	**2.2**	**34.8**	**2.5**	**10.1**	**0.1**
	Men	100.0	52.3	8.3	16.4	27.6	41.7	4.0	0.9	2.7	34.2	0.2	5.8	0.1
	Women	100.0	39.0	9.2	11.2	18.7	40.0	2.5	0.3	1.6	35.7	5.3	15.6	0.0
2020	**Total**	**100.0**	**43.8**	**8.9**	**14.8**	**20.2**	**41.0**	**2.4**	**0.4**	**1.6**	**36.6**	**1.6**	**13.4**	**0.1**
	Men	100.0	49.1	8.0	17.7	23.3	42.5	3.0	0.6	1.9	37.0	0.1	8.2	0.1
	Women	100.0	36.7	10.0	10.7	15.9	39.0	1.5	0.2	1.2	36.0	3.7	20.6	0.1
2021	**Total**	**100.0**	**45.5**	**7.9**	**16.8**	**20.8**	**41.5**	**2.8**	**0.5**	**1.7**	**36.5**	**2.0**	**11.0**	**0.0**
	Men	100.0	51.9	7.5	20.4	24.1	41.2	3.6	0.7	2.0	34.9	0.1	6.6	0.1
	Women	100.0	37.2	8.5	12.1	16.6	41.8	1.7	0.2	1.4	38.5	4.4	16.5	0.0

▶ Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
Dominican Republic [i/]														
2012	**Total**	**100.0**	**46.7**	**13.2**	**6.4**	**27.1**	**45.9**	**2.5**	**0.9**	**2.0**	**40.5**	**5.6**	**1.8**	**-**
	Men	100.0	43.1	10.3	6.3	26.5	54.7	2.9	1.3	2.1	48.4	0.8	1.4	-
	Women	100.0	53.0	18.4	6.4	28.1	30.5	1.8	0.4	1.8	26.5	14.1	2.4	-
2013	**Total**	**100.0**	**47.6**	**12.9**	**6.4**	**28.4**	**44.9**	**2.8**	**1.0**	**1.9**	**39.2**	**5.8**	**1.6**	**-**
	Men	100.0	44.5	10.3	6.3	27.9	53.3	3.2	1.2	2.1	46.7	0.8	1.4	-
	Women	100.0	53.1	17.3	6.5	29.3	30.2	2.1	0.5	1.6	26.0	14.5	2.1	-
2014	**Total**	**100.0**	**47.6**	**13.2**	**5.8**	**28.7**	**45.2**	**2.5**	**1.1**	**2.1**	**39.6**	**5.6**	**1.6**	**-**
	Men	100.0	43.6	10.4	5.7	27.5	54.7	2.8	1.4	2.3	48.1	0.5	1.1	-
	Women	100.0	54.6	18.0	5.9	30.7	28.5	1.8	0.4	1.6	24.6	14.4	2.5	-
2015	**Total**	**100.0**	**49.2**	**13.3**	**8.4**	**27.5**	**42.2**	**2.4**	**0.9**	**1.8**	**37.2**	**5.8**	**2.2**	**0.6**
	Men	100.0	46.5	10.2	8.0	28.3	50.6	2.9	1.2	1.9	44.8	0.7	1.5	0.6
	Women	100.0	53.5	18.3	9.0	26.2	28.7	1.5	0.4	1.6	25.1	13.8	3.4	0.6
2016	**Total**	**100.0**	**50.4**	**13.6**	**8.4**	**28.4**	**41.0**	**2.4**	**1.0**	**1.8**	**35.9**	**5.8**	**2.0**	**0.8**
	Men	100.0	47.9	10.8	7.8	29.4	49.4	2.9	1.3	1.9	43.3	0.6	1.2	0.8
	Women	100.0	54.2	18.0	9.3	26.8	27.9	1.7	0.4	1.7	24.2	13.9	3.4	0.6
2017	**Total**	**100.0**	**49.1**	**13.6**	**8.0**	**27.5**	**42.1**	**2.6**	**0.9**	**1.6**	**37.1**	**5.9**	**1.9**	**1.0**
	Men	100.0	45.5	10.6	7.1	27.9	51.4	3.3	1.1	1.8	45.2	0.8	1.3	1.0
	Women	100.0	54.5	18.3	9.4	26.9	27.9	1.5	0.5	1.2	24.7	13.6	2.8	1.1

Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
	Total	**100.0**	**50.0**	**14.1**	**8.0**	**27.9**	**41.6**	**2.3**	**0.9**	**1.8**	**36.4**	**5.7**	**1.8**	**1.0**
2018	Men	100.0	46.6	11.0	7.0	28.7	50.7	3.1	1.2	2.1	44.3	0.7	1.0	1.0
	Women	100.0	55.1	18.9	9.5	26.6	27.6	1.2	0.5	1.5	24.5	13.3	3.0	1.0
	Total	**100.0**	**51.7**	**13.6**	**8.5**	**29.5**	**40.2**	**2.2**	**1.0**	**1.8**	**35.2**	**5.6**	**1.6**	**0.9**
2019	Men	100.0	48.2	10.4	7.1	30.7	49.1	2.7	1.4	2.1	42.9	0.8	0.9	1.0
	Women	100.0	56.9	18.4	10.7	27.8	27.1	1.6	0.3	1.4	23.9	12.7	2.5	0.7
	Total	**100.0**	**50.5**	**14.5**	**8.0**	**28.1**	**41.7**	**2.0**	**1.0**	**1.4**	**37.3**	**5.0**	**1.4**	**1.4**
2020	Men	100.0	46.7	10.9	6.3	29.5	50.6	2.5	1.4	1.5	45.2	0.4	0.7	1.6
	Women	100.0	56.2	19.8	10.5	25.9	28.4	1.2	0.4	1.3	25.5	11.9	2.5	1.0
	Total	**100.0**	**48.8**	**14.0**	**9.0**	**25.8**	**42.2**	**2.5**	**0.8**	**1.9**	**37.1**	**5.4**	**1.7**	**2.0**
2021	Men	100.0	45.4	10.9	7.8	26.7	50.9	3.2	0.9	1.8	45.0	0.7	0.9	2.1
	Women	100.0	53.9	18.8	10.7	24.4	29.1	1.3	0.6	2.0	25.3	12.3	2.9	1.7
Uruguay														
	Total	**100.0**	**68.2**	**14.8**	**11.1**	**42.4**	**25.9**	**3.1**	**1.6**	**3.9**	**17.3**	**4.4**	**1.3**	**0.2**
2012	Men	100.0	70.4	12.9	11.6	45.9	28.6	4.0	2.2	3.8	18.6	0.0	0.7	0.2
	Women	100.0	65.6	17.0	10.4	38.1	22.6	2.0	0.9	4.1	15.6	9.7	1.9	0.3
	Total	**100.0**	**68.2**	**14.7**	**10.6**	**42.9**	**26.2**	**3.1**	**1.7**	**3.8**	**17.5**	**4.2**	**1.2**	**0.3**
2013	Men	100.0	69.9	12.7	11.0	46.1	29.2	4.1	2.4	3.7	19.0	0.0	0.6	0.3
	Women	100.0	66.2	17.1	10.1	38.9	22.4	1.9	1.0	4.0	15.5	9.4	1.8	0.3

▶ Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2014	**Total**	**100.0**	**68.9**	**14.9**	**10.8**	**43.2**	**25.8**	**2.7**	**1.7**	**3.8**	**17.6**	**4.0**	**1.0**	**0.3**
	Men	100.0	70.4	12.5	11.3	46.6	28.7	3.6	2.2	3.7	19.2	0.0	0.6	0.3
	Women	100.0	66.9	17.8	10.1	39.0	22.3	1.7	1.0	4.1	15.5	9.0	1.4	0.3
2015	**Total**	**100.0**	**68.5**	**14.7**	**10.9**	**42.9**	**26.4**	**2.6**	**1.5**	**4.0**	**18.3**	**3.8**	**0.9**	**0.3**
	Men	100.0	69.8	12.5	11.2	46.1	29.4	3.3	2.0	3.9	20.2	0.0	0.5	0.3
	Women	100.0	67.0	17.3	10.6	39.0	22.8	1.8	0.9	4.1	16.0	8.5	1.4	0.3
2016	**Total**	**100.0**	**67.9**	**15.0**	**10.6**	**42.3**	**26.1**	**2.6**	**1.6**	**4.1**	**17.9**	**4.8**	**0.8**	**0.4**
	Men	100.0	69.1	13.0	11.0	45.0	30.1	3.2	2.1	4.0	20.8	0.1	0.4	0.3
	Women	100.0	66.4	17.4	10.1	38.9	21.2	1.7	0.9	4.2	14.3	10.7	1.3	0.4
2017	**Total**	**100.0**	**67.7**	**14.7**	**10.7**	**42.2**	**27.3**	**2.5**	**1.5**	**4.3**	**18.9**	**3.9**	**0.8**	**0.4**
	Men	100.0	68.6	12.5	11.3	44.8	30.5	3.2	2.0	4.2	21.2	0.0	0.6	0.3
	Women	100.0	66.7	17.5	10.1	39.1	23.3	1.8	0.9	4.5	16.2	8.6	1.0	0.5
2018	**Total**	**100.0**	**67.6**	**15.0**	**10.5**	**42.1**	**27.4**	**2.3**	**1.5**	**4.5**	**19.2**	**3.9**	**0.8**	**0.4**
	Men	100.0	68.3	12.7	10.9	44.7	31.0	2.9	1.9	4.4	21.7	0.0	0.4	0.3
	Women	100.0	66.7	17.7	10.1	38.9	23.1	1.5	0.9	4.5	16.2	8.6	1.2	0.4
2019	**Total**	**100.0**	**67.9**	**15.4**	**10.6**	**41.9**	**27.4**	**2.3**	**1.4**	**4.4**	**19.3**	**3.6**	**0.8**	**0.4**
	Men	100.0	68.6	13.2	10.9	44.5	30.5	3.1	1.7	4.4	21.3	0.0	0.5	0.3
	Women	100.0	67.0	18.1	10.3	38.6	23.6	1.4	0.9	4.4	16.8	7.8	1.1	0.4

Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional, technical or administrative	Non-professional, technical or administrative			
2020	**Total**	**100.0**	**68.6**	**17.0**	**10.0**	**41.6**	**27.3**	**2.1**	**1.3**	**4.6**	**19.4**	**3.0**	**0.9**	**0.3**
	Men	100.0	68.5	14.2	10.3	43.9	30.8	2.8	1.7	4.7	21.7	0.0	0.5	0.2
	Women	100.0	68.7	20.3	9.7	38.8	23.0	1.3	0.8	4.5	16.5	6.5	1.4	0.4
2021	**Total**	**100.0**	**67.4**	**16.4**	**9.6**	**41.4**	**27.7**	**2.1**	**1.2**	**4.6**	**19.7**	**3.3**	**0.9**	**0.6**
	Men	100.0	68.4	14.1	9.9	44.4	30.4	2.7	1.5	4.4	21.8	0.0	0.7	0.6
	Women	100.0	66.3	19.2	9.4	37.8	24.5	1.5	0.9	4.9	17.2	7.2	1.2	0.8

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

a/ Weighted average.
b/ 31 urban clusters. In the context of the statistical emergency declared in 2016, INDEC recommends excluding the series published between 2001 and 2015 for comparison and analysis of labour market data for Argentina.
c/ 2012 and 2015 based on household surveys of November-December each year. 2018 to 2020 correspond to the annual continuous employment survey. 2020 corresponds to the I quarter.
d/ New reweighted series.
e/ New reweighted series spliced with 2018 CNP.
f/ Data for 2020 correspond to the average of the III and IV quarters.
g/ Survey was not carried out in 2020.
h/ Data for 2020 based on household telephone survey to measure employment; not comparable with previous years.
i/ Data for 2012 based on reweighted ENFT. New measurement beginning in 2015 based on ENCFT; data not comparable with previous years.

‖ Years during which a country modified the survey or important variables may result in a possible break in data comparability.

Table 10. LATIN AMERICA: NATIONAL EMPLOYED POPULATION BY SITUATION IN EMPLOYMENT, SUBREGION, YEAR AND SEX. 2012 - 2021 (percentage)

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional. technical or administrative	Non-professional. technical or administrative			
Latin America [a/]														
2012	**Total**	**100.0**	**58.0**	**10.9**	**13.0**	**34.2**	**30.7**	**3.2**	**1.1**	**2.6**	**23.8**	**5.2**	**5.2**	**0.9**
	Men	100.0	61.6	8.8	15.5	37.3	33.2	4.0	1.4	2.7	25.1	0.6	3.6	1.0
	Women	100.0	52.8	13.9	9.4	29.5	27.0	2.0	0.6	2.3	22.0	11.9	7.7	0.6
2013	**Total**	**100.0**	**58.3**	**10.8**	**12.8**	**34.7**	**30.7**	**3.1**	**1.1**	**2.6**	**23.9**	**5.0**	**5.0**	**0.9**
	Men	100.0	61.6	8.7	15.2	37.7	33.4	3.9	1.4	2.8	25.3	0.6	3.4	1.1
	Women	100.0	53.5	13.8	9.4	30.3	26.8	2.0	0.6	2.4	21.8	11.6	7.5	0.7
2014	**Total**	**100.0**	**58.8**	**10.8**	**12.9**	**35.2**	**30.5**	**3.1**	**1.1**	**2.6**	**23.8**	**5.0**	**4.9**	**0.9**
	Men	100.0	61.8	8.7	15.2	38.0	33.3	3.8	1.4	2.8	25.3	0.5	3.2	1.1
	Women	100.0	54.3	13.8	9.5	31.1	26.3	1.9	0.6	2.3	21.5	11.4	7.2	0.7
2015	**Total**	**100.0**	**58.3**	**10.6**	**13.0**	**34.7**	**30.8**	**3.0**	**1.1**	**2.7**	**24.1**	**5.0**	**4.8**	**1.1**
	Men	100.0	61.3	8.5	15.4	37.5	33.7	3.8	1.4	2.8	25.6	0.6	3.1	1.3
	Women	100.0	54.0	13.8	9.6	30.6	26.7	1.9	0.6	2.4	21.8	11.4	7.2	0.8
2016	**Total**	**100.0**	**57.9**	**10.6**	**13.3**	**34.0**	**31.5**	**3.0**	**1.2**	**2.7**	**24.6**	**5.1**	**4.4**	**1.1**
	Men	100.0	61.0	8.5	15.8	36.7	34.3	3.8	1.5	2.9	26.1	0.6	2.8	1.3
	Women	100.0	53.5	13.6	9.8	30.1	27.5	1.9	0.7	2.6	22.3	11.5	6.7	0.8

Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional. technical or administrative	Non-professional. technical or administrative			
2017	**Total**	**100.0**	**57.3**	**10.5**	**13.4**	**33.5**	**32.0**	**3.1**	**1.2**	**2.8**	**24.9**	**5.0**	**4.5**	**1.1**
	Men	100.0	60.3	8.4	15.9	36.0	34.8	3.9	1.5	2.9	26.5	0.6	2.9	1.4
	Women	100.0	53.0	13.4	9.8	29.8	28.0	2.0	0.7	2.6	22.7	11.3	6.8	0.8
2018	**Total**	**100.0**	**57.1**	**10.4**	**13.3**	**33.4**	**32.3**	**3.2**	**1.2**	**2.9**	**25.1**	**5.0**	**4.5**	**1.2**
	Men	100.0	60.1	8.4	15.8	35.9	35.0	4.0	1.5	2.9	26.5	0.6	2.9	1.4
	Women	100.0	52.8	13.3	9.7	29.8	28.5	2.1	0.7	2.7	23.0	11.1	6.7	0.9
2019	**Total**	**100.0**	**57.2**	**10.3**	**13.5**	**33.4**	**32.3**	**3.1**	**1.1**	**3.0**	**25.0**	**4.9**	**4.4**	**1.2**
	Men	100.0	60.3	8.3	16.0	36.0	34.7	3.9	1.4	3.0	26.4	0.6	2.9	1.5
	Women	100.0	52.8	13.2	9.8	29.7	28.8	2.1	0.7	2.9	23.1	11.0	6.5	0.9
2020	**Total**	**100.0**	**56.9**	**11.6**	**13.1**	**32.3**	**32.7**	**2.9**	**1.1**	**3.1**	**25.5**	**4.4**	**4.4**	**1.6**
	Men	100.0	59.2	9.2	15.6	34.4	35.5	3.7	1.4	3.2	27.2	0.6	2.8	1.8
	Women	100.0	53.6	15.0	9.5	29.1	28.6	1.9	0.6	3.1	23.0	9.9	6.6	1.2
2021	**Total**	**100.0**	**56.6**	**10.9**	**13.6**	**32.1**	**33.2**	**2.9**	**1.0**	**2.7**	**26.6**	**4.3**	**4.3**	**1.7**
	Men	100.0	59.1	8.7	16.2	34.2	35.6	3.7	1.3	2.7	28.0	0.5	2.8	2.0
	Women	100.0	53.0	14.1	9.9	29.0	29.7	1.9	0.6	2.8	24.5	9.7	6.4	1.2
Central America, Mexico and the Dominican Republic [a/ b/]														
2012	**Total**	**100.0**	**57.5**	**10.7**	**17.1**	**29.7**	**29.5**	**3.5**	**0.7**	**1.6**	**23.7**	**4.4**	**6.8**	**1.9**
	Men	100.0	61.7	9.0	20.8	32.0	30.2	4.3	1.0	1.8	23.2	0.6	5.4	2.2
	Women	100.0	50.6	13.4	11.1	26.1	28.3	2.1	0.3	1.3	24.5	10.6	9.1	1.3

▶ Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional. technical or administrative	Non-professional. technical or administrative			
2013	**Total**	**100.0**	**57.6**	**10.5**	**16.5**	**30.7**	**29.8**	**3.4**	**0.7**	**1.7**	**24.0**	**4.4**	**6.2**	**2.0**
	Men	100.0	61.3	8.7	19.8	32.8	30.8	4.3	0.9	1.9	23.7	0.6	4.9	2.4
	Women	100.0	51.6	13.5	11.0	27.2	28.1	2.0	0.3	1.4	24.4	10.6	8.2	1.5
2014	**Total**	**100.0**	**58.6**	**10.3**	**16.7**	**31.5**	**28.9**	**3.3**	**0.6**	**1.6**	**23.3**	**4.4**	**5.9**	**2.2**
	Men	100.0	62.2	8.5	20.1	33.6	30.1	4.1	0.8	1.8	23.3	0.6	4.6	2.5
	Women	100.0	52.5	13.3	11.2	28.0	27.0	2.0	0.3	1.3	23.5	10.8	8.2	1.6
2015	**Total**	**100.0**	**58.4**	**10.0**	**17.0**	**31.4**	**28.8**	**3.4**	**0.6**	**1.7**	**23.2**	**4.5**	**5.9**	**2.4**
	Men	100.0	62.5	8.2	20.5	33.8	29.6	4.2	0.8	1.9	22.7	0.6	4.6	2.8
	Women	100.0	51.8	13.0	11.2	27.5	27.5	2.0	0.3	1.3	23.9	10.9	8.0	1.8
2016	**Total**	**100.0**	**59.0**	**9.8**	**17.0**	**32.2**	**28.6**	**3.4**	**0.6**	**1.7**	**22.8**	**4.5**	**5.4**	**2.5**
	Men	100.0	63.2	8.0	20.5	34.7	29.2	4.3	0.9	1.8	22.2	0.6	4.0	2.9
	Women	100.0	52.2	12.7	11.3	28.2	27.5	2.0	0.3	1.5	23.7	10.8	7.6	1.9
2017	**Total**	**100.0**	**58.6**	**9.7**	**16.9**	**32.0**	**29.0**	**3.5**	**0.7**	**1.7**	**23.2**	**4.4**	**5.3**	**2.7**
	Men	100.0	62.2	7.9	20.3	34.0	30.0	4.4	0.9	1.9	22.9	0.6	4.1	3.1
	Women	100.0	52.6	12.6	11.3	28.8	27.4	2.1	0.3	1.4	23.6	10.5	7.3	2.0
2018	**Total**	**100.0**	**58.3**	**9.5**	**16.7**	**32.0**	**29.3**	**3.6**	**0.7**	**1.8**	**23.1**	**4.3**	**5.2**	**2.9**
	Men	100.0	61.9	7.8	20.0	34.1	30.2	4.6	0.9	1.9	22.8	0.6	4.0	3.3
	Women	100.0	52.3	12.3	11.4	28.7	27.8	2.2	0.3	1.6	23.7	10.4	7.3	2.2

Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional. technical or administrative	Non-professional. technical or administrative			
2019	**Total**	**100.0**	**58.5**	**9.5**	**17.1**	**32.0**	**29.1**	**3.7**	**0.6**	**1.9**	**23.0**	**4.3**	**5.1**	**2.9**
	Men	100.0	62.3	7.6	20.5	34.2	29.9	4.6	0.9	2.0	22.5	0.6	3.9	3.4
	Women	100.0	52.5	12.4	11.7	28.4	27.9	2.2	0.3	1.7	23.8	10.3	7.1	2.2
2020	**Total**	**100.0**	**59.1**	**11.2**	**16.9**	**31.0**	**29.1**	**3.7**	**0.6**	**1.9**	**22.8**	**4.3**	**4.0**	**3.5**
	Men	100.0	61.8	9.0	20.0	32.8	30.7	4.7	0.9	2.0	23.1	0.6	2.8	4.0
	Women	100.0	54.8	14.5	12.1	28.2	26.7	2.2	0.2	1.7	22.5	10.1	5.8	2.7
2021	**Total**	**100.0**	**58.0**	**10.3**	**17.1**	**30.7**	**29.9**	**4.0**	**0.6**	**1.3**	**24.0**	**4.0**	**4.4**	**3.7**
	Men	100.0	61.1	8.3	20.3	32.5	30.9	5.0	0.9	1.3	23.7	0.6	3.1	4.3
	Women	100.0	53.1	13.3	12.0	27.8	28.4	2.4	0.3	1.2	24.5	9.3	6.3	2.9
Andean countries [a/ c/]														
2012	**Total**	**100.0**	**44.2**	**7.1**	**12.8**	**24.2**	**43.6**	**4.3**	**0.9**	**2.6**	**35.9**	**3.0**	**9.1**	**0.2**
	Men	100.0	49.1	6.7	15.3	27.1	45.3	5.5	1.2	2.9	35.7	0.3	5.2	0.2
	Women	100.0	37.5	7.7	9.4	20.4	41.2	2.7	0.4	2.1	36.1	6.7	14.5	0.2
2013	**Total**	**100.0**	**45.1**	**7.2**	**12.8**	**25.1**	**42.8**	**3.8**	**0.8**	**2.7**	**35.5**	**2.9**	**9.1**	**0.1**
	Men	100.0	50.1	6.7	15.3	28.1	44.5	4.8	1.1	3.0	35.5	0.3	5.1	0.1
	Women	100.0	38.2	7.8	9.4	21.0	40.6	2.4	0.4	2.2	35.6	6.5	14.5	0.1
2014	**Total**	**100.0**	**45.5**	**7.1**	**13.0**	**25.5**	**42.5**	**3.7**	**0.8**	**2.6**	**35.4**	**2.8**	**9.1**	**0.1**
	Men	100.0	50.1	6.5	15.4	28.3	44.3	4.7	1.1	2.9	35.5	0.2	5.2	0.1
	Women	100.0	39.3	7.9	9.6	21.8	40.1	2.3	0.4	2.2	35.2	6.2	14.3	0.1

▶ Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional. technical or administrative	Non-professional. technical or administrative			
2015	**Total**	**100.0**	**46.0**	**6.9**	**13.4**	**25.7**	**42.6**	**3.4**	**0.7**	**2.6**	**36.0**	**2.7**	**8.6**	**0.1**
	Men	100.0	50.4	6.4	15.8	28.2	44.6	4.3	0.9	2.9	36.5	0.3	4.7	0.1
	Women	100.0	39.8	7.6	10.1	22.2	40.0	2.2	0.3	2.2	35.4	6.1	13.9	0.2
2016	**Total**	**100.0**	**44.7**	**7.0**	**12.5**	**25.1**	**44.2**	**3.4**	**0.6**	**2.7**	**37.5**	**2.6**	**8.4**	**0.1**
	Men	100.0	48.7	6.5	14.7	27.4	46.5	4.3	0.8	3.0	38.3	0.2	4.5	0.1
	Women	100.0	39.3	7.8	9.6	21.9	41.1	2.1	0.3	2.4	36.3	5.9	13.7	0.1
2017	**Total**	**100.0**	**44.4**	**6.8**	**12.8**	**24.8**	**44.2**	**3.4**	**0.6**	**2.8**	**37.5**	**2.7**	**8.6**	**0.1**
	Men	100.0	48.6	6.2	15.1	27.2	46.6	4.4	0.8	3.1	38.3	0.2	4.6	0.1
	Women	100.0	38.9	7.5	9.8	21.6	41.1	2.1	0.3	2.4	36.4	5.9	14.0	0.1
2018	**Total**	**100.0**	**44.2**	**6.6**	**12.9**	**24.7**	**44.6**	**3.4**	**0.6**	**2.9**	**37.7**	**2.5**	**8.6**	**0.1**
	Men	100.0	48.1	6.1	15.1	27.0	46.9	4.3	0.8	3.2	38.6	0.2	4.6	0.1
	Women	100.0	38.9	7.2	9.9	21.7	41.5	2.2	0.3	2.6	36.4	5.6	14.0	0.1
2019	**Total**	**100.0**	**44.8**	**6.6**	**13.4**	**24.9**	**43.7**	**3.1**	**0.6**	**3.1**	**37.0**	**2.7**	**8.7**	**0.1**
	Men	100.0	49.5	6.1	15.9	27.5	45.3	3.8	0.8	3.3	37.4	0.3	4.8	0.1
	Women	100.0	38.7	7.2	10.0	21.4	41.6	2.1	0.3	2.8	36.4	5.9	13.8	0.1
2020	**Total**	**100.0**	**42.1**	**6.6**	**13.0**	**22.5**	**44.8**	**2.5**	**0.5**	**3.2**	**38.7**	**2.1**	**10.3**	**0.6**
	Men	100.0	46.3	5.9	15.9	24.5	46.6	3.1	0.6	3.3	39.6	0.3	6.1	0.7
	Women	100.0	36.1	7.7	8.7	19.7	42.2	1.5	0.2	3.0	37.4	4.8	16.3	0.6

Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional. technical or administrative	Non-professional. technical or administrative			
2021	**Total**	**100.0**	**44.4**	**6.6**	**14.3**	**23.5**	**44.0**	**2.4**	**0.4**	**2.1**	**39.1**	**2.1**	**9.3**	**0.2**
	Men	100.0	48.5	5.9	17.2	25.4	45.5	3.0	0.6	2.2	39.8	0.2	5.5	0.3
	Women	100.0	38.7	7.5	10.2	21.0	41.9	1.5	0.2	2.0	38.2	4.8	14.4	0.2
Southern cone and Brazil [a/ d/]														
2012	**Total**	**100.0**	**64.1**	**12.5**	**10.6**	**40.9**	**26.1**	**2.6**	**1.4**	**3.2**	**18.9**	**6.5**	**2.7**	**0.5**
	Men	100.0	66.7	9.5	12.2	45.0	30.2	3.2	1.8	3.3	21.9	0.7	1.8	0.7
	Women	100.0	60.5	16.8	8.4	35.3	20.3	1.7	0.9	3.0	14.7	14.7	4.1	0.4
2013	**Total**	**100.0**	**64.2**	**12.4**	**10.6**	**41.2**	**26.2**	**2.6**	**1.5**	**3.2**	**19.0**	**6.3**	**2.7**	**0.6**
	Men	100.0	66.4	9.4	12.2	44.8	30.5	3.2	1.9	3.3	22.1	0.7	1.7	0.7
	Women	100.0	61.0	16.5	8.5	36.0	20.2	1.8	0.9	3.0	14.5	14.3	4.1	0.5
2014	**Total**	**100.0**	**64.4**	**12.5**	**10.5**	**41.4**	**26.4**	**2.6**	**1.4**	**3.1**	**19.2**	**6.2**	**2.5**	**0.6**
	Men	100.0	66.4	9.6	12.0	44.8	30.8	3.2	1.8	3.3	22.4	0.6	1.5	0.7
	Women	100.0	61.7	16.6	8.4	36.6	20.2	1.8	0.9	2.9	14.7	14.0	3.7	0.4
2015	**Total**	**100.0**	**63.5**	**12.6**	**10.4**	**40.5**	**27.1**	**2.7**	**1.5**	**3.3**	**19.6**	**6.2**	**2.6**	**0.7**
	Men	100.0	65.2	9.6	11.9	43.8	31.8	3.3	1.9	3.5	23.0	0.6	1.6	0.8
	Women	100.0	61.1	16.8	8.4	36.0	20.6	1.8	0.9	3.1	14.8	13.9	3.9	0.5
2016	**Total**	**100.0**	**62.9**	**12.6**	**11.3**	**38.9**	**27.9**	**2.6**	**1.8**	**3.4**	**20.1**	**6.5**	**2.1**	**0.7**
	Men	100.0	64.7	9.7	13.0	42.0	32.4	3.2	2.2	3.5	23.5	0.7	1.3	0.8
	Women	100.0	60.3	16.6	9.0	34.7	21.6	1.8	1.2	3.3	15.4	14.4	3.2	0.5

▶ Continues...

Country, year, sex		TOTAL	Situation in employment											
			Employee				Non-employee					Domestic workers	Contributing family workers	Others
			Total	Public	Private		Total	Employers		Own-account workers				
					Establishments with a maximum of five workers	Establishments of six or more workers		Establishments with a maximum of five workers	Establishments of six or more workers	Professional. technical or administrative	Non-professional. technical or administrative			
2017	**Total**	**100.0**	**62.2**	**12.6**	**11.4**	**38.2**	**28.6**	**2.8**	**1.7**	**3.5**	**20.6**	**6.4**	**2.2**	**0.6**
	Men	100.0	64.1	9.7	13.2	41.2	33.0	3.4	2.2	3.5	23.9	0.7	1.4	0.7
	Women	100.0	59.5	16.5	9.0	34.0	22.6	1.9	1.1	3.4	16.2	14.2	3.3	0.4
2018	**Total**	**100.0**	**61.9**	**12.7**	**11.2**	**38.1**	**28.9**	**2.9**	**1.7**	**3.5**	**20.8**	**6.4**	**2.1**	**0.6**
	Men	100.0	64.0	9.8	13.1	41.1	33.2	3.6	2.2	3.5	23.9	0.8	1.4	0.7
	Women	100.0	59.2	16.6	8.6	34.0	23.3	2.0	1.1	3.5	16.7	14.0	3.2	0.4
2019	**Total**	**100.0**	**61.7**	**12.6**	**11.1**	**38.0**	**29.4**	**2.8**	**1.7**	**3.7**	**21.2**	**6.3**	**2.1**	**0.6**
	Men	100.0	63.7	9.7	13.0	40.9	33.5	3.4	2.1	3.7	24.3	0.8	1.3	0.7
	Women	100.0	59.0	16.3	8.6	34.0	23.9	2.0	1.1	3.8	17.0	13.7	3.0	0.4
2020	**Total**	**100.0**	**62.1**	**14.0**	**10.9**	**37.2**	**29.6**	**2.7**	**1.6**	**3.9**	**21.4**	**5.5**	**2.1**	**0.8**
	Men	100.0	63.3	10.7	12.8	39.8	33.6	3.3	2.0	3.8	24.4	0.7	1.4	1.0
	Women	100.0	60.4	18.4	8.3	33.6	24.0	1.8	1.0	3.9	17.2	12.0	3.0	0.6
2021	**Total**	**100.0**	**61.1**	**13.2**	**11.2**	**36.7**	**30.5**	**2.5**	**1.5**	**3.9**	**22.6**	**5.4**	**2.0**	**1.0**
	Men	100.0	62.4	10.1	13.1	39.2	34.4	3.1	1.8	3.8	25.7	0.7	1.3	1.2
	Women	100.0	59.2	17.5	8.5	33.3	25.1	1.7	1.0	4.1	18.4	12.0	2.9	0.7

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

a/ Weighted average.
b/ Selected countries: Costa Rica, the Dominican Republic, El Salvador, Guatemala, Honduras, Mexico and Panama. Survey was not carried out in Guatemala in 2020; in Honduras, data for 2020 based on household telephone survey to measure employment; not comparable with previous years. No data for 2021. In the Dominican Republic, data for 2012 based on reweighted ENFT. New measurement beginning in 2015 based on ENCFT; data not comparable with previous years.
c/ Selected countries: Bolivia (Pluri. State of), Colombia (reweighted series spliced according to 2018 CNPV), Ecuador and Peru. In Bolivia (Pluri. State of), 2012 and 2015 based on household survey of November-December of each year; 2018 to 2020 correspond to the annual continuous employment survey and 2020 corresponds to I quarter. In Ecuador, data for 2020 correspond to the average of the III and IV quarters.
d/ Selected countries: Argentina, Brazil, Chile, Paraguay and Uruguay.

Table 11. LATIN AMERICA: NATIONAL EMPLOYED POPULATION, BY AREA OF ECONOMIC ACTIVITY, COUNTRY, YEAR AND SEX. 2012 - 2021 (percentage)

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
Latin America [a/]											
2012	**Total**	**100.0**	**15.6**	**0.5**	**13.3**	**7.6**	**24.6**	**6.1**	**5.3**	**26.8**	**0.2**
	Men	100.0	20.8	0.7	14.2	12.2	20.7	8.9	5.2	17.1	0.2
	Women	100.0	8.1	0.2	12.0	0.7	30.2	2.1	5.4	41.0	0.2
2013	**Total**	**100.0**	**15.3**	**0.5**	**13.1**	**7.7**	**24.8**	**6.2**	**5.4**	**26.9**	**0.2**
	Men	100.0	20.4	0.7	14.0	12.5	20.8	8.9	5.3	17.2	0.2
	Women	100.0	7.7	0.2	11.7	0.7	30.6	2.3	5.6	41.0	0.2
2014	**Total**	**100.0**	**14.8**	**0.5**	**13.3**	**7.8**	**24.8**	**6.2**	**5.5**	**27.0**	**0.2**
	Men	100.0	19.8	0.7	14.3	12.6	20.8	8.9	5.4	17.2	0.2
	Women	100.0	7.6	0.2	11.8	0.7	30.5	2.2	5.7	41.2	0.1
2015	**Total**	**100.0**	**14.6**	**0.5**	**13.2**	**7.8**	**24.9**	**6.3**	**5.4**	**27.2**	**0.2**
	Men	100.0	19.5	0.7	14.1	12.7	20.9	9.1	5.3	17.5	0.2
	Women	100.0	7.4	0.3	11.7	0.7	30.7	2.1	5.6	41.4	0.1
2016	**Total**	**100.0**	**14.4**	**0.5**	**12.7**	**7.8**	**25.3**	**6.4**	**5.4**	**27.4**	**0.2**
	Men	100.0	19.3	0.7	13.6	12.8	21.3	9.4	5.3	17.5	0.2
	Women	100.0	7.3	0.3	11.3	0.7	31.0	2.1	5.6	41.6	0.2
2017	**Total**	**100.0**	**14.3**	**0.5**	**12.7**	**7.5**	**25.4**	**6.4**	**5.6**	**27.3**	**0.2**
	Men	100.0	19.3	0.7	13.6	12.3	21.4	9.5	5.4	17.5	0.3
	Women	100.0	7.3	0.2	11.5	0.6	31.0	2.1	5.8	41.3	0.2
2018	**Total**	**100.0**	**14.3**	**0.5**	**12.7**	**7.4**	**25.4**	**6.4**	**5.6**	**27.5**	**0.3**
	Men	100.0	19.2	0.7	13.5	12.2	21.5	9.5	5.4	17.7	0.3
	Women	100.0	7.3	0.2	11.5	0.7	30.9	2.1	5.7	41.4	0.2

Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2019	**Total**	**100.0**	**13.9**	**0.5**	**12.6**	**7.4**	**25.7**	**6.5**	**5.6**	**27.7**	**0.2**
	Men	100.0	18.7	0.7	13.5	12.1	21.7	9.6	5.5	17.9	0.2
	Women	100.0	7.1	0.2	11.2	0.7	31.2	2.1	5.8	41.5	0.2
2020	**Total**	**100.0**	**14.1**	**0.6**	**12.6**	**7.2**	**24.5**	**6.6**	**5.6**	**28.4**	**0.2**
	Men	100.0	18.5	0.8	13.6	11.7	20.9	9.8	5.5	18.9	0.3
	Women	100.0	7.9	0.3	11.1	0.7	29.8	2.1	5.8	42.1	0.2
2021	**Total**	**100.0**	**14.2**	**0.6**	**12.5**	**7.7**	**25.0**	**6.6**	**5.7**	**27.4**	**0.3**
	Men	100.0	18.6	0.8	13.3	12.6	21.1	9.7	5.5	18.2	0.3
	Women	100.0	8.0	0.3	11.3	0.7	30.7	2.2	6.0	40.6	0.2
Argentina [b/]											
2012	**Total**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
	Men	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...
2013	**Total**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
	Men	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...
2014	**Total**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
	Men	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...
2015	**Total**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**	**...**
	Men	...	...	...	...	...	...	...	...	...	...
	Women	...	...	...	...	...	...	...	...	...	...

Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2016	**Total**	**100.0**	**1.0**	**1.0**	**12.4**	**9.3**	**21.7**	**7.3**	**10.3**	**35.7**	**1.4**
	Men	100.0	1.4	1.4	15.6	15.7	22.4	10.9	10.4	20.5	1.6
	Women	100.0	0.3	0.4	8.1	0.7	20.7	2.4	10.2	56.0	1.0
2017	**Total**	**100.0**	**0.9**	**0.9**	**11.8**	**9.1**	**22.0**	**7.3**	**10.7**	**35.7**	**1.6**
	Men	100.0	1.3	1.3	14.8	15.3	22.8	11.0	10.7	21.1	1.8
	Women	100.0	0.3	0.3	7.9	0.7	21.1	2.3	10.8	55.4	1.3
2018	**Total**	**100.0**	**0.9**	**0.9**	**11.2**	**9.1**	**22.2**	**7.2**	**10.4**	**35.9**	**2.2**
	Men	100.0	1.3	1.3	13.9	15.6	22.7	11.0	10.5	21.0	2.7
	Women	100.0	0.3	0.4	7.8	0.7	21.6	2.2	10.2	55.1	1.6
2019	**Total**	**100.0**	**1.0**	**0.8**	**11.4**	**9.0**	**22.2**	**7.4**	**10.8**	**36.2**	**1.1**
	Men	100.0	1.5	1.2	14.1	15.4	22.7	11.4	11.2	21.3	1.3
	Women	100.0	0.3	0.3	7.9	0.8	21.7	2.3	10.3	55.5	0.9
2020	**Total**	**100.0**	**1.0**	**0.9**	**12.1**	**8.6**	**21.1**	**7.2**	**10.8**	**37.2**	**1.1**
	Men	100.0	1.3	1.4	14.6	14.8	22.1	11.2	11.2	22.1	1.4
	Women	100.0	0.4	0.3	8.9	0.7	19.8	2.0	10.4	56.7	0.8
2021	**Total**	**100.0**	**1.0**	**1.2**	**11.3**	**8.5**	**21.7**	**7.7**	**11.0**	**36.2**	**1.3**
	Men	100.0	1.5	1.8	14.0	14.3	22.0	11.6	11.5	21.7	1.5
	Women	100.0	0.4	0.4	7.6	0.8	21.3	2.6	10.4	55.4	1.2
Bolivia (Pluri. State of) [c/]											
2012	**Total**	**100.0**	**1.1**	**0.9**	**13.1**	**9.0**	**22.2**	**8.2**	**10.1**	**34.8**	**0.6**
	Men	100.0	1.5	1.3	16.6	15.0	23.1	12.0	10.1	19.9	0.7
	Women	100.0	0.5	0.4	8.3	0.7	21.0	2.7	10.2	55.7	0.5

▶ Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2013	**Total**	**100.0**	**1.0**	**1.1**	**13.2**	**9.0**	**21.7**	**8.0**	**10.0**	**35.1**	**0.8**
	Men	100.0	1.5	1.7	17.0	14.9	22.4	11.7	10.0	20.0	0.8
	Women	100.0	0.3	0.4	7.9	0.6	20.8	2.8	9.9	56.4	0.8
2014	**Total**	**100.0**	**1.0**	**1.3**	**13.1**	**9.1**	**21.2**	**8.0**	**9.7**	**35.8**	**0.7**
	Men	100.0	1.5	1.8	17.4	15.2	21.4	11.8	9.8	20.3	0.7
	Women	100.0	0.2	0.5	7.3	0.6	20.9	2.7	9.7	57.4	0.7
2015	**Total**	**100.0**	**0.9**	**1.3**	**13.2**	**9.1**	**20.7**	**8.3**	**9.6**	**36.1**	**0.8**
	Men	100.0	1.4	1.9	16.8	15.0	20.9	12.3	9.6	21.1	0.9
	Women	100.0	0.3	0.4	8.1	0.6	20.3	2.7	9.7	57.3	0.6
2016	**Total**	**100.0**	**32.0**	**0.4**	**9.9**	**8.6**	**22.0**	**7.6**	**1.2**	**18.2**	**0.1**
	Men	100.0	33.3	0.6	10.5	14.7	12.9	12.2	1.1	14.7	0.0
	Women	100.0	30.2	0.1	9.1	0.7	34.1	1.5	1.4	22.8	0.1
2017	**Total**	**100.0**	**32.3**	**0.3**	**9.8**	**8.4**	**22.7**	**7.6**	**1.4**	**17.5**	**0.0**
	Men	100.0	33.0	0.4	10.5	14.7	13.3	12.5	1.2	14.3	0.0
	Women	100.0	31.4	0.1	8.9	0.6	34.5	1.4	1.6	21.6	0.0
2018	**Total**	**100.0**	**33.1**	**0.3**	**10.0**	**7.5**	**23.6**	**7.2**	**1.3**	**17.0**	**-**
	Men	100.0	34.2	0.5	10.5	13.3	14.1	12.1	1.1	14.2	-
	Women	100.0	31.8	0.1	9.4	0.5	35.0	1.3	1.4	20.5	-
2019	**Total**	**100.0**	**29.0**	**0.3**	**11.2**	**7.8**	**24.6**	**7.8**	**1.1**	**18.3**	**0.0**
	Men	100.0	29.7	0.5	11.5	13.8	15.2	13.4	1.1	14.9	0.0
	Women	100.0	28.2	0.1	10.8	0.5	35.8	1.1	1.2	22.2	-

Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2020	**Total**	**100.0**	**30.1**	**0.3**	**11.3**	**7.3**	**24.2**	**7.8**	**1.3**	**17.5**	**0.0**
	Men	100.0	30.3	0.4	11.9	13.2	15.0	13.6	1.1	14.5	0.0
	Women	100.0	30.0	0.2	10.7	0.4	35.1	1.0	1.6	21.0	0.0
2021	**Total**	**100.0**	**29.9**	**0.3**	**11.0**	**7.3**	**26.4**	**7.2**	**1.3**	**16.5**	**-**
	Men	100.0	30.5	0.5	11.0	13.2	16.7	12.7	1.2	14.2	-
	Women	100.0	29.2	0.2	11.1	0.5	37.5	0.9	1.5	19.2	-
Brazil [d/]											
2012	**Total**	**100.0**	**12.0**	**0.5**	**13.7**	**8.5**	**23.0**	**6.0**	**6.2**	**30.1**	**0.0**
	Men	100.0	16.1	0.7	15.3	14.0	21.9	8.7	6.3	17.0	0.0
	Women	100.0	6.1	0.2	11.6	0.9	24.5	2.3	6.1	48.4	0.0
2013	**Total**	**100.0**	**11.6**	**0.5**	**13.4**	**8.9**	**23.5**	**6.1**	**6.3**	**29.7**	**0.0**
	Men	100.0	15.7	0.7	15.0	14.6	22.1	8.8	6.4	16.8	0.0
	Women	100.0	5.8	0.2	11.1	0.9	25.4	2.4	6.3	47.8	0.0
2014	**Total**	**100.0**	**10.8**	**0.5**	**13.6**	**8.7**	**23.7**	**6.0**	**6.5**	**30.4**	**0.0**
	Men	100.0	14.6	0.7	15.4	14.4	22.2	8.6	6.4	17.6	0.0
	Women	100.0	5.4	0.2	11.1	0.7	25.7	2.4	6.5	48.1	0.0
2015	**Total**	**100.0**	**10.6**	**0.5**	**13.3**	**8.3**	**24.0**	**6.1**	**6.4**	**30.8**	**0.0**
	Men	100.0	14.5	0.6	15.0	13.9	22.6	9.0	6.5	17.8	0.0
	Women	100.0	5.2	0.2	10.8	0.6	26.0	2.2	6.3	48.6	0.0
2016	**Total**	**100.0**	**10.4**	**0.4**	**12.1**	**8.2**	**24.6**	**6.4**	**6.1**	**31.7**	**0.0**
	Men	100.0	14.5	0.6	13.7	13.8	23.5	9.5	6.2	18.2	0.0
	Women	100.0	4.9	0.2	10.0	0.6	26.1	2.1	6.0	50.1	0.0

▶ Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2017	**Total**	**100.0**	**9.8**	**0.4**	**12.2**	**7.7**	**25.2**	**6.5**	**6.4**	**31.8**	**0.0**
	Men	100.0	13.7	0.6	13.9	13.0	24.1	9.6	6.5	18.4	0.0
	Women	100.0	4.4	0.2	10.0	0.6	26.6	2.2	6.2	49.9	0.0
2018	**Total**	**100.0**	**9.6**	**0.4**	**12.1**	**7.4**	**25.1**	**6.5**	**6.4**	**32.4**	**0.0**
	Men	100.0	13.5	0.6	13.8	12.5	24.2	9.7	6.7	19.0	0.1
	Women	100.0	4.3	0.2	10.0	0.6	26.4	2.2	6.0	50.3	0.0
2019	**Total**	**100.0**	**9.4**	**0.5**	**12.1**	**7.3**	**25.1**	**6.7**	**6.5**	**32.5**	**0.0**
	Men	100.0	13.3	0.7	13.8	12.4	24.0	9.9	6.8	19.1	0.0
	Women	100.0	4.2	0.2	9.8	0.6	26.5	2.3	6.1	50.2	0.0
2020	**Total**	**100.0**	**9.9**	**0.5**	**12.1**	**7.0**	**23.9**	**6.8**	**6.6**	**33.0**	**0.0**
	Men	100.0	13.7	0.7	13.9	11.6	22.7	10.1	6.9	20.2	0.0
	Women	100.0	4.6	0.3	9.6	0.7	25.6	2.3	6.1	50.8	0.0
2021	**Total**	**100.0**	**10.1**	**0.4**	**12.1**	**7.6**	**24.0**	**6.9**	**6.4**	**32.4**	**0.1**
	Men	100.0	13.9	0.6	13.7	12.6	22.8	10.1	6.5	19.7	0.1
	Women	100.0	4.8	0.2	9.9	0.7	25.7	2.4	6.3	50.0	0.1
Chile											
2012	**Total**	**100.0**	**12.5**	**0.7**	**11.6**	**8.2**	**23.4**	**7.2**	**8.7**	**27.6**	**-**
	Men	100.0	17.4	1.0	13.5	12.9	19.6	10.2	8.6	16.7	-
	Women	100.0	5.3	0.3	8.7	1.2	29.0	2.8	8.7	43.9	-
2013	**Total**	**100.0**	**11.8**	**0.7**	**11.3**	**8.6**	**24.0**	**7.3**	**9.0**	**27.3**	**-**
	Men	100.0	16.5	1.0	13.3	13.5	20.4	10.0	8.7	16.6	-
	Women	100.0	4.9	0.3	8.4	1.4	29.3	3.4	9.4	42.9	-

Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2014	**Total**	**100.0**	**11.5**	**0.8**	**11.3**	**8.3**	**23.7**	**7.2**	**9.0**	**28.2**	**-**
	Men	100.0	16.3	1.1	13.2	13.2	20.1	10.0	8.8	17.3	-
	Women	100.0	4.7	0.4	8.5	1.3	28.7	3.2	9.3	43.7	-
2015	**Total**	**100.0**	**11.2**	**0.8**	**11.2**	**8.7**	**24.0**	**7.3**	**8.8**	**28.1**	**-**
	Men	100.0	15.7	1.1	12.9	13.7	20.8	10.1	8.8	17.0	-
	Women	100.0	4.7	0.3	8.7	1.5	28.7	3.3	8.8	43.9	-
2016	**Total**	**100.0**	**10.8**	**0.8**	**10.8**	**8.8**	**24.6**	**7.4**	**8.9**	**27.9**	**-**
	Men	100.0	15.0	1.1	12.3	14.1	21.5	10.3	8.6	17.0	-
	Women	100.0	5.0	0.3	8.6	1.3	29.0	3.3	9.2	43.3	-
2017	**Total**	**100.0**	**10.5**	**1.1**	**10.7**	**8.4**	**23.9**	**8.5**	**8.7**	**28.2**	**-**
	Men	100.0	14.2	1.6	12.4	13.5	21.2	11.9	8.0	17.1	-
	Women	100.0	5.3	0.4	8.4	1.4	27.5	3.8	9.7	43.5	-
2018	**Total**	**100.0**	**10.4**	**1.0**	**10.3**	**8.5**	**23.9**	**8.7**	**8.8**	**28.3**	**-**
	Men	100.0	14.2	1.5	12.2	13.7	21.2	12.0	8.3	17.0	-
	Women	100.0	5.2	0.4	7.8	1.3	27.6	4.2	9.6	44.1	-
2019	**Total**	**100.0**	**10.3**	**1.1**	**9.8**	**8.6**	**24.1**	**8.1**	**8.8**	**29.1**	**-**
	Men	100.0	14.3	1.6	11.6	13.8	21.4	11.3	8.3	17.7	-
	Women	100.0	4.9	0.5	7.3	1.6	27.9	3.8	9.6	44.5	-
2020	**Total**	**100.0**	**9.5**	**1.4**	**10.1**	**7.8**	**22.6**	**8.1**	**10.1**	**29.9**	**0.4**
	Men	100.0	13.2	2.0	11.7	12.3	20.3	11.2	9.7	19.2	0.4
	Women	100.0	4.3	0.6	7.8	1.4	25.8	3.8	10.8	45.1	0.3

▶ Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2021	**Total**	**100.0**	**9.1**	**1.3**	**10.0**	**9.0**	**23.1**	**8.6**	**9.8**	**28.8**	**0.3**
	Men	100.0	12.6	1.8	11.4	14.1	20.6	11.6	9.3	18.2	0.3
	Women	100.0	4.0	0.5	7.9	1.7	26.7	4.2	10.6	43.9	0.3
Colombia [e/]											
2012	**Total**	**100.0**	**18.7**	**0.5**	**12.8**	**6.0**	**26.5**	**8.4**	**7.9**	**19.1**	**0.0**
	Men	100.0	26.5	0.7	11.6	9.8	22.0	11.8	7.1	10.5	0.0
	Women	100.0	7.7	0.3	14.4	0.6	32.8	3.5	9.2	31.4	0.0
2013	**Total**	**100.0**	**18.1**	**0.5**	**12.0**	**5.8**	**27.1**	**8.3**	**8.4**	**19.7**	**0.0**
	Men	100.0	25.9	0.7	11.1	9.5	22.6	11.7	7.6	10.9	0.0
	Women	100.0	7.1	0.3	13.2	0.6	33.5	3.5	9.6	32.1	0.0
2014	**Total**	**100.0**	**17.5**	**0.6**	**11.9**	**6.1**	**26.9**	**8.3**	**8.6**	**20.1**	**0.0**
	Men	100.0	25.0	0.8	11.3	10.0	22.1	11.9	7.7	11.4	0.0
	Women	100.0	6.8	0.3	12.8	0.7	33.7	3.3	9.8	32.5	0.0
2015	**Total**	**100.0**	**17.3**	**0.5**	**11.7**	**6.3**	**27.1**	**8.2**	**9.0**	**20.0**	**0.0**
	Men	100.0	24.5	0.7	11.3	10.3	22.2	11.8	7.9	11.3	0.0
	Women	100.0	7.2	0.3	12.2	0.7	34.0	3.1	10.5	32.1	0.0
2016	**Total**	**100.0**	**17.1**	**0.5**	**11.3**	**6.4**	**27.4**	**8.1**	**9.3**	**19.8**	**0.0**
	Men	100.0	24.3	0.7	11.1	10.4	22.1	11.8	8.2	11.3	0.0
	Women	100.0	7.1	0.3	11.6	0.7	34.8	2.9	10.9	31.7	0.0
2017	**Total**	**100.0**	**17.8**	**0.5**	**11.7**	**6.1**	**26.7**	**8.1**	**9.5**	**19.6**	**0.0**
	Men	100.0	25.1	0.7	11.0	10.1	21.9	11.8	8.2	11.3	0.0
	Women	100.0	7.6	0.3	12.6	0.6	33.4	2.8	11.3	31.3	0.0

Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2018	**Total**	**100.0**	**18.0**	**0.6**	**11.9**	**6.2**	**26.4**	**8.0**	**9.2**	**19.8**	**0.0**
	Men	100.0	25.3	0.8	11.0	10.0	22.1	11.6	7.8	11.4	0.0
	Women	100.0	7.6	0.3	13.1	0.8	32.5	2.9	11.1	31.6	0.0
2019	**Total**	**100.0**	**17.1**	**0.6**	**11.7**	**6.8**	**26.7**	**7.9**	**8.9**	**20.3**	**0.0**
	Men	100.0	24.3	0.8	10.8	10.9	22.3	11.6	7.3	11.9	0.0
	Women	100.0	6.7	0.3	12.9	1.0	32.9	2.6	11.3	32.3	0.0
2020	**Total**	**100.0**	**17.7**	**1.2**	**10.9**	**6.8**	**25.8**	**8.6**	**9.0**	**19.9**	**0.0**
	Men	100.0	24.6	1.4	11.0	10.4	20.7	12.2	7.3	12.3	0.0
	Women	100.0	7.1	0.8	10.9	1.1	33.8	3.0	11.7	31.7	0.0
2021	**Total**	**100.0**	**16.6**	**1.3**	**10.2**	**7.3**	**24.8**	**8.9**	**10.9**	**20.0**	**0.1**
	Men	100.0	23.2	1.5	9.7	11.2	20.5	12.5	8.7	12.5	0.1
	Women	100.0	6.3	0.8	11.0	1.2	31.4	3.1	14.2	31.8	0.1
Costa Rica											
2012	**Total**	**100.0**	**10.4**	**1.8**	**9.9**	**6.3**	**25.3**	**7.1**	**3.0**	**35.9**	**0.3**
	Men	100.0	15.0	2.6	11.0	9.8	23.1	10.1	2.6	25.6	0.3
	Women	100.0	2.9	0.6	8.3	0.5	28.8	2.3	3.6	52.6	0.3
2013	**Total**	**100.0**	**10.0**	**1.8**	**8.9**	**5.5**	**26.9**	**7.1**	**2.9**	**36.4**	**0.2**
	Men	100.0	14.5	2.5	10.1	8.8	24.9	9.9	2.9	26.0	0.3
	Women	100.0	2.9	0.7	7.1	0.2	30.2	2.7	3.0	53.0	0.1
2014	**Total**	**100.0**	**11.3**	**1.6**	**9.3**	**6.6**	**25.4**	**6.2**	**3.2**	**36.2**	**0.2**
	Men	100.0	15.8	2.1	10.2	10.1	23.5	8.7	3.3	26.2	0.1
	Women	100.0	3.9	0.8	7.9	0.8	28.6	2.1	3.0	52.5	0.3

▶ Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2015	**Total**	**100.0**	**12.4**	**1.5**	**10.9**	**6.7**	**24.0**	**5.6**	**2.9**	**36.0**	**0.2**
	Men	100.0	17.4	2.1	12.4	10.4	21.8	7.6	2.9	25.3	0.1
	Women	100.0	4.2	0.5	8.4	0.6	27.6	2.3	2.8	53.4	0.2
2016	**Total**	**100.0**	**12.3**	**1.9**	**10.2**	**6.4**	**25.0**	**6.9**	**2.9**	**34.2**	**0.2**
	Men	100.0	17.0	2.6	11.5	9.9	22.8	9.2	2.8	24.0	0.3
	Women	100.0	4.2	0.6	8.0	0.4	28.8	2.8	3.2	51.7	0.2
2017	**Total**	**100.0**	**12.6**	**1.5**	**10.0**	**6.5**	**24.7**	**6.8**	**2.6**	**34.8**	**0.5**
	Men	100.0	17.2	2.0	10.9	10.0	22.5	8.9	2.5	25.3	0.5
	Women	100.0	4.5	0.7	8.4	0.4	28.6	3.1	2.8	51.0	0.5
2018	**Total**	**100.0**	**12.4**	**1.3**	**10.8**	**6.9**	**23.7**	**7.2**	**3.0**	**34.1**	**0.6**
	Men	100.0	17.2	1.8	11.6	10.8	21.5	9.8	3.2	23.6	0.5
	Women	100.0	4.3	0.4	9.5	0.4	27.3	2.8	2.8	51.7	0.7
2019	**Total**	**100.0**	**12.0**	**1.2**	**10.4**	**6.9**	**22.5**	**7.5**	**3.1**	**36.1**	**0.4**
	Men	100.0	17.0	1.6	11.5	10.7	19.9	10.5	2.7	25.8	0.4
	Women	100.0	4.1	0.5	8.6	0.8	26.6	2.9	3.7	52.4	0.3
2020	**Total**	**100.0**	**12.9**	**1.3**	**10.4**	**6.6**	**21.6**	**7.3**	**3.0**	**36.4**	**0.4**
	Men	100.0	17.7	1.8	11.4	10.0	19.5	9.8	2.7	26.5	0.5
	Women	100.0	4.6	0.5	8.6	0.7	25.2	2.8	3.7	53.5	0.3
2021	**Total**	**100.0**	**11.8**	**1.3**	**10.4**	**6.3**	**23.0**	**7.3**	**3.2**	**36.2**	**0.7**
	Men	100.0	16.5	1.8	11.5	9.8	21.2	9.6	2.9	26.0	0.6
	Women	100.0	3.8	0.4	8.6	0.6	25.8	3.3	3.6	53.2	0.8

Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
Ecuador [f/]											
2012	**Total**	**100.0**	**28.5**	**0.4**	**10.4**	**6.2**	**25.6**	**5.9**	**6.0**	**16.9**	**0.0**
	Men	100.0	33.2	0.5	10.9	9.8	19.5	8.7	6.4	10.9	0.0
	Women	100.0	21.3	0.2	9.7	0.7	34.9	1.8	5.4	26.0	-
2013	**Total**	**100.0**	**27.3**	**0.5**	**10.8**	**6.9**	**24.0**	**6.5**	**3.6**	**20.4**	**0.0**
	Men	100.0	31.3	0.6	11.2	11.0	18.2	9.3	3.6	14.7	0.0
	Women	100.0	21.0	0.3	10.2	0.5	32.8	2.3	3.7	29.1	0.0
2014	**Total**	**100.0**	**26.0**	**0.5**	**10.9**	**7.6**	**24.1**	**6.7**	**5.8**	**18.5**	**-**
	Men	100.0	29.6	0.6	11.4	12.0	18.5	9.4	6.1	12.4	-
	Women	100.0	20.5	0.3	10.1	0.6	32.8	2.4	5.5	27.9	-
2015	**Total**	**100.0**	**26.9**	**0.5**	**11.0**	**7.4**	**24.2**	**7.0**	**4.4**	**18.7**	**-**
	Men	100.0	29.6	0.7	11.6	12.0	18.4	10.1	4.5	13.1	-
	Women	100.0	22.9	0.3	10.1	0.6	32.6	2.5	4.2	26.8	-
2016	**Total**	**100.0**	**27.5**	**0.5**	**10.8**	**6.7**	**24.8**	**6.8**	**5.4**	**17.5**	**-**
	Men	100.0	30.0	0.7	11.6	11.1	18.9	10.2	5.7	11.9	-
	Women	100.0	24.1	0.2	9.7	0.5	33.0	2.1	4.9	25.3	-
2017	**Total**	**100.0**	**28.3**	**0.5**	**10.8**	**6.5**	**24.8**	**6.7**	**5.2**	**17.0**	**-**
	Men	100.0	30.7	0.7	11.3	10.9	19.2	10.2	5.3	11.7	-
	Women	100.0	25.0	0.3	10.3	0.5	32.5	1.9	5.1	24.4	-
2018	**Total**	**100.0**	**29.3**	**0.4**	**10.9**	**6.5**	**24.3**	**6.6**	**5.6**	**16.3**	**0.0**
	Men	100.0	31.5	0.5	11.7	10.8	18.9	9.8	5.6	11.3	-
	Women	100.0	26.3	0.2	9.9	0.6	31.9	2.1	5.7	23.3	0.0

▶ Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2019	**Total**	**100.0**	**30.2**	**0.4**	**10.3**	**5.9**	**24.4**	**6.6**	**5.8**	**16.4**	**-**
	Men	100.0	32.3	0.5	11.2	9.9	19.2	9.9	5.8	11.2	-
	Women	100.0	27.4	0.2	9.0	0.4	31.8	1.9	5.7	23.5	-
2020	**Total**	**100.0**	**33.0**	**0.4**	**9.7**	**5.9**	**24.3**	**6.1**	**4.2**	**16.4**	**-**
	Men	100.0	35.3	0.6	10.5	9.6	19.4	9.0	3.6	12.0	-
	Women	100.0	29.6	0.2	8.5	0.4	31.5	1.9	5.0	22.9	-
2021	**Total**	**100.0**	**32.6**	**0.4**	**9.9**	**5.9**	**24.4**	**6.4**	**5.5**	**14.8**	**-**
	Men	100.0	34.3	0.5	11.0	9.7	19.1	9.8	5.4	10.2	-
	Women	100.0	30.3	0.3	8.3	0.5	32.0	1.7	5.6	21.3	-
El Salvador											
2012	**Total**	**100.0**	**21.0**	**0.4**	**15.5**	**5.1**	**28.7**	**4.3**	**5.4**	**19.5**	**0.0**
	Men	100.0	32.5	0.6	13.7	8.5	19.5	6.5	6.2	12.5	0.0
	Women	100.0	5.0	0.2	18.0	0.2	41.5	1.3	4.3	29.4	0.0
2013	**Total**	**100.0**	**19.7**	**0.4**	**14.8**	**5.2**	**29.9**	**4.0**	**5.9**	**20.2**	**0.0**
	Men	100.0	30.9	0.7	12.9	8.9	20.4	6.2	7.0	13.1	0.0
	Women	100.0	4.5	0.1	17.3	0.2	42.7	0.9	4.5	29.7	0.0
2014	**Total**	**100.0**	**18.8**	**0.5**	**15.0**	**5.4**	**30.5**	**4.3**	**5.3**	**20.2**	**0.0**
	Men	100.0	29.7	0.8	13.1	9.1	21.2	6.4	6.4	13.2	0.0
	Women	100.0	4.1	0.2	17.6	0.2	43.1	1.3	3.8	29.7	-
2015	**Total**	**100.0**	**18.2**	**0.6**	**16.1**	**5.4**	**30.4**	**4.7**	**5.6**	**18.9**	**0.0**
	Men	100.0	28.3	0.8	14.2	9.1	21.0	7.1	6.9	12.5	0.0
	Women	100.0	3.8	0.3	18.9	0.4	43.6	1.3	3.9	27.8	0.0

Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2016	**Total**	**100.0**	**18.7**	**0.6**	**15.3**	**5.3**	**30.8**	**4.4**	**6.0**	**18.9**	**-**
	Men	100.0	29.4	0.8	14.1	9.0	20.6	6.6	7.1	12.2	-
	Women	100.0	4.0	0.2	16.8	0.2	44.9	1.3	4.4	28.1	-
2017	**Total**	**100.0**	**18.6**	**0.5**	**15.6**	**5.8**	**31.3**	**4.2**	**5.6**	**18.3**	**-**
	Men	100.0	29.0	0.7	14.3	9.7	21.4	6.6	6.5	11.9	-
	Women	100.0	3.9	0.3	17.5	0.4	45.4	1.0	4.3	27.4	-
2018	**Total**	**100.0**	**16.7**	**0.9**	**15.1**	**6.3**	**31.5**	**4.6**	**6.3**	**18.6**	**0.0**
	Men	100.0	26.2	1.1	13.9	10.4	22.1	6.9	7.3	12.2	0.0
	Women	100.0	3.4	0.5	16.8	0.5	44.7	1.4	4.9	27.7	0.0
2019	**Total**	**100.0**	**16.4**	**0.8**	**14.9**	**6.8**	**31.0**	**4.7**	**6.2**	**19.2**	**-**
	Men	100.0	25.5	0.9	13.6	11.4	21.5	7.1	7.1	12.8	-
	Women	100.0	3.4	0.5	16.7	0.4	44.4	1.5	4.9	28.2	-
2020	**Total**	**100.0**	**15.9**	**0.5**	**16.2**	**6.5**	**31.2**	**4.9**	**6.0**	**18.8**	**0.0**
	Men	100.0	24.4	0.7	14.6	10.8	21.9	7.2	7.5	12.9	0.0
	Women	100.0	3.7	0.3	18.4	0.4	44.5	1.5	4.0	27.2	-
2021	**Total**	**100.0**	**14.8**	**1.1**	**15.1**	**7.7**	**31.7**	**4.9**	**6.4**	**18.4**	**0.0**
	Men	100.0	23.0	1.4	13.5	12.9	22.3	7.5	7.1	12.4	0.0
	Women	100.0	3.4	0.6	17.3	0.5	44.8	1.2	5.4	26.8	0.0
Guatemala [g/]											
2012	**Total**	**100.0**	**32.3**	**0.3**	**13.4**	**5.8**	**26.4**	**3.3**	**3.3**	**15.2**	**-**
	Men	100.0	43.8	0.4	12.4	9.0	17.5	4.7	3.6	8.8	-
	Women	100.0	12.6	0.1	15.1	0.2	41.8	0.8	2.8	26.4	-

▶ Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2013	**Total**	**100.0**	**31.0**	**0.5**	**11.7**	**5.9**	**26.0**	**4.1**	**4.3**	**16.6**	**-**
	Men	100.0	42.5	0.6	10.7	8.9	18.1	5.5	4.6	9.0	-
	Women	100.0	9.8	0.3	13.6	0.3	40.4	1.4	3.8	30.3	-
2014	**Total**	**100.0**	**31.7**	**0.5**	**14.0**	**4.8**	**23.9**	**3.6**	**4.3**	**17.2**	**-**
	Men	100.0	42.7	0.7	12.5	7.2	17.4	4.9	4.3	10.3	-
	Women	100.0	11.4	0.2	16.7	0.4	35.8	1.4	4.3	29.9	-
2015	**Total**	**100.0**	**32.0**	**0.3**	**12.8**	**5.6**	**25.3**	**3.8**	**4.0**	**16.1**	**-**
	Men	100.0	43.0	0.5	10.6	8.3	19.6	5.3	4.1	8.8	-
	Women	100.0	10.0	0.1	17.3	0.2	36.8	0.9	3.7	30.8	-
2016	**Total**	**100.0**	**29.5**	**0.3**	**13.5**	**7.0**	**25.0**	**3.9**	**4.1**	**16.5**	**-**
	Men	100.0	40.1	0.4	11.1	10.6	18.6	5.5	4.1	9.6	-
	Women	100.0	9.5	0.2	18.0	0.3	37.3	0.9	4.1	29.7	-
2017	**Total**	**100.0**	**32.0**	**0.3**	**12.7**	**5.8**	**25.1**	**3.9**	**4.7**	**15.5**	**0.0**
	Men	100.0	43.0	0.3	10.6	8.6	18.3	5.4	4.8	8.9	-
	Women	100.0	10.3	0.1	16.9	0.1	38.5	1.1	4.4	28.4	0.0
2018	**Total**	**100.0**	**33.1**	**0.4**	**12.8**	**5.7**	**23.5**	**3.9**	**5.1**	**15.5**	**-**
	Men	100.0	44.2	0.6	10.3	8.6	17.0	5.4	5.0	8.9	-
	Women	100.0	11.9	0.2	17.4	0.1	36.1	0.8	5.2	28.2	-
2019	**Total**	**100.0**	**31.2**	**0.5**	**11.6**	**6.8**	**24.0**	**3.8**	**4.9**	**17.1**	**-**
	Men	100.0	41.3	0.6	9.6	10.1	18.0	5.3	5.0	10.0	-
	Women	100.0	11.5	0.2	15.6	0.4	35.8	0.9	4.7	30.9	-

Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2020	**Total**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
	Men	-	-	-	-	-	-	-	-	-	-
	Women	-	-	-	-	-	-	-	-	-	-
2021	**Total**	**100.0**	**29.3**	**0.6**	**13.3**	**8.0**	**25.4**	**3.7**	**4.8**	**14.9**	**-**
	Men	100.0	38.5	0.8	9.5	12.5	19.5	5.2	5.1	8.9	-
	Women	100.0	13.1	0.2	20.1	0.2	35.7	0.9	4.2	25.5	-
Honduras [h/]											
2012	**Total**	**100.0**	**38.6**	**0.4**	**13.4**	**5.4**	**21.9**	**3.3**	**2.9**	**14.1**	**0.1**
	Men	100.0	52.6	0.5	9.8	8.0	14.4	4.5	2.9	7.3	0.0
	Women	100.0	11.6	0.2	20.3	0.4	36.3	1.0	2.9	27.1	0.2
2013	**Total**	**100.0**	**36.1**	**0.5**	**12.7**	**5.3**	**24.1**	**3.4**	**3.0**	**14.9**	**0.1**
	Men	100.0	50.5	0.6	9.4	8.1	15.9	4.8	3.0	7.7	0.0
	Women	100.0	10.4	0.3	18.6	0.3	38.8	0.9	3.1	27.5	0.1
2014	**Total**	**100.0**	**30.3**	**0.5**	**15.5**	**5.2**	**25.2**	**3.6**	**3.5**	**16.1**	**0.2**
	Men	100.0	42.9	0.7	11.8	7.9	19.0	5.3	3.5	8.7	0.2
	Women	100.0	9.7	0.2	21.6	0.7	35.2	0.7	3.5	28.3	0.2
2015	**Total**	**100.0**	**30.1**	**0.9**	**14.8**	**5.6**	**23.6**	**3.5**	**4.5**	**16.9**	**0.1**
	Men	100.0	43.7	1.1	11.4	9.0	16.1	5.2	4.4	9.1	0.1
	Women	100.0	8.1	0.5	20.5	0.2	35.9	0.7	4.5	29.6	0.1
2016	**Total**	**100.0**	**28.7**	**0.8**	**14.8**	**5.4**	**25.3**	**3.8**	**4.4**	**16.8**	**0.1**
	Men	100.0	41.3	1.1	12.0	8.6	17.3	5.5	4.4	9.8	0.1
	Women	100.0	8.5	0.4	19.4	0.2	37.9	1.1	4.4	27.9	0.1

▶ Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2017	**Total**	**100.0**	**33.3**	**0.7**	**13.6**	**5.7**	**23.0**	**3.9**	**3.9**	**15.8**	**0.1**
	Men	100.0	47.3	0.9	9.9	9.1	14.9	5.7	3.9	8.3	0.0
	Women	100.0	10.1	0.3	19.7	0.1	36.4	0.9	4.0	28.3	0.1
2018	**Total**	**100.0**	**31.8**	**0.6**	**13.4**	**5.6**	**23.5**	**3.9**	**3.8**	**17.4**	**0.0**
	Men	100.0	44.9	0.7	10.8	9.0	15.2	5.8	3.8	9.7	0.0
	Women	100.0	11.4	0.4	17.6	0.3	36.3	1.0	3.8	29.3	0.0
2019	**Total**	**100.0**	**30.8**	**1.0**	**13.5**	**6.2**	**23.8**	**3.7**	**3.9**	**17.1**	**0.0**
	Men	100.0	43.9	1.3	10.9	9.5	15.7	5.2	3.7	9.7	0.0
	Women	100.0	8.5	0.4	17.9	0.6	37.6	1.1	4.1	29.8	0.0
2020	**Total**	**100.0**	**23.9**	**0.8**	**16.2**	**5.9**	**24.9**	**3.5**	**4.9**	**18.7**	**1.2**
	Men	100.0	34.9	1.0	14.2	9.8	17.3	5.8	5.4	10.0	1.6
	Women	100.0	8.8	0.4	18.9	0.6	35.4	0.4	4.2	30.6	0.6
2021	**Total**	**100.0**	**22.6**	**0.7**	**15.2**	**7.9**	**25.5**	**4.0**	**4.1**	**17.5**	**2.5**
	Men	100.0	32.4	1.0	12.7	13.3	18.3	6.0	4.5	9.1	2.8
	Women	100.0	8.8	0.4	18.9	0.3	35.6	1.2	3.5	29.4	2.1
Mexico											
2012	**Total**	**100.0**	**14.1**	**0.4**	**15.3**	**7.5**	**26.5**	**4.8**	**1.7**	**29.1**	**0.7**
	Men	100.0	20.1	0.5	15.6	11.6	19.9	6.8	1.5	23.2	0.7
	Women	100.0	4.3	0.2	14.7	0.7	37.3	1.5	1.9	38.8	0.6
2013	**Total**	**100.0**	**14.0**	**0.4**	**15.7**	**7.3**	**26.5**	**4.9**	**1.6**	**29.0**	**0.6**
	Men	100.0	20.2	0.5	16.0	11.5	19.9	7.0	1.4	22.9	0.6
	Women	100.0	4.1	0.2	15.1	0.6	37.3	1.5	1.9	38.8	0.5

Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2014	**Total**	**100.0**	**14.1**	**0.4**	**16.0**	**7.5**	**26.4**	**4.9**	**1.6**	**28.5**	**0.6**
	Men	100.0	20.3	0.5	16.3	11.7	19.9	7.0	1.4	22.2	0.6
	Women	100.0	3.9	0.2	15.4	0.7	37.1	1.5	1.9	39.0	0.4
2015	**Total**	**100.0**	**13.8**	**0.4**	**16.0**	**7.8**	**26.4**	**4.9**	**1.6**	**28.4**	**0.6**
	Men	100.0	19.9	0.5	16.4	12.2	19.8	7.0	1.5	22.1	0.6
	Women	100.0	3.9	0.2	15.5	0.7	37.2	1.5	1.8	38.8	0.5
2016	**Total**	**100.0**	**13.4**	**0.4**	**16.3**	**8.2**	**26.4**	**5.1**	**1.5**	**28.2**	**0.5**
	Men	100.0	19.3	0.5	16.5	12.9	19.8	7.2	1.4	21.8	0.6
	Women	100.0	3.8	0.2	15.9	0.7	37.1	1.6	1.7	38.6	0.4
2017	**Total**	**100.0**	**13.4**	**0.4**	**16.6**	**8.2**	**26.0**	**5.1**	**1.6**	**28.2**	**0.6**
	Men	100.0	19.2	0.5	16.8	12.7	19.6	7.2	1.4	21.9	0.6
	Women	100.0	3.9	0.2	16.3	0.7	36.4	1.7	1.8	38.5	0.5
2018	**Total**	**100.0**	**13.1**	**0.4**	**16.6**	**8.2**	**26.2**	**5.2**	**1.6**	**28.1**	**0.6**
	Men	100.0	18.9	0.5	16.8	12.8	19.7	7.4	1.4	21.8	0.7
	Women	100.0	3.7	0.2	16.4	0.8	36.7	1.7	1.8	38.2	0.5
2019	**Total**	**100.0**	**12.7**	**0.4**	**16.6**	**7.8**	**27.4**	**5.1**	**1.6**	**27.8**	**0.6**
	Men	100.0	18.5	0.5	17.0	12.3	20.6	7.4	1.4	21.6	0.6
	Women	100.0	3.8	0.2	15.8	0.8	38.0	1.6	1.9	37.5	0.5
2020	**Total**	**100.0**	**12.9**	**0.4**	**16.4**	**7.7**	**26.0**	**5.3**	**1.8**	**29.1**	**0.5**
	Men	100.0	18.6	0.5	16.6	12.1	19.7	7.5	1.6	22.8	0.6
	Women	100.0	3.9	0.2	16.2	0.8	35.8	1.7	2.1	38.9	0.4

▶ Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2021	**Total**	**100.0**	**12.5**	**0.4**	**16.5**	**8.0**	**26.7**	**5.1**	**1.7**	**28.5**	**0.6**
	Men	100.0	17.9	0.5	16.8	12.6	20.2	7.2	1.6	22.6	0.7
	Women	100.0	4.2	0.2	16.0	0.8	37.0	1.7	1.9	37.8	0.4
Panama											
2012	**Total**	**100.0**	**16.9**	**0.8**	**6.9**	**10.4**	**23.2**	**8.3**	**9.1**	**24.5**	**-**
	Men	100.0	22.3	1.0	7.0	16.0	19.6	11.5	8.4	14.2	-
	Women	100.0	8.6	0.5	6.6	1.6	28.7	3.5	10.1	40.4	-
2013	**Total**	**100.0**	**16.7**	**1.0**	**7.7**	**11.2**	**22.8**	**8.5**	**8.6**	**23.6**	**-**
	Men	100.0	21.4	1.2	7.6	17.2	19.4	11.7	7.6	13.9	-
	Women	100.0	9.2	0.6	7.9	1.7	28.1	3.4	10.3	38.6	-
2014	**Total**	**100.0**	**15.9**	**0.9**	**7.4**	**11.6**	**22.9**	**7.8**	**9.4**	**24.0**	**-**
	Men	100.0	20.8	1.1	7.1	18.0	19.1	11.1	8.7	14.0	-
	Women	100.0	8.5	0.6	7.8	1.8	28.6	3.0	10.5	39.2	-
2015	**Total**	**100.0**	**14.8**	**0.8**	**7.7**	**10.0**	**23.6**	**8.6**	**9.3**	**25.1**	**-**
	Men	100.0	19.4	1.1	7.6	15.9	20.2	11.8	8.5	15.5	-
	Women	100.0	8.0	0.5	7.8	1.3	28.6	4.0	10.4	39.3	-
2016	**Total**	**100.0**	**15.6**	**0.8**	**7.3**	**10.0**	**23.4**	**8.8**	**9.2**	**24.8**	**-**
	Men	100.0	20.0	1.1	6.7	15.8	19.6	12.3	8.8	15.7	-
	Women	100.0	9.0	0.3	8.2	1.6	29.1	3.7	9.9	38.2	-
2017	**Total**	**100.0**	**14.7**	**0.9**	**7.3**	**10.1**	**23.4**	**9.3**	**9.3**	**24.9**	**-**
	Men	100.0	18.7	1.2	7.0	15.9	19.7	13.2	8.8	15.5	-
	Women	100.0	8.8	0.4	7.8	1.6	29.0	3.7	10.0	38.7	-

Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2018	Total	100.0	14.6	0.6	7.6	10.2	23.7	8.9	8.7	25.7	-
	Men	100.0	19.0	1.0	7.3	16.1	19.8	12.6	8.5	15.8	-
	Women	100.0	8.2	0.2	8.0	1.7	29.4	3.5	9.0	40.1	-
2019	**Total**	**100.0**	**14.8**	**0.8**	**7.5**	**9.0**	**23.5**	**9.0**	**9.2**	**26.2**	**-**
	Men	100.0	19.3	1.0	7.4	14.5	19.4	13.0	9.1	16.3	-
	Women	100.0	8.5	0.5	7.7	1.3	29.2	3.3	9.5	40.0	-
2020	**Total**	**100.0**	**14.6**	**0.7**	**9.1**	**8.5**	**21.2**	**8.6**	**9.7**	**27.8**	**-**
	Men	100.0	18.9	0.9	8.1	14.0	17.4	12.5	10.7	17.4	-
	Women	100.0	8.3	0.4	10.5	0.6	26.5	3.0	8.2	42.5	-
2021	**Total**	**100.0**	**16.0**	**0.9**	**7.4**	**8.2**	**23.5**	**8.4**	**9.6**	**26.0**	**-**
	Men	100.0	20.8	1.1	7.4	13.0	19.6	12.0	9.6	16.5	-
	Women	100.0	8.9	0.7	7.4	1.2	29.3	3.0	9.7	39.9	-
Paraguay											
2012	**Total**	**100.0**	**27.9**	**0.6**	**10.3**	**5.5**	**25.3**	**4.0**	**4.9**	**21.6**	**0.0**
	Men	100.0	31.0	0.9	12.1	9.3	23.1	6.0	4.8	12.8	0.0
	Women	100.0	23.4	0.2	7.7	0.1	28.5	1.1	4.9	34.1	-
2013	**Total**	**100.0**	**22.8**	**0.7**	**9.9**	**6.7**	**26.4**	**4.1**	**5.1**	**24.2**	**0.1**
	Men	100.0	27.4	1.0	11.8	11.3	24.0	5.8	5.6	13.2	0.0
	Women	100.0	16.3	0.3	7.4	0.2	29.9	1.6	4.6	39.7	0.1
2014	**Total**	**100.0**	**22.7**	**0.5**	**11.3**	**7.2**	**26.1**	**3.9**	**5.3**	**23.0**	**0.1**
	Men	100.0	26.7	0.6	13.5	11.5	24.0	5.5	5.1	13.0	0.1
	Women	100.0	16.5	0.3	7.9	0.5	29.4	1.4	5.7	38.3	0.0

▶ Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2015	**Total**	**100.0**	**20.3**	**0.5**	**12.2**	**6.8**	**26.6**	**3.7**	**5.3**	**24.5**	**-**
	Men	100.0	24.1	0.7	14.6	11.2	24.6	5.5	5.4	13.9	-
	Women	100.0	14.7	0.4	8.8	0.2	29.6	1.2	5.2	40.1	-
2016	**Total**	**100.0**	**21.7**	**0.5**	**11.1**	**7.7**	**26.2**	**4.0**	**5.4**	**23.4**	**0.1**
	Men	100.0	26.1	0.5	13.3	12.6	23.0	5.7	5.5	13.2	0.1
	Women	100.0	15.0	0.4	7.7	0.3	30.9	1.5	5.3	38.8	0.0
2017	**Total**	**100.0**	**20.6**	**0.5**	**11.6**	**7.9**	**27.1**	**3.3**	**5.5**	**23.2**	**0.3**
	Men	100.0	24.2	0.7	13.8	12.8	24.3	4.6	5.8	13.3	0.3
	Women	100.0	15.3	0.1	8.2	0.5	31.4	1.3	5.0	38.0	0.2
2018	**Total**	**100.0**	**20.5**	**0.5**	**11.4**	**7.1**	**26.0**	**3.3**	**6.3**	**24.8**	**0.0**
	Men	100.0	24.2	0.7	14.1	11.7	23.3	4.7	6.2	15.1	0.0
	Women	100.0	15.0	0.2	7.6	0.3	30.1	1.2	6.5	39.2	0.0
2019	**Total**	**100.0**	**20.1**	**0.4**	**10.9**	**7.7**	**26.5**	**3.0**	**5.9**	**25.3**	**0.1**
	Men	100.0	24.2	0.6	12.8	13.0	23.7	4.5	5.5	15.5	0.1
	Women	100.0	14.5	0.1	8.3	0.2	30.5	0.8	6.5	39.1	0.0
2020	**Total**	**100.0**	**21.2**	**0.5**	**10.0**	**8.8**	**26.7**	**3.1**	**5.2**	**24.4**	**0.1**
	Men	100.0	24.7	0.6	11.5	14.5	24.2	4.5	5.1	14.7	0.1
	Women	100.0	16.2	0.2	7.8	0.5	30.5	1.1	5.3	38.3	0.1
2021	**Total**	**100.0**	**19.9**	**0.4**	**10.5**	**8.7**	**28.1**	**3.2**	**5.8**	**23.4**	**0.1**
	Men	100.0	24.1	0.5	12.0	14.4	24.7	4.6	5.7	13.9	0.1
	Women	100.0	13.7	0.2	8.2	0.4	33.1	1.2	5.9	37.3	0.1

Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
Peru											
2012	**Total**	**100.0**	**26.0**	**0.2**	**10.7**	**5.9**	**25.9**	**7.4**	**5.4**	**18.5**	**-**
	Men	100.0	29.6	0.2	11.4	10.0	16.5	11.8	6.1	14.3	-
	Women	100.0	21.5	0.1	9.7	0.6	38.0	1.8	4.5	23.8	-
2013	**Total**	**100.0**	**25.9**	**0.2**	**10.3**	**6.2**	**26.4**	**7.5**	**5.6**	**18.0**	**-**
	Men	100.0	29.1	0.3	10.9	10.5	17.3	11.8	6.3	13.8	-
	Women	100.0	21.7	0.1	9.5	0.7	37.9	1.9	4.7	23.5	-
2014	**Total**	**100.0**	**26.1**	**0.2**	**9.7**	**6.4**	**26.4**	**7.8**	**5.7**	**17.8**	**-**
	Men	100.0	29.5	0.3	10.2	11.0	17.1	12.4	6.3	13.2	-
	Women	100.0	21.7	0.1	9.0	0.6	38.2	2.0	4.8	23.6	-
2015	**Total**	**100.0**	**26.9**	**0.2**	**9.5**	**6.6**	**25.4**	**8.0**	**5.5**	**17.8**	**-**
	Men	100.0	30.2	0.3	10.2	11.2	16.0	12.9	6.0	13.3	-
	Women	100.0	22.7	0.1	8.7	0.6	37.6	1.8	4.9	23.6	-
2016	**Total**	**100.0**	**26.5**	**0.3**	**9.6**	**6.1**	**25.6**	**8.3**	**5.7**	**17.9**	**-**
	Men	100.0	29.9	0.4	10.3	10.4	16.1	13.2	6.2	13.5	-
	Women	100.0	22.2	0.1	8.7	0.7	37.9	1.9	5.0	23.5	-
2017	**Total**	**100.0**	**25.9**	**0.2**	**9.5**	**5.8**	**26.5**	**8.3**	**5.9**	**17.8**	**-**
	Men	100.0	29.6	0.3	10.2	10.0	16.4	13.3	6.6	13.5	-
	Women	100.0	21.2	0.1	8.7	0.5	39.2	2.1	5.0	23.3	-
2018	**Total**	**100.0**	**25.9**	**0.2**	**9.1**	**6.0**	**27.2**	**8.1**	**6.1**	**17.4**	**-**
	Men	100.0	29.7	0.3	9.6	10.3	17.3	13.2	6.3	13.3	-
	Women	100.0	21.2	0.1	8.4	0.5	39.8	1.7	5.8	22.6	-

▶ Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2019	**Total**	**100.0**	**25.4**	**0.2**	**9.0**	**6.2**	**27.0**	**8.1**	**6.2**	**18.0**	**0.0**
	Men	100.0	28.5	0.3	9.7	10.6	17.4	13.2	6.6	13.6	-
	Women	100.0	21.5	0.1	8.0	0.6	38.9	1.8	5.7	23.4	0.0
2020	**Total**	**100.0**	**33.1**	**0.2**	**8.6**	**6.3**	**23.8**	**7.5**	**5.2**	**15.3**	**-**
	Men	100.0	35.9	0.4	8.7	10.6	15.6	11.9	5.5	11.5	-
	Women	100.0	29.3	0.1	8.3	0.4	35.0	1.4	4.9	20.6	-
2021	**Total**	**100.0**	**29.2**	**0.2**	**8.8**	**7.3**	**26.2**	**7.7**	**5.4**	**15.1**	**-**
	Men	100.0	31.8	0.4	9.4	12.4	16.7	12.5	5.7	11.1	-
	Women	100.0	25.9	0.1	8.1	0.6	38.4	1.5	4.9	20.4	-
Dominican Republic [i]											
2012	**Total**	**100.0**	**14.6**	**1.1**	**10.4**	**6.3**	**27.4**	**7.6**	**5.7**	**26.9**	**-**
	Men	100.0	21.6	1.2	11.1	9.6	26.0	11.0	5.4	14.2	-
	Women	100.0	2.4	1.0	9.1	0.4	30.0	1.5	6.3	49.2	-
2013	**Total**	**100.0**	**14.5**	**0.9**	**9.8**	**5.7**	**27.3**	**7.9**	**6.4**	**27.5**	**-**
	Men	100.0	21.4	1.1	11.0	8.6	25.8	11.1	6.1	14.9	-
	Women	100.0	2.1	0.5	7.8	0.4	30.0	2.3	6.9	49.9	-
2014	**Total**	**100.0**	**14.6**	**0.8**	**9.8**	**6.6**	**27.1**	**7.7**	**5.8**	**27.5**	**-**
	Men	100.0	21.4	0.9	10.8	9.9	25.4	11.0	6.0	14.7	-
	Women	100.0	2.8	0.7	8.1	0.7	30.1	1.9	5.5	50.2	-
2015	**Total**	**100.0**	**10.0**	**1.4**	**9.9**	**6.9**	**27.9**	**7.6**	**2.4**	**34.0**	**-**
	Men	100.0	15.3	1.6	11.5	10.9	26.1	11.2	2.1	21.4	-
	Women	100.0	1.6	1.0	7.3	0.6	30.7	1.9	3.0	54.0	-

Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2016	**Total**	**100.0**	**9.2**	**1.7**	**10.2**	**6.9**	**27.4**	**7.8**	**2.6**	**34.3**	**-**
	Men	100.0	14.2	1.9	12.0	11.1	25.1	11.7	2.5	21.5	-
	Women	100.0	1.2	1.4	7.4	0.3	30.8	1.7	2.9	54.3	-
2017	**Total**	**100.0**	**9.8**	**1.5**	**10.0**	**7.7**	**27.2**	**7.6**	**2.5**	**33.7**	**-**
	Men	100.0	15.3	1.7	11.5	12.4	25.2	11.6	2.2	20.1	-
	Women	100.0	1.4	1.3	7.8	0.6	30.2	1.5	2.8	54.5	-
2018	**Total**	**100.0**	**9.5**	**1.5**	**9.9**	**8.1**	**27.1**	**7.4**	**2.6**	**34.0**	**-**
	Men	100.0	14.6	1.7	11.3	13.0	25.3	11.3	2.3	20.5	-
	Women	100.0	1.6	1.1	7.7	0.7	29.7	1.5	3.0	54.7	-
2019	**Total**	**100.0**	**8.9**	**1.2**	**10.1**	**7.4**	**27.8**	**7.0**	**2.8**	**34.8**	**-**
	Men	100.0	14.0	1.3	11.6	12.2	26.1	10.8	2.5	21.6	-
	Women	100.0	1.5	1.1	7.9	0.4	30.4	1.4	3.2	54.2	-
2020	**Total**	**100.0**	**9.1**	**1.4**	**10.5**	**7.4**	**27.3**	**7.8**	**2.5**	**34.0**	**-**
	Men	100.0	14.3	1.6	12.0	12.2	25.0	12.1	2.3	20.4	-
	Women	100.0	1.4	1.1	8.2	0.3	30.6	1.4	2.7	54.3	-
2021	**Total**	**100.0**	**8.2**	**1.6**	**9.9**	**8.6**	**27.5**	**7.6**	**2.5**	**34.2**	**-**
	Men	100.0	12.7	1.7	11.4	14.1	25.4	11.7	2.4	20.6	-
	Women	100.0	1.5	1.4	7.7	0.3	30.6	1.4	2.7	54.3	-
Uruguay											
2012	**Total**	**100.0**	**8.8**	**1.0**	**11.9**	**7.8**	**21.8**	**6.7**	**8.7**	**33.3**	**-**
	Men	100.0	12.6	1.3	14.2	13.7	21.3	9.7	8.3	19.0	-
	Women	100.0	4.1	0.6	9.1	0.7	22.5	3.1	9.1	50.7	-

▶ Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2013	**Total**	**100.0**	**9.6**	**1.0**	**11.9**	**8.1**	**21.2**	**6.8**	**9.1**	**32.3**	**-**
	Men	100.0	13.7	1.3	14.4	13.9	20.5	9.6	8.5	17.9	-
	Women	100.0	4.4	0.6	8.8	0.7	22.1	3.2	9.8	50.3	-
2014	**Total**	**100.0**	**9.4**	**0.9**	**11.5**	**8.1**	**21.4**	**7.1**	**9.5**	**32.3**	**-**
	Men	100.0	13.4	1.2	13.8	13.9	20.9	10.0	8.8	18.1	-
	Women	100.0	4.3	0.5	8.8	0.7	21.9	3.4	10.3	50.0	-
2015	**Total**	**100.0**	**9.0**	**0.8**	**11.1**	**8.1**	**21.8**	**7.3**	**9.8**	**32.1**	**-**
	Men	100.0	12.7	1.1	13.4	13.8	21.2	10.4	9.1	18.3	-
	Women	100.0	4.5	0.5	8.3	0.9	22.6	3.5	10.7	49.1	-
2016	**Total**	**100.0**	**8.4**	**0.8**	**11.3**	**7.5**	**21.7**	**7.2**	**10.0**	**33.2**	**0.0**
	Men	100.0	12.0	1.2	13.8	13.0	21.2	10.4	9.3	19.2	0.0
	Women	100.0	4.0	0.3	8.1	0.7	22.4	3.2	10.9	50.4	-
2017	**Total**	**100.0**	**8.9**	**0.8**	**10.7**	**7.7**	**21.7**	**7.0**	**10.4**	**32.9**	**0.0**
	Men	100.0	13.0	1.2	12.9	13.3	21.2	10.0	9.5	18.8	0.0
	Women	100.0	3.9	0.4	8.0	0.7	22.2	3.3	11.4	50.1	0.0
2018	**Total**	**100.0**	**8.5**	**0.9**	**10.4**	**7.4**	**21.7**	**7.1**	**10.5**	**33.5**	**-**
	Men	100.0	12.4	1.2	12.8	13.0	21.3	10.2	9.7	19.3	-
	Women	100.0	3.8	0.5	7.4	0.6	22.2	3.3	11.4	50.8	-
2019	**Total**	**100.0**	**8.4**	**0.8**	**10.3**	**7.3**	**21.4**	**7.2**	**10.5**	**34.0**	**-**
	Men	100.0	12.3	1.1	12.7	12.8	20.8	10.4	9.8	20.1	-
	Women	100.0	3.8	0.4	7.5	0.6	22.1	3.2	11.5	51.0	-

Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transpor-tation, storage and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2020	**Total**	**100.0**	**8.1**	**0.8**	**10.3**	**6.7**	**20.6**	**7.6**	**11.4**	**34.5**	**-**
	Men	100.0	11.7	1.1	12.7	11.8	20.2	11.0	10.4	21.1	-
	Women	100.0	3.8	0.5	7.3	0.6	21.1	3.6	12.5	50.6	-
2021	**Total**	**100.0**	**8.1**	**0.9**	**10.2**	**7.1**	**21.0**	**7.4**	**10.9**	**34.5**	**-**
	Men	100.0	11.8	1.3	12.4	12.7	20.7	10.3	10.0	20.9	-
	Women	100.0	3.7	0.5	7.5	0.6	21.3	3.9	11.9	50.6	-

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

a/ Weighted average.
b/ 31 urban clusters. In the context of the statistical emergency declared in 2016, INDEC recommends excluding the series published between 2001 and 2015 for comparison and analysis of labour market data for Argentina.
c/ 2012 and 2015 based on household surveys of November-December each year. 2018 to 2020 correspond to the annual continuous employment survey. 2020 corresponds to the I quarter.
d/ New reweighted series.
e/ New weighted and spliced according to 2018 CNP.
f/ Data for 2020 correspond to the average of the III and IV quarters.
g/ Survey was not carried out in 2020.
h/ Data for 2020 based on household telephone survey to measure employment; not comparable with previous years.
i/ Data for 2012 based on reweighted ENFT. New measurement beginning in 2015 based on ENCFT; data no comparable with previous years.

‖ Years during which a country modified the survey or important variables may result in a possible break in data comparability..

Table 12. LATIN AMERICA: NATIONAL EMPLOYED POPULATION, BY AREA OF ECONOMIC ACTIVITY, SUBREGION, YEAR AND SEX. 2012 - 2021 (percentage)

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transporta-tion, stor-age and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
Latin America [a/]											
2012	**Total**	**100.0**	**15.6**	**0.5**	**13.3**	**7.6**	**24.6**	**6.1**	**5.3**	**26.8**	**0.2**
	Men	100.0	20.8	0.7	14.2	12.2	20.7	8.9	5.2	17.1	0.2
	Women	100.0	8.1	0.2	12.0	0.7	30.2	2.1	5.4	41.0	0.2
2013	**Total**	**100.0**	**15.3**	**0.5**	**13.1**	**7.7**	**24.8**	**6.2**	**5.4**	**26.9**	**0.2**
	Men	100.0	20.4	0.7	14.0	12.5	20.8	8.9	5.3	17.2	0.2
	Women	100.0	7.7	0.2	11.7	0.7	30.6	2.3	5.6	41.0	0.2
2014	**Total**	**100.0**	**14.8**	**0.5**	**13.3**	**7.8**	**24.8**	**6.2**	**5.5**	**27.0**	**0.2**
	Men	100.0	19.8	0.7	14.3	12.6	20.8	8.9	5.4	17.2	0.2
	Women	100.0	7.6	0.2	11.8	0.7	30.5	2.2	5.7	41.2	0.1
2015	**Total**	**100.0**	**14.6**	**0.5**	**13.2**	**7.8**	**24.9**	**6.3**	**5.4**	**27.2**	**0.2**
	Men	100.0	19.5	0.7	14.1	12.7	20.9	9.1	5.3	17.5	0.2
	Women	100.0	7.4	0.3	11.7	0.7	30.7	2.1	5.6	41.4	0.1
2016	**Total**	**100.0**	**14.4**	**0.5**	**12.7**	**7.8**	**25.3**	**6.4**	**5.4**	**27.4**	**0.2**
	Men	100.0	19.3	0.7	13.6	12.8	21.3	9.4	5.3	17.5	0.2
	Women	100.0	7.3	0.3	11.3	0.7	31.0	2.1	5.6	41.6	0.2
2017	**Total**	**100.0**	**14.3**	**0.5**	**12.7**	**7.5**	**25.4**	**6.4**	**5.6**	**27.3**	**0.2**
	Men	100.0	19.3	0.7	13.6	12.3	21.4	9.5	5.4	17.5	0.3
	Women	100.0	7.3	0.2	11.5	0.6	31.0	2.1	5.8	41.3	0.2
2018	**Total**	**100.0**	**14.3**	**0.5**	**12.7**	**7.4**	**25.4**	**6.4**	**5.6**	**27.5**	**0.3**
	Men	100.0	19.2	0.7	13.5	12.2	21.5	9.5	5.4	17.7	0.3
	Women	100.0	7.3	0.2	11.5	0.7	30.9	2.1	5.7	41.4	0.2

Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transporta-tion, stor-age and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2019	**Total**	**100.0**	**13.9**	**0.5**	**12.6**	**7.4**	**25.7**	**6.5**	**5.6**	**27.7**	**0.2**
	Men	100.0	18.7	0.7	13.5	12.1	21.7	9.6	5.5	17.9	0.2
	Women	100.0	7.1	0.2	11.2	0.7	31.2	2.1	5.8	41.5	0.2
2020	**Total**	**100.0**	**14.1**	**0.6**	**12.6**	**7.2**	**24.5**	**6.6**	**5.6**	**28.4**	**0.2**
	Men	100.0	18.5	0.8	13.6	11.7	20.9	9.8	5.5	18.9	0.3
	Women	100.0	7.9	0.3	11.1	0.7	29.8	2.1	5.8	42.1	0.2
2021	**Total**	**100.0**	**14.2**	**0.6**	**12.5**	**7.7**	**25.0**	**6.6**	**5.7**	**27.4**	**0.3**
	Men	100.0	18.6	0.8	13.3	12.6	21.1	9.7	5.5	18.2	0.3
	Women	100.0	8.0	0.3	11.3	0.7	30.7	2.2	6.0	40.6	0.2
Central America, Mexico and the Dominican Republic [a/ b/]											
2012	**Total**	**100.0**	**17.1**	**0.5**	**14.4**	**7.1**	**26.3**	**4.9**	**2.5**	**26.8**	**0.5**
	Men	100.0	24.3	0.6	14.4	11.0	19.8	7.0	2.4	20.0	0.5
	Women	100.0	5.3	0.3	14.4	0.6	36.9	1.5	2.6	37.9	0.5
2013	**Total**	**100.0**	**16.8**	**0.5**	**14.4**	**7.0**	**26.5**	**5.1**	**2.5**	**26.9**	**0.4**
	Men	100.0	24.1	0.6	14.4	10.9	20.0	7.2	2.4	20.0	0.5
	Women	100.0	4.8	0.2	14.4	0.6	37.0	1.6	2.7	38.2	0.4
2014	**Total**	**100.0**	**16.6**	**0.5**	**15.0**	**7.1**	**26.2**	**5.0**	**2.6**	**26.7**	**0.4**
	Men	100.0	23.8	0.6	14.9	11.0	20.1	7.1	2.5	19.6	0.5
	Women	100.0	4.9	0.3	15.1	0.7	36.3	1.5	2.7	38.4	0.3
2015	**Total**	**100.0**	**16.1**	**0.5**	**15.0**	**7.4**	**26.3**	**5.0**	**2.4**	**26.9**	**0.4**
	Men	100.0	23.2	0.7	14.9	11.5	20.1	7.2	2.3	19.7	0.5
	Women	100.0	4.5	0.3	15.2	0.6	36.5	1.5	2.5	38.6	0.3

▶ Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transporta-tion, stor-age and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2016	**Total**	**100.0**	**15.6**	**0.5**	**15.2**	**7.8**	**26.3**	**5.2**	**2.3**	**26.7**	**0.4**
	Men	100.0	22.4	0.7	15.1	12.2	20.0	7.4	2.3	19.6	0.4
	Women	100.0	4.5	0.3	15.4	0.6	36.7	1.6	2.5	38.1	0.3
2017	**Total**	**100.0**	**16.1**	**0.5**	**15.3**	**7.7**	**25.9**	**5.2**	**2.4**	**26.5**	**0.4**
	Men	100.0	23.0	0.7	15.0	12.0	19.7	7.4	2.3	19.5	0.5
	Women	100.0	4.7	0.3	15.6	0.6	36.1	1.6	2.5	38.0	0.4
2018	**Total**	**100.0**	**15.9**	**0.5**	**15.3**	**7.8**	**25.9**	**5.3**	**2.5**	**26.5**	**0.4**
	Men	100.0	22.7	0.7	15.1	12.1	19.7	7.5	2.4	19.4	0.5
	Women	100.0	4.8	0.3	15.6	0.7	36.1	1.7	2.6	37.9	0.4
2019	**Total**	**100.0**	**15.3**	**0.5**	**15.1**	**7.6**	**26.8**	**5.2**	**2.5**	**26.6**	**0.4**
	Men	100.0	22.1	0.6	15.2	11.9	20.4	7.5	2.4	19.5	0.5
	Women	100.0	4.6	0.3	15.0	0.7	37.0	1.6	2.7	37.7	0.3
2020	**Total**	**100.0**	**13.4**	**0.5**	**15.6**	**7.5**	**26.0**	**5.5**	**2.4**	**28.6**	**0.5**
	Men	100.0	19.4	0.7	15.7	11.9	20.0	7.9	2.4	21.5	0.6
	Women	100.0	4.1	0.3	15.5	0.7	35.2	1.7	2.6	39.5	0.3
2021	**Total**	**100.0**	**14.5**	**0.5**	**15.3**	**8.0**	**26.6**	**5.1**	**2.5**	**26.8**	**0.6**
	Men	100.0	20.5	0.7	15.1	12.6	20.4	7.4	2.5	20.1	0.7
	Women	100.0	5.1	0.3	15.6	0.7	36.2	1.6	2.6	37.3	0.4
Andean countries [a/ c/]											
2012	**Total**	**100.0**	**23.9**	**0.4**	**11.5**	**6.1**	**25.7**	**7.6**	**6.1**	**18.7**	**0.0**
	Men	100.0	29.2	0.5	11.4	10.2	19.1	11.3	6.0	12.3	0.0
	Women	100.0	16.7	0.2	11.6	0.6	34.9	2.5	6.2	27.3	0.0

Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transporta-tion, stor-age and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2013	**Total**	**100.0**	**23.7**	**0.4**	**11.1**	**6.2**	**25.7**	**7.6**	**6.0**	**19.3**	**0.0**
	Men	100.0	28.7	0.5	11.1	10.3	19.2	11.3	5.9	13.1	0.0
	Women	100.0	16.8	0.2	11.0	0.6	34.6	2.6	6.2	27.9	0.0
2014	**Total**	**100.0**	**23.5**	**0.4**	**10.7**	**6.7**	**25.7**	**7.7**	**6.4**	**18.8**	**0.0**
	Men	100.0	28.3	0.6	10.8	11.1	19.1	11.5	6.3	12.4	0.0
	Women	100.0	16.9	0.2	10.6	0.7	34.9	2.6	6.5	27.7	0.0
2015	**Total**	**100.0**	**23.3**	**0.4**	**10.7**	**6.8**	**25.6**	**7.9**	**6.4**	**18.9**	**0.0**
	Men	100.0	27.9	0.6	10.9	11.4	18.7	11.8	6.0	12.6	0.0
	Women	100.0	17.0	0.2	10.5	0.6	35.0	2.4	6.8	27.4	0.0
2016	**Total**	**100.0**	**23.2**	**0.4**	**10.6**	**6.6**	**25.9**	**7.9**	**6.7**	**18.7**	**0.0**
	Men	100.0	27.8	0.6	10.9	10.9	18.8	12.0	6.5	12.4	0.0
	Women	100.0	17.1	0.2	10.1	0.6	35.5	2.3	7.1	27.1	0.0
2017	**Total**	**100.0**	**23.5**	**0.4**	**10.7**	**6.3**	**25.9**	**7.9**	**6.9**	**18.4**	**0.0**
	Men	100.0	28.2	0.5	10.7	10.6	18.9	12.1	6.6	12.4	0.0
	Women	100.0	17.3	0.2	10.5	0.6	35.3	2.3	7.2	26.5	0.0
2018	**Total**	**100.0**	**23.9**	**0.4**	**10.6**	**6.3**	**26.1**	**7.7**	**6.8**	**18.2**	**0.0**
	Men	100.0	28.6	0.6	10.6	10.6	19.3	11.9	6.3	12.3	0.0
	Women	100.0	17.7	0.2	10.6	0.6	35.2	2.2	7.4	26.1	0.0
2019	**Total**	**100.0**	**23.1**	**0.4**	**10.5**	**6.6**	**26.2**	**7.8**	**6.7**	**18.7**	**0.0**
	Men	100.0	27.4	0.6	10.6	11.0	19.5	12.1	6.2	12.6	0.0
	Women	100.0	17.3	0.2	10.4	0.7	35.1	2.1	7.4	26.8	0.0

▶ Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transporta-tion, stor-age and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2020	**Total**	**100.0**	**26.5**	**0.7**	**10.0**	**6.5**	**24.7**	**7.8**	**6.1**	**17.6**	**0.0**
	Men	100.0	30.4	0.9	10.3	10.6	18.3	11.8	5.4	12.3	0.0
	Women	100.0	20.9	0.4	9.6	0.7	34.0	2.1	7.1	25.3	0.0
2021	**Total**	**100.0**	**24.8**	**0.7**	**9.8**	**7.1**	**25.4**	**7.9**	**7.1**	**17.2**	**0.0**
	Men	100.0	28.5	0.9	10.0	11.6	18.6	12.1	6.4	11.8	0.0
	Women	100.0	19.7	0.4	9.6	0.8	34.7	2.1	8.0	24.6	0.0
Southern cone and Brazil [a/ d/]											
2012	**Total**	**100.0**	**11.3**	**0.5**	**13.4**	**8.5**	**23.0**	**6.3**	**6.7**	**30.2**	**0.1**
	Men	100.0	15.2	0.8	15.2	13.9	21.9	9.1	6.8	17.2	0.1
	Women	100.0	5.9	0.2	10.9	0.9	24.5	2.4	6.7	48.4	0.1
2013	**Total**	**100.0**	**10.9**	**0.6**	**13.1**	**8.8**	**23.4**	**6.3**	**6.9**	**30.0**	**0.1**
	Men	100.0	14.7	0.8	15.0	14.4	22.0	9.1	6.9	17.0	0.1
	Women	100.0	5.5	0.2	10.5	0.9	25.3	2.5	6.9	48.1	0.1
2014	**Total**	**100.0**	**10.2**	**0.6**	**13.3**	**8.6**	**23.5**	**6.2**	**7.0**	**30.6**	**0.1**
	Men	100.0	13.8	0.8	15.3	14.3	22.0	9.0	6.9	17.7	0.1
	Women	100.0	5.1	0.2	10.4	0.7	25.5	2.4	7.0	48.4	0.1
2015	**Total**	**100.0**	**9.9**	**0.6**	**13.1**	**8.4**	**23.8**	**6.4**	**6.9**	**31.0**	**0.1**
	Men	100.0	13.5	0.8	15.0	13.9	22.4	9.3	7.0	18.0	0.1
	Women	100.0	4.9	0.2	10.3	0.7	25.7	2.4	6.8	48.9	0.1
2016	**Total**	**100.0**	**9.8**	**0.5**	**12.0**	**8.3**	**24.3**	**6.5**	**6.8**	**31.6**	**0.1**
	Men	100.0	13.5	0.7	13.8	13.9	23.2	9.6	6.8	18.2	0.2
	Women	100.0	4.7	0.2	9.6	0.7	25.8	2.2	6.7	50.0	0.1

Continues...

Country, year, sex		Total	Agri-culture, fishing and mines	Electricity, gas and water	Manufac-turing	Construc-tion	Trade, restau-rants and hotels	Transporta-tion, stor-age and communi-cations	Financial establish-ments	Communi-ty, social and person-al services	Unspecified activities
2017	**Total**	**100.0**	**9.2**	**0.5**	**12.1**	**7.9**	**24.8**	**6.6**	**7.0**	**31.7**	**0.2**
	Men	100.0	12.8	0.8	13.9	13.3	23.7	9.8	7.1	18.4	0.2
	Women	100.0	4.3	0.2	9.6	0.6	26.2	2.3	6.9	49.7	0.1
2018	**Total**	**100.0**	**9.1**	**0.5**	**11.9**	**7.7**	**24.7**	**6.6**	**7.0**	**32.2**	**0.3**
	Men	100.0	12.7	0.8	13.6	12.9	23.7	9.8	7.2	18.9	0.3
	Women	100.0	4.2	0.2	9.5	0.7	26.1	2.3	6.8	50.0	0.2
2019	**Total**	**100.0**	**8.9**	**0.5**	**11.8**	**7.6**	**24.7**	**6.7**	**7.2**	**32.4**	**0.1**
	Men	100.0	12.5	0.8	13.6	12.8	23.6	10.0	7.4	19.1	0.2
	Women	100.0	4.1	0.2	9.4	0.7	26.2	2.4	6.9	50.0	0.1
2020	**Total**	**100.0**	**9.4**	**0.6**	**11.9**	**7.3**	**23.6**	**6.9**	**7.3**	**33.0**	**0.2**
	Men	100.0	12.8	0.9	13.7	12.1	22.5	10.1	7.5	20.2	0.2
	Women	100.0	4.5	0.3	9.3	0.7	25.1	2.3	7.0	50.6	0.1
2021	**Total**	**100.0**	**9.4**	**0.6**	**11.8**	**7.8**	**23.8**	**7.0**	**7.2**	**32.3**	**0.2**
	Men	100.0	12.8	0.8	13.5	12.9	22.6	10.2	7.2	19.6	0.2
	Women	100.0	4.5	0.2	9.4	0.8	25.4	2.5	7.1	49.8	0.2

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

a/ Weighted average.
b/ Selected countries: Costa Rica, the Dominican Republic, El Salvador, Guatemala, Honduras, Mexico and Panama. Survey was not carried out in Guatemala in 2020; in Honduras, data for 2020 based on telephone survey to measure employment; not comparable with previous years. In the Dominican Republic, data for 2012 based on reweighted ENFT. New measurement beginning in 2015 based on ENCFT; data not comparable with previous years.
c/ Selected countries: Bolivia (Pluri. State of), Colombia (reweighted series spliced according to 2018 CNPV), Ecuador and Peru. In Bolivia (Pluri. State of), 2012 and 2015 based on household survey of November-December of each year; 2018 to 2020 correspond to the annual continuous employment survey and 2020 corresponds to I quarter. In Ecuador, data for 2020 correspond to the average of the III and IV quarters.
d/ Selected countries: Argentina, Brazil (new reweighted series), Chile, Paraguay and Uruguay.

Table 13. LATIN AMERICA: CHANGE IN URBAN REAL AVERAGE MONTHLY WAGE BY YEAR, COUNTRY AND WAGE INDICATORS. Years 2012 - 2021 (percentage)

Country / Wage indicators	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Latin America (Simple average)										
Average real monthly wage index	100.0	102.7	103.9	103.9	105.2	105.7	106.7	108.5	108.8	105.9
Men	100.0	102.4	103.8	102.6	104.5	104.6	104.9	107.0	104.1	101.6
Women	100.0	103.4	104.2	106.1	106.7	107.9	109.8	111.3	116.5	113.3
Average real monthly wage index, public sector	100.0	102.3	104.6	106.6	107.6	110.5	113.3	115.1	114.4	112.5
Average real monthly wage index, private sector	100.0	102.8	103.8	102.9	104.7	104.4	104.6	106.5	105.1	102.5
Average real monthly wage index, domestic work sector	100.0	104.7	105.9	113.2	111.0	111.9	112.9	114.5	113.3	111.7
Average real wage, Women / Men	83.5	84.4	83.7	86.2	85.1	85.9	87.3	86.7	92.8	92.3
Latin America (Weighted average) [a/]										
Average real monthly wage index	100.0	101.9	102.6	103.1	105.1	105.6	106.9	108.1	110.7	106.2
Men	100.0	101.7	102.5	102.6	104.4	104.8	106.1	107.0	107.6	103.4
Women	100.0	102.2	102.9	104.3	107.0	107.7	109.1	110.8	116.2	111.2
Average real monthly wage index, public sector	100.0	101.9	102.7	103.8	106.6	107.4	110.0	111.7	111.6	108.5
Average real monthly wage index, private sector	100.0	101.9	102.5	103.1	105.2	105.7	106.3	107.4	108.3	104.3
Average real monthly wage index, domestic work sector	100.0	103.4	106.1	108.4	109.6	110.9	111.4	111.6	107.8	103.7
Average real wage, Women / Men	78.3	78.8	78.5	79.6	80.2	80.2	80.3	80.8	84.3	84.1
Bolivia (Pluri. State of)										
Average real monthly wage index	100.0	101.5	108.5	109.7	108.0	104.8	102.7	100.6	96.8	89.1
Men	100.0	101.3	106.7	104.3	106.9	102.7	99.4	96.9	91.2	85.5
Women	100.0	101.7	111.8	118.8	112.3	110.1	110.3	107.8	107.6	96.3
Average real monthly wage index, public sector	100.0	97.7	104.9	111.3	109.5	111.5	113.2	118.9	109.7	106.0
Average real monthly wage index, private sector	100.0	100.4	108.5	106.7	102.9	99.4	96.8	92.2	88.1	81.5
Average real monthly wage index, domestic work sector	100.0	117.1	111.6	129.8	96.2	98.9	98.4	97.3	97.1	89.8
Average real wage, Women / Men	71.9	72.2	75.3	81.9	75.5	77.1	79.7	80.0	84.8	81.0

Continues...

Country / Wage indicators	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Brazil										
Average real monthly wage index	100.0	101.8	104.1	104.9	108.0	110.3	112.1	112.6	117.1	109.2
Men	100.0	101.7	104.4	104.7	106.8	109.7	111.7	111.4	114.4	106.5
Women	100.0	102.2	104.2	106.1	110.9	112.6	114.1	115.9	121.8	113.9
Average real monthly wage index, public sector	100.0	101.2	103.2	103.8	109.3	111.3	114.6	116.4	116.9	111.4
Average real monthly wage index, private sector	100.0	102.0	104.1	104.8	107.2	109.4	110.2	110.2	112.9	106.1
Average real monthly wage index, domestic work sector	100.0	103.6	108.8	108.9	111.2	112.2	113.1	111.9	106.2	99.7
Average real wage, Women / Men	74.0	74.4	73.9	75.0	76.9	76.0	75.7	77.0	78.8	79.2
Chile										
Average real monthly wage index	100.0	104.0	104.0	105.7	104.3	107.3	110.5	111.5	115.8	116.9
Men	100.0	103.1	102.4	104.6	103.8	105.7	109.0	110.0	110.6	112.1
Women	100.0	106.4	108.0	109.0	106.5	112.4	115.9	116.5	126.1	127.4
Average real monthly wage index, public sector	100.0	110.1	108.6	113.6	105.2	111.5	111.3	115.7	114.7	112.8
Average real monthly wage index, private sector	100.0	101.7	101.6	102.6	103.3	104.4	108.1	107.8	110.9	114.5
Average real monthly wage index, domestic work sector	100.0	116.8	113.3	126.5	128.0	133.6	135.0	135.5	132.2	135.4
Average real wage, Women / Men	70.9	73.2	74.8	73.9	72.8	75.4	75.4	75.1	80.9	80.6
Colombia [b/]										
Average real monthly wage index	100.0	104.0	107.4	103.3	101.0	101.4	103.1	108.5	105.9	106.7
Men	100.0	103.4	108.7	103.0	100.3	100.2	100.7	106.9	102.2	101.8
Women	100.0	105.0	106.1	104.0	102.3	103.6	106.7	110.8	110.9	113.2
Average real monthly wage index, public sector	100.0	101.6	106.1	102.2	105.3	104.7	110.1	119.0	110.8	117.8
Average real monthly wage index, private sector	100.0	104.6	108.7	104.3	101.0	102.3	103.1	107.2	102.9	104.3
Average real monthly wage index, domestic work sector	100.0	103.8	105.1	107.0	101.6	105.2	107.1	110.0	98.9	107.5
Average real wage, Women / Men	85.3	86.6	83.3	86.1	87.0	88.2	90.3	88.4	92.6	94.9

▶ Continues...

Country / Wage indicators	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Costa Rica										
Average real monthly wage index	100.0	102.6	103.7	109.3	113.3	109.3	106.1	111.3	110.8	110.1
Men	100.0	101.1	103.0	106.3	110.1	104.7	101.9	108.1	102.6	103.0
Women	100.0	105.0	104.6	113.6	117.8	115.8	112.2	116.1	123.6	121.1
Average real monthly wage index, public sector	100.0	105.7	104.9	114.9	116.0	110.3	112.6	118.4	116.3	109.6
Average real monthly wage index, private sector	100.0	98.6	105.1	110.6	115.5	109.7	109.3	110.4	105.9	113.7
Average real monthly wage index, domestic work sector	100.0	97.2	95.0	120.6	112.2	107.2	101.2	89.9	89.7	107.7
Average real wage, Women / Men	83.9	87.1	85.2	89.7	89.8	92.7	92.4	90.1	101.2	98.7
Ecuador [c/]										
Average real monthly wage index	100.0	108.5	110.6	109.8	109.9	108.5	111.4	120.2	100.9	101.4
Men	100.0	109.0	110.3	109.8	110.4	108.8	111.4	120.4	95.3	96.9
Women	100.0	107.7	110.9	109.7	109.1	107.9	111.2	119.7	111.2	109.5
Average real monthly wage index, public sector	100.0	103.4	107.7	108.7	107.8	109.7	110.8	121.0	103.2	108.1
Average real monthly wage index, private sector	100.0	110.7	111.2	109.3	109.0	106.9	112.4	121.8	98.4	101.6
Average real monthly wage index, domestic work sector	100.0	97.6	108.3	106.8	104.0	104.1	108.3	107.9	94.1	97.6
Average real wage, Women / Men	96.7	95.5	97.2	96.6	95.6	95.9	96.5	96.2	112.8	109.2
El Salvador										
Average real monthly wage index	100.0	107.4	104.4	106.5	102.7	109.8	113.0	116.9	118.0	118.0
Men	100.0	102.1	103.3	105.0	102.3	109.2	112.3	114.7	116.0	114.5
Women	100.0	115.7	106.4	108.7	103.1	110.5	114.2	120.0	120.6	123.5
Average real monthly wage index, public sector	100.0	106.0	111.6	108.8	113.7	119.1	116.4	123.6	124.5	120.0
Average real monthly wage index, private sector	100.0	107.9	102.0	107.0	102.5	109.8	113.3	116.0	117.5	118.4
Average real monthly wage index, domestic work sector	100.0	111.2	106.4	104.0	113.1	110.4	115.3	129.3	131.6	132.7
Average real wage, Women / Men	90.7	102.8	93.4	93.8	91.3	91.7	92.2	94.8	94.2	97.7

Continues...

Country / Wage indicators	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Guatemala [d/]										
Average real monthly wage index	100.0	99.3	104.3	98.3	97.0	93.5	94.6	89.1	...	91.4
Men	100.0	98.5	105.3	94.7	95.7	92.0	93.2	86.6	...	88.6
Women	100.0	101.9	103.6	106.4	100.4	97.3	98.4	95.1	...	98.0
Average real monthly wage index, public sector	100.0	96.9	107.7	104.9	101.2	101.0	103.5	102.9	...	95.2
Average real monthly wage index, private sector	100.0	98.7	100.7	95.8	95.3	90.4	92.5	86.8	...	88.1
Average real monthly wage index, domestic work sector	100.0	106.5	100.9	110.5	100.5	100.3	95.6	91.8	...	97.7
Average real wage, Women / Men	86.2	89.3	84.8	96.8	90.5	91.2	91.0	94.7	...	95.3
Honduras [e/]										
Average real monthly wage index	100.0	94.2	96.7	91.5	93.8	90.0	87.7	91.1	107.7	...
Men	100.0	93.6	94.9	92.0	93.9	93.1	87.7	92.6	100.4	...
Women	100.0	95.1	99.2	90.8	93.7	85.5	87.6	88.9	118.5	...
Average real monthly wage index, public sector	100.0	96.2	100.1	96.1	100.9	98.4	93.2	89.0	130.5	...
Average real monthly wage index, private sector	100.0	98.6	100.0	92.8	96.4	94.5	91.7	96.5	105.4	...
Average real monthly wage index, domestic work sector	100.0	97.8	100.8	104.3	97.9	97.2	102.1	103.4	101.7	...
Average real wage, Women / Men	99.4	100.9	103.9	98.1	99.2	91.3	99.3	95.4	117.3	...
Mexico										
Average real monthly wage index	100.0	100.2	95.9	97.0	98.9	96.6	96.4	97.3	100.5	100.9
Men	100.0	100.3	95.9	97.1	99.4	97.1	97.0	98.0	99.7	101.0
Women	100.0	100.1	95.8	96.7	98.1	96.0	95.8	96.6	103.0	101.7
Average real monthly wage index, public sector	100.0	101.3	96.4	98.4	98.9	95.8	95.0	93.7	97.8	95.0
Average real monthly wage index, private sector	100.0	100.3	97.0	98.1	101.0	99.1	99.3	101.0	102.6	104.2
Average real monthly wage index, domestic work sector	100.0	100.5	98.8	101.0	102.4	104.3	103.4	104.6	103.7	105.7
Average real wage, Women / Men	83.2	83.0	83.1	82.8	82.2	82.3	82.2	81.9	86.0	83.8

▶ Continues...

Country / Wage indicators	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Panama [f/]										
Average real monthly wage index	100.0	102.0	100.7	107.9	113.5	120.4	119.9	123.5	...	129.6
Men	100.0	104.6	101.7	108.7	112.8	115.8	116.7	123.8	...	123.3
Women	100.0	98.3	99.4	106.9	114.6	126.7	124.4	123.6	...	138.3
Average real monthly wage index, public sector	100.0	100.5	97.7	106.2	112.6	128.8	128.9	131.4	...	144.5
Average real monthly wage index, private sector	100.0	102.1	101.1	106.7	111.8	113.1	112.7	117.7	...	115.0
Average real monthly wage index, domestic work sector	100.0	110.5	117.7	126.9	124.9	125.3	130.4	141.9	...	133.0
Average real wage, Women / Men	89.8	84.4	87.8	88.3	91.2	98.2	95.8	89.7	...	100.8
Paraguay										
Average real monthly wage index	100.0	110.8	108.8	111.2	107.1	107.3	108.7	108.7	102.6	101.4
Men	100.0	111.3	110.6	109.0	105.6	106.2	105.1	105.6	98.3	93.8
Women	100.0	111.3	105.7	114.9	109.1	108.1	114.3	113.8	109.4	114.0
Average real monthly wage index, public sector	100.0	111.5	110.9	108.7	105.8	113.5	117.4	112.8	109.3	103.6
Average real monthly wage index, private sector	100.0	110.0	108.8	111.3	107.8	108.1	106.3	108.0	100.4	101.4
Average real monthly wage index, domestic work sector	100.0	101.1	106.9	106.0	105.6	104.9	108.8	108.6	108.7	103.1
Average real wage, Women / Men	79.4	79.3	75.8	83.7	82.1	80.8	86.4	85.6	88.4	96.5
Peru										
Average real monthly wage index	100.0	102.0	104.3	109.6	114.8	112.6	115.4	116.9	112.3	104.3
Men	100.0	102.3	104.0	109.7	114.6	112.0	116.2	115.6	106.0	97.7
Women	100.0	100.8	104.7	109.3	115.2	114.1	114.3	119.0	123.0	116.2
Average real monthly wage index, public sector	100.0	104.4	110.3	113.1	122.4	123.2	134.5	136.3	130.8	130.9
Average real monthly wage index, private sector	100.0	101.7	102.4	108.9	111.9	109.0	108.8	110.4	102.7	94.7
Average real monthly wage index, domestic work sector	100.0	99.6	99.9	104.0	108.9	108.2	110.1	117.6	110.0	100.1
Average real wage, Women / Men	76.6	75.4	77.1	76.2	76.9	78.0	75.3	78.8	88.8	91.1

Continues...

Country / Wage indicators	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Dominican Republic										
Average real monthly wage index	100.0	97.6	95.7	94.1	97.0	100.5	106.2	107.0	117.9	97.6
Men	100.0	98.3	96.8	91.9	95.6	98.3	100.8	104.2	111.5	96.5
Women	100.0	96.4	94.5	96.8	98.7	103.6	112.8	110.7	125.8	99.4
Average real monthly wage index, public sector	100.0	96.7	95.1	103.5	99.6	110.9	130.6	119.4	117.4	107.3
Average real monthly wage index, private sector	100.0	99.2	95.5	87.8	93.6	94.1	92.1	99.4	113.4	89.7
Average real monthly wage index, domestic work sector	100.0	104.3	106.7	144.2	149.5	149.5	145.9	153.7	190.2	142.0
Average real wage, Women / Men	88.0	86.3	85.9	92.8	90.9	92.8	98.5	93.5	99.3	90.7
Uruguay [g/]										
Average real monthly wage index	100.0	104.5	108.8	99.2	109.1	113.5	112.0	112.2	108.0	...
Men	100.0	105.2	109.7	98.8	110.0	113.1	110.5	110.8	104.9	...
Women	100.0	103.4	107.3	99.6	108.4	114.6	114.8	114.6	112.8	...
Average real monthly wage index, public sector	100.0	100.6	103.5	104.7	105.2	107.6	107.7	107.6	105.1	...
Average real monthly wage index, private sector	100.0	105.9	110.3	96.1	110.9	115.0	112.8	112.4	105.6	...
Average real monthly wage index, domestic work sector	100.0	102.9	109.0	96.7	108.6	116.9	118.3	114.5	108.8	...
Average real wage, Women / Men	76.0	74.8	74.4	76.7	75.0	77.0	79.0	78.6	81.8	...

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

a/ The weighting factor used to estimate the weighted average is: total employed employees disaggregated by sex and institutional sector.
b/Beginning in 2021, new conceptual and methodological approach of the GEIH.
c/ Survey for I quarter (March) of 2020 not implemented.
d/ Survey not carried out in 2020.
e/ Microdata for 2021 unavailable.
f/The 2020 survey did not permit disaggregation by urban area.
g/ The monthly survey did not permit estimation of this variable.

‖ Break in series.

Table 14. LATIN AMERICA: REAL MINIMUM WAGE INDEX AND RELATION TO NOMINAL MINIMUM WAGE AS A PERCENTAGE OF NOMINAL WAGE OF THE URBAN PRIVATE SECTOR, BY YEAR AND COUNTRY. 2012-2021 (Year 2012 = 100)

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022
											Year-over-year change, average real minimum wage, Jan-Oct	
Latin America												
Bolivia [a/]												
Real minimum wage index	100.0	113.5	128.8	142.3	149.7	161.3	162.4	164.3	162.8	163.7	0.5	1.7
Nominal minimum wage as a % of the nominal wage of the private sector	40.4	46.6	48.9	54.9	59.9	66.8	69.2	73.4	76.1	82.8		
Brazil [a/]												
Real minimum wage index	100.0	102.6	103.1	102.9	105.7	108.7	106.8	107.7	109.2	106.3	-2.3	0.1
Nominal minimum wage as a % of the nominal wage of the private sector	45.9	46.2	45.5	45.1	45.3	45.7	44.6	44.9	44.5	46.0		
Chile [a/]												
Real minimum wage index	100.0	104.8	108.8	111.7	117.1	120.7	123.6	128.6	133.3	133.3	0.7	0.9
Nominal minimum wage as a % of the nominal wage of the private sector	40.1	42.2	43.2	43.9	44.8	45.6	45.8	46.9	47.9	45.9		
Colombia [a/]												
Real minimum wage index	100.0	102.0	103.6	103.2	102.7	105.3	108.0	110.6	114.4	114.4	0.4	0.5
Nominal minimum wage as a % of the nominal wage of the private sector	55.5	54.1	52.9	55.0	56.5	57.2	58.2	57.3	61.7	60.9		
Costa Rica [a/]												
Real minimum wage index	100.0	101.1	103.8	107.7	109.2	109.0	109.2	110.1	112.1	110.5	-1.1	-4.7
Nominal minimum wage as a % of the nominal wage of the private sector	69.3	71.1	68.5	67.5	65.5	68.8	69.2	69.1	73.4	67.4		

Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022
											Year-over-year change, average real minimum wage, Jan-Oct	
Ecuador [a/]												
Real minimum wage index	100.0	106.0	109.4	109.6	111.4	113.6	117.2	119.3	121.6	121.4	0.2	2.7
Nominal minimum wage as a % of the nominal wage of the private sector	67.8	64.9	66.7	68.0	69.3	72.1	70.7	66.4	83.7	81.0		
El Salvador [b/]												
Real minimum wage index	100.0	101.2	106.0	111.2	110.5	133.1	131.6	131.5	132.0	138.1	2.9	5.7
Nominal minimum wage as a % of the nominal wage of the private sector	75.8	71.0	78.8	78.7	81.7	91.8	88.0	85.9	85.2	88.5		
Guatemala [a/]												
Real minimum wage index	100.0	100.1	101.1	103.2	102.4	103.6	103.2	99.5	99.1	95.1	-4.4	-1.8
Nominal minimum wage as a % of the nominal wage of the private sector	87.1	88.3	87.5	93.9	93.7	99.8	97.2	99.9	...	94.0		
Honduras [b/]												
Real minimum wage index	100.0	100.4	99.3	101.4	104.1	103.5	103.9	104.3	105.8	103.3	-2.6	-0.9
Nominal minimum wage as a % of the nominal wage of the private sector	92.1	93.8	91.4	100.6	99.4	100.9	104.3	99.5	92.4	...		
Mexico [a/]												
Real minimum wage index	100.0	100.5	100.4	103.1	105.8	110.3	115.1	129.0	149.8	163.0	9.2	13.1
Nominal minimum wage as a % of the nominal wage of the private sector	30.7	30.8	31.8	32.3	32.2	34.2	35.6	39.3	44.9	48.1		

▶ Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022
											Year-over-year change, average real minimum wage, Jan-Oct	
Nicaragua [b/]												
Real minimum wage index	100.0	105.2	110.4	117.8	125.3	131.2	137.2	135.8	133.8	131.3	-1.5	-3.7
Nominal minimum wage as a % of the nominal wage of the private sector	...	...	...	...	...	...	...	...	...	...		
Panama [b/]												
Real minimum wage index	100.0	96.1	106.4	106.3	111.3	110.3	114.2	114.6	117.4	115.6	-1.3	-3.0
Nominal minimum wage as a % of the nominal wage of the private sector	52.5	49.5	55.3	52.3	52.3	51.3	53.2	51.1	...	52.8		
Paraguay [a/]												
Real minimum wage index	100.0	97.4	100.4	98.9	95.6	100.7	100.4	101.3	101.4	98.9	-2.4	-2.6
Nominal minimum wage as a % of the nominal wage of the private sector	87.6	77.5	80.8	77.8	77.7	81.6	82.7	82.2	88.4	85.5		
Peru [a/]												
Real minimum wage index	100.0	101.5	98.3	95.0	99.8	101.1	106.8	106.9	104.9	101.0	-3.4	-1.6
Nominal minimum wage as a % of the nominal wage of the private sector	59.2	59.0	56.8	51.6	52.7	54.8	58.0	57.3	60.4	63.0		
Dominican Republic [b/]												
Real minimum wage index	100.0	103.1	105.6	113.2	117.5	129.8	131.8	136.9	142.3	136.0	-5.0	-1.1
Nominal minimum wage as a % of the nominal wage of the private sector	41.9	43.5	46.3	54.0	52.5	57.7	59.9	57.7	52.5	63.5		

Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2021	2022
											Year-over-year change, average real minimum wage, Jan-Oct	
Uruguay [a/]												
Real minimum wage index	100.0	101.3	105.3	108.1	109.9	113.8	115.9	122.5	118.8	121.2	2.1	-1.1
Nominal minimum wage as a % of the nominal wage of the private sector	41.2	39.4	39.3	46.3	40.8	40.8	42.3	44.9	46.3	...		
Simple average of the real minimum wage index	**100.0**	**102.3**	**105.7**	**108.5**	**111.1**	**116.0**	**118.0**	**120.2**	**122.4**	**122.1**	**-0.5**	**0.3**
Weighted average of the real minimum wage index [c/]	**100.0**	**102.1**	**103.0**	**104.1**	**106.7**	**110.3**	**111.6**	**116.2**	**122.9**	**125.0**	**1.2**	**3.4**

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

a/ National minimum wage index.
b/ Index of the lowest minimum wage in manufacturing.
c/ Weighting factor used to estimate the weighted regional average corresponds to the total of private-sector employees of each year, by country.

2022 LABOUR OVERVIEW

Latin America and the Caribbean

Statistical Annex Urban/Rural

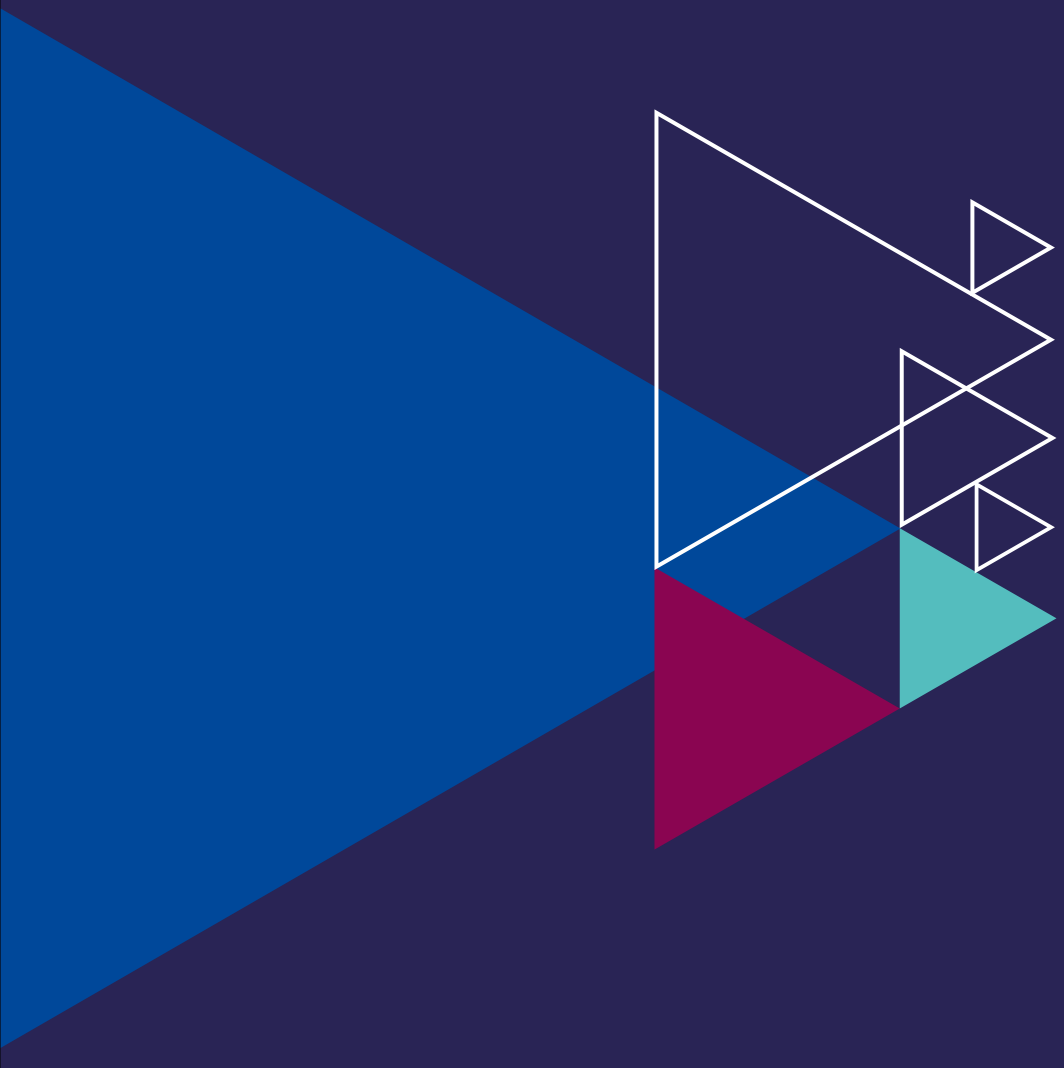

Table 1. LATIN AMERICA: UNEMPLOYMENT RATE BY YEAR, COUNTRY AND GEOGRAPHIC AREA. 2012 - 2021 (annual average rates)

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020 n/	2021
Argentina a/										
Urban	7.2	7.1	7.3	6.5	8.5	8.4	9.2	9.8	11.5	8.7
Rural			...	...	...	...	...	...	...	...
Bolivia (Pluri. State of) b/										
Urban	3.2	4.0	3.5	4.4	4.7	5.1	4.9	5.0	8.3	6.9
Rural	0.7	0.9	0.4	2.0	1.2	1.0	0.8	1.1		1.2
Brazil c/										
Urban	7.7	7.5	7.2	9.0	12.1	13.2	12.7	12.3	14.2	13.7
Rural	5.3	5.2	5.0	6.1	8.6	10.2	9.9	9.7	10.4	9.6
Chile d/										
Urban	6.8	6.3	6.7	6.5	7.0	7.2	7.6	7.5	10.9	9.1
Rural	4.7	4.5	4.8	4.9	4.6	5.2	5.3	5.2	8.1	6.8
Colombia e/										
Urban	11.7	10.9	10.3	10.1	10.6	10.9	11.2	12.0	18.5	15.1
Rural	7.0	6.4	6.2	6.1	5.7	5.4	5.4	6.9	9.1	8.7
Costa Rica f/										
Urban	10.0	9.2	9.6	9.7	9.6	9.0	10.3	12.0	20.1	17.1
Rural	10.8	9.9	9.8	9.3	9.4	9.4	10.2	11.1	17.5	14.5
Ecuador g/										
Urban	4.9	4.7	5.1	5.4	6.8	5.7	5.2	5.6	10.2	6.2
Rural	2.1	2.4	2.5	2.2	2.4	1.9	1.8	2.2	3.6	2.0
El Salvador										
Urban	6.2	5.6	6.7	6.5	6.9	6.8	6.1	6.1	6.9	6.3
Rural	5.8	6.6	7.5	7.9	7.2	7.4	6.9	6.8	6.9	6.5
Guatemala h/										
Urban	4.0	3.8	4.0	3.2	3.4	3.2	3.4	3.8	...	3.7
Rural	1.6	2.3	1.6	1.8	1.8	1.6	1.3	1.3	...	1.1
Honduras i/										
Urban	5.6	6.0	7.5	8.8	9.0	8.2	8.0	7.8	11.2	...
Rural	1.7	2.0	2.7	5.6	5.4	4.9	2.7	3.0	10.5	...
Mexico										
Urban	5.4	5.4	5.3	4.7	4.3	3.8	3.6	3.9	4.9	4.5
Rural	3.1	3.3	2.8	2.8	2.4	2.2	2.0	2.2	2.9	2.4

Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020 n/	2021
Nicaragua										
Urban	8.7	7.7	8.5	7.7	6.3	5.2	7.5	7.7	7.1	6.4
Rural	3.8	3.1	4.0	3.7	2.5	1.8	3.0	2.7	2.6	2.3
Panama g/										
Urban	4.8	4.7	5.4	5.8	6.4	6.9	7.1	8.3	...	13.4
Rural	2.4	2.7	3.4	3.2	3.2	4.1	3.2	4.0	...	5.7
Paraguay j/										
Urban	5.7	5.9	7.3	6.4	7.2	6.9	7.1	7.2	9.2	8.8
Rural	2.9	3.6	4.0	3.6	3.9	4.7	4.7	5.4	5.0	5.2
Peru										
Urban	4.7	4.8	4.5	4.4	5.2	5.0	4.8	4.7	9.4	7.1
Rural	0.8	1.3	0.9	0.8	0.8	0.8	0.8	0.7	1.1	0.7
Dominican Republic k/										
Urban	7.3	7.8	7.1	7.9	7.9	6.1	6.1	6.4	6.1	7.7
Rural	4.9	5.9	5.4	5.0	4.0	3.1	3.9	4.9	4.6	5.9
Uruguay l/										
Urban	6.7	6.7	6.9	7.8	8.2	8.3	8.6	9.2	10.6	9.8
Rural	4.5	4.9	4.8	5.6	6.0	6.0	6.8	6.8	9.2	6.9
Latin America m/										
Urban	7.0	6.8	6.7	7.3	8.7	9.0	8.9	8.9	11.3	**10.1**
Rural	3.8	3.9	3.7	4.1	4.7	5.1	4.9	5.0	6.2	**5.2**

Source: ILO, based on information from household surveys of the countries.
a/ 31 urban agglomerates. INDEC, in the framework of the statistical emergency declared in 2016, recommends disregarding the series published between 2007 and 2015 for purposes of comparison and analysis of the labor market in the Argentine Republic. The 2016 annual data is the average of the II, III and IV quarters.
b/ Data from 2016 onwards correspond to the Continuous Employment Survey (ECE), not comparable with previous years. The 2020 survey does not allow obtaining the annual data for the rural area.
c/ Data from 2012 onwards correspond to the Pesquisa Nacional por Amostra de Domicilios Continua (PNADC), not comparable with previous years. New reweighted series published by IBGE.
d/ Series based on 2017 census projections.
e/ New spliced series, up to the year 2020 are with the data retrojected from the projections of the 2018 CNPV . The working age population corresponds to 15 years and older. Includes hidden unemployment.
f/ The 2010 data is the average of the III and IV quarters.
g/ Includes hidden unemployment.
h/ As of 2011, the age of the PET has changed from 10 to 15 years, which may affect the comparability of the data. The survey was not conducted in 2020.
i/ The 2020 survey considers the PET from 15 years and older, not comparable with previous years.
j/ Data from 2017 onwards correspond to the Continuous Permanent Household Survey (EPHC), not comparable with previous years.
k/ Series 2009 - 2014 based on reweighted National Labor Force Survey (Encuesta Nacional de Fuerza de Trabajo, ENFT). New measurement as of 2015 using the Continuous National Labor Force Survey (ENCFT), data not comparable with previous years.
l/ The rural area refers to localities with less than 5,000 inhabitants.
m/ Weighted average. Excludes hidden unemployment in Colombia, Ecuador and Panama. The weighted average for urban areas, including Argentina, covers 17 countries and the weighted average for rural areas covers 16 countries (excluding Argentina).
n/ The 2020 data may present comparability problems with the 2019 data due to adjustments in the statistical processes implemented by the Statistical and Census Institutes due to the health emergency situation. In addition, 2020 regional data are not comparable with previous years since information is not available for Guatemala and Panama and also for rural Bolivia. Preliminary data.

‖ Years in which a country is undergoing a revision of the survey or of important variables that may lead to a possible break in data comparability.

Table 2. LATIN AMERICA: LABOUR FORCE PARTICIPATION RATE BY YEAR, COUNTRY AND GEOGRAPHIC AREA. 2012 - 2021 (average annual rates)

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020 n/	2021
Argentina a/										
Urban	...	...	...	...	57.5	57.8	58.5	59.1	54.9	59.1
Rural										
Bolivia (Pluri. State of) b/										
Urban	57.0	58.5	59.4	56.2	61.6	62.2	65.6	68.6	65.8	72.6
Rural	70.1	74.0	80.2	72.0	76.3	79.4	83.4	83.7	...	86.7
Brazil c/										
Urban	63.7	63.7	63.3	63.7	64.0	64.6	64.8	65.3	60.7	62.8
Rural	56.8	56.3	56.6	56.7	54.9	53.6	52.8	52.8	50.1	51.5
Chile d/										
Urban	61.8	61.8	62.1	62.3	62.3	63.0	63.3	63.3	56.8	58.1
Rural	58.9	60.0	60.4	60.2	60.6	60.7	60.5	59.3	50.7	49.9
Colombia e/										
Urban	69.3	68.6	68.5	68.3	67.6	66.9	66.3	65.6	61.2	62.4
Rural	66.1	64.9	63.9	64.7	64.4	64.7	63.5	61.9	57.7	58.5
Costa Rica f/										
Urban	64.1	63.0	63.9	62.7	59.3	59.5	61.4	63.6	61.6	61.6
Rural	59.2	60.1	58.6	57.2	55.9	56.9	58.7	59.6	56.4	56.6
Ecuador g/										
Urban	62.8	61.8	62.2	64.1	65.7	65.8	64.2	63.3	60.2	62.5
Rural	64.1	65.4	65.3	70.8	73.9	74.9	73.6	74.1	69.4	73.8
El Salvador										
Urban	64.6	65.1	64.6	62.2	63.8	63.3	62.9	63.9	62.7	63.5
Rural	60.7	61.0	59.4	59.7	59.5	59.6	58.6	59.1	59.1	58.6
Guatemala h/										
Urban	65.5	61.9	62.7	62.9	62.3	62.8	63.2	60.0	...	63.7
Rural	65.4	59.2	58.9	58.3	59.1	58.9	58.2	57.9	...	62.5
Honduras i/										
Urban	51.2	54.3	55.7	56.9	57.4	58.1	60.5	57.5	61.0	...
Rural	50.4	53.1	56.4	59.4	57.6	60.1	60.3	57.2	58.3	...
Mexico										
Urban	61.6	61.6	60.9	60.8	60.8	60.5	60.8	61.1	55.8	59.7
Rural	56.2	55.7	55.8	56.3	55.6	55.3	55.2	56.4	54.5	55.5

Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020 n/	2021
Nicaragua										
Urban	74.7	74.5	73.2	71.6	72.0	72.0	69.7	69.0	66.2	65.3
Rural	78.7	77.1	75.3	73.5	75.2	75.7	74.2	73.6	72.1	70.1
Panama g/										
Urban	63.6	64.1	64.3	64.5	64.6	64.2	65.1	65.9	...	59.8
Rural	62.8	64.2	63.3	63.4	63.9	63.4	66.0	68.1	...	61.7
Paraguay j/										
Urban	64.1	63.0	62.7	62.3	63.9	71.3	71.9	72.6	70.1	72.1
Rural	64.9	61.5	61.8	61.6	60.6	70.5	71.8	72.0	70.4	72.0
Peru										
Urban	71.5	71.2	70.0	69.4	70.5	70.7	70.6	71.0	61.1	68.1
Rural	80.7	80.2	80.3	79.9	78.8	79.0	79.1	79.7	79.7	83.2
Dominican Republic k/										
Urban	60.2	59.4	59.8	62.2	62.8	62.6	64.0	65.5	60.1	63.0
Rural	55.3	57.0	55.9	60.6	60.4	60.2	62.3	63.2	60.4	62.8
Uruguay l/										
Urban	64.0	63.8	64.9	64.0	63.8	63.4	62.8	62.8	61.0	62.3
Rural	64.4	62.7	63.6	62.6	61.2	60.2	60.4	59.0	57.7	59.1
Latin America m/										
Urban	63.4	63.3	62.9	63.0	63.2	63.5	63.7	64.0	59.2	62.1
Rural	60.7	60.2	60.4	60.8	60.3	60.4	60.1	60.3	55.2	58.2

Source: ILO, based on information from household surveys of the countries.
a/ 31 urban agglomerates. INDEC, in the framework of the statistical emergency declared in 2016, recommends disregarding the series published between 2007 and 2015 for purposes of comparison and analysis of the labor market in the Argentine Republic. The 2016 annual data is the average of the II, III and IV quarters.
b/ Data from 2016 onwards correspond to the Continuous Employment Survey (ECE), not comparable with previous years. The 2020 survey does not allow obtaining the annual data for the rural area.
c/ Data from 2012 onwards correspond to the Pesquisa Nacional por Amostra de Domicilios Continua (PNADC), not comparable with previous years. New reweighted series published by IBGE.
d/ Series based on 2017 census projections.
e/ New spliced series, up to the year 2020 are with the data retrojected from the projections of the 2018 CNPV . The working age population corresponds to 15 years and older. Includes hidden unemployment.
f/ The 2010 data is the average of the III and IV quarters.
g/ Includes hidden unemployment.
h/ As of 2011, the age of the PET has changed from 10 to 15 years, which may affect the comparability of the data. The survey was not conducted in 2020.
i/ The 2020 survey considers the PET from 15 years and older, not comparable with previous years.
j/ Data from 2017 onwards correspond to the Continuous Permanent Household Survey (EPHC), not comparable with previous years.
k/ Series 2009 - 2014 based on reweighted National Labor Force Survey (Encuesta Nacional de Fuerza de Trabajo, ENFT). New measurement as of 2015 using the Continuous National Labor Force Survey (ENCFT), data not comparable with previous years.
l/ The rural area refers to localities with less than 5,000 inhabitants.
m/ Weighted average. Excludes hidden unemployment in Colombia, Ecuador and Panama. The weighted average for urban areas, including Argentina, covers 17 countries and the weighted average for rural areas covers 16 countries (excluding Argentina).
n/ The 2020 data may present comparability problems with the 2019 data due to adjustments in the statistical processes implemented by the Statistical and Census Institutes due to the health emergency situation. In addition, 2020 regional data are not comparable with previous years since information is not available for Guatemala and Panama and also for rural Bolivia. Preliminary data.

‖ Years in which a country is undergoing a revision of the survey or of important variables that may lead to a possible break in data comparability.

Table 3. LATIN AMERICA: EMPLOYMENT-TO-POPULATION RATIO BY YEAR, COUNTRY AND GEOGRAPHIC AREA. 2012 - 2021 (average annual rates)

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020 [i/]	2021
Argentina [a/]										
Urban	54.95	54.7	54.0	53.9	52.6	52.9	53.1	53.3	48.6	53.9
Rural	...	...	...	...	...	...	...	...	...	...
Bolivia (Pluri. State of) [b/]										
Urban	55.2	56.1	57.3	53.8	58.7	59.1	62.4	65.1	60.4	67.6
Rural	69.7	73.4	79.9	70.5	75.4	78.6	82.7	82.8	...	85.7
Brazil [c/]										
Urban	58.7	58.9	58.7	58.0	56.3	56.1	56.6	57.3	52.1	54.2
Rural	53.8	53.4	53.8	53.2	50.2	48.1	47.6	47.7	44.9	46.5
Chile [d/]										
Urban	57.6	57.9	57.9	58.2	58.0	58.4	58.5	58.6	50.6	52.9
Rural	56.1	57.3	57.5	57.2	57.8	57.6	57.3	56.2	46.6	46.5
Colombia [e/]										
Urban	61.2	61.1	61.4	61.4	60.4	59.7	58.9	57.7	49.9	53.0
Rural	61.5	60.8	60.0	60.8	60.7	61.2	60.0	57.7	52.5	53.4
Costa Rica [f/]										
Urban	57.7	57.2	57.8	56.6	53.6	54.2	55.1	55.9	49.2	51.1
Rural	52.8	54.2	52.8	51.9	50.7	51.5	52.7	52.9	46.5	48.3
Ecuador										
Urban	59.7	58.9	59.0	60.7	61.2	62.1	60.8	59.8	54.1	58.7
Rural	62.7	63.9	63.7	69.2	72.1	73.5	72.3	72.5	66.8	72.4
El Salvador										
Urban	60.6	61.5	60.3	58.1	59.4	59.0	59.1	60.0	58.4	59.6
Rural	57.2	56.9	55.0	54.9	55.2	55.2	54.5	55.1	55.0	54.8
Guatemala [g/]										
Urban	62.8	59.6	60.2	60.9	60.2	60.8	61.1	57.7	...	61.3
Rural	64.3	57.9	57.9	57.2	58.0	57.9	57.4	57.1	...	61.8
Honduras										
Urban	48.3	51.1	51.5	51.9	52.3	53.4	55.7	53.0	54.2	...
Rural	49.5	52.0	54.9	56.1	54.5	57.2	58.6	55.5	52.1	...
Mexico										
Urban	58.3	58.3	57.6	57.9	58.2	58.2	58.6	58.8	53.1	57.0
Rural	54.5	53.9	54.2	54.8	54.3	54.2	54.1	55.2	52.9	54.1

Continues...

Country	2012	2013	2014	2015	2016	2017	2018	2019	2020 l/	2021
Nicaragua										
Urban	68.2	68.8	66.9	66.1	67.5	68.3	64.5	63.7	61.5	61.2
Rural	75.8	74.7	72.3	70.7	73.3	74.3	72.0	71.6	70.2	68.5
Panama										
Urban	60.6	61.1	60.9	60.7	60.4	59.8	60.6	60.5	...	51.8
Rural	61.3	62.4	61.1	61.3	61.9	60.7	63.9	65.4	...	58.2
Paraguay h/										
Urban	60.5	59.3	58.1	58.3	59.3	66.4	66.8	67.3	63.7	65.8
Rural	63.1	59.3	59.3	59.4	58.2	67.2	68.4	68.1	66.9	68.3
Peru										
Urban	68.1	67.8	66.8	66.4	66.9	67.2	67.3	67.7	55.4	63.2
Rural	80.0	79.2	79.5	79.2	78.2	78.4	78.5	79.2	78.8	82.7
Dominican Republic i/										
Urban	55.8	54.8	55.6	57.2	57.9	58.8	60.1	61.3	56.5	58.1
Rural	52.6	53.6	52.9	57.5	58.0	58.4	59.9	60.1	57.7	59.1
Uruguay j/										
Urban	59.6	59.5	60.4	59.0	58.6	58.1	57.4	57.0	54.6	56.2
Rural	61.6	59.7	60.5	59.1	57.5	56.6	56.3	54.9	52.4	55.1
Latin America y el Caribe k/										
Urban	59.0	58.9	58.7	58.4	57.7	57.8	58.1	58.3	52.5	55.8
Rural	58.4	57.9	58.2	58.3	57.6	57.6	57.4	57.5	51.9	56.7

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

a/ 31 urban agglomerates. INDEC, in the framework of the statistical emergency declared in 2016, recommends disregarding the series published between 2007 and 2015 for purposes of comparison and analysis of the labor market in the Argentine Republic. The 2016 annual data is the average of the II, III and IV quarters.
b/ Data from 2016 onwards correspond to the Continuous Employment Survey (ECE), not comparable with previous years. The 2020 survey does not allow obtaining the annual data for the rural area.
c/ Data from 2012 onwards correspond to the Pesquisa Nacional por Amostra de Domicilios Continua (PNADC), not comparable with previous years. New reweighted series published by IBGE.
d/ Series based on 2017 census projections.
e/ New spliced series, up to the year 2020 are with the data retrojected from the projections of the 2018 CNPV . The working age population corresponds to 15 years and older.
f/ The 2010 data is the average of the III and IV quarters.
g/ As of 2011, the age of the PET has changed from 10 to 15 years, which may affect the comparability of the data. The survey was not conducted in 2020.
h/ Data from 2017 onwards correspond to the Continuous Permanent Household Survey (EPHC), not comparable with previous years.
i/ Series 2009 - 2014 based on reweighted National Labor Force Survey (Encuesta Nacional de Fuerza de Trabajo, ENFT). New measurement as of 2015 using the Continuous National Labor Force Survey (ENCFT), data not comparable with previous years.
j/ The rural area refers to localities with less than 5,000 inhabitants.
k/ Weighted average. Excludes hidden unemployment in Colombia, Ecuador and Panama. The weighted average for urban areas, including Argentina, covers 17 countries and the weighted average for rural areas covers 16 countries (excluding Argentina).
l/ The 2020 data may present comparability problems with the 2019 data due to adjustments in the statistical processes implemented by the Statistical and Census Institutes due to the health emergency situation. In addition, 2020 regional data are not comparable with previous years since information is not available for Guatemala and Panama and also for rural Bolivia. Preliminary data.

‖ Years in which a country is undergoing a revision of the survey or of important variables that may lead to a possible break in data comparability.

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2022 LABOUR OVERVIEW

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